

Olam Group 2025 SGX core ESG metrics Index

Statement of use	The SGX core ESG metrics, are a set of 27 metrics published by the Singapore Exchange. The recommended list is intended to guide sustainability reporting towards a standardised format for issuers and investors, and is mapped against globally-accepted sustainability reporting frameworks such as the Global Reporting Initiative (GRI). As a public listed company on the mainboard of the Singapore Exchange, Olam Group Limited (formerly known as Olam International Limited) has reported on sustainability metrics since before the launch of the SGX core ESG metrics. This index references the latest version of the SGX core ESG metrics available at the time of publication (April 2025).
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Topic	Metric	Unit of measure	Framework alignment	Information Location	Section	Printed page or Link
Environmental						
Greenhouse gas emissions	Absolute emissions by: (a) Total; (b) Scope 1, Scope 2 and (c) Scope 3, if appropriate	tCO ₂ e	GRI 305-1, GRI 305-2, GRI 305-3, TCFD, SASB 110, WEF core metrics	Annual Report 2025 and Supplementary Sustainability Disclosures 2025	Strategic Report, Environment, Climate Action	83
				Supplementary Sustainability Disclosures 2025	Environment, GHG emissions	9
	Emission intensities by: (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate	tCO ₂ e / organisation specific metrics	GRI 305-4, TCFD, SASB 110	Supplementary Sustainability Disclosures 2025	Environment, GHG emissions intensity	10
Energy consumption	Total energy consumption	MWh or GJ	GRI 302-1, TCFD, SASB 130	Supplementary Sustainability Disclosures 2025	Environment, Energy consumption within the Olam Group	8
	Energy consumption intensity	MWh or GJ / organisation specific metrics	GRI 302-3, TCFD	Supplementary Sustainability Disclosures 2025	Environment, Energy intensity	9
Water consumption	Total water consumption	ML or m ³	GRI 303-5, SASB 140, TCFD, WEF core metrics	Supplementary Sustainability Disclosures 2025	Environment, Water, Water withdrawal	14
	Water consumption intensity	ML or m ³ / organisation specific metrics	TCFD, SASB IF-RE-140a.1	Annual Report 2025	Environment, Water	91
Waste generation	Total waste generated	MT	GRI 306-3, SASB 150, TCFD, WEF expanded metrics	Supplementary Sustainability Disclosures 2025	Environment, Food loss, waste and packaging	13-14
Social						
Gender diversity	Current employees by gender	Percentage (%)	GRI 405-1, SASB 330, WEF core metrics	Supplementary Sustainability Disclosures 2025	People and culture, Information on employees and other workers	21
	New hires and turnover by gender	Percentage (%)	GRI 401-1, WEF core metrics	Supplementary Sustainability Disclosures 2025	People and culture, employment	22
Age-based diversity	Current employees by age groups	Percentage (%)	GRI 405-1, WEF core metrics	Not disclosed		
	New hires and turnover by age groups	Percentage (%)	GRI 401-1, WEF core metrics	Supplementary Sustainability Disclosures 2025	People and culture, employment	22

Employment	Total turnover	Number and Percentage (%)	GRI 401-1, SASB 310, WEF core metrics	Supplementary Sustainability Disclosures 2025	People and culture, employment	22
	Total number of employees	Number	GRI 2-7	Supplementary Sustainability Disclosures 2025	People and culture, Information on employees and other workers	21
Development & training	Average training hours per employee	Hours/No. of employees	GRI 404-1, WEF core metrics	Supplementary Sustainability Disclosures 2025	People and culture, learning and development	24
	Average training hours per employee by gender	Hours/No. of employees	GRI 404-1, WEF core metrics	Not disclosed		
Occupational health & safety	Fatalities	Number of cases	GRI 403-9, WEF core metrics, MOM (Singapore), SASB 320	Supplementary Sustainability Disclosures 2025	People and culture, safety and health	25
	High-consequence injuries	Number of cases	GRI 403-9, WEF core metrics, MOM (Singapore)	Supplementary Sustainability Disclosures 2025	People and culture, safety and health	25