



Better Possible
2024 Sustainability

2024 Sustainability Report

About the Cover

GRI 2-1



Monde Nissin Corporation (Monde Nissin or the Company) marked its 45th anniversary in 2024. Monde Nissin celebrates the collective efforts of everyone who has been part of our journey in *Making Better Possible*®. We honor the contributions of our employees, management, their families, and our key business partners, all coming together for “Kainang Pamilya Mahalaga (KPM) Day.” KPM Day, observed in the Philippines on the fourth Monday of September, is the brainchild and an advocacy of Monde Nissin to encourage families to gather for a meal and cherish meaningful time together. Inspired by the vibrant spirit of the Filipino fiesta, the cover illustration highlights the importance of sharing meals in Filipino culture, emphasizing its role in strengthening relationships and fostering deeper connections. It also showcases fresh, whole foods alongside our staple fortified packaged options.

The smooth, upward-directed arrows symbolize our dynamic pursuit of Monde Nissin’s North Star Targets, reflecting our commitment to continuous improvement and our recognition of our role within a larger ecosystem that includes our communities and the environment. This representation reinforces that our success is powered by collaboration, driving a sustainable and inclusive future that will inspire positive change for generations to come.

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About the Report

GRI 2-1, 2-2, 2-3, 3-1

This year’s sustainability report (SR) highlights Monde Nissin’s continuous advancement in *Making Better Possible*® and our progress toward achieving our North Star Targets. Through this SR, we showcase our economic, environmental, social, and governance impacts and initiatives.

Frameworks Used: This report is based on and aligned with internationally recognized sustainability reporting frameworks, such as the Global Reporting Initiative (GRI) Standards, Sustainable Accounting Standards Board (SASB) Standards, and the Philippine Securities and Exchange Commission’s (SEC’s) Sustainability Reporting Guidelines for Publicly Listed Companies (SEC Guidelines). Monde Nissin also aligns our priority targets with the United Nations Sustainable Development Goals (UN SDGs).

Scope and Boundary: This report covers the operations of Monde Nissin Corporation for the period January 1 to December 31, 2024. Information in the report, such as business, financial, and sustainability-related matters, has been specified to cover the following:

- Business and financial information found in the Chief Executive Officer’s (CEO) Letter to Stakeholders and the General Disclosures Annex portion of the report cover Monde Nissin and its subsidiaries (the Group). The information on activity metrics covers the Company, i.e., Monde Nissin.

- Economic information covers Monde Nissin.
- Environmental information covers Monde Nissin’s plant sites in Santa Rosa (Laguna), Mandaue (Cebu), Porac (Pampanga), Malvar (Batangas), and Davao (Davao) all in the Philippines.
- Social information and the information on occupational health and safety (OHS) cover Monde Nissin.

Materiality: Material topics were updated through stakeholder engagement, which was conducted during last year’s reporting period, and materiality assessment, which follows a regular cadence. More information on our material topics and materiality processes can be found on pages [20-21](#).

Report Disclaimer

The contents of this communication should not be construed as investment advice or as a recommendation or solicitation for any investment by or in Monde Nissin Corporation. Any forward-looking statements that may be contained herein are based on current expectations and assumptions regarding anticipated developments and other factors affecting Monde Nissin Corporation and its subsidiaries. These are not historical facts, nor are these guarantees of future performance. Monde Nissin Corporation and its subsidiaries disclaim any liability whatsoever for any loss arising from any reliance, in full or in part, on the contents of this SR.



Executive Messages

GRI 2-22





The CEO's Letter to Stakeholders

To our valued stakeholders,

This year marks the 45th year of Monde Nissin and as I look back on our early days as a startup biscuit factory in Santa Rosa, Laguna, and reflect on where we are today, I am amazed and humbled by how far we have come.

I am also filled with gratitude for all the people who have helped Monde Nissin along the way. This incredible journey would not have been possible without the unwavering dedication of our employees, the steadfast collaborations with our suppliers, our loyal customers, the communities where we operate, and of course, our consumers, whose choice to bring Monde Nissin products into their homes has been the cornerstone of our success.

For that, we are profoundly thankful.

It is this acknowledgement of the interconnectedness of Monde Nissin with our various stakeholders that drive our Aspiration, as well as our desire to improve the wellbeing of people and the planet and to create sustainable solutions for food security.

In 2024, we continued our efforts in *Making Better Possible*®, striving to innovate and improve all aspects of our business. We achieved record revenues of Php 83.1 billion (3.7% growth) and a 28.6% increase in core Net Profit to Php 9.8 billion. This performance provides the foundation for our

"Through efforts like these and a consistent stakeholder-centric approach, we hope to deliver on a more inclusive and sustainable growth for another 45 years."

continued investments for our stakeholders. This past year we were able to deepen our commitment to our stakeholders, making significant progress towards our goals.

For our consumers, this means providing high-quality, nutritious, and accessible products that meet their evolving needs and preferences. In 2024, we continued our capacity expansion with the opening of our bakery plant in Davao. This plant is also our first to receive incentives from the Philippine Board of Investments and aims to improve food security in the region. We also introduced two new product categories, Monde Nuvi ready-to-drink chocolate milk and GoodNom packaged coconut milk.

For our employees, it means fostering a diverse and inclusive workplace where everyone feels valued and has the opportunity to grow. We were voted one of the Best Employers in the Inquirer x Statista survey for 2024, which reflects our commitment to creating a positive and rewarding work environment.

For our local communities, it means creating livelihood opportunities and contributing to economic development. Our Community Distribution Network (CDN) has expanded, providing income opportunities for over 1,400 Independent Brand Experts across the Philippines.

For our stakeholders, it means sustaining our commitment to good corporate governance (CG). We were again, for the second year in a row, awarded Three Golden Arrows for our latest integrated Annual CG Report, joining the ranks of established Philippine companies recognized for adhering to and promoting corporate governance best practices.

For our shareholders, it means delivering positive financial performance and sustainable long-term growth. This strong growth in 2024 was delivered primarily by our APAC Branded Food and Beverage business. While our Meat Alternative Business remains challenging, the strategic restructuring and cost management efforts allowed us to achieve neutral EBITDA for that segment. We expect continued EBITDA improvement in 2025.

We are making great strides in our sustainability journey, which you will read more about in this report. One highlight I wish to mention is our Tulong Sulong campaign, where we empower "KaSulong" employees and communities to initiate positive social impact programs such as Share a Lucky Meal, coastal clean-ups, and donation drives. As part of our 45th anniversary celebration, our "45@45 Sari-sari Store Enablement Program" provided training and resources to empower store owners and establish ground-up sari-sari stores for five agricultural cooperatives. These efforts spread the spirit of KaSulong beyond Monde Nissin.

Through efforts like these and a consistent stakeholder-centric approach, we hope to deliver on a more inclusive and sustainable growth for another 45 years. Thank you for being a part of our journey and for being our KaSulong. Together, we can improve the wellbeing of people and the planet for generations to come, *Making Better Possible*®.

Sincerely,

HENRY SOESANTO
CEO, Monde Nissin Corporation



A Report from the Chief Sustainability Officer



Dear Stakeholders,

As we publish our 2024 Making Better Possible® Sustainability Report, we reflect on another year of progress and reinforce our commitment to sustainability through meaningful action and measurable impact. Our corporate aspiration — “To improve the wellbeing of people and the planet and create sustainable solutions for food security” — remains at the heart of our operations at Monde Nissin. Through our strategic sustainability initiatives, we have made significant strides in making better food accessibility, a healthier planet, a more inclusive working environment, and collaborative business relationships possible.

Advancing Our Sustainability Commitments

Monde Nissin strengthened our commitment to sustainability by integrating responsible practices across our business operations. We embraced innovation, built stronger collaborations, and engaged our employees and stakeholders to drive meaningful impact.

In 2024, we marked significant results in each of our strategic pillars.

- Making Better Food Accessibility Possible:** In 2024, Lucky Me! was recognized as the #1 Most Chosen Brand in the Philippines for total Fast-Moving Consumer Goods (FMCG) and Food sector, with 98.7% household penetration, according to Kantar’s 2024 Brand Footprint Report (based on 2023 data). They are priced at less than Php 20 per pack, making them accessible and budget-friendly options for millions of Filipinos. We also focused on fortifying our bakery and noodle

products with essential vitamins and minerals, reinforcing our role in addressing nutritional gaps. In 2024, Monde Nissin achieved a 77% revenue share of fortified products and a 39% revenue share of sodium-reduced noodle products.

While we had our achievements, we also faced challenges in addressing food insecurity and climate change. Balancing taste, nutrition, and sustainability considerations while meeting consumer demands was difficult. While we experienced setbacks in our sodium reduction efforts, we will continue to focus on making progress on our goals and make continual improvements. During product development, we went through multiple iterations to get this balance right. This experience taught us the importance of perseverance and constant improvement. Undeterred, we expanded our portfolio of nutritious and fortified products, improving accessibility to better food choices for consumers. The launch of GoodNom, our packaged coconut milk and plant-based milk alternative, and the Monde Nuvi chocolate drink has provided our consumers with healthier and more sustainable options while highlighting our commitment to creating meaningful collaborations.

- Making Eco-efficiency Possible:** Our commitment to sustainability has led us to restore our solar panels’ efficiency and integrate air compressors and chillers at our Santa Rosa plant site. These initiatives have increased electricity generation from solar panels, reduced costs, and decreased our reliance on conventional energy sources. By optimizing production processes and utilizing renewable energy sources, we have made notable progress in sustaining our energy and emissions intensity reduction compared to

“We are grateful for the progress we have made and view challenges as opportunities for growth.”

our 2021 baseline. In 2024, 92% of our total production output came from manufacturing plants using 100% renewable energy as their source of electricity.

Moreover, we have taken additional steps to foster sustainability beyond our manufacturing operations. We have engaged suppliers in our sustainability journey through the Supplier Sustainability Roadshow, developed our Suppliers’ Code of Conduct, and took steps to enhance responsible management of our post-consumer waste at the other end of our value chain. We went beyond mere compliance with our Extended Producer Responsibility (EPR) by diverting 100% equivalent of our post-consumer plastic packaging footprint away from nature for the second year in a row. Additionally, 99% of our manufacturing waste was diverted from landfills, and 94% of our plastic packaging is mono material.



We have also improved water conservation measures by optimizing wastewater treatment systems and recovery and recycling efforts, leading to a measurable decrease in water consumption across our facilities. Packaging innovations, such as removing handholes in Monde Mamon packs, have further reduced plastic waste.

In 2024, our Mandaue plant site achieved significant sustainability milestones by implementing an innovative multifuel boiler that combines coal and biomass, specifically coconut shells. This initiative resulted in additional energy savings and reduced greenhouse gas (GHG)



emissions due to decreased coal fuel consumption. The multifuel boiler’s ability to utilize biomass fuel has shown promising results, and we will continue to conduct further trials to maximize its potential.

Despite significant progress compared to our 2021 baseline, in 2024, we faced increased energy, emission, and water intensities versus the prior year due to the startup of new production lines. Monde Nissin remains committed to continuous improvement, actively addressing these issues to meet our long-term sustainability goals and reinforce our commitment to energy efficiency and a zero-loss mindset.

- Making Inclusivity Possible:** We continued strengthening workplace diversity and inclusion through various programs, including the Gung Ho! series, which fosters leadership development and cultural inclusivity. We expanded employee engagement efforts, offering training sessions on sustainability literacy to encourage a deeper understanding of our corporate responsibility.

In 2024, for instance, 100% of our sites actively participated in the various information sessions and activities of our sustainability week that brought awareness about our environment, health and nutrition, and the role of local communities, demonstrating our dedication to continuous education on sustainability. Additionally, we enhanced our workforce wellness programs, introducing mental health support initiatives and flexible work arrangements that promote work-life balance. Monde Nissin also strengthened its gender diversity efforts, increasing female representation in leadership roles and providing mentorship programs for career growth.

We recognize that when we serve our communities in various capacities, we are also taking care of our personal wellbeing. Volunteerism has become more common, sustainable practices and activities have broken out of the niche, and we are realizing how our overall health and wellbeing are very much relevant to our self-sustainability as much as our competency development.

- Making Collective Action Possible (via “ColLOVEboration”):** We learned from the experience of an inspiring community leader that collective action is only possible through collaboration fueled by the LOVE for people, LOVE for the Earth. This year, it became more apparent that our aspiration for a better world is possible when we continually work together as good stewards of the resources and lives entrusted to our care. Our collaborations were forged strategically to uplift micro-entrepreneurs, women, children, and local communities and positively impact the local environment where we live and work. Our collaboration with Hapinoy empowered micro-entrepreneurs, particularly women-led sari-sari stores, by providing them with training and access to sustainable business solutions. Our collaborations with non-governmental organizations (NGOs) and government agencies have advanced our advocacy for food security, including our work with Feeding Programs that have benefited thousands of children in vulnerable communities.

Building on Lessons Learned

We are grateful for the progress we have made and view challenges as opportunities for growth. As market conditions and external factors evolved, we proactively align with our long-term vision. We conducted thorough reviews, identified key areas for improvement, and implemented strategic enhancements. These experiences have strengthened our agility, reinforced the value of continual monitoring, and inspired further policy innovation. Key takeaways include optimizing our approach to waste reduction, deepening supplier accountability, and scaling sustainability initiatives more effectively for lasting impact. One of the most notable achievements in our journey was our efforts in digitalizing our environmental, social, and governance (ESG) data collection and reporting processes, starting with environmental disclosures. We distinctly recall the initial stages of this project, where we faced numerous challenges in integrating various data sources and vetting accuracy. However, seeing the positive impact of our digitalization efforts on our reporting capabilities and transparency was incredibly rewarding.

“We remain steadfast in our sustainability journey and will continue to innovate and collaborate with stakeholders to create a positive impact on our society and environment.”

best practices to uphold Monde Nissin’s dedication to responsible business operations, and to strive to set industry standards. Strengthening our collaborations with suppliers, NGOs, and government agencies will also be a priority, allowing us to drive systemic change and contribute to a more sustainable future.

Moreover, our dedicated employees remain a driving force behind our journey. Their active participation in our initiatives and innovative contributions have been instrumental in our progress. We will continue investing in training and engagement opportunities to empower them to shape a more sustainable future for Monde Nissin.

There is still a long way to go, and there is still much to learn and apply. We remain steadfast in our sustainability journey and will continue to innovate and collaborate with stakeholders to create a positive impact on our society and environment. Thank you for your continued support and collaboration in Making Better Possible®.

Marivic Ng Cajum-Uy
MARIVIC NG CAJUM-UY
 Chief Sustainability Officer

MAKING BETTER FOOD ACCESSIBILITY POSSIBLE



Launched new products that cater to diverse dietary needs.

MAKING ECO-EFFICIENCY POSSIBLE



Implemented energy-saving measures and carbon emissions reduction strategy.

MAKING INCLUSIVITY POSSIBLE



Enhanced inclusivity through various employee engagement programs and diversified initiatives.

MAKING COLLECTIVE ACTION POSSIBLE



Collaborated with external parties to drive sustainability efforts.



We Are Monde Nissin: Making Better Possible®

Monde Nissin takes pride in its diverse portfolio of trusted food and beverage brands built over 45 years of commitment to delivering quality food to customers worldwide. Our brands, including Lucky Me! instant noodles, Skyflakes crackers, Fita crackers, and Monde baked goods, have become household names, reflecting our dedication to bringing good food to the table.

Our dedication to Making Better Possible® is demonstrated by translating our aspiration into actionable steps to adapt in the ever-evolving business landscape. We develop, implement, and refine programs that uphold our commitment to sustainability, as we strive to meet today's needs while creating a more sustainable and food-secure future for all.



Our Aspiration

"We aspire to improve the wellbeing of people and the planet, and create sustainable solutions for food security."

At Monde Nissin, sustainability is at the heart of our corporate aspiration. It reflects how we contribute to society through our products and the positive social and environmental impact we are dedicated to making. While our businesses operate in different regions and communities, we are all united by a common goal, guided by our Making Better Possible® campaign. We are dedicated to reducing our environmental impact, supporting social development, and providing better food options to enhance food security for all.

Our Core Values

Guiding our efforts to create this future are our three core values, which inspire us to use our expertise and technology to achieve our aspiration.



We recognize that change is inevitable and welcome its rapid pace. As part of our core values, we believe that **Continuous Learning with a Growth Mindset** creates change and offers us opportunities to enhance and expand our capabilities. We embrace challenges, put in the effort, and view mistakes as valuable lessons for growth.



We value **Collaboration with Empathy** as we translate our goals into action by embracing diversity, valuing others' perspectives, and fostering open communication. Working together allows us to overcome challenges and achieve shared success.

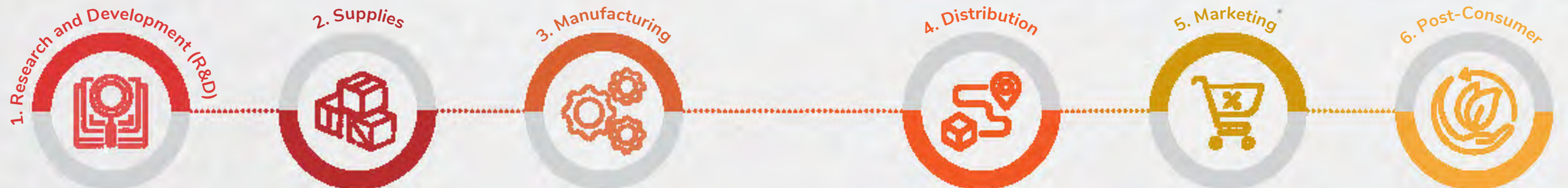


We value demonstrating **Care with Action** by prioritizing the wellbeing of our people, company, and society. We go above and beyond to drive meaningful collective action, so that our efforts have a positive and lasting impact.

Our Value Chain

GRI 2-6

Monde Nissin's value chain serves as the practical embodiment of our Company's aspiration and values, and the goals set forth in *Making Better Possible*®. Through this, we translate our commitment to sustainability, innovation, and collaboration into tangible actions that directly impact every step of our operations. Each phase plays a crucial role in delivering high-quality food, enhancing efficiency, and fostering strong industry collaborations, while upholding our responsibility as a food industry leader driving positive change.



We are committed to Making Better Possible® in product design and formulation. We focus on constant improvement and innovation in developing healthier, great-tasting, affordable, and more sustainable products through initiatives such as product fortification, use of fortified and/or plant-based alternative ingredients, packaging reduction, and shifting to mono-material plastic packaging. We continue to explore sodium and fat reduction in select products, while assessing consumer preferences, market trends, and the evolving regulatory landscape to refine our approach. To enhance our in-house R&D capabilities, we also collaborate with various innovation companies and organizations to promote sustainability. For details on our 2024 initiatives, see pages [32-33](#).

We conduct vendor/supplier due diligence and accreditation procedures to enhance responsible sourcing and ethical practices in our supply chain. Our key raw materials such as wheat/flour, palm oil, shortening, coconut oil, and sugar accounted for the largest percentages of our company's cost of goods sold. We continually assess the prices of commodity raw materials, such as flour and sugar, while seeking sustainable alternatives and partnerships that promote environmental responsibility. For details on our 2024 initiatives, see page [69](#).

