

Olam Group 2024 GRI Content Index

Olam Group Limited has reported the information cited in this GRI content index for the period 1 January 2024 to 31 December 2024 with reference to the GRI Standards. This table references the GRI Universal Standards 2021 and identifies where Olam addresses each disclosure topic — the 2024 Annual Report, the separate Supplementary Sustainability Disclosures 2024 document which contains additional ESG disclosures, and the Olam corporate website.

GRI Standards used GRI Universal Standards 2021 (GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021), material GRI Topic Standards and the relevant GRI sector standard, GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022, which comes into effect for reporting from 1 January 2024.

GRI STANDARD	DISCLOSURE TITLE	LOCATION	PRINTED PAGE OR WEBSITE	SECTION	RELEVANT INDICATORS
General disclos	sures		·		
GRI 2: General	2-1 Organizational details	Annual Report 2024	223	Financial report, Notes to the Financial Statements	Corporate Information
Disclosures 2021		Annual Report 2024	288	Financial report, Shareholding Information	Substantial shareholders
		Supplementary Sustainability Disclosures 2024	1	Introduction and General Disclosures	About Olam Group
	2-2 Entities included in the organization's sustainability reporting	Supplementary Sustainability Disclosures 2024	2	Introduction and General Disclosures	About the Company's Sustainability Reporting
		Annual Report 2024	163	Strategic report, General Information	Operating groups; Businesses; Reporting segments
		Annual Report 2024	255 - 257	Financial report, Notes to the Financial Statements, 14. Subsidiary companies	Composition of the Group
	2-3 Reporting period, frequency and contact point	Supplementary Sustainability Disclosures 2024	2	Introduction and General Disclosures	About the Company's Sustainability Reporting
	2-4 Restatements of information	Supplementary Sustainability Disclosures 2024	1-2	Introduction and General Disclosures	Restatements of information
	2-5 External assurance	Annual Report 2024	140	Strategic report, Response to TCFD	Metrics and targets
		Olam Group Website	Limited Assurance Report	Total GHG Emissions (2023)	Full section
Activities and workers	5				
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	Annual Report 2024	2	Strategic report, Overview	Olam Group at a glance
		Supplementary Sustainability Disclosures 2024	1	Introduction and General Disclosures	About Olam Group
		Annual Report 2024	14	Strategic report, Financial and performance highlights	Group sales revenue by region, Group sourcing volume by region
		Annual Report 2024	26 - 43	Strategic report, ofi	Full section
		Annual Report 2024	44 - 60	Strategic report, Olam Agri	Full section
		Annual Report 2024	61 - 84	Strategic report, Remaining Olam Group	Full section
	2-7 Employees	Annual Report 2024	30	Strategic report, ofi	Total number of employees in ofi
		Annual Report 2024	45	Strategic report, Olam Agri	Total number of employees in Olam Agri
		Annual Report 2024	62	Strategic report, Remaining Olam Group	Total number of employees in Remaining Olam Group
		Supplementary Sustainability Disclosures 2024	22	People and culture	Information on employees and other workers
	2-8 Workers who are not employees	Annual Report 2024	122	People and culture	People and culture
		Supplementary Sustainability Disclosures 2024	22	People and culture	Information on employees and other workers
overnance					
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Annual Report 2024	166 - 172	Governance report, Governance at a Glance	Our Board, Meet the Board

	2-10 Nomination and selection of the highest governance body	Annual Report 2024	182 - 183	Governance report, Nomination and Remuneration Committee (NRC)	Principle 4: Director Appointments, New Appointments, Selection and Re-Nomination of Directors
	2-11 Chair of the highest governance body	Annual Report 2024	180	Governance report, Purposeful governance	Principle 3, Clear Division of Responsibilities
	2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report 2024	198	Governance report, Sustainability Committee (SC)	Purpose; Oversight Role
		Annual Report 2024	200 - 204	Governance report, Managing Stakeholder Relationships	Inclusive Approach; Fair, Timely and Equitable Engagements
	2-13 Delegation of responsibility for managing impacts	Annual Report 2024	197 - 198	Governance report, Sustainability Committee (SC)	Purpose; Oversight Role; Number of Committee meetings
	2-14 Role of the highest governance body in sustainability reporting	Annual Report 2024	198	Governance report, Sustainability Committee (SC)	Purpose; Key Areas of Focus for the Committee in 2024
	2-15 Conflicts of interest	Annual Report 2024	177 - 178	Governance report, Purposeful governance	An Appropriate Level of Independence
	2-16 Communication of critical concerns	Annual Report 2024	194 - 195	Governance report, Audit and Risk Committee (ARC)	Ethics, Compliance and Whistleblowing, Whistleblowing; Whistleblowing Investigation Process
		Annual Report 2024	198	Governance report, Sustainability Committee (SC)	Purpose; Oversight Role
		Annual Report 2024	130	Sustainability, Labour and management relations	No. of grievances filed
	2-17 Collective knowledge of the highest governance body	Annual Report 2024	178	Governance report, Purposeful governance	Principle 2, Diversity of Thought and Background,
		Annual Report 2024	180	Purposeful Governance, Directors' Training and Development	First time Director Training and Sustainability Training
	2-18 Evaluation of the performance of the highest governance body	Annual Report 2024	184	Governance report, Nomination and Remuneration Committee (NRC)	Assessing the Effectiveness of the Board
	2-19 Remuneration policies	Annual Report 2024	184 - 186	Governance report, Nomination and Remuneration Committee (NRC)	Principle 6, 7 and 8: Remuneration, Non-executive Directors, Proposed Directors' Fees for FY2025, Executive Directors and Other Key Executives
	2-20 Process to determine remuneration	Annual Report 2024	184 - 186	Governance report, Nomination and Remuneration Committee (NRC)	Principle 6, 7 and 8: Remuneration, Non-executive Directors, Proposed Directors' Fees for FY2025, Executive Directors and Other Key Executives
	2-21 Annual total compensation ratio			Not reported (confidentiality constraints)	
Strategy, policies and practices					
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Annual Report 2024	4 - 7	Strategic report, Chairman's Letter	Full section
		Annual Report 2024	8 - 13	Group CEO's Review	Full section
		Annual Report 2024	31	Strategic report, ofi	Statement from CEO, ofi, sustainability
		Annual Report 2024	57 - 60	Strategic report, Olam Agri	Statement from Co-Founder & Group CEO, Olam Agri, Sustainability, Regenerative Agriculture Climate Transition, Nutrition and food security
		Annual Report 2024	68, 71, 72, 77	Strategic report, Remaining Olam Group	Statement from CEO of Terrascope, Jiva, TRACT, Mindsprint
	2-23 Policy commitments	Annual Report 2024	87 - 88	Strategic report, Embedding sustainable and responsible business practice	Full section
		Olam Group Website	Olam Group, Ethics & Compliance	Ethics & Compliance	Code of Conduct, Fair Employment Policy, Anti- bribery and Corruption Policy, Position on Human Rights and Labour, Supplier Code, Whistleblowing, Responsible Marketing Policy
		Olam Group Website	Olam Group, Policies & Positions	Policies & Positions	Our Sustainability Policies and Positions, Our Position on Genetically Modified Organisms, Our Position on Human Rights and Labour
	2-24 Embedding policy commitments	Annual Report 2024	194 -195	Governance report, Audit & Risk Committee (ARC)	Ethics, Compliance and Whistleblowing, Whistleblowing; Ethical business programme, Whistleblowing
		Annual Report 2024	197 - 199	Governance report, Sustainability Committee (SC)	Full section
		Annual Report 2024	87 - 88	Strategic report, Embedding sustainable and responsible business practice	Full section

