

Our strategy

Our markets

The world around us

Our platforms

Our categories

Our scientific capabilities

Our business model

Our progress

# ...and our purpose targets.

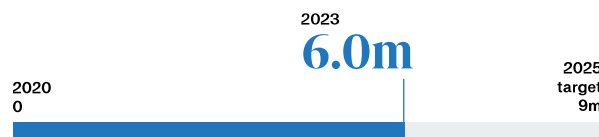
In 2020, we set out targets and commitments to help us pursue our purpose over the next 10 years. We continued to make good progress this year.

## Supporting healthy living



### Improving nutrition

By 2025, through our low- and no-calorie sweeteners and fibres, we'll have helped remove nine million tonnes of sugar from people's diets.



#### Performance in 2023

We saw a good performance from fibre solutions and sucralose. Six million tonnes of sugar is equivalent to 24 trillion calories.

#### How we calculate it

We take the volume of fibres and low- and no-calorie sweeteners we sell and calculate the sugar equivalence and caloric conversion.

### Encouraging balanced lifestyles

By 2025, we'll have helped improve the lives of over 250,000 people, by supporting programmes that promote healthier lifestyles and activities.



#### Performance in 2023

We support health, education and physical activity programmes across the world.

#### How we calculate it

We count the number of people who benefit from the programmes we support either through cash donations or volunteering. In many cases, this information comes from the third parties who run the events.

### Promoting personal wellbeing

By 2025, we'll have helped colleagues improve how they look after their physical and mental wellbeing, so they can be at their best in their daily lives.



#### Performance in 2023

Supporting the physical and mental wellbeing of our colleagues is a key priority. We improved our score this year at 75% (71% last year).

#### How we calculate it

We report the percentage of colleagues who, in our annual employee survey, agree that Tate & Lyle actively supports their health and wellbeing.

## Building thriving communities



### Preventing hunger

By 2025, we'll have provided over three million nutritious meals for people in need.



#### Performance in 2023

Our programme provided over 600,000 meals this year to help people in need in our local communities, meaning we exceeded our target ahead of schedule.

#### How we calculate it

Each food bank or charitable partner we support tells us how many meals our donations provide.

### Supporting education

By 2025, we'll have supported the education of over 100,000 children and students through learning programmes and grants, helping them attain skills for life.



#### Performance in 2023

We continued to provide support to schools by donating equipment, mentoring students and giving food science demonstrations. We also continued giving educational grants.

#### How we calculate it

Each school or organisation we work with tells us how many students benefit from the programmes we support.

### Progressing equity, diversity and inclusion<sup>o</sup>

By 2025, we'll achieve gender parity in our leadership roles.



#### Performance in 2023

We made solid progress in the year up from 42% last year, with a number of senior roles filled by women. This is one of the metrics used for our long-term incentive plan.

#### How we calculate it

Leadership and management roles are defined as the top five employee bands, representing more than 500 people.

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## Caring for our planet



### Scope 1 and 2 greenhouse gas emissions<sup>1</sup> ◊

By 2030, we'll have delivered a 30% absolute reduction in our Scope 1 and 2 greenhouse gas (GHG) emissions.



#### Performance in 2022

We saw a slight improvement on last year (4% reduction) as we benefited from a number of continuous improvement projects.

#### How we calculate it

Percentage absolute reduction in Scope 1 and 2 GHG emissions.

### Using less water<sup>1</sup> ◊

By 2030, we'll have reduced water use intensity by 15%.



#### Performance in 2022

The 2% reduction was below last year's, mainly due to increased water use intensity at our three corn wet mills in the US and Europe.

#### How we calculate it

Percentage reduction in water use intensity across our operations.

### Using waste beneficially<sup>1</sup> ◊

By 2030, 100% of our waste will be beneficially used.



#### Performance in 2022

We made strong progress again this year, mainly by working with local partners in the US to use more of our waste as nutrients on local farms.

#### How we calculate it

Percentage of waste generated by our sites that is beneficially used.

### Scope 3 greenhouse gas emissions<sup>1</sup>

By 2030, we'll have delivered a 15% absolute reduction in our Scope 3 greenhouse gas emissions.



#### Performance in 2022

The good reduction primarily came from an improved performance in Primient, and from our sustainable corn and stevia programmes.

#### How we calculate it

We receive data on emissions from partners in our sustainable agriculture programme for corn in the US and stevia in China, and other third parties across our value chain including Primient.

### Renewable electricity

By 2030, 100% of the electricity we purchase for our operations will come from renewable sources.



#### Performance in 2022

The reduction was mainly driven by increased use of renewable electricity at Koog, the Netherlands.

#### How we calculate it

Percentage of electricity we purchase that comes from renewable sources.

## Commitments

### Establish science-based targets

We committed to having our Scope 1 and 2 and Scope 3 greenhouse gas emissions reduction targets validated as science-based by the Science Based Targets initiative. This was done in September 2020, meaning our targets are in line with the goals of the Paris Agreement on Climate Change.

### Eliminate use of coal

We committed to eliminate the use of coal in all our operations by 2025. In October 2021, when we de-commissioned our last coal-fired boiler in the US, we delivered on that commitment four years ahead of schedule.

### Support sustainable agriculture

We committed to maintain sustainable acreage equivalent to the volume of corn we use globally each year and, through partnerships, accelerate the adoption of conservation practices. We achieved our goal this year, supporting 439,000 acres of sustainable corn. More information about our programme can be found on page 58.

## Baseline

The baseline for our caring for our planet targets is the year ended 31 December 2019, other than renewable electricity, whose baseline is the year ended 31 December 2021. For supporting healthy living and building thriving communities, the baseline is 31 March 2020.

## Sale of Primient

Following the sale of Primient in 2022, we kept all our purpose targets and commitments at the levels set in 2020.

## Remuneration

Reduction in Scope 1 and 2 greenhouse gas emissions, reduction in water use intensity and the beneficial use of waste are all used as targets for our long-term incentive plan.

## More information

You can find more details about our sustainability performance on pages 54 to 61. Further information on the education, meals and healthier lifestyles programmes we support are on pages 48 and 49. Information on our employee wellbeing programmes are on page 43.

<sup>1</sup> Measured by calendar year.