We have established an extensive network of production facilities in the APAC BFB Business to meet the growing product demand. We employ best-in-class tools, processes, and standards of food safety and quality assurance at our manufacturing facilities while minimizing environmental impact and improving efficient use of resources. By optimizing energy and water use, reducing waste, and implementing sustainable production practices, we are committed to Making Better Possible® through responsible and sustainable manufacturing. For details on our 2024 initiatives, see pages [44-45](#).

We prioritize efficient and responsible distribution, working with our trusted resellers and distributors to ensure broad product accessibility to the mainstream market nationwide while providing access to economic opportunities and resources to socially- disadvantaged groups. For details on our 2024 initiatives, see page [68](#).

Our brands are engaging in marketing and community initiatives to promote nutritional balance, sustainability, and build positive relationships with consumers. Marketing and brand activation campaigns are designed to educate consumers about healthier and sustainable food choices and consumption habits, and empower them to make informed decisions. For details on our 2024 initiatives, see pages [35-37](#).

We take responsibility beyond the sale of our products by complying with EPR regulations. We focus on material type change, plastic use reduction, and diverting post-consumer plastic wastes from the landfill. We are shifting to mono-material packaging to improve recyclability of our packaging, optimizing packaging dimensions and thickness to reduce waste, and collaborating with recycling partners to meet EPR standards. For details on our 2024 initiatives, see pages [51-53](#).



Sustainability at Monde Nissin

GRI 2-25, 3-3

Driven by our corporate aspiration, Monde Nissin's sustainability journey steadily advances, addressing vital sustainable development challenges, including food insecurity and climate change, through targeted strategic initiatives.

Through proactive engagement with our various stakeholders and a mindset of relentless innovation, Monde Nissin continues to advance its sustainability strategy. What began as a broad purpose of uplifting lives has evolved into a strong desire to make better possible, not just focusing on our products, but more so for the people, the nation, and the planet through collective action.

How We Are “Making Better Possible®”

GRI 2-29, 3-1



In 2024, we made better possible by developing new products and formats that align with our sustainability goals, alongside consistently implementing process improvements across our manufacturing sites. This allowed us to provide our consumers with enhanced quality and better food options, and also to advance our commitment to environmental responsibility and operational excellence.

At Monde Nissin, material topics form the core of our sustainability framework, guiding our reporting and targets. In 2021, we conducted our first materiality assessment to identify key issues where we can make the greatest impact and drive change. We aligned our aspirations with global sustainability challenges and mapped these topics on a materiality matrix, assessing their impact on both our business gains and future success.

We engaged with a diverse group of stakeholders through interviews, focus group discussions, and surveys, with insights informing our sustainability strategy. In 2023, we revisited our material topics through stakeholder analysis, using their insights to update and refine our approach. We intend to conduct the periodic materiality assessments through stakeholder engagement that are vital to continuous growth, and to continually re-assess our North Star Targets for relevance and value-addition.

Our sustainability journey is shared through our SRs, where we address the sustainability priorities of our stakeholders. By leveraging our products and collaborations, we drive meaningful progress and sustain momentum in our commitments.

Our Sustainability Framework

GRI 3-2

Monde Nissin’s sustainability framework presents our key environmental, social, and governance topics while highlighting our understanding of sustainability, emphasizing our purpose, the value we bring to society, and our key impacts.



Our Sustainability Roadmap

Our sustainability roadmap is guided by our material topics and identifies key areas where we can create meaningful societal impact while generating business value. This approach has led to the development of four strategic pillars that will guide us in turning our vision of *Making Better Possible*® into action.

- The first pillar, *Making Better Food Accessibility Possible*, emphasizes the importance of contributing to food security by innovating better and healthier products for our consumers.
- Our second pillar, *Making Eco-efficiency Possible*, focuses on managing our environmental impact as we acknowledge the equal importance of how we produce our products. Sustainability requires collaboration across all business units, which is why Monde Nissin's sustainability

governance structure defines the roles and responsibilities of various teams, including managing the environmental footprint of our manufacturing processes.

- *Making Inclusivity Possible* guides us in our goal to share economic value with our stakeholders, including our employees and local communities.
- Lastly, the success of our sustainability efforts is strengthened by collaboration, which is why *Making Collective Action Possible* focuses on building partnerships and engaging our employees to drive unified progress toward becoming a more sustainable business.

Each strategic pillar is supported by our North Star Targets, which guide our ongoing efforts to further improve and strengthen our sustainability performance.

Our ESG Data Collection, Validation, and Reporting

At Monde Nissin, we are committed to transparency, accountability, and adherence to global ESG reporting standards, including GRI, SASB, SEC Guidelines, and UN SDGs. In 2024, we strengthened this commitment by digitalizing our ESG data collection and reporting processes.

Collaboration drives our reporting process. We developed a standardized data template that integrates multiple frameworks, including SEC Guidelines, GRI, and SASB, for both qualitative and quantitative disclosures. To uphold data integrity, we conducted onboarding sessions and seminars to equip data handlers with the necessary skills for accurate ESG reporting. These sessions also aligned teams on reporting directions, as agreed within our Sustainability Reporting Technical Working Group.

The Corporate Sustainability Center oversees the distribution, collection, and consolidation of data templates from designated data handlers across departments and manufacturing sites. Data handlers are responsible for the accuracy of all submitted information, which the Corporate Sustainability Center then reviews, analyzes, and integrates with input from key department representatives. During the manuscript development phase, data handlers and department heads participate in a rigorous vetting process to test the accuracy and completeness of the report.

As we continue to enhance our ESG reporting practices, Monde Nissin remains committed to upholding the highest standards of sustainability, accountability, and constant improvement. Through innovation and collaboration, we strive to drive positive environmental and social impact while delivering long-term value to our stakeholders.



Our Sustainability Governance Structure

GRI 2-12, 2-13, 2-14

Monde Nissin's sustainability governance structure defines the roles and responsibilities of various key governance bodies. This includes providing strategic direction at the Board and managerial levels, as well as promoting the effective execution of sustainability initiatives at the operational level.

	Role	Review Platform
BOARD OF DIRECTORS (Highest Governing Body)	<ul style="list-style-type: none"> Approval of the Sustainability Policy and Framework Provide strategic guidance on sustainability goals and initiatives and oversight over material sustainability issues and company response 	Board Meeting
BOARD COMMITTEE (Corporate Governance, Nominations, and Remuneration Committee)	<ul style="list-style-type: none"> Review and endorsement of the Sustainability Policy and Framework to the Board Provide oversight over the implementation of Sustainability Policy and Framework 	Board Committee Meeting
MANAGEMENT TEAM (CEO and Top-Level Cross Functional Leaders Below the Board-Level)	<ul style="list-style-type: none"> Provide strategic guidance across business units, sites, and functions and determine sustainability goals, initiatives, and commitments Review and monitor progress of sustainability initiatives 	Management Review
SUSTAINABILITY LEADERSHIP TEAM (Corporate Sustainability Team and Monde Nissin's Department Heads)	<ul style="list-style-type: none"> Engage relevant stakeholders to generate inputs that are relevant to developing strategies, goals, and initiatives. Team members are responsible for driving strategy execution and tracking performance on sustainability focus areas and material topics. 	Sustainability Management Review
SUSTAINABILITY OPERATIONS (Sustainability Work Teams, Subject Matter Experts)	<ul style="list-style-type: none"> Responsible for integrating initiatives and programs in day-to-day operations to achieve sustainability goals Responsible for tracking progress versus commitments and reporting progress 	Key Performance Metrics / Dashboard Review



Our Journey So Far

Since the beginning of our journey, we have made substantial progress in the foundation we have established for our sustainability strategies and programs, driven by our capacity for innovation. We have evolved from a broad goal of improving lives to capturing the deeper purpose of our business, which is to care for our people and our planet. Thus, each milestone celebrates our employees' unwavering commitment to building a truly sustainable business. These achievements also embody the essence of Making Better Possible®: an ongoing process of improvement that begins within our operations and extends to positively impact those around us—a journey in which we made significant progress in 2024.



MAKING BETTER FOOD ACCESSIBILITY POSSIBLE

North Star Target

- Majority revenue share of better and healthier products by 2030

Progress in 2024

- 77%** revenue share of fortified products*
- 39%** revenue share of sodium-reduced noodle products**

Priority SDG



MAKING ECO-EFFICIENCY POSSIBLE

North Star Target

- 50% reduction in the Scope 1 and Scope 2 GHG intensity of manufacturing operations by 2025
- 50% reduction in the water intensity of manufacturing operations by 2025
- Zero Waste-to-Landfill from manufacturing operations by 2025
- 95% mono-material packaging by 2025

Progress in 2024

- 32%** reduction in Scope 1 and Scope 2 GHG intensity versus 2021 baseline
- 25%** reduction in water intensity versus 2021 baseline
- 1%** of waste generated from Monde Nissin's manufacturing operations was disposed of in landfills
- 94%** mono-material packaging (in terms of volume)

Priority SDG



MAKING INCLUSIVITY POSSIBLE

North Star Target

- 5,000 Independent Brand Experts and 25,000 sari-sari stores provided with livelihood opportunities and financial credit (for sari-sari stores) by 2030.
- Diverse workforce all enjoying access to social safeguards and dialogue, and competency development by 2025.

Progress in 2024

- More than 1,400** Independent Brand Experts are part of Monde Nissin's Community Distribution Network
- 100%** of employees with above minimum wage
- 100%** of employees with medical benefits
- 35%** female workers in the workforce
- 55%** females in management positions
- 12** average training hours per regular employee

Priority SDG



MAKING COLLECTIVE ACTION POSSIBLE

North Star Target

- 100% of employees observing that sustainability is embraced in the way people act and decide in the Company by 2030.

Progress in 2024

- Increased employee awareness of sustainability issues during the Sustainability Week
 - Inspired **109** KaSulongs with the "Better Food, Better Planet, Better We" lecture, fostering awareness about food's impact on our world
 - Engaged **100%** of plant and office sites in a "Republika ng Plastic" Lunch and Learn, sparking crucial conversations about plastic pollution
 - Challenged **32** KaSulongs in the "Sort Me Out" waste segregation quiz, promoting responsible waste management
 - 81 out of the 225** registered KaSulongs were able to finish the 45km Making Better Possible virtual run, symbolizing our collective journey towards a sustainable future

Priority SDG



Sustainability in Action

At Monde Nissin, we believe that cultivating the right mindset is essential for making real change happen. As we continue our journey towards Making Better Possible®, the Monde Nissin community promotes an adaptive mindset that prioritizes our business' environmental and social impacts. Below are Monde Nissin's key platforms that encourage employee participation and volunteerism, all rooted in our corporate aspiration and strategic pillars:



Better Me, Better Monde are initiatives designed to promote health and wellness, encourage best practices, and enhance employees' wellbeing, empowering them to perform at their best.



Better Site, Better Monde are workplace policies and programs focusing on responsible resource management, conservation, and sustainability, fostering environmental stewardship within the Company.



Tulong Sulong is an employee engagement program built around four key pillars: nutrition, nature, community, and the country, driving positive change and cultivating a shared sense of responsibility. This is led by the program's changemakers, our KaSulongs.



LuntiAng Lunes is dedicated to serving more plant-based meals in the Company's canteens on Mondays, promoting healthier eating habits and encouraging employees to incorporate more vegetables and plant-based options into their diets.

Our campaign initiatives encourage individuals to contribute to achieving our corporate aspiration and sustainability goals, extending their influence beyond the workplace to families and communities. The achievements of our employees, collaborators, and stakeholders reflect our collective action, synergistic progress, and shared commitment to building a better, more sustainable future together.

*Data covers products fortified with essential nutrients based on the Philippine Food and Drug Administration (FDA) standards for Lucky Me! noodles, and Monde Nissin's biscuits and packaged cake products.

**The revenue shift in sodium-reduced products reflects the reformulation of select SKUs to improve product flavor, underscoring our commitment to continuous product innovation.



Making Better Food Accessibility Possible

GRI 2-25, 3-3
SASB FB-PF-260a.2

A food-secure society guarantees that all have access to nutritious food that fulfills their dietary requirements, promoting both personal health and economic development. However, food insecurity remains a pressing issue. A 2024 Social Weather Stations (SWS) [survey](#) found that Filipino families experiencing involuntary hunger increased from 22.9% in September to 25.9% in December of the same year, highlighting the growing challenge of food accessibility for all.

At Monde Nissin, we recognize our role in addressing this issue within the food and beverage sector. Through our **Making Better Food Accessibility Possible** strategic pillar, we aim to provide affordable, high-quality products while promoting healthier eating through educational campaigns.

Our food products are a key part of our contribution to society, and we remain committed to enhancing them through ongoing innovation for the benefit of our consumers.



Working Toward Better Products, Healthier Choices, Greater Accessibility

We aim to gain a majority revenue share of better and healthier products by 2030.

At Monde Nissin, we are committed to significantly increasing our revenue share from healthier and better products by 2030. Our dedication to expanding our portfolio of responsibly-made products supports food security and aligns with our North Star Target. By leveraging existing resources and infrastructure, we efficiently produce and distribute a diverse range of high-quality products, making them more accessible to a broader range of consumers and enhancing our offerings' nutritional quality. Through our marketing efforts, we actively promote healthier practices, helping consumers make better food choices every day.



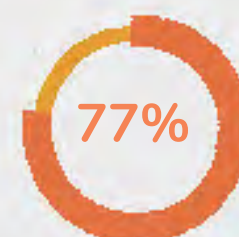
Our Progress

In 2024, we saw continued growth in our Asia-Pacific Branded Food & Beverage (APAC BFB) business, driven by key factors such as operational efficiency, product innovation, and market expansion. 58% of our biscuit revenue in 2024 came from products fortified with iron or Vitamin A. Of these fortified products, 14% of the revenue was generated by products featuring the fortification seal on the front of the packaging, enhancing consumer awareness. In the same year, we completed the full rollout of the fortification seal on wafer packaging. To encourage

healthier eating habits, we launched the Instant Mami pairing campaign, encouraging combinations like mami with milk, vegetables, or eggs.

2024 saw the successful expansion of our product portfolio with the introduction of ready-to-drink chocolate milk and packaged coconut milk, demonstrating our commitment to meet evolving consumer preferences. These strategic launches not only satisfy consumer demands but also create quality products that align with our corporate aspiration.

Revenue Share of Better and Healthier Products in 2024



fortified product portfolio



sodium-reduced noodle products*

*The revenue shift in sodium-reduced products reflects the reformulation of select SKUs to improve product flavor, underscoring our commitment to continuous product innovation.

Our Actions



Our progress has been driven by initiatives implemented at various stages of our value chain, including product development, manufacturing, marketing, and post-consumption. These efforts aim to strike the right balance between taste and nutrition, enhance quality, and promote sustainability—so that all consumers can enjoy our products as part of a balanced diet.

Better and Healthier Products

Monde Nissin's multi-brand strategy focuses on continuous product improvement, quality and safety assurance, intensive market penetration, and sustainable production. We aim to reduce salt, sugar, and fat use, which can pose health risks if consumed excessively. At the same time, we remain committed to maintaining product quality, safety, availability and affordability, and integrating sustainability into our value chain.

Nutrition and Health

Monde Nissin is dedicated to improving Filipinos' access to affordable and nutritionally-adequate dietary options. According to the Philippine Department of Science and Technology's (DOST's) Food and Nutrition Research Institute (FNRI) surveys, many Filipinos have insufficient intakes of essential nutrients such as Vitamin A, Vitamin C, iron, and protein. These lead to conditions like anemia, affecting 5.4%* of Filipino school-age children, and Vitamin A Deficiency (VAD), which impacts 15.5%** of children under the age of 5. These deficiencies hinder individual wellbeing and impede national development, making it essential to address these issues for a healthier, more productive future.

With an extensive portfolio of food products millions of Filipino families consume, Monde Nissin is well-positioned to tackle these challenges. Our commitment to "Making Better Food Accessibility Possible" aspires that all Filipinos can access affordable, nutritious food, regardless of location or income level.

We continue focusing on food fortification and reducing our environmental footprint, while also evaluating approaches to sodium and fat reduction in response to consumer preferences, market trends, and the evolving regulatory landscape. Through fortification, we enhance the nutritional value of our products with essential vitamins and minerals. For instance, our Lucky Me! Noodles and Monde Nissin bakery products have delivered over 1.97 billion servings of Vitamin A and 2.94 billion servings of iron. These efforts particularly benefit school-age children and teenagers, helping support cognitive development and physical performance.

Our products featuring specific vitamins and minerals provide at least 15% of the recommended daily intake. We are extending these efforts across our product range and are dedicated to increasing the proportion of healthier, higher-quality products in our portfolio.

*Based on the 2023 DOST-FNRI National Nutrition Survey

**Based on the 2019 DOST-FNRI National Nutrition Survey (VAD data was not collected in subsequent years)

Enhanced nutritional value of Monde Nissin products in 2024



1.97 billion
servings of Vitamin A



2.94 billion
servings of Iron

To further address common gaps in the Filipino diet, we have also incorporated Vitamin C into Lucky Me! Noodles, providing 565 million servings. Vitamin C helps maintain immune function and overall health. According to Kantar's 2024 Brand Footprint Report (based on 2023 data), Lucky Me! reached 98.7% of Filipino households, highlighting our role in delivering fortified food across the country.



565 million
servings of Vitamin C

Additionally, we have made sustainable strides by transitioning from pork chicharon to vegetable crackling in our Lucky Me! Go Cups. This change reduces safety concerns related to African Swine Fever (ASF), provides a cholesterol-free alternative, and has a lower environmental impact, requiring fewer resources like land, water, and energy to produce.

We expanded our product offerings by launching Monde Nuvi Chocolate Milk with Nata de Coco, a ready-to-drink (RTD) chocolate milk co-branded with Nutifood, a leading dairy-food manufacturer in Vietnam. This product line expansion supports our commitment to providing vitamin- and mineral-rich products, especially for children, with essential vitamins and minerals such as Vitamins A and D, phosphorus, zinc, and calcium.

We continue utilizing high-speed airflow (HSAF) in our products and focus on improving our efforts to reduce palm oil and saturated fats across our portfolio, aligning with our sustainability goals while offering healthier alternatives that meet consumer needs and environmental targets.

- **Nutrient fortification:** Since 1994, we have been enhancing the nutritional value of our Lucky Me! noodles through nutrient fortification, including adding Vitamin A, Vitamin C, and iron. In 2024, we introduced a new fortified product, Lucky Me! Instant Mami Beef Chilimansi, which is a source of iron. We adhere to FDA regulations by using fortified flour and iodized salt to produce our products.
- **High speed airflow (HSAF) technology:** HSAF enables us to reduce our palm oil consumption by around 10 grams per pack and reduce total fat calorie content similar to the previous year—by 70% and 20%, respectively—using high-velocity air to dry our instant noodles as compared to traditional instant noodle manufacturing using oil frying.
- **No preservatives added:** Since 2008, we have remained committed to eliminating artificial preservatives from our noodles. In 2024, we continued expanding our range of preservative-free noodle products, upholding our "No Preservatives Added" claim, which we have adhered to since 2023.
- **Sodium reduction:** Since 2020, we have worked to adjust the sodium content in select Lucky Me! products while maintaining their signature taste. The share of these products in our instant noodles revenue was 39% in 2024. We continue to explore sodium reduction strategies.



Noodles revenue share of sodium-reduced products in 2024*

*The revenue shift in sodium-reduced products reflects the reformulation of select SKUs to improve product flavor, underscoring our commitment to product innovation.



