

#WECARE IN ACTION



GraceKennedy Environmental, Social, and Governance Status Update 2023 - 2024

Thank you for being part of GraceKennedy's ESG journey. Since the release of our inaugural ESG "We Care" report in September 2023, we've been overwhelmed by your positive feedback. Guided by our core values of *Honesty, Integrity, and Trust*, and our *We Care* ethos, we remain committed to our award-winning corporate governance programme, investing in our communities, and pioneering sustainability in the Caribbean, one of the most climate-vulnerable regions in the world.

This status update highlights our ESG activities over the past 12 months (September 2023 to August 2024) and demonstrates how we've begun operationalising our ambitions, putting our commitments into action. Our multi-disciplinary ESG workstreams are working diligently to meet our current targets on or ahead of schedule. Achieving these milestones will mark the beginning of a new chapter, as we continue to strive toward our long-term ESG goals.

As we work toward our 2030 vision—to become the *#1 Caribbean brand with Jamaican roots and global reach*, while delivering strong

returns to shareholders and improving the quality of life for our team members, customers, and communities—we are equally committed to our purpose of bringing superior products and services to enhance society and financial well-being. Our ESG programme is integral to this mission and will continue to evolve as part of our long-term commitment to the communities we serve around the world.

We are grateful to have you with us on this journey, ensuring accountability and transparency as we build a brighter future for our region and beyond. If you have any questions about this update or our ESG agenda in general, please contact us at gracekennedy@gkco.com.

A handwritten signature in black ink, appearing to read "G. Moss-Solomon".

Gail Moss-Solomon
General Counsel & Chief Corporate Secretary, GraceKennedy Limited
Chair of the Environmental, Social, & Governance Committee
September 2024



In 2023 GK received the Governor General’s Award for Excellence at the Jamaica Stock Exchange Best Practices Awards for the third consecutive year, and also placed in the following categories:



PSOJ/JSE Corporate Governance Award



Corporate Disclosure & Investor Relations



Best Website



Annual Report



In June 2024 GK received the 2023 Best of Chamber award in the Extra-Large category and the inaugural ESG Award at the Jamaica Chamber of Commerce’s Annual Awards.

Adhering to the Highest Standards of Integrity



Goal

Build on our core values of *Honesty, Integrity and Trust* by enhancing our robust corporate governance framework

Targets

Build a hub on the GraceKennedy website where stakeholders can engage with our ESG materials, including policies and reports, by December 2024.

Broaden our existing stakeholder engagement programme to support the ongoing assessment of our ESG priorities, by December 2024.

Develop and implement a framework for monitoring and integrating stakeholder feedback on ESG, by December 2024.

Publish a Group Environmental, Social, and Governance Policy, by December 2025.

Updates

- We are on track to launch an ESG Hub on the GraceKennedy website (www.gracekennedy.com) by December 31, 2024. The new Hub is a key component of our broader GK website redesign project.

A dedicated website development team, guided by recommendations from our ESG Steering Committee, is designing and building the Hub. Once it goes live later this year, the Hub will act as a central repository for ESG-related policies, provide updates on our ESG efforts, and allow visitors to the site to give feedback on our activities, strengthening our stakeholder engagement.
- We continue to seek input on our ESG agenda from stakeholders internal and external to GK, utilizing GK’s existing stakeholder engagement tools.

ESG-themed questions are now included in our annual Employee Engagement and Board Evaluation surveys, and form part of this year’s GraceKennedy Brand Equity survey.
- We have clearly identified the need to regularly assess materiality and integrate stakeholder feedback into our ESG strategy.

Documentation of the process to collate and review stakeholder feedback on GK’s ESG agenda is underway and on track to be completed by December 31, 2024. This process establishes a clear framework for capturing stakeholder feedback, monitoring results, and integrating insights into our strategic objectives, which helps GK regularly assess the importance of key ESG topics and adjust our priorities based on stakeholder input.
- GK’s ESG Statement, which is part of our ESG policy framework, was updated to align with the insights from our 2023 ESG Materiality Assessment.

The development of the Group ESG Policy, which is scheduled for publication by December 31, 2025, has commenced, and is being spearheaded by the Corporate Governance Workstream.

Providing a Safe, Diverse and Respectful Workplace



Goal

Be an employer of choice by fostering a work environment where our team feels safe, respected, and valued for their unique contributions

Targets

Launch an integrated Group Health, Safety and Wellness Policy, by December 2025.

Roll out diversity training for all GK businesses, by December 2024.