		Olam Group Website	Olam Group, Ethics & Compliance	Ethics & Compliance	Code of Conduct, Fair Employment Policy, Anti- bribery and Corruption Policy, Position on Human Rights and Labour, Supplier Code, Whistleblowing, Responsible Marketing Policy
		Olam Group Website	Olam Group, Policies & Positions	Policies & Positions	Our Sustainability Policies and Positions, Our Position on Genetically Modified Organisms, Our Position on Human Rights and Labour
	2-25 Processes to remediate negative impacts	Annual Report 2024	130	Strategic report, People and Culture	Labour and management relations, Speaking Out
		Annual Report 2024	194 -195	Governance report, Audit & Risk Committee (ARC)	Ethics, Compliance and Whistleblowing, Whistleblowing
	2-26 Mechanisms for seeking advice and raising concerns	Olam Group Website	Olam Group, Ethics & Compliance	Ethics & Compliance	Code of Conduct, Fair Employment Policy, Anti- bribery and Corruption Policy, Position on Human Rights and Labour, Supplier Code
		Olam Group Website	Olam Group, Policies & Positions	Policies & Positions	Our Sustainability Policies and Positions
	2-27 Compliance with laws and regulations	Supplementary Sustainability Disclosures 2024	3	Governance report	Ethics and Compliance, Compliance with laws and regulations
		Annual Report 2024	96	Strategic report, Areas important to our stakeholders and potential impact	Significant interactions with stakeholders for the year
	2-28 Membership associations	Annual Report 2024	89 - 90	Strategic report, Partnering for greater scale and impact	Full section
	2-29 Approach to stakeholder engagement	Annual Report 2024	92 - 94	Strategic report, Engaging with our stakeholders	Full section
	2-30 Collective bargaining agreements	Supplementary Sustainability Disclosures 2024	23	People and Culture	Collective Bargaining Agreements
Material topics	5				
GRI 3: Material Topic 2021	s 3-1 Process to determine material topics	Supplementary Sustainability Disclosures 2024	2	Introduction and General Disclosures	The process to determine material topics, our list of material topics and how we manage them
		Annual Report 2024	87	Strategic report, Embedding sustainable and responsible business practices	Our approach to sustainability
	3-2 List of material topics	Annual Report 2024	94- 95	Strategic report, Areas important to our stakeholders and potential impact	Full section
Economic performant					
	s 3-3 Management of material topics	Annual Report 2024	18 - 25	Strategic report, Group CFO's Review	Full section
2021		Annual Report 2024	14 - 17	Strategic report, Financial and performance highlights	Full section
		Annual Report 2024	4 - 7	Strategic report, Chairman's Letter	Full section
		Annual Report 2024	8 - 13	Strategic report, Group CEO's Review	Full section
		Annual Report 2024	31	Strategic report, ofi	Statement from CEO, ofi, sustainability
		Annual Report 2024	57 - 60	Strategic report, Olam Agri	Statement from Co-Founder & Group CEO, Olam Agri, Sustainability, Regenerative Agriculture Climate Transition, Nutrition and food security
					Climate Transition, Nutrition and food security
		Annual Report 2024	68, 71, 72, 77	Strategic report, Remaining Olam Group	Statement from CEO of Terrascope, Jiva, TRACT, Mindsprint
		Annual Report 2024 Annual Report 2024	68, 71, 72, 77 111 - 116	Strategic report, Remaining Olam Group Strategic report, Social	Statement from CEO of Terrascope, Jiva, TRACT,
		·			Statement from CEO of Terrascope, Jiva, TRACT, Mindsprint
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024	111 - 116 18 - 19 215, 217	Strategic report, Social Social Financial report, Financial statements	Statement from CEO of Terrascope, Jiva, TRACT, Mindsprint Economic Opportunity Economic opportunity Consolidated profit and loss account, Balance sheet
		Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Annual Report 2024	111 - 116 18 - 19 215, 217 243 - 247, 270 - 271, 285	Strategic report, Social Social Financial report, Financial statements Financial report, Financial statements	Statement from CEO of Terrascope, Jiva, TRACT, Mindsprint Economic Opportunity Economic opportunity Consolidated profit and loss account, Balance sheet Notes to the Financial Statements, Notes 4, 5, 6, 7, 8, 9, 30, 38b
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed 201-2 Financial implications and other risks and opportunities due to climate change	Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024	111 - 116 18 - 19 215, 217 243 - 247, 270 - 271,	Strategic report, Social Social Financial report, Financial statements	Statement from CEO of Terrascope, Jiva, TRACT, Mindsprint Economic Opportunity Economic opportunity Consolidated profit and loss account, Balance sheet Notes to the Financial Statements, Notes 4, 5, 6,
	201-2 Financial implications and other risks and opportunities due to	Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Annual Report 2024	111 - 116 18 - 19 215, 217 243 - 247, 270 - 271, 285	Strategic report, Social Social Financial report, Financial statements Financial report, Financial statements	Statement from CEO of Terrascope, Jiva, TRACT, Mindsprint Economic Opportunity Economic opportunity Consolidated profit and loss account, Balance sheet Notes to the Financial Statements, Notes 4, 5, 6, 7, 8, 9, 30, 38b
	201-2 Financial implications and other risks and opportunities due to	Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Annual Report 2024 Annual Report 2024	111 - 116 18 - 19 215, 217 243 - 247, 270 - 271, 285 132 - 140	Strategic report, Social Social Financial report, Financial statements Financial report, Financial statements Strategic report, Response to the TCFD Strategic report, Risk Management, Risk overview and	Statement from CEO of Terrascope, Jiva, TRACT, Mindsprint Economic Opportunity Economic opportunity Consolidated profit and loss account, Balance sheet Notes to the Financial Statements, Notes 4, 5, 6, 7, 8, 9, 30, 38b Full section Full section where climate change poses relevant

