

PERFORMANCE HIGHLIGHTS

Overall

1 SBTi Validated Targets

DFI became one of the first Asian retailers to receive validation from the Science Based Targets initiative (SBTi) for our near-term greenhouse gas (GHG) emissions reduction targets

One of the **1st** ASIAN RETAILERS



2 Strong ESG management

Improved Morningstar Sustainalytics ESG Risk Rating from 25.3 (2022) to **22.9** (2023)

a rank upswing in the global food retail sub-industry to rank

35th out of **120** (Top 29%)

3 ESG Awards

DFI received **3 ESG awards** that recognised our outstanding efforts in making positive impacts, including:

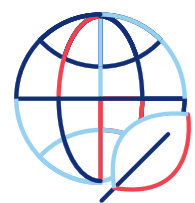


- a. Hong Kong Awards for Environmental Excellence Super Gold Award (DFI is the sole recipient)
- b. CLP Smart Energy Award 2023
- c. TVB ESG Awards

4 Sustainability Membership & Associations

- a. Consumer Goods Forum
- b. Sustainability 50
- c. amfori BSCI
- d. Foodlink Foundation
- e. Hong Kong General Chamber of Commerce - Environment & Sustainability Committee
- f. Hong Kong Retail Management Association - Sustainability Task Force
- g. World Business Council for Sustainable Development
- h. Drink Without Waste

Environmental



1 19%

reduction in Scope 1 & 2 GHG emissions vs 2021 baseline

2 54%

waste diversion rate in 2023, up from 51% in 2022

3 38%

drop in plastic bags and plastic wrap usage (compared with 2022).

4 57%

of Own Brand products with plastics packaging are recyclable



5 24%

of Own Brand products in selected categories now have sustainability certifications, more than doubling the number from 2022

Social



1 More than 1,129 VOLUNTEER HOURS

were contributed in Hong Kong

2 Donated

US\$3.7M

to communities across the markets in which we operate

Governance



1 Moody's assessed our sustainability quality score as "Good" in relation to the Sustainability Linked Financing that we secured in 2023

2 0.95 Gender

Median gender pay equity in Hong Kong, representing a 5% gap (<0.5% median gender pay gap in Singapore)

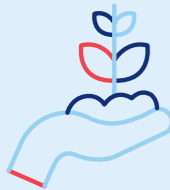
3 94% of factories

in high-risk countries supplying Own Brand products have been audited against amfori or equivalent standards

PROGRESS TRACKER

Target

Progress



Scope 1 & Scope 2:
50% reduction by 2030, **net zero** by 2050, from a 2021 baseline.
 Scope 3 :
25% reduction in select categories by 2030.

From 2021 to 2023, DFI successfully reduced its Scope 1 & Scope 2 GHG emissions by 19%.
 DFI Sustainalytics ESG rating has improved in 2023 from 25.3 to 22.9.

In 2023, our Scope 1, 2, and 3 near-term emission reduction targets were validated by the SBTi.



Use **100%** recyclable, reusable, or compostable primary plastic packaging for our Own Brand products by 2030.

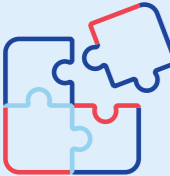
57% of our Own Brand products' plastic packaging is recyclable.



Increase waste diversion rate to **80%** by 2030.

Across our markets, we have rolled out recycling and donation initiatives to divert waste sent to landfills and work towards meeting these targets.
 Wellcome Fresh Food Centre in Hong Kong has taken sustainable measures to divert waste by collaborating with the Government and NGOs.

DFI implemented paper and cardboard recycling programme, utilising informal waste collectors and third-party contractors to provide recycling infrastructure and divert waste from landfills, promoting recycling and the creation of new products.



Create an equal work environment to succeed and contribute.

DFI organised Conscious Inclusion Training for all top 400 leaders to drive diversity awareness from top, fostering a more inclusive and diverse workplace.
 Provided diversity training for team members to create a more inclusive workplace where everyone feels valued and respected.

Utilised AI-powered software to track and suggest gender-neutral wording in communication materials, including job descriptions.
 Joined the Emerging Talent Internship Programme in collaboration with The Zubin Foundation, a Hong Kong charity, offering internship opportunities to marginalised ethnic minorities, promoting diversity and equity within our community.



Regularly monitor gender pay equity level and achieve gender balance.

Gender diversity in senior management increased to 38%.

Median gender pay equity in Hong Kong, representing a 5% gap, <0.5% median gender pay gap in Singapore.