Maintain an employee engagement score in line with international benchmarks.

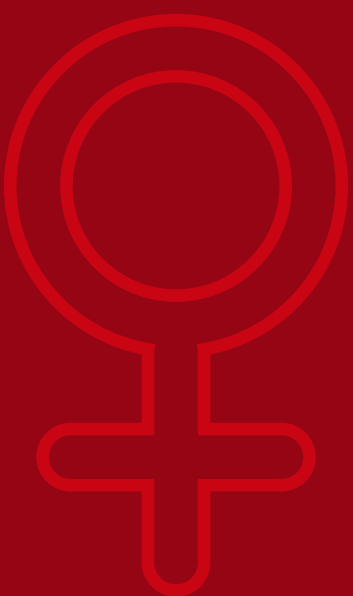
Updates

- A comprehensive Group Health, Safety, and Wellness Policy is on track for publication by December 31, 2025. The development of the policy is being spearheaded by the Work, Safety & Wellbeing Workstream, and is being informed by existing GraceKennedy policies.
- Groupwide Diversity, Equity, Inclusion, and Belonging (DEIB) training is set to launch before December 31, 2024. The initial session will focus on introducing all GK team members to the core principles of DEIB.
- In 2023, our employee engagement score was 73.4%, which is well above the international benchmark of 67%, as set by the Society for Human Resource Management (SHRM).

The score is based on responses from GK's annual employee engagement survey, where team members provide feedback on key areas such as their work environment, growth opportunities, and whether they consider the work they are engaged in as meaningful.

73.4%

2023 Employee Engagement Score



55%

Senior Management positions held by Women in 2023

Promoting Responsible Products and Services

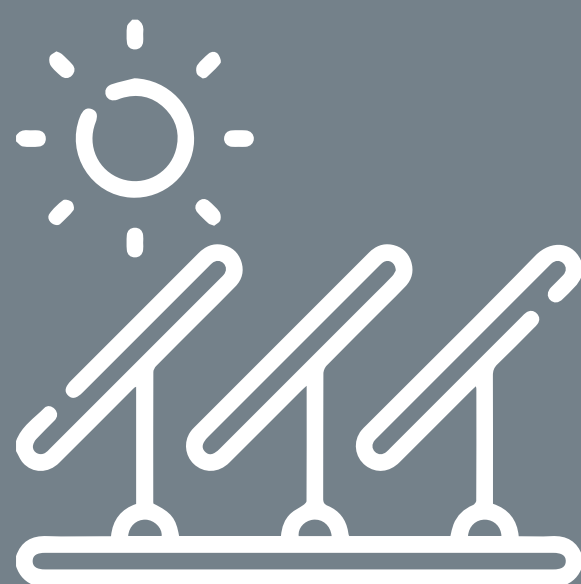


Goal	Targets	Updates
Build trust and inspire confidence among our stakeholders by fostering a culture of responsible data use and bolstering our privacy and data security framework	Bolster Cybersecurity and Data Privacy awareness among our GK team and external stakeholders, by December 2026, and on an ongoing basis.	Cybersecurity training is conducted across the Group annually and achieved a 99% completion rate among GK team members in 2024. All companies within the GraceKennedy Financial Group have published privacy notices on their websites. For the websites of companies in our Foods Division, these notices will be published by the end of 2024. To further enhance data privacy awareness, we have also been conducting data breach training sessions for GK team members in 2024. Both initiatives are part of our ongoing efforts to strengthen cybersecurity and data privacy awareness among our GK team and external stakeholders. We are on track to further expand this programme by December 2026.
Empower our customers to realise their financial goals by expanding the reach of our financial literacy programmes	Transform our <i>GK Money Sense</i> financial literacy social media campaign into a comprehensive training programme delivered across multiple channels with a broad reach by December 2025.	The GK Money Sense Street Smart financial literacy campaign, launched by the GraceKennedy Financial Group (GKFG) in late May 2024, has reached nearly 700,000 individuals on social media, generating over 1.7 million impressions to date. The Money Sense blog on the GKFG website has attracted over 17,000 views, while the Street Smart budgeting template, also available on the site, has been accessed more than 500 times. As the programme expands further, we aim to establish baseline financial literacy scores for 4,000 individuals, and facilitate the opening of 120 new accounts, including FGB savings accounts and GK One cards, by December 2025.
Provide multi-cultural food offerings that enhance the well-being and wellness of our consumers	Improve the nutritional profile of our product portfolio by developing and implementing an accelerated <i>Better for You</i> product development strategy aimed at reducing fat, salt, and sugar in existing and new products, by December 2025.	We are on track to launch a comprehensive product development programme for our Better for You strategy, with specific targets and timelines, by December 2025.