Narket presence					
021	3-3 Management of material topics			Not reported (information incomplete)	
RI 202: Market resence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage				
	202-2 Proportion of senior management hired from the local community				
direct economic Ipacts					
RI 3: Material Topics)21	3-3 Management of material topics	Supplementary Sustainability Disclosures 2024	18 - 19	Economic opportunity	Positive economic impacts
RI 203: Indirect conomic Impacts	203-1 Infrastructure investments and services supported	Annual Report 2024	111 - 116	Strategic report, Social	Economic Opportunity, Relevant case studies
16	203-2 Significant indirect economic impacts	Annual Report 2024	111 - 116	Strategic report, Social	Economic Opportunity, Relevant case studies
		Supplementary Sustainability Disclosures 2024	19	Economic opportunity	Positive economic impacts
ocurement practice	S				
RI 3: Material Topics)21	3-3 Management of material topics	Annual Report 2024	88	Strategic report, Embedding sustainable and responsible practices	Responsible supply chains
		Annual Report 2024	37 - 40	Strategic report, ofi	Integrated supply chain - a spicy example, Digitisation - a force multiplier, Integrating new capabilities - expanding ofi 's value chain
		Annual Report 2024	50 - 51	Strategic report, Olam Agri	Food & Feed – Origination & Merchandising
RI 204: Procurement ractices 2016	204-1 Proportion of spending on local suppliers			Not reported (confidentiality constraints)	
nti-corruption			· -		
)21	3-3 Management of material topics	Supplementary Sustainability Disclosures 2024	4 - 5	Governance report	Anti-corruption
RI 205: Anti- orruption 2016	205-1 Operations assessed for risks related to corruption	Supplementary Sustainability Disclosures 2024	4	Governance report	Anti-corruption: Operations assessed for risks related to corruption, Significant risks related to corruption, identified through the risk assessme
	205-2 Communication and training about anti-corruption policies and procedures	Supplementary Sustainability Disclosures 2024	4	Governance report	Anti-corruption: Communication and training on anti-corruption policies and procedures
	Disclosure 205-3 Confirmed incidents of corruption and actions taken	Supplementary Sustainability Disclosures 2024	4 - 5	Governance report	Anti-corruption: Confirmed incidents of corruption and actions taken
nti-competitive ehaviour					
RI 3: Material Topics 21	3-3 Management of material topics	Supplementary Sustainability Disclosures 2024	4 - 5	Governance report	Anti-corruption
RI 206: Anti- ompetitive Behavior	205-1 Operations assessed for risks related to corruption	Supplementary Sustainability Disclosures 2024	4	Governance report	Anti-corruption: Operations assessed for risks related to corruption, Significant risks related to corruption, identified through the risk assessme
ax RI 2: Motorial Tanias	3-3 Management of material topics	Supplementary Sustainability	6	Coverses report	
)21	•	Disclosures 2024		Governance report	Tax governance
RI 207: Tax	207-1 Approach to tax	Supplementary Sustainability Disclosures 2024	6	Governance report	Tax governance
	207-2 Tax governance, control, and risk management	Supplementary Sustainability Disclosures 2024	6	Governance report	Tax governance
	207-3 Stakeholder engagement and management of concerns related to tax	Supplementary Sustainability Disclosures 2024	6	Governance report	Tax governance
	207-4 Country-by-country reporting			Not reported (confidentiality constraints)	
laterials		Annual Danast 2021	FF 00 00 00 10T	Obstationer at Englishment	
RI 3: Material Topics	3-3 Management of material topics	Annual Report 2024	55, 86, 88, 98, 107, 110,116, 139	Strategic report, Environment	Decarbonisation strategies, Regen agri, Responsible Sourcing, Supply chain traceability

		Supplementary Sustainability Disclosures 2024	5,6,15	Supplier environmental assessments, Habitats protected or restored	Responsible Sourcing
		Annual Report 2024	32, 63, 68, 86, 89, 91, 93, 110	Strategic report, Sustainability	Our approach to responsible sourcing and supply chain traceability
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Annual Report 2024	14	Strategic report, Financial and performance highlights	Group sourcing volume by region
Energy					
	3-3 Management of material topics	Annual Report 2024	11, 20, 59, 81-83, 100, 140, 144, 162	Strategic report, various sections	Our approach to energy efficiency, energy savings and renewable energy
		Annual Report 2024	199	Governance report, Corporate Responsibility and Sustainability Committee (SC)	Key Areas of Focus for the Sustainability Committee in 2024
		Supplementary Sustainability Disclosures 2024	9 - 10	Environment	Energy consumption within the Olam Group
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Supplementary Sustainability Disclosures 2024	9 - 10	Environment	Energy consumption within the Olam Group
	302-3 Energy intensity	Supplementary Sustainability Disclosures 2024	9 - 10	Environment	Energy Intensity
	302-4 Reduction of energy consumption	Supplementary Sustainability Disclosures 2024	9 - 10	Environment	Reduction of energy consumption
		Annual Report 2024	59, 98, 100, 140, 144, 162	Strategic report, Response to the TCFD	Initiatives on energy savings, energy efficiency and renewable energy, Climate transition, Metrics and targets
Water and effluents					
	3-3 Management of material topics	Annual Report 2024	8-13	Strategic report, Group CEO's Review	Full section
2021	··································	Annual Report 2024	57-59	Strategic report, Olam Agri	Full section
		Annual Report 2024	81, 84, 86	Strategic report, Remaining Olam Group	Sustainability, Sustainability framework
		Annual Report 2024	106,109	Strategic report, Sustainability	Healthy Soils, Water
		Annual Report 2024	144	Strategic report, Risk Management	Mitigation on Reputational risks, social risks and environmental risks
		Annual Report 2024	161-162, 147-151	Strategic report, Multi-capital accounting (Integrated Impact statement)	Water-use related Natural Capital costs (NCC)
		Supplementary Sustainability Disclosures 2024	16-17	Water	Full section
GRI 303: Water and	303-1 Interactions with water as a shared resource	Annual Report 2024	109	Strategic report, Sustainability	Water
Effluents 2018		Annual Report 2024	153, 161-162	Strategic report, Integrated impact statement	Water-use related Natural Capital costs (NCC)
		Annual Report 2024	248, 251-252	Financial report, Notes to the Financial Statements	Water Rights assets
		Supplementary Sustainability Disclosures 2024	16 - 17	Water	Full section
	303-2 Management of water discharge-related impacts	Annual Report 2024	162	Strategic report, Multi-capital accounting (Integrated Impact statement)	Natural Capital Valuation: Assessing Natural Capital Costs for two large coffee facilities
		Supplementary Sustainability Disclosures 2024	16 - 17	Water	Full section
	303-3 Water withdrawal	Supplementary Sustainability Disclosures 2024	16 - 17	Water	Full section
	303-4 Water discharge	Supplementary Sustainability Disclosures 2024	16 - 17	Water	Full section
	303-5 Water consumption	Supplementary Sustainability Disclosures 2024	16 - 17	Water	Full section
Biodiversity					
	3-3 Management of material topics	Annual Report 2024	8-13	Group CEO's Review	Full section
2021		Annual Report 2024	31, 42	Strategic report, ofi	Sustainability
		Annual Report 2024	54-58	Strategic Report, Olam Agri	Disclosures on ecosystem protection, biodiversity and healthy landscapes
		Annual Report 2024	80-81	Strategic report, Remaining Olam Group	Disclosures on ecosystem protection, biodiversity and healthy landscapes
		Annual Report 2024	100, 102-105	Strategic report, Sustainability	Full section
		Annual Report 2024	113	Strategic report, Social	Sustainable forest management
		Annual Report 2024	139-141	Strategic report, Response to TCFD	Risk Management