Product Quality and Safety

Monde Nissin is dedicated to maintaining and improving the safety and quality of our products. Our quality assurance process starts with carefully selecting ingredient suppliers who align with our requirements and tracking raw materials using a traceability system that monitors the entire journey of each product—from sourcing and production to the initial distribution of finished products—allowing us to effectively identify and address emerging issues in both raw materials and final offerings.

We adopted traceability software to enhance product safety, quality, and compliance while helping us grow and innovate through strategic tools. Initially focused on New Product Development (NPD) and procurement, it offers a customized solution that simplifies tracking items, connecting with suppliers, and streamlining operations. It also facilitates document sharing, encourages collaboration, and supports our sustainability goals by optimizing the supply chain.

Building on these initiatives, we plan to expand its application to streamline document exchanges, such as Product Information Sheets (PIS), while integrating risk and compliance management. This will strengthen our ability to meet evolving regulatory requirements, manage product recalls as needed, respond to alerts, and keep abreast of regulatory changes.

We maintain compliance with local and global food safety and quality regulations. In 2024, we achieved key certifications:

- Davao and Mandaue plant sites received plant-wide Halal certification.
- The Malvar and Porac plant sites are obtaining Food Safety System Certifications (FSSC) under a Global Food Safety Initiative (GFSI)-recognized scheme, aligning with harmonized global standards.

Earning certifications assures our stakeholders of the quality and safety standards Monde Nissin upholds for our products. We constantly improve our product formulations and processes, maintain high food safety standards, and integrate sustainable practices to deliver high-quality, accessible, and environmentally responsible products consistently.

Sustainable Production and Packaging



We reinforced our efforts to remove post-consumer plastic waste from nature, achieving 100% EPR compliance for the second year in a row and surpassing the diversion requirement under R.A. No. 11898, or the Extended Producer Responsibility Act of 2022 (EPR Law), which increased from 20% in 2023 to 40% in 2024. One of Monde Nissin's priorities was shifting to mono-material compositions and optimizing packaging materials, including reducing packaging dimensions and refining compositions.

Furthermore, 92% of Monde Nissin products were produced in manufacturing plants powered by 100% geothermal energy as their source of electricity, reflecting our ongoing commitment to integrating renewable energy across all our facilities. In the previous year, we highlighted our dedication to sustainability by featuring the renewable energy logo on the back of Monde Cream Puffs packaging, highlighting that the product was made through 100% geothermal-energy powered manufacturing processes.

Our Lucky Me! Pancit Canton Salu-Salo initiative reduces plastic use in a single multipack of Pancit Canton by eliminating the primary packaging of four individual packs, resulting in a 25% plastic reduction. Additionally, the removal of handholes from our Monde Mamon Multipacks (Classic, Savers, Bar, Filled, and Mini) resulted in a 10% reduction in plastic use.

These actions—aimed at reducing waste and creatively repurposing materials—demonstrate our dedication not only to making better food accessibility possible but also to the pursuit of eco-efficiency. For more details, refer to Making Eco-Efficiency Possible on page [41](#).

Guidance for Healthier Choices and Eating Habits

Our product labels display the nutritional content of our products, along with packaging information and guidelines for proper disposal, keeping consumers well-informed.

Consumers can readily see the calorie content of our Lucky Me! Instant noodles, clearly indicated on the front of the package, aiding their decision-making process. In 2024, we introduced fortification seals on our wafer packaging, increasing the biscuit revenue share of products with fortification seals on the front from 1% to 14%.

Monde Nissin's Marketing, NPD, Packaging Development Group (PDG), and Regulatory Affairs teams regularly collaborate to monitor compliance with FDA labeling guidelines.



Our School-Friendly Icon, displayed on the back of the packaging, identifies products that meet the Philippine Department of Education's (DepEd) Green classification, as defined by their 2017 policy to promote healthy food choices in schools. The icon appears on our Nissin Wafer (Classic Chocolate, Classic Yummy Butter, Classic Vanilla, King Size Chocolate, King Size Cheese), Nissin Stick Wafer (Chocolate and Strawberry), Nissin Butter Coconut (all sizes), Breadstix (all sizes), Breadstix Cheese, Breadstix Garlic Parmesan, and Eggnog (all sizes) products. This gives busy parents a quick reference to help them make healthier snack choices for their children. In 2025, Monde Nissin plans to expand the icon's use across all products that meet the DepEd's Green classification requirements, along with an educational campaign targeting parents and schools.

By accurately labeling our products, we offer consumers greater insight into their food choices and the processes behind the products they purchase. We maintain a thorough approach to compliance with labeling requirements and will continue to explore ways to improve the information we provide on our labels to further empower our consumers.

Our Instant Mami pairing campaign has gained over 400 million impressions across multiple digital platforms, promoting healthier ways to prepare the product by pairing it with milk, vegetables, or eggs. This initiative highlights the importance of food value and its role in supporting a healthy lifestyle, as the recommended pairings enhance the nutritional value of Instant Mami and encourages consumers to include a variety of fresh, whole foods in their diet while enjoying their favorite packaged foods.

Lucky Me! Factory Plant Tour Relaunch

After the pandemic hiatus, Monde Nissin proudly reopened the Lucky Me! Noodle Factory Plant Tour in October 2024, welcoming over 70,361 guests who took part in an engaging and interactive look behind the scenes of how their favorite Lucky Me! is made.

Free of charge and primarily intended for educational tours and school trips, the Lucky Me! Noodle Factory Tour is an opportunity for the brand to inform and educate guests in a fun and entertaining way. Various tour elements emphasize key elements of the brand's efforts in *Making Better Possible*®. Guests receive a warm welcome by Lucky M, the loveable Lucky Me! mascot and promoter of active play. Lucky M serves as a guide throughout the walking tour, appearing in numerous interactive experiences, sharing information on nutrition and fortification, and promoting healthier eating habits and an active play lifestyle. A special video also communicates the brand's advocacy on *Kainang Pamilya Mahalaga* (KPM), a Philippine government-recognized program which promotes the value of sharing meals with family, as it fosters stronger bonds, better academic performance, improved well-being, and healthier habits.

The highlight of the tour is the viewing deck where guests get to see their beloved Lucky Me! Instant Noodles being made with the care and commitment to quality that Monde Nissin puts in every pack. The tour operates throughout the school year at the Monde Nissin Noodle Plant in Santa Rosa, Laguna.



Product Accessibility

We believe that access to better and healthier products is key to improving food security in the Philippines. As part of our corporate aspiration, we are committed to providing delicious, affordable, fortified food products to all Filipinos, available to diverse income groups and broader communities.

Our products are distributed through key retail channels like supermarkets, grocery stores, convenience stores, and most important, sari-sari stores—the neighborhood shops that play such a key role in bringing food to people in underserved areas. We are proud to say that our products, specifically Lucky Me! Pancit Canton Kalamansi and Lucky Me! Instant Mami Beef na Beef, are among the most widely distributed in the country, with over 90% of stores across the Philippines stocking them.

Affordability is just as crucial as product accessibility. Apart from being widely available, our Lucky Me! Pancit Canton Kalamansi and Lucky Me! Instant Mami Beef na Beef products are priced at less than Php 20 per pack, making them budget-friendly meal or snack options for millions of Filipinos. Refer to the sidebar or feature story on Lucky Me! as the Most Chosen Brand for more details.

Lucky Me!: Bringing Comfort and Happiness to Filipino Homes

Lucky Me! has been recognized as the #1 Most Chosen Brand in the Philippines for both the FMCG and Food categories in Kantar's Brand Footprint 2024 report, based on 2023 data. With an impressive 98.7% household penetration, Lucky Me! stands as a symbol of accessibility and reliability, deeply integrated into the everyday lives of Filipino families. This achievement underscores the brand's essential role in providing affordable and nutritious food options, contributing significantly to food security by supporting millions of households across the nation.

98.7%

Percentage of
Lucky Me! Household
Penetration

From our humble beginnings in 1989, Lucky Me! has evolved into more than just a brand—it has become a source of comfort and joy in Filipino homes. Whether it's a quick meal after a long day or a shared moment around the table with family and friends, Lucky Me! has been there to satisfy cravings, lift spirits, and nourish relationships.

Beyond nurturing the body, Lucky Me! brings happiness to everyday moments. As challenges continue to grow, it remains a reliable and affordable source of nourishment, supporting Filipino families in their daily lives.



Kantar's Brand Footprint ranks FMCG brands using Consumer Reach Points (CRP), combining population size, brand penetration, and consumer choice. According to the [Kantar Brand Footprint Report 2024 Philippines](#), Lucky Me! achieved an impressive 889 million CRPs, highlighting its deep connection with Filipino consumers.

In addition to Lucky Me!'s outstanding performance, other brands in the Monde Nissin portfolio have made notable strides in the rankings. SkyFlakes secured the #10 spot in the Food category, Fita claimed #14 in the same category, and Dutch Mill ranked #10 in Dairy. These rankings further demonstrate the extensive reach of Monde Nissin products, all contributing to the daily lives of Filipino families.

At Monde Nissin, we take pride in knowing that Lucky Me! continues to play a central role in the daily lives of millions, helping families come together over meals that provide comfort, joy, and connection. We remain committed to offering accessible, nutritious food, and contributing to the wellbeing and food security of families across the Philippines.

Our other products, like Nissin Butter Coconut, Bingo Cookie Sandwich, Nissin Bread Stix, Nissin Eggnog, and Nissin Classic Wafer, with price points at less than Php 10 per piece, are also designed to be within reach of consumers from all walks of life.

Expanding our reach and working closely with local retailers delivers on a commitment that tasty, affordable, better-for-you food is always within reach.

FEATURE STORY: GoodNom Fresh Gata: Sustaining Communities, Enriching Lives



Monde Nissin's diverse product portfolio, which includes instant noodles, biscuits, and other fast-moving consumer goods, allows us to serve a broad range of customers with varying needs, preferences, and budgets. Our constant innovation is rooted in our aspiration to provide sustainable food security solutions that enhance the wellbeing of both people and the planet.

In 2024, we expanded into the packaged coconut milk market with the launch of GoodNom Fresh Gata to meet the increasing demand in this rapidly growing category. GoodNom is more than just a product—it represents our unwavering commitment to sustainability and our focus on creating positive social and environmental impact.

Made from fresh coconuts sourced from the coastal areas of Palawan, GoodNom offers a healthier, naturally sweet alternative with no preservatives or added sugars. The sustainability of GoodNom extends beyond its health benefits, incorporating eco-friendly practices in both its sourcing and packaging.

The coconuts used are harvested by local communities in Palawan, providing them with stable, meaningful employment and supporting responsible farming

and harvesting practices. By choosing GoodNom, consumers are contributing to the empowerment of these communities, helping improve their livelihoods while preserving the local environment.

GoodNom also utilizes lightweight packaging solutions that minimize material and energy usage, and provide more efficient resource utilization and sustainable product delivery—all while maintaining freshness and safety. This innovative packaging highlights Monde Nissin's dedication to reducing our environmental footprint and fostering sustainable practices across all aspects of production.

Our commitment to innovation goes beyond expanding our product range; it is integral to our pursuit of responsible, inclusive growth. By leveraging our resources and infrastructure, we produce high-quality products that meet evolving consumer needs while optimizing costs and minimizing environmental impact. Through close collaboration with local communities, we create stable jobs, improve livelihoods, and build sustainable supply chains, strengthening both economic and environmental resilience for a more responsible future.



At Monde Nissin, our sustainability strategy is built on innovation, responsibility, and a deep commitment to the wellbeing of people. Expanding on our first strategic pillar, *Making Better Food Accessibility Possible*, we now drive sustainability through three focus areas: *Making Eco-efficiency Possible*, *Making Inclusivity Possible*, and *Making Collective Action Possible*.

These pillars shape our holistic approach, so that our efforts benefit both people and the planet. We minimize our environmental footprint across our manufacturing sites through eco-efficiency, while our commitment to inclusivity empowers employees and creates meaningful livelihood opportunities within our distribution network. At the heart of our strategy is collaboration—working with diverse stakeholders to amplify impact, drive shared success, and create lasting positive change.





Making Eco-efficiency Possible

GRI 2-25, 3-3

At Monde Nissin, we recognize the urgent challenges of climate change and remain conscientious in addressing them through our **Making Eco-efficiency Possible** initiative across our manufacturing sites. As one of the most climate-vulnerable nations, the Philippines faces increasing environmental risks, prompting the national government to set aggressive targets and urge businesses to take an active role in global climate action.

As a leading food and beverage manufacturer, we understand the importance of monitoring and managing our environmental impact. While progress requires ongoing effort and adaptation, we remain committed to finding practical and scalable solutions that contribute to a more sustainable future.

NORTH STAR TARGET OVERVIEW

Making Eco-efficiency Possible

North Star Target:

- 50% reduction in the Scope 1 and Scope 2 GHG intensity of manufacturing operations by 2025
- 50% reduction in the water intensity of manufacturing operations by 2025
- Zero Waste-to-Landfill from manufacturing operations by 2025
- 95% mono-material packaging by 2025*

2024:

- 32% reduction in Scope 1 and Scope 2 GHG intensity versus 2021 baseline
- 25% reduction in water intensity versus 2021 baseline
- 1% of waste generated from Monde Nissin's manufacturing operations was disposed of in landfills
- 94% mono-material packaging material (in terms of volume)*

2023:

- 33% reduction in Scope 1 and Scope 2 GHG intensity versus 2021 baseline
- 28% reduction in water intensity versus 2021 baseline
- 3% of waste generated from Monde Nissin's manufacturing operations was disposed of in landfills**
- 94% mono-material packaging material (in terms of volume)*

Priority SDG:

*Terminology used for the North Star target related to packaging was updated from recycle-ready to mono-material to provide a straightforward description of our goal.

**The 2023 total waste generated data was restated to correct a unit inconsistency identified at one of the sites. The total percentage of waste diverted from landfill has been updated accordingly.

Emissions and Energy

We aim for a 50% reduction in the Scope 1 (direct) and Scope 2 (indirect) GHG intensity of our manufacturing operations by 2025.

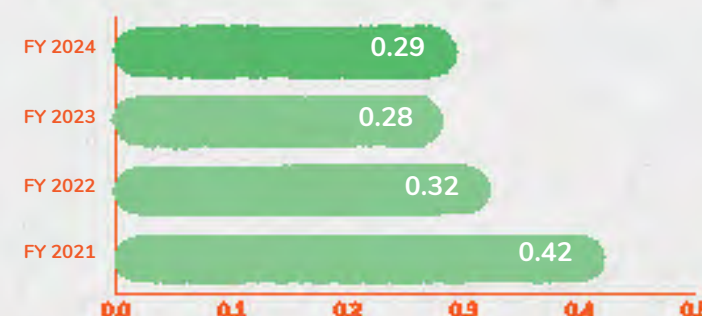
Over the years, Monde Nissin has prioritized process optimization and energy efficiency while transitioning most of our plant sites to renewable energy, all to reduce our environmental footprint.

Our Progress

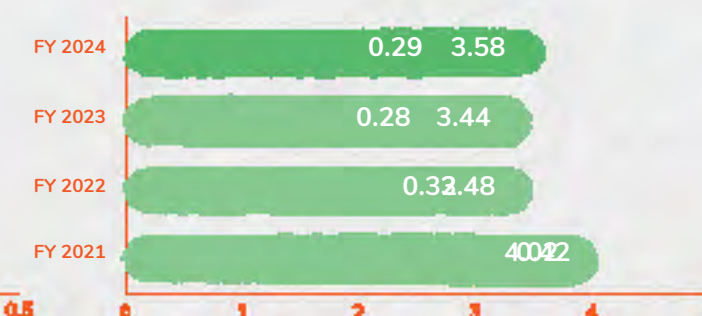
In 2024, we reduced our GHG intensity (Scope 1 and Scope 2) by 32% versus our 2021 baseline data. The reduction in power consumption and GHG emissions stems from daily monitoring, collaborative efforts, and optimized utility operations tailored to production runs. We regularly assess the effectiveness of our initiatives across all areas of our operations to facilitate improvement in energy efficiency.

Supporting our emissions reduction efforts is our focus on reducing energy use. In 2024, Monde Nissin achieved an 11% reduction in energy intensity compared to 2021. Consistent monitoring has enabled our plant site teams to set actionable internal targets and identify new opportunities to operate our production lines more efficiently.

Scope 1 and Scope 2 GHG Intensity Across Monde Nissin's Manufacturing Sites*
(in tonnes CO₂e/tonne of product produced)
GRI 2-4, 305-4



Energy Intensity Across Monde Nissin's Manufacturing Sites
(in GJ/tonne of product produced)
GRI 2-4, 302-3



*Emissions from 2021 onward were recalculated using the Department of Energy's (DOE) National Grid Emission Factor (NGEF) for 2019–2021 (posted in June 2024) for Non-Renewable Energy Purchased Electricity, the GHG Protocol Cross-Sector Tool (version 2, posted March 2024), and revised biomass emission accounting. Additionally, the Intergovernmental Panel on Climate Change (IPCC) Assessment Report 6 (AR6) guidelines were adopted to align with updated reference methodologies.

Our Actions

We are committed to improving our energy efficiency. To achieve our energy efficiency goals, we prioritize comprehensive reduction efforts across our manufacturing sites. By utilizing submeters across various operations, we can closely monitor fuel and power consumption in key areas, including steam generation and daily electricity consumption of utility equipment. This data-driven approach is strengthened by our ongoing power mapping initiative, which gives us a clearer, more detailed view of our entire energy landscape. This deeper insight has allowed us to refine our energy management practices, so that our efforts are focused where they will have the most impact. Cross-department collaboration is key, enabling us to implement effective energy usage control through agreed-upon strategies.

Emissions Reduction and Energy Efficiency Initiatives

We enhanced our energy management by monitoring electricity consumption daily through meter readings. This allowed us to track usage, identify irregularities, and enhance the effectiveness of energy-saving measures.

Significant strides have been made in reducing electricity consumption and optimizing steam performance with projects like the boiler oxygen trim and variable oil loading system for the Pancit Canton (PC) line, integration of the air compressor system, chiller integration project, and enhanced coal management system. These initiatives have enhanced fuel and electricity efficiency, improved waste heat recovery, and resulted in substantial cost savings.

To reduce GHG intensity, we strategically opted not to activate generators during peak hours, reducing costs and minimizing emissions, as the power

supply remained stable. We also strengthened preventive maintenance (PM) practices for our generators, boilers, and pollution control facilities for increased operational efficiency.

We implemented routine monitoring of steam generation and distribution systems and assigned ownership for boiler operations. This includes maintaining optimal operating parameters, promptly addressing defects, and regularly cleaning and inspecting pollution control facilities to maintain efficiency.

We implemented a Coal Management System to improve boiler efficiency and reduce coal usage, driven by a “Run to Target” mindset and just-in-time process control. Routine monitoring of flue gas emissions, combined with an integrated inspection checklist, has helped us assess the effectiveness of our pollution control systems. These efforts contribute to energy-saving initiatives and compliance with environmental regulations.

We revived weekly Energy Conservation (EnerCon) meetings to encourage collaboration across sites. These meetings bring together energy conservation teams from each location to review performance metrics such as energy, water, and GHG intensities. Representatives analyze variances, share insights, and implement corrective actions, fostering a culture of progressive improvement and driving ongoing progress in energy efficiency.

