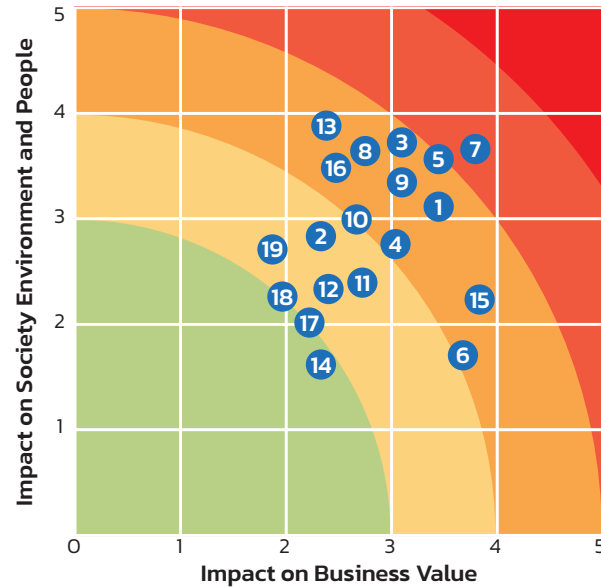## Priority materiality issue

The materiality issue are follow GRI 2021 methodology, analyzed by using the Company's ERM criteria as severity and likelihood, risks map and integrated within the company's risk management process by being the risk assessment to review the impact in both financial and non-financial impact.

1. Corporate Governance
2. Human rights - Non discrimination in supply chain (New)
3. Human rights - Migrant worker (New)
4. Health & Safety - Workplace
5. Health & Safety - Road safety
6. Leadership & human capital development
7. Cybersecurity & data privacy
8. Climate resilience
9. Food waste to landfill
10. Sustainable packaging
11. Water stewardship
12. Biodiversity
13. Supply chain management
14. Education to public (+)
15. Health & Well Being product (+)
16. Social impact & Job creation (+)
17. Food security (+)
18. Innovation (+)
19. Stakeholder engagement

Summary prioritized material issue, impact and responding strategy

Material issue	Actual impact	Potential impact	Negative impact	Positive impact	Impact to Social	Impact to Environment	Impact to People	Impact to Business value	Strategy & Target
Cybersecurity & data privacy		●	●		●			●	Zero damage of cyber attack or breach case of data protection.
Health & Safety - Road safety	●		●				●		**100%** transportation vendor are trained and passed the defensive driving training within 2023
Supply Chain management	●			●	●	●		●	**100%** tier 1 and non tier 1 supplier passed ESG screening within 2024 **2%** increasing the certified product per total purchasing.

Material issue	Actual impact	Potential impact	Negative impact	Positive impact	Impact to Social	Impact to Environment	Impact to People	Impact to Business value	Strategy & Target
Climate resilience	●		●			●		●	Energy transition to solar cell, BEV vehicle and H2 Fuel cell within 2030
Food waste to landfill	●		●			●		●	Zero food waste to landfill within 2030
Health & Well Being product	●			●	●			●	**70%** of total sales volume from the product or service that promote health and wellbeing for our customer's daily needs within 2030
Leadership & human capital development	●			●				●	**100%** of employee engaged in learning and development program within 2023
Social impact & Job creation	●			●	●				**400,000** jobs supported to generate incomes for the community within 2030
Food security and access to nutrition	●			●	●			●	**150,000** children and people in need get access to safe and nutrition food within 2030
Human rights - migrant worker (New)		●	●				●		**100%** human rights of migrant worker are assessed through HRDD process and complete the mitigation plan within 2023
Corporate Governance		●	●	●	●			●	**100%** workers are communicated Code of conduct and trained CG within 2023

Material issue	Actual impact	Potential impact	Negative impact	Positive impact	Impact to Social	Impact to Environment	Impact to People	Impact to Business value	Strategy & Target
Sustainable packaging	●		●			●			**100%** plastic packaging are recycled **10%** increasing of packaging from recycle within 2023
Education to public	●			●	●				**150,000** people supported through education and lifelong learning and upskilling.
Human rights - Non discrimation in supply chain		●	●				●		**100%** critical supplier (tier 1 & non tier 1) has audited the gender equality or non-discrimination policy within 2025
Health & Safety - workplace	●		●				●		Fatality rate and severe lost time injury rate < **0.50** within 2030
Water stewardship		●	●			●			**20%** water consumption reduction within 2030 compared baseline 2020
Biodiversity		●	●			●			**100%** high risk activities in supply chain are assessed the biodiversity risk within 2025
Stakeholder engagement		●		●				●	stakeholder engagement score is higher than **80%** within 2023
Innovation		●		●				●	Own at least **3** Patents of business model, process, product or equipment within 2025