		Supplementary Sustainability Disclosures 2024	12-15	Healthy ecosystems	Full section
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Supplementary Sustainability Disclosures 2024	13	Environment	Operational sites owned, leased, managed in or adjacent to protected areas, and areas of high biodiversity value outside protected areas
		Annual Report 2024	80-81	Strategic report, Remaining Olam Group	Sustainability
		Annual Report 2024	102	Strategic report, Sustainability	Assessing ecosystem risks
	304-2 Significant impacts of activities, products and services on biodiversity	Supplementary Sustainability Disclosures 2024	14	Environment	Significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas
		Annual Report 2024	54	Strategic report, Olam Agri	Disclosures on ecosystem protection, biodiversity and healthy landscapes
		Annual Report 2024	80-81	Strategic report, Remaining Olam Group: Olam Global Holdco	Disclosures on ecosystem protection, biodiversity and healthy landscapes
		Annual Report 2024	99-102	Strategic report, Sustainability, Healthy ecosystems	Assessing ecosystem risks
		Annual Report 2024	113	Strategic report, Social	Sustainable forest management
	304-3 Habitats protected or restored	Supplementary Sustainability Disclosures 2024	15	Environment	Habitats protected or restored
		Annual Report 2024	151	Strategic report, Multi-capital accounting (Integrated Impact statement)	Impacts of Olam Agri's regenerative agriculture interventions in cotton farming, Côte d'Ivoire
		Annual Report 2024	80-81	Strategic report, Remaining Olam Group: Olam Global Holdco	Sustainability
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Supplementary Sustainability Disclosures 2024	14	Environment	Significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas
		Annual Report 2024	102	Sustainability, Healthy ecosystems	Assessing ecosystem risks
		Annual Report 2024	80-81	Strategic report, Remaining Olam Group: Olam Global Holdco	Sustainability
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	132-162	Strategic report	Response to the TCFD, Multi-capital accounting (Integrated Impact statement)
		Annual Report 2024	97-110	Strategic report, Sustainability	Environment section
		Annual Report 2024	41-42	Strategic report, ofi	Disclosures on approach towards climate action
		Annual Report 2024	59	Strategic report, Olam Agri	Disclosures on approach towards climate action
		Annual Report 2024	84	Strategic report, Remaining Olam Group	Disclosures on approach towards climate action
		Supplementary Sustainability Disclosures 2024	8-12	Environment	Climate action
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Annual Report 2024	97	Environment, Climate action	Olam's total emissions in 2024, collected through Terrascope
		Supplementary Sustainability Disclosures 2024	10 -12	Environment	GHG emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Annual Report 2024	97	Environment, Climate action	Olam's total emissions in 2024, collected through Terrascope
		Supplementary Sustainability Disclosures 2024	10 -12	Environment	GHG emissions
	305-3 Other indirect (Scope 3) GHG emissions	Annual Report 2024	97	Environment, Climate action	Olam's total emissions in 2024, collected through Terrascope
		Supplementary Sustainability Disclosures 2024	10 -12	Environment	GHG emissions
	305-4 GHG emissions intensity	Supplementary Sustainability Disclosures 2024	12	Environment	GHG emissions intensity
	305-5 Reduction of GHG emissions	Annual Report 2024	42, 56-59, 97-98, 100, 103, 140, 148	Strategic report, various sections	Disclosures on GHG emission reduction initiatives

		Supplementary Sustainability Disclosures 2024	12	Environment, Climate action	Reduction of GHG emissions
Waste					
	3-3 Management of material topics	Annual Report 2024	59, 63	Strategic report, Olam Agri	Sustainability, Climate transition
2021		Annual Report 2024	81-84	Strategic report, Remaining Olam Group	Dislosures on management of waste
		Annual Report 2024	110	Strategic report, Environment	Food loss, packaging and waste
		Supplementary Sustainability Disclosures 2024	15-16	Environment, Food loss, packaging and waste	Full section
	306-1 Waste generation and significant waste-related impacts	Supplementary Sustainability Disclosures 2024	15-16	Environment, Food loss, packaging and waste	Full section
	306-2 Management of significant waste-related impacts	Supplementary Sustainability Disclosures 2024	15-16	Environment, Food loss, packaging and waste	Full section
	306-3 Waste generated	Supplementary Sustainability Disclosures 2024	15-16	Environment, Food loss, packaging and waste	Full section
	306-4 Waste diverted from disposal	Supplementary Sustainability Disclosures 2024	15-16	Environment, Food loss, packaging and waste	Full section
	306-5 Waste directed to disposal	Supplementary Sustainability Disclosures 2024	15-16	Environment, Food loss, packaging and waste	Full section
Supplier environmenta	l assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	88, 93, 115	Responsible supply chains, Engaging with our Stakeholders, Safe and decent work	Full section
		Supplementary Sustainability Disclosures 2024	5	Supplier social and environmental assessments	Full section
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supplementary Sustainability Disclosures 2024	5	Supplier social and environmental assessments	New suppliers that were screened using social and environmental criteria
A336351116111 2010	308-2 Negative environmental impacts in the supply chain and actions taken	Supplementary Sustainability Disclosures 2024	6	Supplier social and environmental assessments	Negative social and environmental impacts in our supply chain and the actions taken
Employment					
GRI 3: Material Topics	3-3 Management of material topics	Annual Report 2024	111-131	Strategic report, Social, People and culture	Full section
2021		Supplementary Sustainability Disclosures 2024	22	People and culture	Information on employees and other workers
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Supplementary Sustainability Disclosures 2024	23	People and culture, Employment	New employee hires and employee turnover
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annual Report 2024	270, 272	Financial report, Financial statements	Salaries and employee benefits
		Additional Sustainability Information	23	People and culture, Employment	Employment - Notes on remuneration
	401-3 Parental leave	Supplementary Sustainability Disclosures 2024	24	People and culture, Employment	Parental Leave
Labor/management rel	ations				
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	130	Strategic report, Sustainability	Employee and labour rights, Labour and management relations
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Supplementary Sustainability Disclosures 2024	23	People and culture, Employment	Minimum notice periods regarding operational changes
Occupational health ar	nd safety				
	3-3 Management of material topics	Annual Report 2024	127-129	Strategic report, People and culture	Safety and health
	403-1 Occupational health and safety management system	Annual Report 2024	127-129	Strategic report, People and culture	Safety and health
Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Annual Report 2024	80, 88, 127-129	Strategic report, Sustainability, People and culture	Safety and health
	403-3 Occupational health services	Annual Report 2024	127-129	Strategic report, People and culture	Safety and health
	403-4 Worker participation, consultation, and communication on occupational health and safety	Annual Report 2024	127-129	Strategic report, People and culture	Safety and health
	403-5 Worker training on occupational health and safety	Annual Report 2024	127-129	Strategic report, People and culture	Safety and health
		Supplementary Sustainability Disclosures 2024	23-24	People and culture, Learning and development, Safety and health	Full section
	403-6 Promotion of worker health			Not reported (information incomplete)	