While we made significant progress, we experienced an increase in energy and emission intensities compared to the previous year, driven by various operational factors, including startup of new production lines. Despite these challenges, Monde Nissin remains committed to improvement and is actively addressing these issues to meet our long-term sustainability goals, and reinforce our zero-loss mindset with regard to energy efficiency.

Renewable Energy

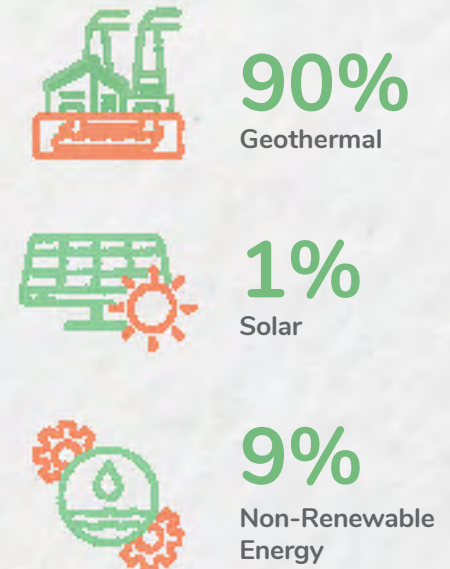
Our collaboration with the EDC Group (i.e., Energy Development Corporation and its subsidiaries) continues to contribute towards meeting our reduced GHG emissions goals before 2025, and allows us to utilize geothermal energy as our primary source of electricity in nearly all of our Philippine manufacturing plants, with the exception of the Davao plant site.

Additionally, we strengthened PM for our generators, boilers, and pollution control facilities to enhance their efficiency and meet environmental standards. We also implemented projects such as restoring solar panels in our Santa Rosa plant site, increasing our electricity harvest from 2,000 kWh to 4,000 kWh daily.



Monde Nissin remains focused on identifying opportunities for transitioning to cleaner energy sources while promoting a culture of energy conservation among employees that aligns with our sustainability objectives.

Percentage of Electricity Consumption by source across Monde Nissin's Manufacturing Sites



Compliance Monitoring

To manage emissions, each plant has a Pollution Control Officer (PCO) who monitors emission sources, updates permits, and maintains compliance records. Fuel quality, operational settings of Air Pollution Source Equipment (APSE), and the regular maintenance of Air Pollution Control Facilities (APCF) are closely monitored to meet emission standards set by R.A. No. 8749 or the Philippine Clean Air Act of 1999.

Additionally, in line with the Energy Efficiency and Conservation Act (R.A. No. 11285), we promote energy efficiency, enhance energy use, and pursue energy-saving projects. We actively engage with the Department of Environment and Natural Resources - Environmental Management Bureau (DENR-EMB) to stay updated on emissions regulations and sustainability initiatives.

FEATURE STORY:

MNC Mandaue Site's Multi-Fuel Boiler: Advancing Sustainable Energy Use

In December 2023, Monde Nissin's Mandaue Site kicked off trial runs of an innovative multi-fuel boiler that combines coal and biomass, specifically coconut shells (coco shells). By January 2024, our team reached full operational capacity with an initial fuel mix of 30% biomass and 70% coal. Thanks to ongoing optimization, the biomass ratio has since increased to 60% coco shells and 40% coal, and we're now achieving a 70:30 ratio. This marks a significant and promising shift toward a more sustainable energy solution.

A key discovery since implementation is the use of coco shell ash, which acts as a natural neutralizer and has eliminated the need for caustic soda in the boiler's water scrubber. This change simplifies operations, reduces chemical waste, and enhances environmental safety. Additionally, the incorporation of coco shells into the fuel mix has improved combustion efficiency and cut ash production by 70%, resulting in cleaner furnace operations.

Initially, we expected the shift to biomass to increase fuel costs, as biomass has a lower heating value than coal. However, the anticipated cost increase did not materialize. Instead, we achieved a 5% to 10% improvement in thermal efficiency, leading to a 28% reduction in fuel costs compared to 2023. We also realized additional savings by eliminating caustic soda.

The most notable outcome, however, is the substantial reduction in GHG emissions. As a carbon-neutral fuel, biomass offsets the environmental impact of coal, aligning with our global climate goals. This resulted in a 41% reduction in the Mandaue plant site's Scope 1 emissions versus 2023, primarily driven by reduced coal usage. It also provides the local community with a cleaner, more sustainable energy source, improving overall quality of life.

This multi-fuel approach reflects our commitment to sustainability as we take meaningful steps toward making eco-efficiency possible. By reducing operational costs, we are advancing toward benefiting both people and the planet while fostering long-term sustainability.



Crushed Coco Shell



Coal



Boiler

Water

GRI 303-1, 303-2
SASB FB-PF-140a.3

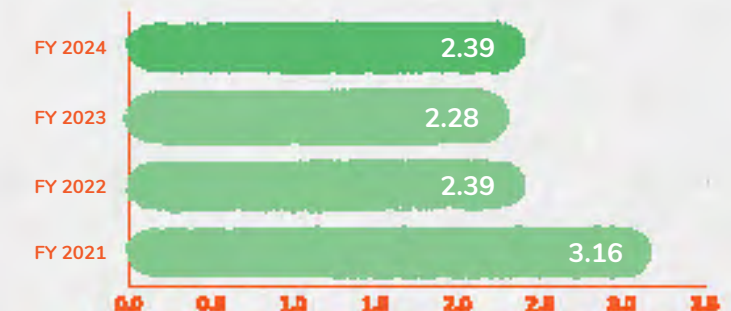
We aim for a 50% reduction in the water intensity of our manufacturing operations by 2025.

Water is a vital resource, serving as a coolant in industrial operations and essential potable water. Recognizing its critical importance, Monde Nissin manages this shared resource. We actively monitor water consumption and invest in innovative recycling methods to enhance efficiency and sustainability.

Our Progress

In 2024, we made significant progress in reducing water usage and improving efficiency across our operations by 25% versus our 2021 baseline data. Key initiatives included introducing effluent recycling to save water, optimizing water consumption through the use of recovered water, and making operational adjustments that reduced maintenance and costs.

Water Intensity Across Monde Nissin's Manufacturing Plants
(m3/tonne of product produced)



Our Actions

Improving our water efficiency is a continuing and evolving process. Central to this is our commitment to thoroughly monitoring where our water comes from, how it is used, and when it is discharged. By gathering this vital information, we gain deep insights into our water usage patterns, allowing us to identify any losses or inefficiencies within our operations.

Water Use

Monde Nissin sources water from deep well pumps, third-party providers, and, where applicable, rainwater harvesting systems for non-potable uses like cooling and irrigation. This water is processed for various purposes, including filtered water for cleaning and lavatory use, soft water for machinery and cooling, process water for production, drinking water, and reverse osmosis (RO) water for steam generation.

Water Efficiency

In 2024, we focused on improving our water mapping across manufacturing sites, integrated with our ongoing loss elimination efforts. This initiative involved identifying key areas where water meters were necessary to improve tracking and management. Through daily monitoring of water withdrawal, consumption, and effluent via these water meters, we can better assess the effectiveness of our water conservation efforts.

Our water efficiency initiatives focus on eliminating losses, addressing defects, fixing leaks, and optimizing steam traps for enhanced condensate recovery. We continue working on improving water recovery and have expanded our wastewater recycling efforts to reduce dependency on freshwater sources, contributing to overall water sustainability.

Additionally, we've started to implement autonomous maintenance across our manufacturing sites, empowering frontline operators to take ownership of routine equipment care, including cleaning, inspections, and minor repairs. This proactive approach has helped us improve equipment management and reduce unplanned downtime. This initiative aims to further drive reductions in water intensity across sites.

At our Davao site, launching the new bakery line in April 2024 led to a temporary increase in water usage during the startup phase. Despite this, we continued to refine our water recovery efforts and implement strategies to optimize water use across all sites. We are dedicated to reducing water intensity and seeing to it that our operations align with our long-term sustainability goals.

These efforts reflect our unwavering commitment to sustainability and driving operational efficiency throughout the business.

Water Effluent

Wastewater generated from production operations, sewage, and other plant activities is directed to our wastewater treatment facilities before being discharged into the public drainage system. Monde Nissin complies with the Clean Water Act of 2004 (RA No. 9275) and discharge requirements set by the DENR and Laguna Lake Development Authority (LLDA). We also adhere to sector-specific standards outlined in DENR Administrative Orders (DAO) 2016-08 and 2021-19, which govern the influent and effluent sampling conducted by DENR-accredited third parties.

Waste

GRI 306-1, 306-2

We aim to have zero waste-to-landfill from our manufacturing operations by 2025.

Efficient operations reduce resource consumption and thereby reduce waste generation. By implementing effective waste management practices such as waste segregation, reuse, repair, and recycling in our operations, we help mitigate pollution, addressing a major challenge within the food industry and driving positive environmental impact.



Our Progress

GRI 2-4

In 2024, we diverted 99% of our waste from landfills, bringing us closer to our Zero-Waste-to-Landfill goal. This progress has been driven by company-wide efforts to digitalize processes, repurpose materials, and enhance recycling, along with initiatives to minimize waste at the source through optimized resource usage and workflow redesign. Additionally, our collaboration with waste management experts has been key to identifying innovative solutions for responsible waste treatment and disposal, further reducing reliance on landfills.

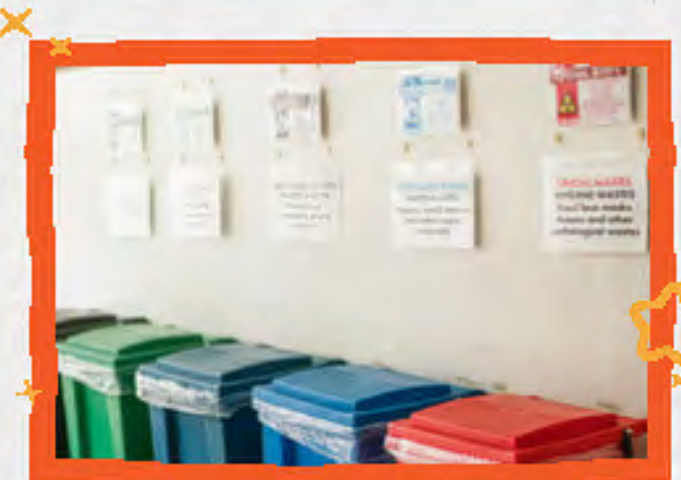
Percentage of Waste Diverted from Landfills Across Monde Nissin's Manufacturing Sites



*The 2023 total waste generated data was restated to correct a unit inconsistency identified at one of the sites. As a result, the total percentage of waste diverted from landfill has been updated accordingly.

Our Actions

Monde Nissin's collective efforts in our plant sites and collaborations built with organizations sharing similar zero-waste and recycling goals, including the Philippine Alliance for Recycling and Materials Sustainability (PARMS) and Plastic Credit Exchange (PCX, previously HOPEX Environment Group, Inc), advances us towards our goal of diverting post-consumer waste from landfills. We remain focused on our Zero Waste-to-Landfill program, constantly enhancing recycling practices and proper waste management implementation. We collaborate closely with our collaborators and regulators to improve waste tracking and monitor the final disposal of waste, reinforcing our commitment to sustainability. To learn more about our impactful collaborations, refer to the Making Collective Action Possible section on pages [72-77](#).



In 2024, three out of five Monde Nissin manufacturing sites achieved zero-waste-to-landfill. Key components, including waste reduction and segregation, continued to be implemented throughout the year.

Zero-Waste-to-Landfill

We continue advancing our Zero-Waste-to-Landfill program across all manufacturing sites. Our internal Waste Management Guide, integrated into annual Good Manufacturing Practices orientations, fosters employee awareness and aligns with our sustainability goals.

We continued implementing Material Utilization initiatives to optimize material usage and minimize process rejects and waste across raw materials, packaging, and indirect materials. As a result, the Santa Rosa Noodles Plant increased production output by 6% compared to 2023 while reducing the total cost of rejects and waste by 46%.

demonstrating the effectiveness of Monde Nissin's continuous improvement strategies.

Our teams conduct daily waste monitoring and track weekly waste generation trends, supporting regular discussions to identify action plans and facilitate effective waste management. This process drives progress toward achieving our sustainability targets.

We take a practical, source-reduction approach to waste management under the Waste Reduction component. By applying lean manufacturing principles, we minimize material, energy, and water use while eliminating waste from defects, overproduction, and inefficiencies in processes and logistics. Addressing waste at the source reduces environmental impact and operational costs and enhances efficiency, material utilization, and product quality.

Under the Waste Segregation component, we conduct proper classification and disposal of waste types. With new building construction and operations, we have expanded efforts so that all new waste is correctly identified, segregated, and diverted from landfills. We work with partner recyclers and waste treaters to implement recycling and co-processing of waste generated at our plant sites, to maximize waste diversion. Additionally, biodegradable waste, previously sent to landfills, is now processed by a third party to create biogas and fertilizer.

Recycling and Repurposing

As part of our sustainability efforts, we have implemented the No Single-Use Plastic Policy at select plant sites, including Davao, Porac, and Malvar, which covers plastic grocery bags, bottles, and cutlery. Additionally, we have replaced plastic trash bags with sacks for storing de-branded waste, such as noodles and biscuits, reducing plastic use and promoting material repurposing.

We have also adopted a cleaning process for non-hazardous gloves and rags, enabling their safe reuse in maintenance tasks. Led by operations personnel, this initiative minimizes waste, reduces disposal needs, and supports our commitment to sustainability.

Compliance and Monitoring

Monde Nissin uses a centralized database to compile monthly waste summaries for reporting purposes, as we track waste data daily to monitor management performance and identify trends within the organization.

We also regularly engage with the DENR and see to it that we comply with all reporting requirements under RA No. 9003 (Solid Waste Management Act of 2001) and RA No. 6969 (Hazardous Waste Management Act of 1990).

Waste Hauler Audits

Waste management and hauling requirements for service providers have been reassessed to meet the site's current needs. We continually explore ways to improve waste management from the source to storage areas (e.g., staging areas, residual waste bins, Material Recovery Facility) and final destinations (e.g., landfill, recycling facilities).

Our PCOs diligently conduct regular cadence and annual reviews of all collaborator waste haulers and diverters to monitor compliance with government regulations and our standards. This ongoing process is essential in maintaining accountability and aligning with environmental best practices. Additionally, we consistently seek new collaborators who can provide enhanced solutions for waste diversion.

As part of our commitment to sustainability, we have completed waste hauler bidding processes, audits, and cost reduction efforts, with a view to making our waste management practices both more efficient and effective. We also actively track and report waste volumes generated by the construction and bakery expansion projects in our monthly meetings, with a strong focus on maximizing recyclability and minimizing landfill waste. These approaches reinforce our dedication to reducing our environmental footprint while fostering constant improvement in waste diversion strategies.

Materials and Packaging

SASB-PF-410a.2

We aim for 95% of our packaging to be mono-material by 2025.

At Monde Nissin, our packaging goal is to maintain product quality while using materials that minimize environmental impact. We aim to manage our waste and promote retrievability even after our products reach consumers.

Our Progress

In 2024, Monde Nissin advanced the transition to mono-material packaging while optimizing materials by reducing the size of packaging dimensions and refining packaging compositions to improve efficiency and sustainability.

We are working towards our goal of 95% mono-material packaging by 2025. We implemented initiatives such as removing handholes from Monde Mamon Multipacks leading to a 10% reduction in plastic packaging surface area, and reducing plastic by 25% with the Lucky Me! Pancit Canton Salu-Salo Pack.



Mono-material Packaging Used in 2024



Our Actions

Our progress is driven by adopting more recyclable packaging, reducing material use, and refining packaging to eliminate unnecessary dimensions. This includes shifting to mono-material packaging, prioritizing recyclable or reusable packaging, and reducing packaging weight through thickness or dimension reduction. We also collaborate with organizations that support our efforts to achieve our sustainability goals.

Beyond Compliance

Monde Nissin maintains priority compliance with the EPR Law and other relevant regulations. In line with the EPR's implementation, we are actively pursuing collaborations and are participating in programs that provide opportunities to minimize the environmental impact of plastic waste.



FEATURE STORY:

Beyond EPR Compliance Caring for the Planet

At Monde Nissin, we believe sustainability is not just about meeting regulations—it's about making a real difference. In our first year of compliance with EPR Law, in 2023, we exceeded expectations by not only meeting the mandated 20% plastic recovery target but also achieving 100% recovery and diversion of our total plastic footprint. This means that for every kilogram of plastic we introduce into the market, an equivalent amount of plastic is responsibly collected.

This achievement was made possible through our collaboration with PARMS and PCX. By working with various waste diverters through PCX, post-consumer flexible and rigid plastics are collected and converted into alternative fuels as encouraged and supported by the DENR-EMB. This helps keep plastics out of landfills and oceans, reducing reliance on fossil fuels like coal.

For us, tackling the plastic waste crisis begins at the source; therefore, we use less plastic. We have taken meaningful steps to reduce unnecessary plastic in our packaging, including:

- Removing plastic trays and handles from Monde Mamon
- Eliminating condiment sachets from Lucky Me! Go Cups

Every small change makes a difference. By making mindful choices, we cut back on plastic usage and waste and continue to offer the quality and convenience our customers appreciate.

These efforts are not just about promoting environmental change—they also have a meaningful social impact. By creating jobs, supporting communities, and encouraging sustainable practices, we are working to build a better future for everyone. You can read more about the positive social impacts of this initiative on page [75](#).

FEATURE STORY:

Reimagining Packaging: MNC's Reduction Initiatives

As part of our dedication to reducing plastic waste, Monde Nissin is taking meaningful steps to reduce our environmental footprint while continuing to deliver the high-quality, convenient products our consumers value—these steps include the launch of several packaging reduction initiatives, which also demonstrates our full support for the implementation of the EPR program as a member of PARMS.

We have successfully implemented a handhole removal initiative for our Monde Mamon Multipacks, which resulted in a 10% reduction in surface area and an estimated 80MT reduction in plastic waste based on 2024 volume projections. This change, applied across our Davao and Santa Rosa plant sites and across all Monde Mamon variants, was achieved by replacing the multipack jaw sealer with a more sustainable design. This effort contributes significantly to our ongoing packaging

reduction strategy as we continue to make packaging more environmentally friendly without sacrificing product quality.

These initiatives contribute towards Monde Nissin's compliance with regulatory requirements and exemplify our commitment to driving impactful change in packaging reduction. By rethinking our product packaging design, we reduce plastic waste, enhance recyclability, and align more closely with our sustainability goals. We remain keen on leading by example, making impactful changes that benefit the environment, our consumers, and future generations.