In 2023 GraceKennedy Foundation environmental projects prevented

**1.1 million
kilogrammes**

of waste from entering the Kingston Harbour



1.9 MW

Total solar-power generating capacity of GK facilities in Jamaica

Being Environmental Stewards



Goal	Reduce our environmental impact by increasing our efficient use of natural resources, expanding our sustainable packaging and recycling initiatives, and reducing our carbon footprint	
	Targets	Updates
	Develop and initiate the implementation of strategies to reduce the use of virgin plastic in products we manufacture internally and through third parties, by December 2024.	Our Global Supply Chain Unit is evaluating ways to incorporate the use of recycled materials in the PET (type 1 plastic) packaging of our Grace-owned and manufactured beverage products, specifically our Jamaican spring water and flavoured fruit drink lines. We are also collaborating with third-party manufacturers whose products we distribute in PET packaging, to align our packaging strategies. Our strategy to reduce the use of virgin plastic in our products focuses on PET packaging at this time. We will continue to evaluate the potential for incorporating recycled and/or biodegradable materials into our other types of plastic packaging on an annual basis.
	Launch a sustainability strategy for all GK businesses, including policies and programmes focused on and reducing the environmental impact of our operations and products, by December 2025.	Grace Foods UK is currently tracking and reporting greenhouse gas emissions in line with UK Streamlined Energy and Carbon Reporting (SECR) regulations. We are currently investigating available options to implement a standardised emissions tracking system across the entire GK Group, aiming for implementation to commence by the end of 2025. This standardised approach will allow us to accurately measure and manage our carbon footprint, as we work towards launching a comprehensive emissions reduction roadmap by the end of 2026.
	Expand programme for measuring and tracking scope 1 and 2 greenhouse gas (GHG) emissions across the Group and implement GHG reduction strategy for all GK businesses, by December 2026.	Our Group sustainability strategy is currently under development and is on track for completion and launch by December 31, 2025.

Enabling Inclusive and Vibrant Communities



Goal

Improve the quality of life in the communities we serve by increasing volunteerism and investment in initiatives that promote access to education, healthy lifestyles, environmental sustainability, and community development.

Targets

Launch an online portal within the ESG hub which tracks the community investment activities being undertaken across the Group, by December 2024.*

Increase the number of volunteer hours our team contributes to the communities we serve to 4,000 hours per annum, and the value of our community investment to J\$370 million per annum, by January 2030.

*Revised
**Restated

Updates

- The ESG Hub is on track to go live on the GraceKennedy website by December 31, 2024. Key metrics, including employee volunteer hours and other relevant data, are being compiled for publication on the Hub once it is launched.
- For the year ended December 31, 2023, 560 GK team members contributed a total of 1,470 volunteer hours to community service projects, including educational activities, mentoring, and beach cleanups. Corporate charitable contributions reached J\$255 million, reflecting a 5% increase over the J\$243 million** recorded in 2022.



OVER
J\$30
MILLION

in scholarships, bursaries and tuition support were awarded in 2023, benefitting over 1,600 Jamaican students.



OVER
4,900

Jamaican university students received support from the GK Campus Connect Food Bank in 2023



OVER
1,100
HOURS

of counselling given to 780 beneficiaries of the Grace & Staff Community Development Foundation in 2023

Disclaimers

The GraceKennedy Environmental, Social, and Governance Status Update (“The Report”) may contain forward-looking statements that are based on assumptions that are uncertain and may change based on the long timelines involved, and the lack of an established single approach to identifying, measuring, and reporting on ESG matters. The Report may contain information and projections which are based on current expectations and forecasts about future events. These projections are subject to risks and uncertainties, many of which are outside of GraceKennedy’s control.

All financial information in The Report is presented in Jamaican dollars unless otherwise noted. While extensive work was done to ensure the accuracy of The Report and its projections, The Report was not assured by a third-party auditor or any independent third party.

GraceKennedy Limited’s financial statements, annual reports, and additional information related to the Company may be found on the Investor Relations tab of our website www.gracekennedy.com.

^[1] Average exchange rates for the year ended December 31, 2023, were as follows:
United States Dollar: \$153.80
Canadian Dollar: \$114.05
British Pound Sterling: £190.15