	403-7 Prevention and mitigation of occupational health and safety impacts				
	directly linked by business relationships	Annual Report 2024	127-129	Strategic report, People and culture	Safety and health
	403-8 Workers covered by an occupational health and safety management system	Annual Report 2024	127-128	Strategic report, People and culture	Safety and health
	403-9 Work-related injuries	Annual Report 2024	128	Strategic report, People and culture	Overall safety performance
		Supplementary Sustainability Disclosures 2024	25	People and culture, Safety and health	Work-related injuries
	403-10 Work-related ill health			Not reported (information incomplete)	
raining and education			101105		
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	124-125	Strategic report, Sustainability	Learning and Development, Talent Management
GRI 404: Training and Education 2016		Supplementary Sustainability Disclosures 2024	25	People and Culture, Learning and development	Average hours of training per year per employee
	404-2 Programs for upgrading employee skills and transition assistance programs	Annual Report 2024	124-125	Strategic report, Sustainability	Employee engaement, Learning and Development, Talent Management
	404-3 Percentage of employees receiving regular performance and career development reviews	Annual Report 2024	118	Strategic report, Sustainability	Performance reviews
Diversity and equal op	nortunity				
		Annual Report 2024	123	Strategic report, Sustainability, Governance	Inclusion, Diversity and Equity (IDE)
		Annual Report 2024	176, 178	Governance report, Purposeful governance	Diversity of Thought and Background
		Supplementary Sustainability Disclosures 2024	24	People and Culture, Diversity and inclusion	Full section
RI 405. Diversity and		Annual Report 2024	123	Strategic report, Sustainability	Inclusion, Diversity and Equity (IDE)
qual Opportunity		Annual Report 2024	178	Governance report, Purposeful governance	Diversity of Thought and Background
016		Supplementary Sustainability	22-24	People and Culture, Information on employees and other	Full section
		Disclosures 2024	22-24	workers, Employment, Diversity and inclusion	
	n and collective bargaining		400		
RI 3: Material Topics 021	ů i	Annual Report 2024 Supplementary Sustainability	130 22	Strategic report, Sustainability People and Culture, Information on employees and other	Labour and management relations Collective bargaining agreements
		Disclosures 2024		workers	
GRI 407: Freedom of		Annual Report 2024	130	Strategic report, Sustainability	Labour and management relations
Association and		Supplementary Sustainability Disclosures 2024	22	People and Culture, Information on employees and other	Collective bargaining agreements
Collective Bargaining		DISCIOSULES 2024		workers	
				workers	
hild labor		Annual Report 2024	115-116	workers Strategic report, Sustainability	Safe and decent work
Child labor GRI 3: Material Topics	3-3 Management of material topics		115-116 19		Safe and decent work Child labour
Child labor GRI 3: Material Topics 021	3-3 Management of material topics	Annual Report 2024 Supplementary Sustainability Disclosures 2024	19	Strategic report, Sustainability Social, Safe and decent work	
child labor GRI 3: Material Topics 021 GRI 408: Child Labor	3-3 Management of material topics 408-1 Operations and suppliers at significant risk for incidents of child labor	Annual Report 2024 Supplementary Sustainability		Strategic report, Sustainability	Child labour
Child labor SRI 3: Material Topics 021 SRI 408: Child Labor 016	3-3 Management of material topics 408-1 Operations and suppliers at significant risk for incidents of child labor	Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability	19 115-116	Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability	Child labour Safe and decent work
Child labor SRI 3: Material Topics 1021 SRI 408: Child Labor 1016 Forced or compulsory	3-3 Management of material topics 408-1 Operations and suppliers at significant risk for incidents of child labor	Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability	19 115-116	Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work	Child labour Safe and decent work
OC21 GRI 408: Child Labor O16 Forced or compulsory	3-3 Management of material topics 408-1 Operations and suppliers at significant risk for incidents of child labor 3-3 Management of material topics	Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024	19 115-116 19	Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability	Child labour Safe and decent work Child labour
Child labor RRI 3: Material Topics 2021 GRI 408: Child Labor 2016 Corced or compulsory GRI 3: Material Topics	 3-3 Management of material topics 408-1 Operations and suppliers at significant risk for incidents of child labor abor 3-3 Management of material topics 409-1 Operations and suppliers at significant risk for incidents of forced or 	Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024	19 115-116 19 115-116	Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability	Child labour Safe and decent work Child labour Safe and decent work
child labor SRI 3: Material Topics 021 SRI 408: Child Labor 016 SRI 3: Material Topics 021 SRI 409: Forced or Compulsory Labor 016 Sights of indigenous p	3-3 Management of material topics 408-1 Operations and suppliers at significant risk for incidents of child labor 3-3 Management of material topics 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor eoples	Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Supplementary Sustainability	19 115-116 19 115-116 19-20 19-20	Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work	Child labour Safe and decent work Child labour Safe and decent work Forced or compulsory labour
child labor SRI 3: Material Topics 021 SRI 408: Child Labor 016 SRI 3: Material Topics 021 SRI 409: Forced or Compulsory Labor 016 Sights of indigenous p	 3-3 Management of material topics 408-1 Operations and suppliers at significant risk for incidents of child labor labor 3-3 Management of material topics 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor 	Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Supplementary Sustainability	19 115-116 19 115-116 19-20	Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work	Child labour Safe and decent work Child labour Safe and decent work Forced or compulsory labour
child labor SRI 3: Material Topics 021 SRI 408: Child Labor 016 Orced or compulsory SRI 3: Material Topics 021 SRI 409: Forced or Compulsory Labor 016 SRI 409: of indigenous p SRI 3: Material Topics	 3-3 Management of material topics 408-1 Operations and suppliers at significant risk for incidents of child labor abor 3-3 Management of material topics 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor eoples 3-3 Management of material topics 	Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Supplementary Sustainability Disclosures 2024	19 115-116 19 115-116 19-20 19-20	Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work Social, Safe and decent work	Child labour Safe and decent work Child labour Safe and decent work Forced or compulsory labour Forced or compulsory labour
Child labor SRI 3: Material Topics 021 SRI 408: Child Labor 016 Sorced or compulsory SRI 3: Material Topics 021 SRI 409: Forced or Compulsory Labor 016 SIGHS of Indigenous p SRI 3: Material Topics 021 SRI 411: Rights of ndigenous Peoples	 3-3 Management of material topics 408-1 Operations and suppliers at significant risk for incidents of child labor abor a-3 Management of material topics 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor eoples a-3 Management of material topics 411-1 Incidents of violations involving rights of indigenous peoples 	Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024	19 115-116 19 115-116 19-20 19-20 19-20	Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work Social, Safe and decent work	Child labour Safe and decent work Child labour Safe and decent work Forced or compulsory labour Forced or compulsory labour Diversity and inclusion Rights of indigenous peoples Incidents of violations involving rights of
Child labor SRI 3: Material Topics 2021 SRI 408: Child Labor 2016 2017 2016 2017 2018 2019 2	 3-3 Management of material topics 408-1 Operations and suppliers at significant risk for incidents of child labor abor 3-3 Management of material topics 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor eoples 3-3 Management of material topics 411-1 Incidents of violations involving rights of indigenous peoples 	Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Supplementary Sustainability Disclosures 2024	19 115-116 19 115-116 19-20 19-20 19-20 117 20	Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work	Child labour Safe and decent work Child labour Safe and decent work Forced or compulsory labour Forced or compulsory labour Diversity and inclusion Rights of indigenous peoples Incidents of violations involving rights of indigenous peoples and actions taken during the
Child labor SRI 3: Material Topics 2021 SRI 408: Child Labor 2016 Societ or compulsory SRI 3: Material Topics 2021 SRI 409: Forced or 2016 SRI 409: Forced or 2016 SRI 409: Forced or 2016 SRI 410: Forced or 2016 SRI 411: Rights of 2021 SRI 411: Rights of 2021	 3-3 Management of material topics 408-1 Operations and suppliers at significant risk for incidents of child labor abor 3-3 Management of material topics 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor eoples 3-3 Management of material topics 411-1 Incidents of violations involving rights of indigenous peoples 3-3 Management of material topics 413-1 Operations with local community engagement, impact 	Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Supplementary Sustainability Disclosures 2024 Supplementary Sustainability Disclosures 2024	19 115-116 19 115-116 19-20 19-20 19-20 20	Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work	Child labour Safe and decent work Child labour Safe and decent work Forced or compulsory labour Forced or compulsory labour Diversity and inclusion Rights of indigenous peoples Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period
Child labor SRI 3: Material Topics 2021 SRI 408: Child Labor 2016 Sorced or compulsory SRI 3: Material Topics 2021 SRI 409: Forced or 2019 SRI 409: Forced or 2019 SRI 3: Material Topics 2021 SRI 411: Rights of 2021 SRI 411: Rights of 2	 3-3 Management of material topics 408-1 Operations and suppliers at significant risk for incidents of child labor abor 3-3 Management of material topics 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor eoples 3-3 Management of material topics 411-1 Incidents of violations involving rights of indigenous peoples 3-3 Management of material topics 413-1 Operations with local community engagement, impact assessments, and development programs 	Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024 Supplementary Sustainability Disclosures 2024 Supplementary Sustainability Disclosures 2024 Supplementary Sustainability Disclosures 2024 Supplementary Sustainability Disclosures 2024 Supplementary Sustainability	19 115-116 19 115-116 19-20 19-20 19-20 19-20 20 117 20 111-114	Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Social, Safe and decent work Strategic report, Sustainability Strategic report, Sustainability	Child labour Safe and decent work Child labour Safe and decent work Forced or compulsory labour Forced or compulsory labour Diversity and inclusion Rights of indigenous peoples Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period Social - Economic opportunity

GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	89	Strategic report, Sustainability	Our stakeholders are critical to our continued success
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supplementary Sustainability Disclosures 2024	5	Governance, Supplier social and environmental assessments	New suppliers that were screened using social and environmental criteria
Public policy					
	3-3 Management of material topics				
2021					
GRI 415: Public Policy	415-1 Political contributions			NA	
Customer health and s	afety				
	3-3 Management of material topics	Annual Report 2024	88	Strategic report, Sustainability	Safety and health
2021		Supplementary Sustainability	21	Social, Nutrition and health	Customer safety and health
		Disclosures 2024			
GRI 416: Customer	416-1 Assessment of the health and safety impacts of product and	Annual Report 2024	30	Strategic report, ofi	Safety and health
Health and Safety 2016	service categories	Annual Report 2024	48	Strategic report, Olam Agri	Advancing our commitment to safety and quality
		Supplementary Sustainability Disclosures 2024	21	Social, Nutrition and health	Customer safety and health, Percentage of significant product and service categories for which safety and health impacts are assessed fo improvement
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Supplementary Sustainability Disclosures 2024	21	Social, Nutrition and health	Product recalls
SECTOR STANDARD REF. NO.	DISCLOSURE TITLE	LOCATION	PRINTED PAGE OR WEBSITE	SECTION	RELEVANT INDICATORS
GRI Sector Disc	losures — GRI 13: Agriculture, Aquaculture and	Fishing Sectors 2022			
Topic 13.1 Emissions	iosures — Ori To. Agriculture, Aquaculture and	rishing occiors 2022			
	Disclosure 3-3 Management of material topics			Please refer to Material Topic, Emissions	
13.1.1 13.1.2	Disclosure 3-3 Management of material topics Disclosure 305-1 Direct (Scope 1) GHG emissions.			Please refer to Material Topic, Emissions	
13.1.2	When reporting on gross direct (Scope 1) GHG emissions. of CO2 equivalent, include land use change emissions.		La	nd-use change has been included in the reported emissions.	
13.1.3	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions			Please refer to Material Topic, Emissions	
13.1.4	Disclosure 305-3 Other indirect (Scope 3) GHG emissions.			Please refer to Material Topic, Emissions.	
	When reporting on gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent, include land use change emissions.		La	nd-use change has been included in the reported emissions.	
13.1.5	Disclosure 305-4 GHG emissions intensity			Please refer to Material Topic, Emissions	
13.1.5	Disclosure 305-5 Reduction of GHG emissions			Please refer to Material Topic, Emissions	
				• •	
13.1.7	Disclosure 305-6 Emissions of ozone-depleting substances (ODS)			Not material	
13.1.8	Disclosure 305-7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions			Not material	
Topic 13.2 Climate ada					
13.2.1	Disclosure 3-3 Management of material topics	Please refer to mate	rial topic, Economic Perfor	rmance, Disclosure 201-2 Financial implications and other risks	and opportunities due to climate change.
13.2.2	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change.	Please refer to material topic	, Economic Performance,	Disclosure 201-2 Financial implications and other risks and opport scenario used has been included.	ortunities due to climate change. Climate-change
	Additional sector recommendations: Describe the climate change-related scenarios used for identifying the risks and opportunities posed by climate change.				
Topic 13.3 Biodiversity					
13.3.1	Disclosure 3-3 Management of material topics			Please refer to Material Topic, Biodiversity	
13.3.2	Disclosure 304-1 Operational sites owned, leased, managed in, or			suce relet to material replo, bloarvereity	
	adjacent to, protected areas and areas of high biodiversity value outside protected areas				
13.3.3	Disclosure 304-2 Significant impacts of activities, products and services on biodiversity				
13.3.4	Disclosure 304-3 Habitats protected or restored				