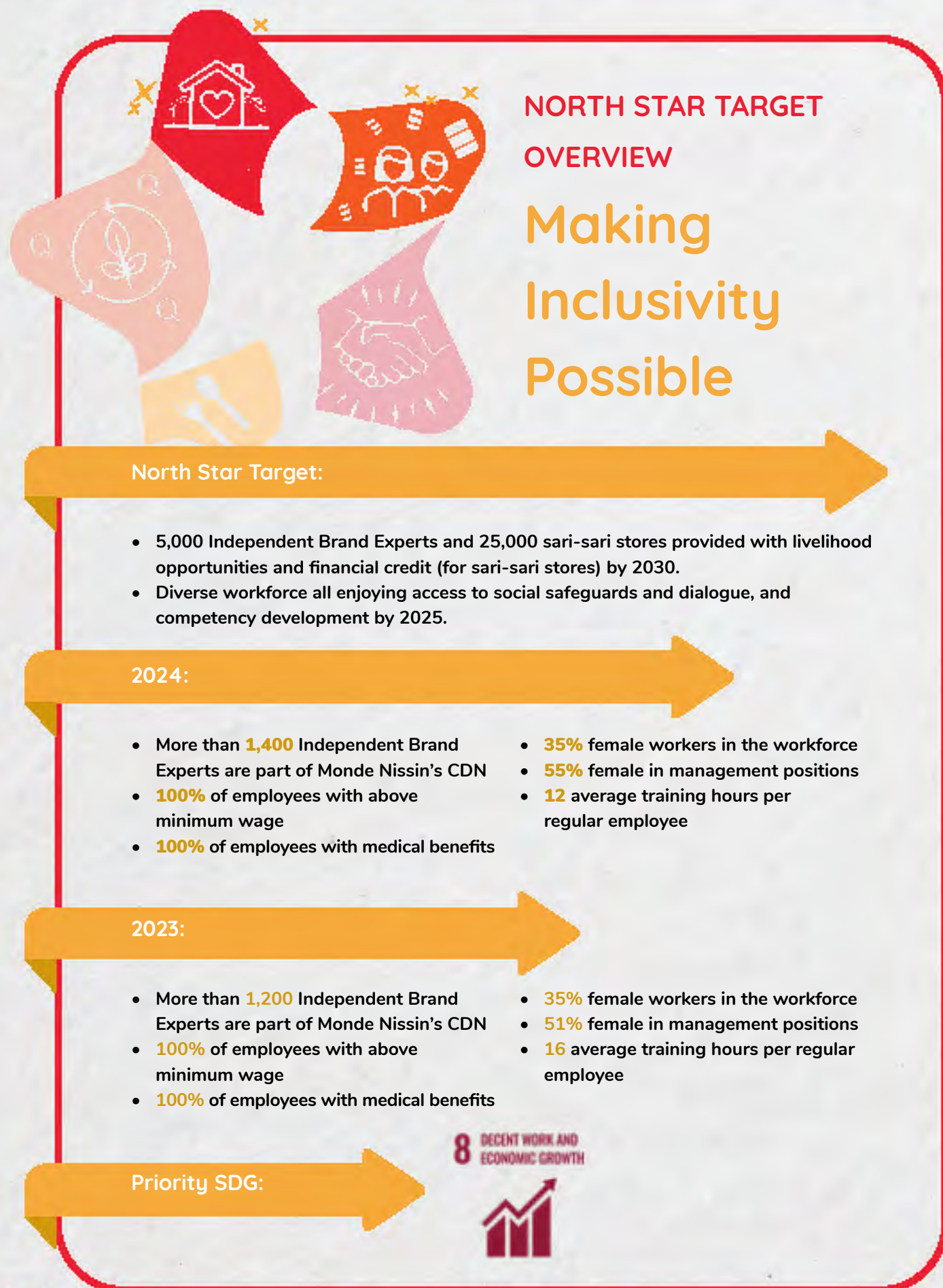


Making Inclusivity Possible

GRI 2-25, 3-3

Monde Nissin is committed to **Making Inclusivity Possible** by supporting our employees and expanding livelihood opportunities within our CDN. While we strive to extend our impact beyond our value chain, we recognize the challenges in creating sustainable opportunities, such as economic uncertainties, evolving labor market demands, and maintaining long-term viability for community-based enterprises.

Our efforts are guided by one of our core values—continuous learning with a growth mindset. We acknowledge the importance of providing access to decent work, fair wages, and safe working conditions. As we navigate evolving market dynamics and societal needs, we seek to strengthen our capabilities, address obstacles, and drive positive growth for our people and communities.



Empowering Our Employees

We aim for a diverse workforce where all enjoy access to social safeguards, open dialogue, and competency development by 2025.

Nurturing our workforce is key to creating in Monde Nissin a positive culture where everyone can reach their full potential. By embracing change and fostering a continuous learning mindset, we

empower our employees to contribute innovative ideas that drive sustainable solutions. Collaboration with empathy means we work together towards shared goals, valuing diverse perspectives to overcome challenges. Through Care with Action, we prioritize the wellbeing of our people, knowing that a Better Me leads to a Better Monde, Making Better Possible® for all.

Our Progress

We recognize that our employees are the driving force behind our continued success and growth. Our supportive work environment reflects this understanding, creating a culture where agility, collaboration, empowerment, and inclusivity are at the forefront. When our people thrive, the Company thrives, so we focus on fostering a workplace where diverse talents come together, innovate, and contribute to our shared success.

Our policies and programs are designed to attract, develop, and retain top talent by offering opportunities for career advancement, flexible work arrangements, competitive benefits, and a strong commitment to employee well-being.

We see to it that our employees are supported in every step of their journey with us, which helps build a culture of loyalty and engagement. As a result of our work environment and culture, we proudly recorded a 7% attrition rate for 2024—significantly lower than the national average attrition rates of 14% in 2022 and 16% in 2023—reflecting our workforce's satisfaction with and long-term commitment to the Company.

Monde Nissin actively incorporates employee feedback into its sustainability initiatives through the Making Better Possible® campaign, aligning employees with its sustainability goals.

Employees are encouraged to volunteer and actively participate in sustainability efforts through various engagement opportunities. This enables them to play a key role in driving positive change that

supports the Company's corporate aspirations and strategic pillars.

Monde Nissin conducted a Pulse Survey to strengthen employee engagement and empower employee voices. This feedback tool assessed key areas such as workplace engagement, leadership, growth opportunities, and overall employee experience. The survey results provide valuable insights that help shape future programs that enhance employee wellbeing and foster a more supportive work environment.

In 2024, the Pulse Survey achieved a remarkable 92% response rate, surpassing the industry standard of 75% by 17%. This marks a significant improvement over the previous year's Engagement Survey, which had a response rate of 74%. The increased participation reflects a growing trust among employees in our commitment to act on their feedback, highlighting the importance of open communication and continuous improvement within Monde Nissin.

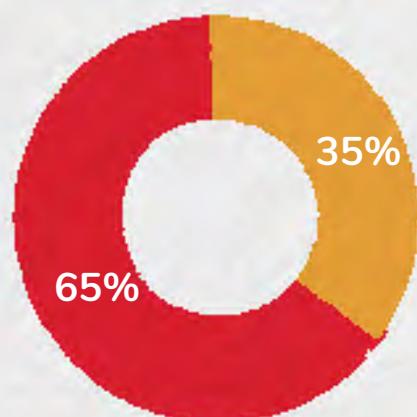
Pulse Survey result (versus 75% industry benchmark)



Employee Diversity

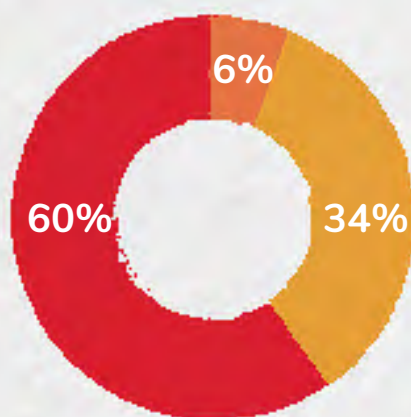
GRI 2-7, 405-1

Employees by Gender



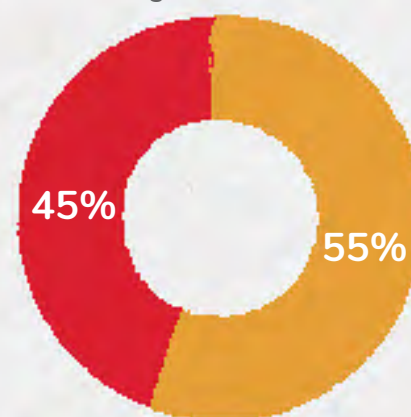
female workers in the workforce
male workers in the workforce

Employees by Age Group



>50 years old
30-50 years old
<30 years old

Employees in Management Positions



female workers in management positions
male workers in management positions

At Monde Nissin, we aim to provide our employees competitive salaries above the minimum wage, comprehensive medical benefits, and continuous development programs. We also strive to cultivate a diverse workforce that embraces various perspectives from different demographics. Key factors such as enhanced collaboration and improved data management have contributed to the growth and success of our employee training programs, which have steadily evolved since 2021.

In 2024, women comprised 55% of managerial positions and 56% of Board roles, reinforcing our dedication to fostering gender diversity and inclusive leadership within the Company.

Social Safeguards in 2024



of employees with above minimum wage and medical benefits

Workplace Safety



0.37
Total Recorded Incident Rate (TRIR)

Competency Development in 2024

GRI 404-1



27,681
total training hours
12
average training hours per regular employee

Our Actions

In August 2024, our People and Culture (P&C) department issued a Safe Spaces Act Memorandum that reinforced our commitment to diversity and inclusion by promoting a work environment where employees can express themselves freely without fear of retaliation. With seven key components, including recognizing boundaries, education, and thoughtful communication, the memorandum promotes the creation of an atmosphere where employees feel valued, respected, and free from discrimination or bias. Monde Nissin provides confidential one-on-one sessions, and anonymous whistleblower and feedback channels through the Ethicspoint online portal, allowing sensitive issues to be addressed in a trusted space.

Equal Opportunities

Our hiring process, led by our P&C department, adheres to equal opportunity and non-discrimination principles to attract a diverse workforce. To further diversify our applicant pool, we collaborate with local government units and organizations to host job fairs near our manufacturing plants, extending opportunities to various communities.

While we already maintain safeguards against discrimination, we are focused on collecting data to benchmark and improve our diversity performance.

Monde Nissin promotes inclusion and psychological safety within teams, so that different voices are heard and valued. This creates an environment where diverse perspectives drive richer discussions and innovative solutions.

Our commitment to inclusivity is further reflected in our support for International Women's Month, our observance of which included a Women's Forum focused on "Inclusiveness at Work," fostering meaningful discussions on creating a more inclusive workplace.



Envisioning a Learning Organization

In 2024, we made significant strides in advancing our commitment to competency-based learning and development. Building on our existing Learning and People Development workflow, we began planning and designing competency-based learning programs, which will be deployed in 2025.

The Monde Nissin Academy evolved into the Monde Nissin Learning Campus, reflecting our broader vision for an integrated learning ecosystem encompassing organizational culture, technical expertise, and leadership development. We expanded our learning portfolio with key initiatives, including launching two Franklin Covey programs, "The 7 Habits for Highly Effective People" and "The 6 Critical Practices for Leading a Team," rolled out across manufacturing, corporate, and commercial teams.

A significant milestone was the introduction of our in-house program, *Journey to Our Aspiration*, which strengthens our organizational culture and has been piloted to over 120 employees at various levels. To further support continuous learning, we collaborated with LinkedIn Learning, providing on-demand access to a wide range of development resources.

In line with our updated Monde Nissin competency framework, we focused on aligning our learning programs with organizational needs, driving skill development, and maintaining a commitment to measurable outcomes and training effectiveness.

Our Top Learning and Development Programs

GRI 404-2

Building upon our firm foundation from 2023, Monde Nissin has continued to enhance and scale our learning and development initiatives throughout 2024, achieving significant progress across our key programs:

- **Gallup Strengths Program:** In 2024, the Gallup Strengths Program was strategically enhanced to target the development of core employee competencies. The program reached previously untapped groups and engaged with

167 employees for the year. This expansion strengthened our focus on emotional intelligence, helping participants gain deeper insights into team dynamics and their own strengths.

- **Gung Ho! Series:** The Gung Ho! Series continued to foster a positive and purposeful workplace culture, successfully delivering the program to 217 employees across various functions.
- **Coaching for Growth Program:** We introduced the “Coaching for Growth” program, a key evolution from the “Coaching for Leaders” program launched in 2023. This shift brings a more comprehensive approach to leadership development. The new program utilizes two coaching models: the

Grow, Reality, Options, and Wrap-up (GROW) model, which focuses on horizontal coaching for solution-finding, and our proprietary Begin with the Objective, Establish New Paradigm, Set the Next Steps, and Take Accountability (BEST) model, which focuses on vertical coaching to foster transformational leadership development. The program was piloted with 21 leaders, reinforcing our commitment to effective, growth-driven leadership.

- **Accelerating Leadership Learning Program (ALLP):** The ALLP progressed through its second semester in 2024. This 18-month leadership development initiative provides essential experiential learning and executive coaching for our senior talent pipeline.

- **Toastmasters Program:** We expanded our internal Toastmasters program by chartering two additional clubs at different organizational sites. This growth significantly increased opportunities for employees to enhance their public speaking and leadership communication skills.

We also strengthened our technical competency development in 2024 through ongoing collaborations with internal subject matter experts. Notable programs included the Operational Excellence College for the Product Supply team, Junior Supply Network Academy for the Supply Network team, and Sales Finance for the Commercial team, aligning our functional expertise with industry standards.

FEATURE STORY:

Building Cultural Excellence Through Transformative Learning Programs

Gung Ho! Series: Two Decades of Fostering Purpose-Driven Growth

For over 20 years, the Gung Ho! Series has been central to Monde Nissin’s commitment to employee development, promoting joy at work and purpose-driven journeys for new hires. After a brief pause during the pandemic, the program resumed in 2023 and impacted 217 employees in 2024. It includes Gung Ho!, a foundational program, and Gung Ho! Impact, which builds on the first.

The Gung Ho! program aligns new hires with our culture and values. Over time, it has become part of our organizational heritage, with participants sharing stories across generations. In 2023, Gung Ho! Impact was introduced to help employees refine their character, competence, and connections, preparing them for opportunities through personal reflection and storytelling.

The program also extends beyond employees as seven trade collaborators participated in 2024, furthering our dedication to growth within our entire business ecosystem.

Journey to Our Aspiration: Bridging Past, Present, and Future

Launched in late 2024, Journey to Our Aspiration connects employees with Monde Nissin’s history and aspirations. This program helps communicate our evolved commitments after becoming a publicly-listed company in 2021. Through storytelling and workshops, participants explore our origins, values, and their role in achieving our shared vision.

Synergy in Cultural Development

Together, these programs strengthen our cultural foundation. Gung Ho! focuses on personal development, while Journey to Our Aspiration ties individual growth to our organizational goals, securing that our values endure as we evolve.





Labor Relations

Monde Nissin recognizes the importance of fostering working relationships based on trust and respect among all employees, facilitated through platforms for expressing concerns and communicating with management.

Our quarterly department-level town hall meetings bring together union officers, workers, and management to discuss issues and develop actionable solutions. These meetings, along with other engagement programs, cultivate stronger labor relations.

We continually enhance our collective bargaining agreements (CBAs), noting the successful negotiations held in April 2024. These negotiations balanced employee benefits and welfare with the Company's economic considerations, resulting in improved compensation and benefits packages. Such efforts further strengthen the collaboration between workers and management.

We likewise established the Employee-Management Engagement Committee across various plant locations, which opened a venue for employees to recommend productivity engagement activities to accomplish our goals using mutually beneficial means. Through regular meetings, their discussions help build a diverse and passionate committee rallying strong employee-management engagement.

We also expanded training programs focused on the Code of Conduct and Discipline, Due Process, How to Handle Employee Discipline, and Data Privacy Orientation to enhance adherence to labor and/or applicable laws.

Monde Nissin upholds the provisions of Presidential Decree 442, as amended, or the Labor Code of the Philippines, particularly adhering to Article 137 on the Minimum Employable Age. We strictly follow the Labor Code's stipulations and enforce an Anti-Modern Slavery policy that condemns the hiring of underage workers, as well as the use of forced, bonded, and involuntary labor, enforcing our commitment to a workforce that operates with integrity and respect for human rights.

Monde Nissin's significant rise in the Statista Philippine Daily Inquirer survey of the Philippines' Best Employers for 2024 reflects our efforts. We climbed from Rank 57 to Rank 26 and secured the top spot in the Food, Soft Beverages, Alcohol, and Tobacco industry. This recognition highlights our dedication to fostering a workplace that values wellbeing, growth, and inclusivity.

Monde Nissin also placed 9th in Prosple's Top Employers for Fresh Graduates (in the Retail and Consumer Goods Industry), an acknowledgment of our focus on supporting fresh graduate talent through the provision of comprehensive training programs and clear career pathways.



FEATURE STORY:

KaSulong Awards

At Monde Nissin, we recognize the hard work, passion, and dedication of our people who consistently embrace and promote our company values. Our inaugural KaSulong Awards, held in November 2024, was more than just a celebration of individual and team achievements—it marked a cornerstone in establishing a culture of recognition and excellence deeply ingrained in our organization's identity.

The recognition program celebrated our employees' milestones while inspiring a future driven by our core values as we work toward our shared goals and aspiration.

Out of 38 group entries across all our plant sites, 10 teams successfully met the shortlist criteria, earning awards that include categories aligned with our three core values: Continuous Learning with a Growth Mindset, Care with Action, and Collaboration with Empathy.

An entry from our Santa Rosa plant site, selected from four individual submissions, also won the Sustainability Champion award, further highlighting our commitment to environmental and social responsibility.

Whether demonstrating our core values or excelling in areas like innovation, operational improvements, customer relationship building, or sustainability leadership, these awards honor those who truly embody our company values.

By recognizing the achievements of Monde Nissin employees, the KaSulong Awards not only celebrate individual and team milestones but also inspire a more value-driven future for the organization.

Occupational Health and Safety

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7

Our Occupational Health and Safety (OHS) system remains compliant with RA No. 11058 (An Act Strengthening Compliance with Occupational Safety and Health Standards and Providing Penalties for Violations Thereof) and its Implementing Rules and Regulations under the Department of Labor and Employment's Department Order 198-18, abiding by the Philippine Department of Labor and Employment - Occupational Safety and Health Standards (DOLE-OSHS) and aligned with the United States' Occupational Safety and Health Administration (OSHA) for general guidance on safety standards.

Our safety guidelines, outlined in the OHS Program Manual, apply to all employees in the workplace. These standards follow a hazard identification, risk assessment, and control (HIRAC) procedure reviewed annually. We implement key OHS practices, including Lockout Tagout (LOTO), Daily Directional Setting (DDS), Root Cause Analysis (RCA), Mandatory 8-Hour Safety, Health Seminars for All Workers (MESH), Work Permit System, Work Environment Measurement (WEM), emergency drills, regular drumbeats, and safety system health checks. For proper implementation, our Safety Officers and employees undergo OHS training, and union representatives meet monthly with Safety Officers to address safety concerns. In the event of an incident, an investigation is conducted, and an initial action plan is reported within 24 hours, with the final plan reviewed by the Safety Committee.

As part of our OHS program, we provide health services through Occupational Health physicians and nurses at our plant sites, along with emergency services. Our employees also have access to a comprehensive health benefit plan, which includes free consultations with our company physician, health maintenance organization (HMO) plans, and free online mental health consultations.

In 2024, Monde Nissin advanced our commitment to occupational health and safety by strengthening our operations' risk management, employee



engagement, and safety culture. As part of these efforts, we began preparations for the Transcend Work System (TWS) Phase 0 in our Davao plant site, guided by zero-loss principles and full employee engagement, with safety as the foundation of Product Supply. The Health, Safety, and Environment (HSE) Pillar introduced key tools for incident elimination, including communicating safety triggers before work shifts.