13.3.5	Disclosure 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations				
opic 13.4 Natural	ecosystem conversion				
3.4.1	Disclosure 3-3 Management of material topics	Annual Report 2024	90, 95	Strategic report, Sustainability	Healthy Ecosystems
	Additional sector recommendations • Describe policies or commitments to reduce or eliminate natural ecosystem conversion, including target and cut-off dates, for the following: - the organization's own production;	Supplementary Sustainability Disclosures 2024	12-15	Environment	Healthy ecosystems; Operational sites owned, leased, managed in or adjacent to protected areas, and areas of high biodiversity value outside protected areas; Habitats protected or restored
	 sourcing of terrestrial animal and fish feed; products sourced by the organization for aggregation, processing, or trade. 	Corporate website	Olam Living Landscapes Policy	Olam Living Landscapes Policy	Full document
		Corporate website	Supporting the 1.5°C Agri Sector Roadmap	Olam Agri - Supporting the 1.5°C Agri Sector Roadmap	Full document
	 through sourcing policies and contracts. Report the organization's participation in multi-stakeholder, landscape, or sectoral initiatives intended to reduce or eliminate natural ecosystem conversion. Describe the tools and systems used to monitor natural ecosystem conversion in the organization's activities, supply chain, and sourcing locations. 	Corporate website	Responsible Palm Oil. Sourcing Policy	Olam Agri - Responsible Palm Oil Sourcing Policy	Full document
3.4.2	Report the percentage of production volume from land owned, leased or	Supplementary Sustainability Disclosures 2024	13	Environment	Operational sites owned, leased, managed in or adjacent to protected areas, and areas of high biodiversity value outside protected areas
13.4.3	For products sourced by the organization, report the following by product: - the percentage of sourced volume determined to be deforestation- or conversion-free, and describe the assessment methods used; - the percentage of sourced volume for which origins are not known to the point where it can be determined whether it is deforestation- or conversion- free, and describe actions taken to improve traceability.	Disclosures 2024	5	Governance, Supplier social and environmental assessments	Supplier environmental assessments
3.4.4		Supplementary Sustainability Disclosures 2024	13	Environment	Operational sites owned, leased, managed in or adjacent to protected areas, and areas of high biodiversity value outside protected areas
3.4.5	Report the size in hectares, the location, and the type of natural ecosystems converted since the cut-off date by suppliers or in sourcing locations.		Not reported (information	on unavailable as majority of Olam's purchased volumes are so	urced indirectly)
opic 13.5 Soil hea					
3.5.1	Additional sector recommendations	Annual Report 2024	57-58, 93, 95, 98, 100, 106 109, 144, 147-153, 160, 199	Strategic report, various sections	Disclosures on the management of healthy soils
	- a link to this plan if publicly available;	Supplementary Sustainability Disclosures 2024	15	Healthy Soils	Full section
opic 13.6 Pesticid					
3.6.1		Annual Report 2024	93, 95, 109, 147-153, 160	Strategic report, various sections	Disclosures on the management of pesticides and herbicides
		Supplementary Sustainability Disclosures 2024	16	Environment	Integrated Pest Management

13.6.2	Report the volume and intensity of pesticides used by the following toxicity hazard levels: - Extremely hazardous; - Highly hazardous; - Moderately hazardous; - Slightly hazardous; - Unlikely to present an acute hazard.	Corporate website	Olam Plantations, Concessions and Farms, Code	Olam Plantations, Concessions and Farms Code	The use of pesticides shall be minimised and continually evaluated, and pesticides in WHO Classes 1a, 1b shall not be used.
Topic 13.7 Water	and effluents				
13.7.1	Disclosure 3-3 Management of material topics				
13.7.2	Disclosure 303-1 Interactions with water as a shared resource	1			
13.7.3	Disclosure 303-2 Management of water discharge-related impacts	1			
13.7.4	Disclosure 303-3 Water withdrawal	1		Please refer to Material Topic, Water and effluents	
13.7.5	Disclosure 303-4 Water discharge	1			
13.7.6	Disclosure 303-5 Water consumption	1			
Topic 13.8 Waste					
13.8.1	Disclosure 3-3 Management of material topics				
13.8.2	Disclosure 306-1 Waste generation and significant waste-related impacts	-			
13.8.3	Disclosure 306-2 Management of significant waste-related impacts	-		Please refer to Material Topic, Waste	
13.8.4	Disclosure 306-3 Waste generated	-			
13.8.5	Disclosure 306-4 Waste diverted from disposal	_			
13.8.6	Disclosure 306-5 Waste directed to disposal				
Topic 13.9 Food					
13.9.1	Disclosure 3-3 Management of material topics Additional sector recommendations	Annual Report 2024	89, 95, 119-121, 130- 131, 156, 160	Strategic report, Social	Nutrition and Health Section
	 Describe the effectiveness of actions and programs on food security at local, regional, national, or global levels. Report partnerships which the organization is part of that address food security, including engagement with governments. Describe policies or commitments to address food loss in the supply chain. 				
13.9.2	Report the total weight of food loss in metric tons and the food loss percentage, by the organization's main products or product category, and describe the methodology used for this calculation.	Annual Report 2024 Supplementary Sustainability Disclosures 2024	110 16	Strategic report, Environment Environment	Food loss, waste and packaging Post-harvest loss
Topic 13.10 Food	6,	21201000100 2024			
13.10.1	Disclosure 3-3 Management of material topics				
13.10.2	Disclosure 416-1 Assessment of the health and safety impacts of product	-			
	and service categories	_	F	Please refer to Material Topic, Customer health and safety	
13.10.3	Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services				
	nal health and welfare				
13.11.1	Disclosure 3-3 Management of material topics				
	Additional sector recommendations • Describe policies regarding processing of animal products, animal transportation, handling, housing and confinement, and slaughter, by species. • Describe the approach to animal health planning and involvement of				
	 veterinarians, including the approach to using anesthetic, antibiotic, antiinflammatory, hormone, and growth-promotion treatments, by species. Describe commitments for responsible and prudent use of antibiotics (e.g., avoiding prophylactic use) and describe how compliance with these commitments is evaluated. Describe the results of assessments and audits of animal health and welfare, by species. 	Corporate website	ofi Animal Welfare Policy	Entire Document	Entire Document
13.11.2	Report the percentage of production volume from sites of the organization certified to third-party animal health and welfare standards, and list these standards.			Not reported (information unavailable)	
Topic 13.12 Loca	I communities				