To further enhance proactive risk management, we introduced the Quick Risk Prediction and Multi-Cause Analysis tools to manage potential risks, enabling us to effectively define incident categories and reduce first aid cases in 2024. We reinforced the Behavior Observation System (BOS) to eliminate critical behaviors that may lead to accidents and reinforce safe habits among personnel. Additionally, our newly implemented Ongoing Feedback System (OFS) extends beyond BOS by addressing all behaviors at any time and location within the plant, fostering an interdependent safety culture.

As we further enhance our OHS procedures, Monde Nissin remains committed to the safety and wellbeing of our employees. Our approach is rooted in shared responsibility, proactive risk mitigation, constant monitoring, data-driven decision-making, strong training and communication, leadership commitment, adaptability, and employee recognition to foster a positive safety culture.

Better Me, Better Monde!

Monde Nissin's Better Me, Better Monde! campaign emphasizes the importance of overall wellness, encouraging employees to prioritize their wellbeing in a way that fosters a more balanced and fulfilling lifestyle.



Scaling Up Inclusive Growth in Communities

We aim to provide 5,000 Independent Brand Experts and 25,000 sari-sari stores with livelihood opportunities and financial credit, respectively, by 2030.

We aim to share the economic value of our business through Monde Nissin's supply chain and CDN. Through consistent financial management, fulfilling our obligations, and creating business opportunities for local workers, we continue to drive economic benefits to our operating regions.



FEATURE STORY:

Monde Nissin, Hapinoy Celebrate First Batch of Graduates from Sari-Sari Store Upskilling Program

In 2024, we celebrated a major milestone with the graduation of our first batch of beneficiaries from the “45@45 Sari-sari Store Enablement Program” under our Tulong Sulong campaign. This program, created in collaboration with Hapinoy, helped 40 sari-sari store owners participate in online training modules called “Hapiskwela” as part of Monde Nissin’s 45th anniversary celebration. Participants also received packages that included inventory grants, store merchandise, and marketing materials.

Atty. Olive Misa, Head of Corporate and Government Affairs, shared during the event at Monde Nissin’s office: “Monde Nissin is now part of over 95% of Filipino households, thanks to the trust of many stores that sell our products.” She thanked the participants for their support and dedication in completing their training, emphasizing ongoing collaboration with the sales team for continued guidance.

Hapinoy President Mark Ruiz also expressed gratitude: “We thank our participants for

their hard work during the Hapiskwela programs. We hope you use what you’ve learned to achieve your dreams and grow your businesses.”

Graduates shared their experiences with the Hapiskwela modules. One beneficiary, a former Business Process Outsourcing (BPO) employee, highlighted the greater opportunity in owning a business compared to lifelong employment and appreciated the guidance and training on managing cash flow.

As part of our ongoing commitment to inclusive growth, Monde Nissin will continue to work with Hapinoy to set up five new sari-sari stores in collaboration with agricultural cooperatives and community organizations in key areas across Ilocos Norte, Ilocos Sur, the Negros Region, and Davao Region.

Our Progress

The CDN Program grew to over 1,400 Brand Experts at the end of 2024, with expanded reach to more cities in Luzon and its first dealer in Visayas.

Community Distribution Network (CDN) in 2024

More than
1,400

Independent Brand Experts are part of Monde Nissin’s CDN

26
dealers in Luzon



Our Actions

Our CDN growth is fueled by strategic collaboration with dealers and a determined effort to make our products available to more consumers across the country. We are consistently working to extend our presence and better serve communities and consumers alike.

Community Distribution Network (CDN)

GRI 413-2

Monde Nissin's CDN remains a key initiative in building a sustainable value chain, where Independent Brand Experts can generate additional income by reselling Dutch Mill Delight and Monde Bread products to local communities across the Philippines. As an alternative market distribution platform, the CDN balances market needs with profitability for our stakeholders.

The number of Independent Brand Experts grew to over 1,400 in 2024, up from more than 1,200 in 2023, providing even more Independent Brand Experts with opportunities to earn additional income.

Economic Value Creation

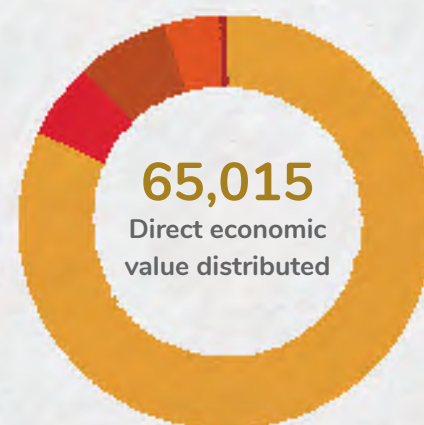
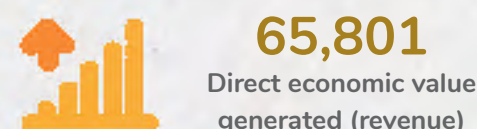
Monde Nissin plays a crucial role in driving local economic growth through job creation, reducing unemployment, stimulating economic activity, supporting local businesses, and contributing as a leading taxpayer in our communities. We closely monitor our economic performance through regular profit assessments and management reviews, securing steady value generation that allows us to continue offering resources and opportunities to communities in need.

To manage our financial resources, we proactively address risks such as inflation, competition, and changing market conditions through prudent fiscal strategies and sound decision-making.

We continue to enhance our business performance by investing in innovation, operational efficiency, and market expansion. These efforts include improving processes, developing new products to meet consumer needs, and optimizing our operations to support our economic contributions further.

Direct Economic Value Generated and Distributed (in Million Php)

GRI 201-1



Responsible Sourcing

GRI 201-2, 308-1, 308-2, 414-1, 414-2
SASB FB-PF-250a.2, 430a.1, 430a.2

Monde Nissin recognizes our responsibility to prioritize local suppliers and promote inclusive, sustainable practices across all our operations. We hosted a Suppliers' Sustainability Roadshow in January 2024, where we shared Monde Nissin's sustainability policy. This event served to raise awareness among suppliers of our sustainability goals, communicate expectations, share best practices, and strengthen collaborations to build a more sustainable supply chain.

In 2024, we also updated our Procurement Policies to include a Supplier Code of Conduct (SCOC), which incorporates sustainability programs focused on compliance, ethics, labor laws, environmental responsibility, quality, and safety. The SCOC will be cascaded to all suppliers by the first quarter of 2025 to align them with our sustainability standards.

To further support sustainable practices and our use of sustainable raw materials, we began exploring local salt sourcing in 2024. We launched the ASIA First Program that focused on sourcing raw and packaging materials from nearby Asian countries. This initiative reduces supply chain risks and supports our sustainability goals by cutting carbon emissions.

We also aim for business sustainability and continuity by being flexible in the use of our raw materials. This means that even in the face of global supply chain disruptions and operational challenges due to climate change, we can continue running our production plants. By maintaining alternative materials for critical ingredients, we establish uninterrupted operations. Our goal is to achieve full flexibility for key raw materials by the end of 2027.



Monde Nissin is actively exploring potential collaborations and suppliers to source agricultural raw materials from local farmers and cooperatives. We are committed to fostering these connections to support local agriculture and contribute to regional economic growth.

We support small and medium-sized enterprises (SMEs) through the Supply Chain Financing (SCF) scheme in collaboration with an international bank.

This program offers early payments to suppliers, improving their cash flow and encouraging sustainable practices. Through these initiatives, we strengthen local economies, promote sustainability, and drive long-term positive impact through a more inclusive supply chain.



Making Collective Action Possible

GRI 2-25, 3-3

The 17th UN SDG underscores the importance of collaboration in addressing global challenges, calling on countries, businesses, and organizations to take collective action. However, fostering meaningful collaborations comes with challenges, including aligning diverse interests, maintaining long-term engagement, and navigating complex regulatory and economic landscapes.

At Monde Nissin, we are guided by our core values of Collaboration with Empathy and Care with Action. We strive to embrace diversity, consider different perspectives, and foster open communication to drive shared success. However, we recognize that building stronger and effective collaborations requires continuous effort, trust-building, and adaptability.

Our fourth strategic pillar, **Making Collective Action Possible**, reflects our commitment to working together to create sustainable solutions for food security, environmental stewardship, and social well-being. We constantly strengthen our collaborations—both within and beyond our Company—so that our collective efforts remain aligned and contribute to meaningful, lasting impact for future generations.

NORTH STAR TARGET OVERVIEW

Making Collective Action Possible

North Star Target:

100% of employees observing that sustainability is embraced in the way people act and decide in the Company by 2030.

2024:

- 100% of the Monde Nissin sites are actively contributing to the wellbeing of their local communities through environmental and social initiatives.
- Collaborated with 10 new organizations to amplify our collective impact on sustainable development
- Sustained collaborative efforts with 15 organizations, demonstrating our commitment to long-term engagement and shared goals in our communities and environment

2023:

- 82% of employees have a positive image of Monde Nissin's social initiatives*
- 70% of employees have a positive image of Monde Nissin's environmental initiatives*

Priority SDG:

*Data is based on a survey conducted by Willis Towers Watson, distributed to Monde Nissin employees to assess the Company's sustainability practices.



Advocating for the Better: Engaging our Stakeholders

By 2030, our goal is for 100% of our employees to embrace sustainability in their actions and decision-making within the Company.

On our Making Better Possible® journey, we recognize that Making Collective Action Possible extends beyond the walls of Monde Nissin's offices,

plant sites, and employees. Creating an enabling environment and continually developing a strategic network of collaborations foster cooperation towards achieving shared goals.

This year, we celebrate our collective achievements, not only in collaboration with the KaSulong of Monde Nissin but also with our organizational collaborators, as we deliver positive social and environmental impacts for people and the planet.

Our Progress

With continuous dedication, we work towards Making Collective Action Possible through regular employees' engagement in our sustainability journey, and various collaborations that support the delivery of the targets from Pillars 1 to 3, and the Tulong Sulong Program.

We've come a long way in our journey to build a community that embraces sustainability since we started in 2021. In our constant efforts to engage and educate our employees on how we can progress our environmental sustainability efforts, we've continued our collaboration with Philippine Business

for Social Progress (PBSP) to participate in the X-Trash Challenge 2024. Through this initiative, PBSP, in partnership with Basic Environmental Systems & Technologies, Inc. (BEST), encourages individuals and organizations to adopt responsible waste management and recycling practices. From May to September 2024, Monde Nissin employees demonstrated their commitment to environmental sustainability by collecting a total of 1,360 kg of recyclable materials. This significant contribution highlights the Company's dedication to reducing waste and promoting a circular economy.

Our 2024 Sustainability Week was celebrated across all plant and office sites last November. This event served as a tangible demonstration of the Company's commitment to sustainability and a vehicle for driving the cultural shift needed to embed sustainable practices into everyday actions and decisions. As part of our Luntiang Lunes Program, we invited local taho vendors and Dr. Susana Balingit, Wellness Doctor of The Farm at San Benito, to our event to promote sustainable food systems.

A Lunch and Learn featuring GMA 7's Republika ng Plastic documentary and a video message from Mr. Atom Araullo provided insights into the complex issue of plastic pollution in the Philippines. In collaboration with Religiões pela Paz Brasil and Iniciativa Inter-Religiosa Pelas Florestas Tropicais, an immersive virtual reality experience that transported employees to the Amazon rainforest was set-up, raising awareness on the rainforest's ecological importance and the critical need for its protection.

Finally, since a Better Me is also a significant part of Making Better Possible®, our Sustainability Week celebration concluded with a 45km Virtual Run. The event featured challenges that encouraged employees to pick-up trash, compute their personal carbon footprint, and create personal pledges on how they can individually and collectively act to make better possible.

Equally significant progress was achieved in Making Collective Action Possible through our Tulong Sulong. The program started as a campaign in

driving positive impact through collaboration with both internal and external associates, advancing people, the planet, and communities. In 2024, we continued this program as a platform to engage and mobilize people to demonstrate Care with Action, exercise servant leadership in addressing important societal issues related to nutrition, nature, and community empowerment, and contribute to nation-building.

Driven by our strong collaboration with our P&C team, our KaSulongs actively engaged with local government units and Civil Society Organizations (CSOs) near our manufacturing sites in Porac (Pampanga), Santa Rosa (Laguna), Malvar (Batangas), Mandaue (Cebu), and Davao (Davao). Throughout the year, we collaborated on coastal clean-up drives, tree planting initiatives, various outreach programs, and donation drives for calamity victims through the Tulong Sulong sa Pagbangon.

Our Share-A-Lucky Meal Project, a 2023 initiative under our Tulong Sulong Program, was successfully completed in mid-2024. In collaboration with PBSP and our KaSulongs, we provided 120 days of supplementary meals to over 400 children under five years old at seven Child Development Centers (CDCs) in Barangay Pineda, Pasig, and Barangay Caingin, Santa Rosa, Laguna.

The Tulong Sulong Program is designed to create a positive impact not just on our employees but also in local communities and to contribute to national development.

Law on its first reporting year, mobilizing significant financial resources to recover and divert post-consumer plastic wastes away from nature, while benefitting local communities.

Hapinoy was another key collaborator in 2024 that supported our goal to make better possible for the

local communities. As a social enterprise that helps sari-sari store owners through "education, linkages to capital, new business opportunities, and technology enablement," Hapinoy was a valuable collaborator for Monde Nissin for us to launch the 45@45 Sari-Sari Store Enablement Program.

FEATURE STORY: Empowering Women and Transforming Communities

In fulfilling our obligations under the EPR Law, Monde Nissin collaborated with PCX and HOPE to support the Aling Tindera Program, enabling sustainable income for women across the Philippines while driving community transformation. This initiative advances a circular economy amidst the plastic crisis. Beyond simply meeting EPR requirements, Monde Nissin achieved 100% post-consumer plastic waste diversion in 2023 and stayed committed to maintaining this standard in 2024.

The program encourages responsible plastic collection and disposal in communities, turning waste into valuable resources. Sari-sari stores owned by micro-entrepreneur women serve as collection points, helping divert waste from landfills and waterways. This initiative not only protects the environment but also creates a vital source of income for the participating women.

The Aling Tindera Program goes beyond income generation; it fosters community engagement and helps build a more sustainable future. By providing women with the necessary tools and resources, the program creates opportunities for economic independence and breaks down barriers.

The program's impact extends beyond household income by reducing plastic pollution and encouraging responsible waste management, contributing to a healthier environment. It aligns with the UN SDGs, addressing poverty, gender equality, and environmental sustainability.

Serving as a powerful example of how businesses can create positive social impact, the Aling Tindera Program reflects Monde Nissin's commitment to sustainability. It enhances economic status and transforms communities, demonstrating that businesses can be a force for good, with a ripple effect that goes far beyond the bottom line.



Our Actions

Aside from employee engagement, we recognize that Making Collective Action Possible can only become a reality when collaborations are forged both within and outside our value chain. Hence, strategic networks and cross-sectoral collaborations are essential in this journey. We continued to actively engage with the Net Zero Carbon Alliance (NZCA), a coalition of "like-minded environmentally conscious businesses," to support our continuous

learning as part of our commitment to reduce our GHG emissions in our manufacturing operations. Monde Nissin collaborates with the alliance in advocating for initiatives that drive transformation as sustainability champions of the private sector.

As one of the members of PARMS and through the collaboration with PCX, we were able to go above and beyond the compliance requirements of the EPR

Monde Nissin is represented in the Board of the Save Silang-Sta. Rosa River (S3R2) Foundation, a multisectoral CSO primarily aimed at rehabilitating and protecting the riverways connecting Santa Rosa and Biñan, Laguna and Silang, Cavite. We take part in advocacy campaigns and social mobilizations to increase awareness and inspire action in taking care of the sub-watershed.

Lastly, as one of the governor companies of the World Instant Noodles Association (WINA), we actively collaborate with global industry leaders to champion sustainability as a key driver of business longevity and societal impact. In 2024, through joint efforts with other WINA governor companies, the WINA Challenge Target (WCT) was approved for publication. The WCT establishes voluntary goals to tackle critical global issues and foster a more

sustainable future for the instant noodle industry by making products healthier and more responsive to environmental and social concerns. These targets focus on key areas such as nutrition and health, environmental sustainability, food safety, and social responsibility.

Monde Nissin's 2024 actions demonstrate a strong commitment to Making Collective Action Possible and achieving our North Star Target. Through strategic collaborations with organizations like PBSP, BEST, PCX, and local government units, we have fostered collective efforts to address critical sustainability challenges. These collaborations, combined with impactful programs like the X-Trash Challenge, Sustainability Week, and the Tulong Sulong program, have enabled us to make significant strides across our sustainability pillars.



FEATURE STORY:

Monde Nissin Partners with PUSO Foundation to Support Aeta Students in Porac, Pampanga

In a heartwarming collaboration, Monde Nissin collaborated with the Purposeful Unconditional Service to Others (PUSO) Foundation for a mission trip to support Aeta students in Barangay Diaz, Porac, Pampanga. This initiative highlights both organizations' shared commitment to uplifting local communities through volunteerism and providing essential resources for a brighter future.

PUSO Foundation, a nonprofit organization dedicated to empowering communities through purposeful service, led the mission with teams from the USA and the Philippines. The team visited Diaz Elementary School with employee volunteers from the Monde Nissin Porac plant site to support the Aeta students for the 2024-2025 academic year.

The initiative is a part of Monde Nissin's broader commitment to corporate social responsibility through our Tulong Sulong program, which encourages employee volunteerism and facilitates impactful outreach projects across the country.

The volunteers from Monde Nissin, many of whom were from the Kapampangan region, engaged with the children through various activities, such as reading stories, playing games, dancing, and breaking down communication barriers with joy and laughter. The teachers of Diaz Elementary School also played an integral role in bridging the gap and facilitating the interactions.

The event culminated with the distribution of school supplies, hygiene kits, clothes, school uniforms, and Nissin Biscuit snacks such as Butter Coconut, Eggnog, and Breadstix, bringing smiles to the faces of the students.

This collaboration highlights the power of cooperations in driving sustainable development and cultural preservation. By joining forces, Monde Nissin and PUSO Foundation created a meaningful impact, enhancing lives and promoting community empowerment. Monde Nissin reaffirms our commitment to supporting Filipino communities through this initiative, combining product contributions with hands-on engagement to create lasting, positive change for future generations.



Contributions to the UN Sustainable Development Goals

Our journey toward a sustainable and equitable future is rooted in our core values of collaboration, innovation, and dedicated action. Guided by these core values, we align our initiatives, including continuous product and technological innovations, fostering social inclusion, driving responsible production and consumption, and promoting environmental stewardship, with global sustainability efforts and the UN SDGs.

2 ZERO HUNGER



- 77% revenue share of fortified products
- 39% revenue share of sodium-reduced noodle products*

8 DECENT WORK AND ECONOMIC GROWTH



- More than 1,400 Independent Brand Experts are part of Monde Nissin's CDN
- 100% of employees with above minimum wage
- 100% of employees with medical benefits
- 12 average training hours per regular employee
- Educational opportunities and capital grants are provided to 40 Sari-sari stores across the country and 5 Agriculture Cooperatives through the Sari-sari Store Enablement Program

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- 32% reduction in Scope 1 and Scope 2 GHG intensity
- 11% reduction in energy intensity
- 25% reduction in water intensity
- 99% of manufacturing wastes was diverted from landfills
- 94% mono-material packaging material (in terms of volume)**
- 100% recovery and diversion of equivalent post-consumer plastic waste from nature

*The revenue shift in sodium-reduced products reflects the reformulation of select SKUs to improve product flavor, underscoring our commitment to continuous product innovation.



13 CLIMATE ACTION



- 1 site equipped with solar panels (Santa Rosa Plant Site)
- 4 of 5 sites and 92% of Monde Nissin products were produced in manufacturing plants powered by geothermal electricity (Malvar, Mandaue, Porac, Santa Rosa)
- 91% of Monde Nissin's electricity consumption was from renewable sources
- 50 fruit-bearing trees and 150 mangrove trees planted (Porac and Davao sites respectively)

17 PARTNERSHIPS FOR THE GOALS



- 100% of the Monde Nissin sites are actively contributing to the wellbeing of their local communities through environmental and social initiatives
- Collaborated with 10 new organizations to amplify our collective impact on sustainable development
- Sustained collaborative efforts with 15 organizations, demonstrating our commitment to long-term engagement and shared goals in our communities and environment

**Terminology used for the North Star target related to packaging was updated from recycle-ready to mono-material to provide a straightforward description of our goal.



Upholding Good Governance

GRI 2-25, 3-3

Monde Nissin commits to maintaining integrity in corporate governance and ethical conduct in all aspects of our business. We are confident that, with a skilled and well-informed workforce guided by a principled Board, we can successfully drive the Company's sustainability efforts forward.



Our adherence to corporate governance is reflected in our Articles of Incorporation, Amended By-Laws, Revised Manual on Corporate Governance (CG Manual), Code of Conduct and Ethics, as well as the charters of the Board and of its Board Committees. These documents along with the rest of our company policies integrate the principles and best practices outlined in the Revised Corporation Code of the Philippines, along with the corporate governance-related regulations of the SEC and the Philippine Stock Exchange (PSE). By embedding these governance principles across our key governance documents and adopting best practices throughout the organization, we reaffirm our commitment to the highest standards of corporate governance.

The Board plays a central role in promoting adherence to good corporate governance. The Board has approved the adoption of several key governance documents in line with the SEC's MC No. 19, Series of 2016, or the Code of Corporate Governance for Publicly Listed Companies (CG Code). These include the Board and Board Committee charters (i.e., the Board Charter, Audit Committee Charter, Risk and Related Party Transactions Committee Charter, Corporate Governance, Nominations, and Remuneration Committee Charter, and Executive Committee Charter), all of which guide the Board's control and oversight functions. Additionally, the Board has endorsed the CG Manual,

Code of Conduct and Ethics, and other essential governance policies related to conflict of interest, data privacy, insider trading prevention, material related party transactions, whistleblowing, and sustainability. All of these key documents are publicly available on our website.

To encourage diverse perspectives and enhance governance, our Board comprises nine (9) members from varied professional and personal backgrounds. Six (6) are non-executive directors, providing adequate oversight over management. Reflecting our commitment to gender diversity, the Board comprises a majority of female directors, with five (5) women out of nine (9) members. Furthermore, one-third of the Board is made up of Independent Directors who are recognized in the business community for their competence, integrity, and probity. In line with leading corporate governance practices, the Board has (a) elected a Chairperson who is distinct from the President and CEO, (b) formed an Executive Committee with at least one Independent Director to safeguard the interests of minority shareholders, and (c) established Board oversight committees (Audit Committee, Risk and Related Party Transactions Committee, and Corporate Governance, Nominations, and Remuneration Committee), all of which are composed entirely of Independent Directors. The Board also appoints a Lead Independent Director from the three Independent Directors, per the CG Code's recommendations and consistent with the CG Manual.

Corporate Governance Policies



Our commitment to good governance is demonstrated through the regular reassessment of policies as mandated by relevant SEC-promulgated rules, regulations, and issuances applicable to publicly listed companies (e.g., those prescribed under SEC Memorandum Circulars 10-2019 [Rules on Material Related Party Transactions] and 11-2014 [Template for PLC's Websites], among others). Monde Nissin's SEC-mandated corporate governance policies are publicly available and readily accessible through our website.

Permits and Escalation Policy



Monde Nissin has put in place measures to align with the Permits and Escalation Policy launched by our Compliance function. This policy helps monitor the status and validity of governmental permits while establishing an internal reporting mechanism for concerns related to licenses and permits, securing pathways for timely action and enabling the disclosure of accurate announcements in accordance with relevant regulations.

Annual Trainings on Corporate Governance



In line with our CG Manual, the Board and the Management participate in annual training sessions focused on corporate governance. These sessions, which are even facilitated by leading governance training service providers in accordance with the recommendations of the CG Code, align our directors and our leadership team with the latest developments and best practices in governance, environmental, social, and governance (ESG) initiatives, and/or financial reporting.

Company Disclosure



We maintain transparency through our compliance with SEC and PSE disclosure rules. Our current corporate, regulatory, and financial disclosures are publicly accessible not only through the PSE Edge portal but also on our website. Our Articles of Incorporation, By-Laws, CG Manual, Code of Conduct and Ethics, Board and Board Committee Charters, and key governance policies are available to the public via our website.

Anti-corruption



Our ethical conduct and anti-corruption standards guide the actions of all stakeholders, including employees, collaborators, and suppliers.

Monde Nissin enforces a zero-tolerance policy toward bribery and corruption, including facilitation payments and kickbacks. We adhere to anti-bribery and anti-corruption laws and have implemented various initiatives to reinforce this commitment.

The Hotline Awareness Campaign has enhanced reporting and awareness of our Whistleblowing Policy, empowering employees and partners to report unethical behavior. Following this, participation in the reporting mechanism has demonstrated increased activity, and annual anti-bribery and anti-corruption refresher courses and certifications are regularly conducted. Collaborating with the P&C Learning and Development team, the Risk and Legal & Compliance departments see to it that all employees receive training. We also developed an animated, condensed module in Filipino for rank-and-file employees, aspiring to achieve 100% participation in our anti-corruption education.

Data Privacy



Monde Nissin is committed to safeguarding the security and privacy of the personal information of our employees, contract counterparties, distributors, suppliers, service providers, job applicants, and any individuals interacting with the Company (each, a Data Subject and collectively, the Data Subjects).

As a law-abiding organization, we adhere to the Data Privacy Act of 2012 (R.A. No. 10173) and its implementing rules and regulations, as well as guidelines and other issuances from the National Privacy Commission and other relevant agencies. Our General Privacy Policy governs customer privacy practices and is available on our website. Our Data Protection Officer (DPO) and Data Breach Response Team addresses any data breaches.

In July 2024, Monde Nissin renewed the registration of our critical data processing systems in compliance with the National Privacy Commission's (NPC) directive under NPC Circular No. 2022-04. Critical data processing systems were also registered and updated, with the NPC issuing a renewal certificate for these registrations.

We conducted online data privacy training for select critical personal information handlers in December 2024. The training reinforced our commitment to maintaining observance of best practices in data privacy across the organization. Monde Nissin's data privacy team likewise participated in seminars and trainings conducted by the NPC to keep abreast of recent developments in data privacy rules and regulations.

Enterprise Risk Management



In line with our commitment to improving risk management, Monde Nissin's Risk department, with support from the Corporate Internal Audit department, has implemented new filing and communication mechanisms for Enterprise Risk Management, standardizing and strengthening the documentation of risks across the Company.

Conflict of Interest



Monde Nissin adheres to its Amended Conflict of Interest (COI) Policy approved in 2023, which includes enhanced mechanisms for identifying and resolving perceived and actual COI cases.

The Amended COI Policy mandates an annual COI declaration for all employees to improve management, detection, and compliance. This process is reinforced by annual refresher courses on ABC and COI compliance, to foster continuing awareness and adherence to these important policies.

Data Security and Cybersecurity



As data security becomes increasingly vital, Monde Nissin prioritizes data privacy and protection through policies, measures, assessments, campaigns, and employee training.

In February 2024, we enhanced our cybersecurity framework by implementing the Security Operations Center (SOC) and Security Information and Event Management (SIEM) systems. These tools enable real-time monitoring and response to potential threats, strengthening our data protection.

SOC and SIEM enhance network visibility, enabling in-depth analysis and vital reporting for constant improvement and compliance. We prioritize cybersecurity through regular staff training, fostering a culture of awareness and active participation in safeguarding systems. The integration of SOC and SIEM demonstrates our commitment to protecting digital assets and maintaining client trust amid evolving cyber threats.

All employees participate in our mandatory Security Awareness Program, with new hires completing cybersecurity and IT policy training through in-house developed content.

Golden Arrows Recognition

Monde Nissin is proud to receive Three Golden Arrows for the second consecutive year at the 2024 ASEAN Corporate Governance Scorecard (ACGS) Golden Arrow Awards. This recognition underscores our ongoing commitment to maintaining the highest standards of corporate governance, transparency, and accountability.

In 2023, Monde Nissin was also honored with Three Golden Arrows by the SEC, PSE, and the Institute of Corporate Directors (ICD). This recognition followed our first-ever Integrated Annual Corporate Governance Report (I-ACGR) in 2021.

The Three Golden Arrows distinction is awarded to companies scoring between 100 and 109 points on the ACGS, reflecting strong adherence



to the Philippine Code of Corporate Governance and internationally recognized best practices.

Corporate governance remains at the core of our success, reinforcing our commitment to transparency, accountability, and responsible business practices.

Making Better Possible® with the Speak Up Awareness Program

At Monde Nissin, we believe that fostering a culture of openness, trust, and integrity begins with each of us. Our Speak Up Awareness Program is a key initiative that encourages employees to report any form of misconduct, including discrimination, theft, harassment, and bullying.

This program empowers employees to take an active role in upholding a respectful and accountable workplace. We create an environment free from bias and harmful behavior by ascertaining that concerns are heard, valued, and addressed.

With accessible and anonymous reporting through the Ethicspoint website or QR code, employees can confidently raise concerns. Every report is handled confidentially, investigated thoroughly, and resolved fairly—reinforcing our commitment to transparency and inclusivity.



Annexes

A. General Disclosures

Business Segments

GRI 2-6

Monde Nissin and all subsidiaries are collectively referred to as the Group. The Group's two core businesses are the APAC BFB business and Meat Alternative business.

APAC BFB Business

The Group operates the APAC BFB business through Monde Nissin and wholly-owned or majority-owned subsidiaries, as well as joint ventures and established collaborations with other renowned FMCG players. The APAC BFB business' three product groups have the following key brands:

- Instant Noodles: Lucky Me!
- Biscuits: SkyFlakes, Fita, M.Y. San Grahams, Bingo, and Nissin
- Other Products: Mama Sita's, Dutch Mill, Monde, and Walter Bread

Meat Alternative Business

Quorn is Quorn Foods' flagship brand where we market and sell mycoprotein-based products, an alternative to beef, pork, poultry, and fish, in all key shop aisles, namely frozen, chilled, and food cupboards. Plant-based products, on the other hand, are marketed and sold under the Cauldron brand.

Quorn products are available in the UK, Republic of Ireland, US, Europe (including Belgium, France, Spain, Luxembourg, The Netherlands, Germany, Switzerland, Italy, and Austria), Nordics (Norway, Sweden, Denmark, Finland), Southeast Asia, and Australasia, while Cauldron products are sold in the UK and Republic of Ireland.

To view Quorn's Net Positive Report, visit this [link](#).

Membership Associations

GRI 2-28

Membership
Good Governance Advocates and Practitioners of the Philippines (GGAPP)
Institute of Internal Auditors-Philippines (IIAP)
Management Association of the Philippines (MAP)
Net Zero Carbon Alliance (NZCA)
People Management Association of the Philippines (PMAP)
Philippine Alliance for Recycling and Materials Sustainability (PARMS)
Philippine Association of Food Technologists, Inc. (PAFTI)
Philippine Business for Social Progress (PBPSP)
Philippine Chamber of Food Manufacturers, Inc. (PCFMI)
Philippine Institute for Supply Management (PISM)
Philippine Society for Microbiology (PSM)
Philippine Society for Talent Development (PSTD)
Scaling Up Nutrition Business Network
World Instant Noodles Association (WINA)

Activity Metrics

SASB FB-PF-000.A, 000.B

Disclosure	UOM	2024
Weight of products sold	tonnes	260,633
Number of production facilities	#	5

B. Economic Disclosures

Economic Performance

GRI 201-1

Disclosure	UOM	2024
Direct economic value generated and distributed		
Economic value distributed	Million Php	65,015
Operating costs		53,285
Employee wages and benefits		3,796
Payments to providers of capital		4,803
Payments to the government		3,077
Community investments		55

Procurement Practices

GRI 204-1

Disclosure	UOM	2024
Procurement budget used for significant locations of operations that is spent on local suppliers ¹	%	35

¹Local is defined as items procured through a local transaction with a local vendor, including key raw materials that come from a foreign source.

C. Environmental Disclosures

Materials

GRI 301-1, 301-2

SASB FB-PF-410a.1, 440a.1, 440a.2

Disclosure	UOM	2024
Raw Materials		
Renewable materials	kg	398,394,420
Non-Renewable materials	kg	52,828,010
Food ingredients sourced from regions with High or Extremely High Baseline Water Stress	kg	0
Priority food ingredients (excluding water)	list	Wheat, Fats and Oils, Flavors, Sugar, Flour
Packaging Materials		
Recyclable / Mono-material packaging	%	94

Energy Management

GRI 2-4, 302-1, 302-3, 302-4

SASB FB-PF-130a.1

Disclosure	UOM	2021	2022	2023	2024
Energy consumption within the organization ¹	GJ	1,806,720	1,556,714	1,592,496	1,680,695
Non-renewable energy ¹	GJ	1,690,127	1,313,193	1,233,305	1,278,503
Coal	GJ	1,008,691	832,880	980,773	1,016,307
Bunker fuel oil ¹	GJ	243,354	81,963	8,542	3,417
Diesel ¹	GJ	5,213	7,790	7,838	9,975
LPG	GJ	95,947	188,847	222,230	217,452
Gasoline ¹	GJ	137	0	93 ¹	95
Purchased electricity	GJ	336,784	201,714	13,828	31,257
Renewable energy	GJ	116,593	243,521	359,191	402,192
Biomass	GJ	111,618	127,387	48,736	95,416
Solar panel	GJ	4,975	4,679	3,171	3,112
Purchased electricity (Geothermal)	GJ	0	111,454	307,284	303,664
Percentage renewable energy consumption	%	6	16	23	24
Percentage grid electricity consumption	%	19	20	20	20
Energy reduction (vs. FY 2021 baseline) ¹	GJ	-	250,006	214,224	126,025

¹To ensure methodological consistency, quantity units for fuels converted to gigajoules (GJ) have been restated using the updated conversion factors from the GHG Protocol's [Emission Factor Cross-Sector Tool](#) (Version 2, March 2024), which incorporates revised density values for liquid fuels.

Emissions Management

GRI 2-4, 305-1, 305-2, 305-4, 305-5

Disclosure	UOM	2021 ¹	2022 ¹	2023 ¹	2024
Scope 1 GHG emissions	tonnes CO2e	123,185	99,718	110,299	113,291
Biogenic emissions ²	tonnes CO2e	12,501	14,267	5,458	10,687
Scope 2 GHG emissions	tonnes CO2e	65,616	44,662	20,089	21,157
GHG intensity	tonnes CO2e/ tonne or product produced	0.42	0.32	0.28	0.29
Reduction of Scope 1 and 2 emissions (vs. FY 2021 baseline year)	tonnes CO2e	-	44,421	58,413	54,352
Reduction of Scope 1 emissions (vs. FY 2021 baseline year)	tonnes CO2e	-	23,467	12,886	9,894
Reduction of Scope 2 emissions (vs. FY 2021)	tonnes CO2e	-	20,954	45,527	44,459

¹Emissions from 2021 onward were recalculated using the updated DOE's National Grid Emission Factor (NGEF) for 2019–2021 (posted in 2024) for Non-RE Purchased Electricity, the updated GHG Protocol Cross-Sector Tool (version 2, March 2024), and revised biomass emission accounting. Additionally, IPCC AR6 guidelines were adopted to align with updated reference methodologies.

²This pertains to the emissions from the combustion of biomass.

Water Management

GRI 303-3, 303-4, 303-5

SASB FB-PF-140a.1, 140a.2

Disclosure	UOM	2021	2022	2023	2024
Water withdrawal	m3	1,420,123	1,068,369	1,057,692	1,122,409
<i>By source:</i>					
Groundwater	m3	1,310,073	925,098	880,134	929,453
Third-party water	m3	110,050	143,271	177,558	192,956
Regions with High or Extremely High Baseline Water Stress	%	0	0	0	0
Water discharge	m3	207,184	283,758	278,666	339,357
<i>By destination:</i>					
Seawater	m3	11,339 ¹	9,747 ¹	10,435 ¹	8,402
Surface Water	m3	185,969 ¹	251,648 ¹	213,620 ¹	271,217
Third-party water	m3	9,876	22,363	54,611	59,738
Water consumption²	m3	1,212,939	784,611	779,026	783,052
Water consumed in regions with High or Extremely High Baseline Water Stress	%	0	0	0	0
Water intensity	m3/ tonne of product produced	3.16	2.39	2.28	2.39
Water recycled	m3	599	19,360	22,933	36,589
	%	0.04	1.81	2.17	3.36
Incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	#	0	0	0	0

¹The reported water discharge data has been updated to reflect a more precise classification of discharge destinations.

²The formula "water consumption = total water withdrawal–total water discharge" was used to align with GRI guidelines on disclosing data on water consumption.

Waste Management

GRI 306-3, 306-4, 306-5

Disclosure	UOM	2021	2022	2023	2024
Waste Generated	tonnes	34,054	31,320	30,663¹	29,078
Hazardous	tonnes	1,564	2,240	1,995¹	1,475
Recovery, including energy recovery	tonnes	No data	No data	1,988	1,470
Recycling	tonnes	No data	No data	7	4
Non-Hazardous	tonnes	32,490	29,080	28,669	27,604
Landfill	tonnes	3,479	1,476	1,050	403
Recovery, including energy recovery	tonnes	No data	No data	3,111	4,705
Recycling	tonnes	No data	No data	24,508	22,496
Percentage Waste to Landfill	%	10	5	3¹	1
Percentage Waste Diverted from Landfill	%	90	95	97¹	99

¹The 2023 total hazardous waste data was restated to correct a unit inconsistency identified at one of the sites. As a result, the total percentage of waste diverted from landfill has been updated accordingly.

Environmental Compliance

GRI 2-27

Disclosure	UOM	2024
Non-compliance with Environmental Laws and Regulations		
Instances for which fines were incurred	#	2 ²
Instances for which non-monetary sanctions were incurred	#	0
Cases resolved	#	2 ²
Monetary Fines for Non-compliance to Environmental Laws and Regulations		
Fines for instances of non-compliance occurred for the current year	Php	50,000

²A Notice of Violation (NOV) was issued to Santa Rosa Plant Site in July 2024 due to failure to secure an approved test plan for resampling, as required under the site's ECC Condition. These were resolved accordingly on January 24, 2025.