13.12.2 Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs 13.12.3 Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities	
impacts on local communities	
Topic 13.13 Land and resource rights	
13.13.1 Disclosure 3-3 Management of material topics Corporate website Olam Living Landscapes Olam Living Landscape	Full document
Additional sector recommendations Describe commitments to respect land and natural resource rights (including customary, collective, and informal tenure rights) and report the extent to which the commitments apply to the organization's activities and to its business relationships. Describe how the commitments to respect land and natural resource rights are implemented with suppliers. Describe the approach to protecting human rights and land rights defenders from reprisals (i.e., non-retaliation for raising complaints or concerns).	
13.13.2 List the locations of operations, where land and natural resource rights (including customary, collective, and informal tenure rights) may be affected by the organization's operations. Supplementary Sustainability Disclosures 2024 20 Environment	Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period
13.13.3 Report the number, size in hectares, and location of operations where violations of land and natural resource rights (including customary, collective, and informal tenure rights) occurred and the groups of Supplementary Sustainability 20 Environment	Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period
rightsholders affected. Annual Report 2024 104 Strategic report, Environment	Healthy Ecosystems
Topic 13.14 Rights of indigenous peoples	
13.14.1 Disclosure 3-3 Management of material topics	
- how the organization seeks to ensure meaningful engagement; how the organization seeks to ensure indigenous women can participate safely and equitably.	
Please refer to Material Topic, Rights of indigenous	s peoples
13.14.2 Disclosure 411-1 Incidents of violations involving rights of indigenous peoples Additional sector recommendations • Describe the identified incidents of violations involving the rights of indigenous peoples.	s peoples
13.14.2 Disclosure 411-1 Incidents of violations involving rights of indigenous peoples Additional sector recommendations • Describe the identified incidents of violations involving the rights of	s peoples Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period
13.14.2 Disclosure 411-1 Incidents of violations involving rights of indigenous peoples Additional sector recommendations Additional sector recommendations • Describe the identified incidents of violations involving the rights of indigenous peoples. 13.14.3 List the locations of operations where indigenous peoples are present or affected by activities of the organization. Supplementary Sustainability Disclosures 2024 20 Environment 13.14.4 Report if the organization has been involved in a process of seeking free, organization's activities, including, in each case: Supplementary Sustainability Disclosures 2024 20 Environment	Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period Rights of indigenous peoples, Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period
13.14.2 Disclosure 411-1 Incidents of violations involving rights of indigenous peoples Additional sector recommendations - Describe the identified incidents of violations involving the rights of indigenous peoples. 13.14.3 List the locations of operations where indigenous peoples are present or affected by activities of the organization. Supplementary Sustainability Disclosures 2024 20 Environment 13.14.4 Report if the organization has been involved in a process of seeking free, organization's activities, including, in each case: Supplementary Sustainability Disclosures 2024 20 Environment	Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period Rights of indigenous peoples, Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period Full document
13.14.2 Disclosure 411-1 Incidents of violations involving rights of indigenous peoples Additional sector recommendations - Describe the identified incidents of violations involving the rights of indigenous peoples. 13.14.3 List the locations of operations where indigenous peoples are present or affected by activities of the organization. Supplementary Sustainability Disclosures 2024 20 Environment 13.14.4 Report if the organization has been involved in a process of seeking free, prior, and informed consent (FPIC) from indigenous peoples for any of the organization's activities, including, in each case: - whether the process has been multily accepted by the organization and the affected indigenous peoples; - how the organization ensured that the constituent elements of FPIC have been implemented as part of the process; - whether an agreement has been reached and, if so, whether the agreement is publicly available. Carporate website CIB Grievance List (undated 2025) List of complaints made to the CIB by local population and the affected indigenous peoples.	Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period Rights of indigenous peoples, Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period Full document
13.14.2 Disclosure 411-1 Incidents of violations involving rights of indigenous peoples Additional sector recommendations • Describe the identified incidents of violations involving the rights of indigenous peoples. Supplementary Sustainability 20 13.14.3 List the locations of operations where indigenous peoples are present or affected by activities of the organization. Supplementary Sustainability 20 Environment 13.14.3 Report if the organization has been involved in a process of seeking free, prior, and informed consent (FPIC) from indigenous peoples for any of the organization's activities, including, in each case: whether the process has been mutually accepted by the organization and the affected indigenous peoples; how the organization ensured that the constituent elements of FPIC have been implemented as part of the process; whether an agreement has been reached and, if so, whether the ClB Grievance List (updated 2025) List of complaints made to the CIB by local population and the affected indigenous peoples;	Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period Rights of indigenous peoples, Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period Full document
13.14.2 Disclosure 411-1 Incidents of violations involving rights of indigenous peoples 13.14.2 Disclosure 411-1 Incidents of violations involving rights of indigenous peoples. 13.14.3 List the locations of operations where indigenous peoples are present or affected by activities of the organization. Supplementary Sustainability Disclosures 2024 20 Environment 13.14.4 Report if the organization has been involved in a process of seeking free, organization's activities, including, in each case: - whether the process has been mutually accepted by the organization and the affected indigenous peoples is: - how the organization ensured that the constituent elements of FPIC have been implemented as part of the process; - whether an agreement has been reached and, if so, whether the agreement is publicly available. Cills Grievance List. (updated 2025) List of complaints made to the CIB by local population and equal opportunity 13.15.1 Disclosure 405-1 Diversity of governance bodies and employees Disclosure 405-1 Diversity of governance bodies and employees	Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period Rights of indigenous peoples, Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period ulations Full document

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11.1 Disclosure 3-3 Management of material topics Annual Report 2024 95, 111-113, 156 Strategic report, Social Economic opportunity		social and labor protection that they are entitled to receive by national labor law; - situations where working conditions in the organization's supply chain do ag income and living wage	

13.21.2	 Additional sector recommendations Describe commitments related to providing a living income or paying a living wage. Describe the methodology used for defining living income or living wage at significant locations of operation and report whether this has involved consultation with and participation of local stakeholders, including trade unions and employer organizations. Describe how sourcing, pricing, and remuneration policies take living income or living wage into account, including how living income is considered when setting product prices. Describe the tools and systems used to monitor wages paid by suppliers. Report the percentage of employees and workers who are not employees and whose work is controlled covered by collective bargaining agreements that have terms related to wage levels and frequency of wage paynents at significant locations of operation. 	Annual Report 2024	130 Please	Strategic report, Labour and management relations refer to General Disclosures, Collective Bargaining Agreement Not reported (information incomplete)	Living wage
	and whose work is controlled paid above living wage, with a breakdown by gender				
Topic 13.22 Economic					
13.22.1	 Disclosure 3-3 Management of material topics Additional sector recommendations Describe actions taken to support the economic inclusion of farmers and fishers, and their communities (e.g., direct support through investments, partnerships, or training) and the effectiveness of these actions (e.g., increased yields or productivity, number of farmers or fishers reached, percentage of products sourced from small producers). Describe actions taken to identify and adjust the sourcing practices of the organization that cause or contribute to negative impacts on economic inclusion of farmers and fishers in the supply chain. 		Please refer to	Material Topic, Economic performance and Indirect economic	impacts
13.22.2	Disclosure 201-1 Direct economic value generated and distributed				
13.22.3	Disclosure 203-1 Infrastructure investments and services supported				
13.22.4	Disclosure 203-2 Significant indirect economic impacts				
Topic 13.23 Supply ch					
13.23.1	Disclosure 3-3 Management of material topics Additional sector recommendations • Describe the rationale and methodology for tracing the source, origin, or production conditions of the products sourced by the organization (such as raw materials and production inputs purchased).	Annual Report 2024	88, 95,102-105	Strategic report, Environment	Healthy ecosystems
13.23.2	Describe the level of traceability in place for each product sourced, for example, whether the product can be traced to the national, regional, or local level, or a specific point of origin (e.g., farms, hatcheries, and feed mill levels).	Annual Report 2024	102 - 105	Strategic report, Environment	Healthy ecosystems
13.23.3	Report the percentage of sourced volume certified to internationally recognized standards that trace the path of products through the supply chain, by product and list these standards.	Supplementary Sustainability Disclosures 2024	5, 15, 26	Governance, Environment, Endorsements and certifications	Supplier environmental assessments, Habitats protected or restored, Certifications
13.23.4	Describe improvement projects to get suppliers certified to internationally recognized standards that trace the path of products through the supply chain to ensure that all sourced volume is certified.	Annual Report 2024	102 - 105	Strategic report, Environment	Healthy ecosystems
Topic 13.24 Public po					
13.24.1 13.24.2	Disclosure 3-3 Management of material topics Disclosure 415-1 Political contributions	-		Please refer to Material Topic, Public policy	
Topic 13.25 Anti-com					
13.25.1 13.25.2	Disclosure 3-3 Management of material topics Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices			Please refer to Material Topic, Anti-competitive behavior	

Topic 13.26 Anti-corruption					
13.26.1	Disclosure 3-3 Management of material topics				
13.26.2	Disclosure 205-1 Operations assessed for risks related to corruption				
13.26.3	Disclosure 205-2 Communication and training about anti-corruption policies and procedures	Please refer to Material Topic, Anti-corruption			
13.26.4	Disclosure 205-3 Confirmed incidents of corruption and actions taken				