D. Social Disclosures

Employees

GRI 2-7, 401-1, 405-1

Disclosure	UOM	2024		
Employees by Gender		Male	Female	Total
Board of Directors	#	4	5	9
	%	44	56	100
Employees	#	2,329	1,264	3,593
Senior Management	%	53	47	100
Middle Management	%	44	56	100
Staff	%	53	47	100
Rank and File	%	73	27	100
Regular Employees	#	1,338	880	2,218
Probationary Employees	#	919	345	1,264
Project-Based, OJT, Consultants	#	72	39	111
New Hires	#	2,203	802	3,005
Employee Turnover	#	1,905	674	2,579
Attrition Rate ¹	%	-	-	7 ¹
Employees by Age		<30 y/o	30-50 y/o	>50 y/o
Board of Directors	%	0	11	89
Senior Management	%	0	33	67
Middle Management	%	15	74	11
Staff	%	70	26	4
Rank and File	%	62	33	5
New Hires	%	89	11	0
Employee Turnover	%	87	12	1

¹Only includes employees with regular or permanent employment status.

Employee Benefits

GRI 401-2

Disclosure	Offered to Regular Employees?	Disclosure	Offered to Regular Employees?
SSS	Yes	Housing assistance (aside from Pag-IBIG)	Yes
PhilHealth	Yes	Retirement fund (aside from SSS)	Yes
Pag-IBIG	Yes	Further education support	Yes
Parental leaves (maternity & paternity leave)	Yes	Company stock options/ Stock ownership	No
Paid vacation leaves	Yes	Telecommuting	Yes
Paid sick leaves	Yes	Flexible-working hours	Yes
SSS sickness benefit	Yes	Others: Above minimum wages	Yes
Medical benefits (aside from PhilHealth)	Yes	Others: Equitable severance pay	Yes
Life insurance	Yes	Others: Flexible benefit	Yes
Disability and invalidity coverage	Yes	Others: Access to health & wellness programs	Yes
Housing (staff house)	Yes		

Parental Leaves (Maternity & Paternity Leaves)

GRI 401-3

Disclosure	UOM	2024		
		Male	Female	Total
Entitled to parental leaves	#	715	883	1,598
Employees who took parental leave	#	59	43	102
Employees who returned to work after parental leave	#	59	43	102

Collective Bargaining Agreements

GRI 2-30

Disclosure	UOM	Male	2024 Female	Total
Regular employees covered with Collective Bargaining Agreements	%	23	11	34

Labor-Management Relations

GRI 402-1

Disclosure	UOM	2024
Minimum number of weeks typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them	#	2
For your collective bargaining agreements, are the notice period and provisions for consultation and negotiation specified in the agreement?	Y/N	Y

Employee Training

GRI 404-1

Disclosure	UOM	2024	
		Male	Female
Training hours	hrs	13,815	13,867
	hrs/employee	10	16
Senior management	hrs/employee	20	35
Middle management	hrs/employee	27	29
Staff	hrs/employee	16	17
Rank and file	hrs/employee	3	3

Occupational Health and Safety¹

GRI 403-9, 403-10

Disclosure	UOM	2024
Recordable work-related injuries	#	14
Work-related fatalities	#	0
Recordable work-related ill health	#	27
TRIR ²	#	0.37

¹The OHS data presented pertains exclusively to Monde Nissin employees. However, Monde Nissin's OHS policies and programs are implemented across all levels of the organization and extend to contractors operating within the Company's facilities, plants, and offices.

²TRIR is based on 200,000 work hours

Product Quality and Safety

GRI 416-1, 416-2
SASB FB-PF-260a.1

Disclosure	UOM	2024
Product Assessment for Health and Safety Impacts		
Significant product and service categories which have been assessed for health and safety impacts	#	100
Incidents of Non-compliance		
Incidents of non-compliance resulting in fine or penalty	#	0
Incidents of non-compliance resulting in a warning	#	0
Incidents of non-compliance with voluntary codes	#	0
Promotion of Health and Nutrition Attributes		
Revenue from the sales from products labeled and/or marketed to promote health and nutrition attributes	Billion Php	Bakery: 4 Noodles: 28

Marketing and Labeling

GRI 417-1, 417-2, 417-3
SASB FB-PF-270a.1, 270a.3, 270a.4

Disclosure	UOM	2024
Are the following types of information required by the organization's procedures for product and service information and labeling?		
Sourcing of components of the product or service	Y/N	N - Country of sourcing for all raw materials is recorded as part of our processes, but not necessarily reported on pack
Content, particularly with regard to substances that might produce an environmental or social impact	Y/N	Allergen and nutrition information is declared on all packs
Safe use of the product or service	Y/N	Y
Disposal of the product and environmental or social impacts	Y/N	Y

Disclosure	UOM	2024
Significant product or service categories covered by and assessed for compliance with such procedures	%	100
Incidents of Non-compliance		
Incidents of non-compliance resulting in fine or penalty	#	0
Incidents of non-compliance resulting in a warning	#	0
Incidents of non-compliance with voluntary codes	#	0
Monetary losses as a result of legal proceedings associated with labeling and/ or marketing practices	Php	0
Advertising Impressions		
Advertising impressions made on children %	%	TV: 22% ¹ Digital: 11% ²
Advertising impressions made on children promoting products that meet dietary guidelines	%	TV: 21% ³ Digital: 16% ⁴

¹On TV, computation is done via Nielsen's Arianna tool. We ran the list of programs where we placed our spots in 2024 then computed for Adhesion Rate, which is the percent composition of the audience by age group. The average Adhesion Rate of 0-12 years old for all the programs is 22%.

²On digital, the formula provided by SASB Standards was used. The expected share of children in the audience is based on Nielsen's Consumer and Media View (CMV) tool, but the available age group is only from 10-14 years old with no available data for below 10 years old.

³Brands with TV airing that meet DepEd requirements are Dutchmill Yoghurt Drink and Nissin Butter Coconut. Its corresponding adhesion rate for 0-12 years old is 21%.

⁴On digital, the formula provided by SASB Standards was used. Brands that meet DepEd requirements are Breadstix, Eggnog, Nissin Wafer, NBC, and DYG. Impressions for these brands were multiplied by the expected share of children viewing digital (limitation of Nielsen tool is 10-14 years old only), divided by the total number of advertising impressions made on children.

Customer Satisfaction

Disclosure	UOM	Monde Nissin
Customer satisfaction score/rank	Rank	3 ⁵
Did a third party conduct the customer satisfaction study (Y/N)?	Y/N	Y

⁵Ranking was conducted by The Advantage Group International, Inc. through a study from May to June 2024.

E. Corporate Governance

Anti-corruption Practices

GRI 205-2, 205-3

Disclosure	UOM	2024
Communication and Training on Anti-corruption Policies and Procedures		
Employees to whom the organization's anti-corruption policies and procedures have been communicated to	%	100
Business partners to whom the organization's anti-corruption policies and procedures have been communicated to	%	100
Senior leaders that have received anti-corruption training	%	100
Employees that have received anti-corruption training	%	100 ¹
Governance body members ² that the organization's anti-corruption policies and procedures have been communicated to	%	100
Governance body members that have received training on anti-corruption	%	100
Incidents of Corruption		
Confirmed incidents of corruption	#	0
Incidents in which directors were removed or disciplined for corruption	#	0
Incidents in which employees were dismissed or disciplined for corruption	#	0
Incidents when contracts with business partners were terminated due to incidents of corruption	#	0
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcome of such cases	#	0

¹This data covers staff and up as well as rank and file. For staff and up, 100% have received anti-corruption training. For rank and file, 22% have received anti-corruption training.

²Governance body members refer to the members of Monde Nissin's Board.

Customer Privacy and Data Security

GRI 418-1

Disclosure	UOM	2024
Substantiated complaints on customer privacy	%	0
Complaints addressed	%	0
Data breaches, including leaks, thefts and losses of data	%	0

Indices

GRI Content Index

Monde Nissin Corporation has reported the information cited in this GRI content index for the period 01 January 2024 to 31 December 2024 with reference to the GRI Standards.

GRI Standard	Disclosure	Page Number(s)	Direct Answer
GRI 2: General Disclosures 2021	2-1 Organizational details	2-3	
	2-2 Entities included in the organization's sustainability reporting	2-3	
	2-3 Reporting period, frequency and contact point	2, 110	
	2-4 Restatements of information	43, 49, 91-94	
	2-5 External assurance		This report did not undergo external assurance.
	2-6 Activities, value chain and other business relationships	16-17, 87	
	2-7 Employees	58, 95	
	2-9 Governance structure and composition		See Amended Articles of Incorporation, Amended By-Laws ("By-Laws") , and Manual on Corporate Governance ("CG Manual")
	2-10 Nomination and selection of the highest governance body		See By-Laws , CG Manual , CGNRC Charter , and Board Diversity Policy

GRI Standard	Disclosure	Page Number(s)	Direct Answer
	2-11 Chair of the highest governance body		The Chairperson of the Board, Ms. Kataline Darmono, is a non-executive director who is not involved in Monde Nissin's day-to-day operations.
	2-12 Role of the highest governance body in overseeing the management of impacts	24	
	2-13 Delegation of responsibility for managing impacts	24	
	2-14 Role of the highest governance body in sustainability reporting	24	
	2-15 Conflicts of interest		See also By-Laws , Conflicts of Interest Policy ("COI Policy") , CG Manual , and Charter of the Board of Directors ("Board Charter")
	2-16 Communication of critical concerns		Unless the Board has delegated to Management the authority to implement any initiative, all concerns are brought up to the Board, whether directly or through the Board's committees. Where a matter has been expressly delegated to Management, Management timely apprises the Board and/or the relevant Board Committee of significant updates and developments.
	2-17 Collective knowledge of the highest governance body		See CG Manual , CGNRC Charter , and Board Charter
	2-18 Evaluation of the performance of the highest governance body		See CG Manual , CGNRC Charter , and Board Charter

GRI Standard	Disclosure	Page Number(s)	Direct Answer
	2-22 Statement on sustainable development strategy	5-11	
	2-25 Processes to remediate negative impacts	19-86	
	2-26 Mechanisms for seeking advice and raising concerns		See Code of Conduct of Ethics, Anti-Bribery and Corruption Policy and Whistleblowing Policy
	2-27 Compliance with laws and regulations	94	
	2-28 Membership associations	88	
	2-29 Approach to stakeholder engagement	20	
	2-30 Collective bargaining agreements	97	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2-3, 20-21	
	3-2 List of material topics	21	
	3-3 Management of material topics	19-86	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	68, 89	
	201-2 Financial implications and other risks and opportunities due to climate change	69	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	89	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	100	
	205-3 Confirmed incidents of corruption and actions taken	100	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	90	
	301-2 Recycled input materials used	90	

GRI Standard	Disclosure	Page Number(s)	Direct Answer
GRI 302: Energy 2016	302-1 Energy consumption within the organization	91	
	302-3 Energy intensity	43, 91	
	302-4 Reduction of energy consumption	91	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	47–48	
	303-2 Management of water discharge-related impacts	47–48	
	303-3 Water withdrawal	93	
	303-4 Water discharge	93	
	303-5 Water consumption	93	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	92	
	305-2 Energy indirect (Scope 2) GHG emissions	92	
	305-4 GHG emissions intensity	43, 92	
	305-5 Reduction of GHG emissions	92	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	48–50	
	306-2 Management of significant waste-related impacts	48–50	
	306-3 Waste generated	94	
	306-4 Waste diverted from disposal	94	
	306-5 Waste directed to disposal	94	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	69	
	308-2 Negative environmental impacts in the supply chain and actions taken	69	

GRI Standard	Disclosure	Page Number(s)	Direct Answer
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	95	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	96	
	401-3 Parental leave	96	
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	97	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	64	
	403-2 Hazard identification, risk assessment, and incident investigation	64	
	403-3 Occupational health services	64	
	403-4 Worker participation, consultation, and communication on occupational health and safety	64	
	403-5 Worker training on occupational health and safety	64	
	403-6 Promotion of worker health	64	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	64	
	403-9 Work-related injuries	97	
	403-10 Work-related ill health	97	

GRI Standard	Disclosure	Page Number(s)	Direct Answer
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	58, 97	
	404-2 Programs for upgrading employee skills and transition assistance programs	60–61	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	58, 95	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		No incidents of discrimination were identified in 2024.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		In 2024, no operations were found to pose a risk to workers' rights to exercise freedom of association or collective bargaining.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		In 2024, no operations were identified as having significant risks for incidents of child labor or young workers being exposed to hazardous work.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		In 2024, no operations were identified as having significant risks for incidents of forced labor.
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	68	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	69	
	414-2 Negative social impacts in the supply chain and actions taken	69	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	98	

GRI Standard	Disclosure	Page Number(s)	Direct Answer
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	98	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	98–99	
	417-2 Incidents of non-compliance concerning product and service information and labeling	98–99	
	417-3 Incidents of non-compliance concerning marketing communications	98–99	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	100	

SASB Content Index

SASB Standards: Processed Foods

Code	Sustainability Metric	Page Number(s)	Direct Answer
Energy Management			
FB-PF-130a.1	Total energy consumed, percentage grid electricity, percentage renewable	91	
Water Management			
FB-PF-140a.1	Total water withdrawn, total water consumed	93	
	Percentage of each in regions with High or Extremely High Baseline Water Stress	93	
FB-PF-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	93	

Code	Sustainability Metric	Page Number(s)	Direct Answer
FB-PF-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	47-48	
Food Safety			
FB-PF-250a.2	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognised food safety certification program	69	
FB-PF-250a.3	Total number of notices of food safety violation received, percentage corrected		No notices of food safety violations received in 2024.
FB-PF-250a.4	Number of recalls issued and total amount of food product recalled		No recalls of food products in 2024.
Health and Nutrition			
FB-PF-260a.1	Revenue from products labeled and/or marketed to promote health and nutrition attributes	98	
FB-PF-260a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	29-39	
Product Labeling and Marketing			
FB-PF-270a.1	Percentage of advertising impressions made on children and made on children promoting products that meet dietary guidelines	98-99	
FB-PF-270a.3	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	98-99	
FB-PF-270a.4	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	98-99	

Code	Sustainability Metric	Page Number(s)	Direct Answer
Packaging Lifecycle Management			
FB-PF-410a.1	Total weight of packaging, percentage made from recycled and/or renewable materials, and percentage that is recyclable, reusable, and/or compostable	90	
FB-PF-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	51-53	
Environmental & Social Impacts of Ingredient Supply Chain			
FB-PF-430a.1	Percentage of food ingredients sourced that are certified to third-party environmental or social standards, and percentages by standard	69	
FB-PF-430a.2	Suppliers' social and environmental responsibility audit non-conformance rate and associated corrective action rate for major and minor non-conformances	69	
Ingredient Sourcing			
FB-PF-440a.1	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	90	
FB-PF-440a.2	List of priority food ingredients and discussion of sourcing risks related to environmental and social considerations	90	
Code	Activity Metric	Page Number(s)	Direct Answer
FB-PF-000.A	Weight of products sold	88	
FB-PF-000.B	Number of production facilities	88	

Contact Information

GRI 2-3

Monde Nissin Corporation

Felix Reyes Street, Barangay Balibago
Santa Rosa City, Laguna
Philippines
Tel: (632) 7754-8100
<https://mondenissin.com/>

Investor Relations

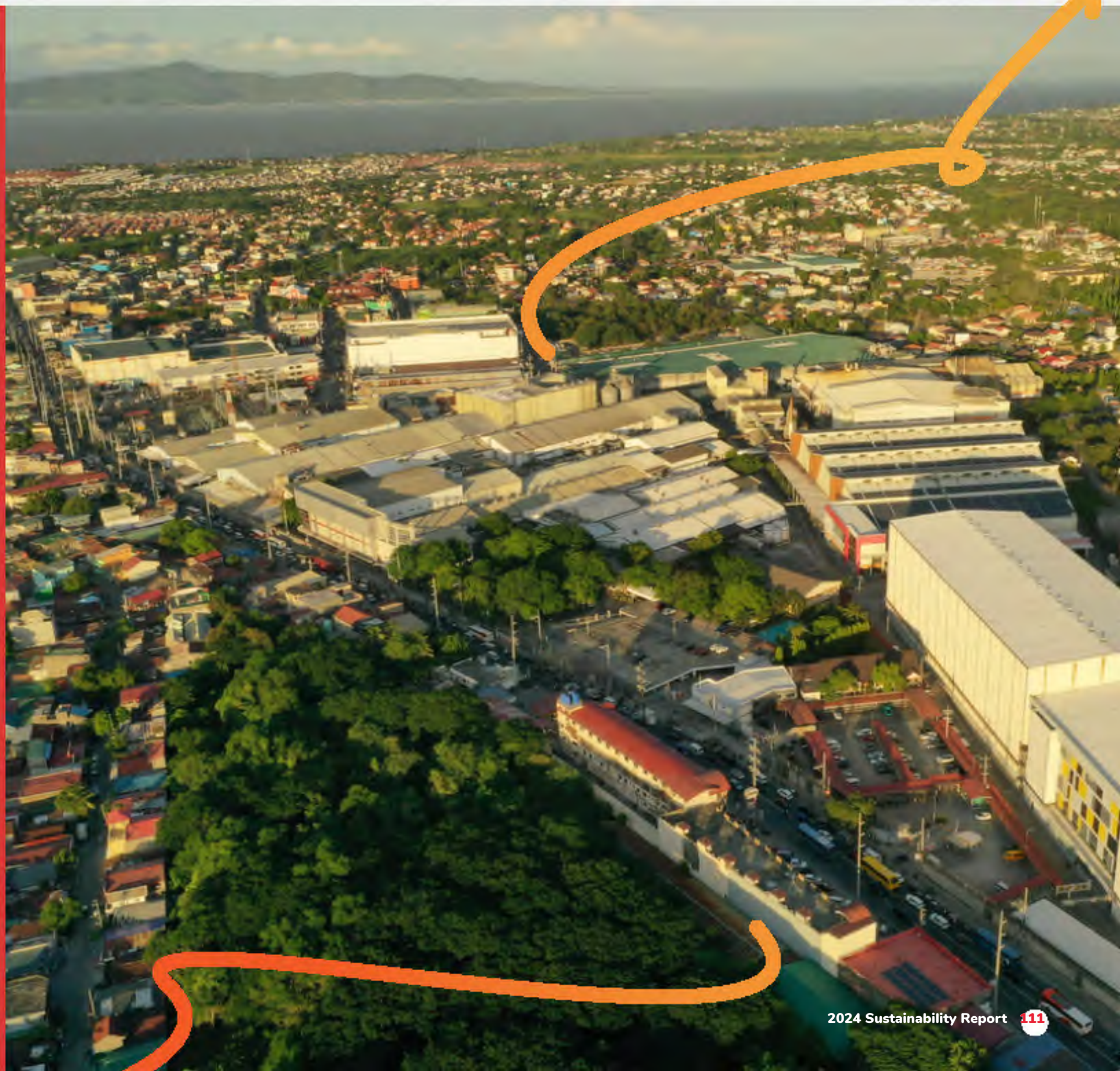
Michael J. Paska
Chief Investor Relations Officer and Chief Risk
Management Officer
Email: investor.relations@mondenissin.com
Tel: (632) 7754-8100

Corporate Communications

Mark Tiangco
Corporate Communications Head
Email: corp.comm@mondenissin.com

Sustainability Consulting, Editorial, and
Design by

Drink Sustainability Communications
www.drinkph.com





Making
Better
Possible

Felix Reyes Street, Barangay Balibago
Santa Rosa City, Laguna
Philippines

Tel: (632) 7754-8100
<https://mondenissin.com/>