

# SUSTAINABILITY STATEMENT

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# SUSTAINABILITY STATEMENT

## Managing Sustainability

At Jaya Tiasa Group (“The Group”), our commitment to sustainability is the foundation of our future, as prescribed in our vision and mission statements. By embedding Environmental, Social and Governance (“ESG”) principles in our core operations, we protect the land and the ecosystems we depend on. This holistic approach, anchored on the three pillars of sustainability – Economic, Environmental and Social (“EES”), ensures ethical management, incorporation of ESG considerations and definitive ESG performance to measure and disclose our progress transparently, holding ourselves accountable to our mission, creates sustainable value and secures long-term resilience of our business.

The Group strives to address and manage the following ESG matters under each pillar:



## Scope and Reporting Framework of the Sustainability Statement

This Sustainability Report (“SR”) covers the Group’s key operations, namely oil palm plantation activities, palm oil milling and forest operations. The scope of this report focuses on the most material ESG issues relevant to both our business and stakeholders for the financial year ended 30 June 2025 (“FY2025”).

The SR has been prepared with reference to the Bursa Malaysia Securities Main Market Listing Requirements and the Bursa Malaysia Sustainability Reporting Guide (3rd Edition). It is also guided by the Global Reporting Initiative (“GRI”) Standards to ensure transparency, consistency and comparability in our sustainability disclosures.

In addition, this report is aligned with the United Nations Sustainable Development Goals (“UNSDG”), where applicable, to support global priorities on sustainable development. The Group’s sustainability practices are also consistent with the principles outlined in the Malaysian Code on Corporate Governance (“MCCG”), particularly in relation to responsible business conduct, stakeholder engagement and board oversight of sustainability matters.

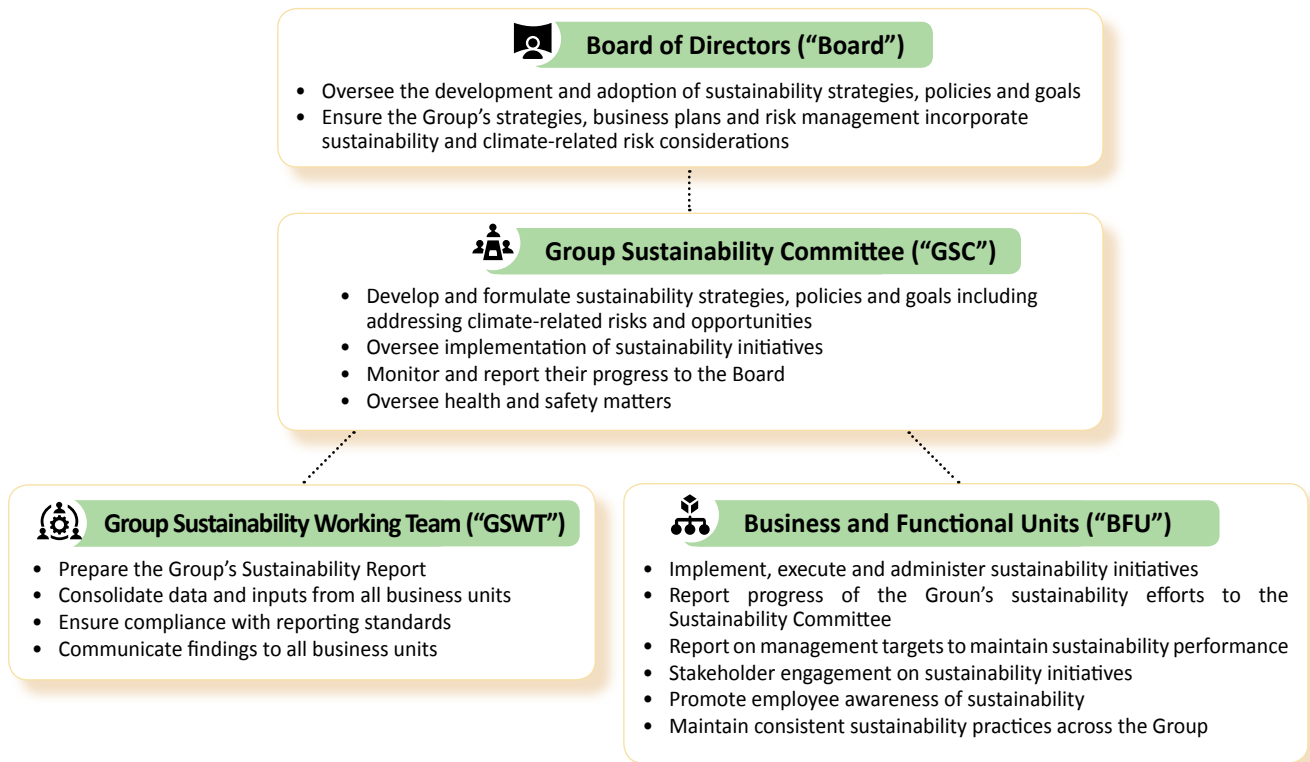
## Assurance

The Group’s Internal Audit has, to the best of its ability, conducted an audit and review of this SR to provide a reasonable assurance that the information reported is accurate, consistent and reliable. We have not at this point engaged in an independent third-party assurance. This SR has also been reviewed by our Group Sustainability Committee (“GSC”) and approved by our Board of Directors (“Board”).

## Sustainability Governance Management Structure

The Group’s sustainability governance framework is designed to embed ESG considerations across all levels of the organisation. This structure ensures that sustainability and climate related strategies, policies and initiatives are developed, implemented and monitored in alignment with the Group’s business objectives and stakeholder expectations.

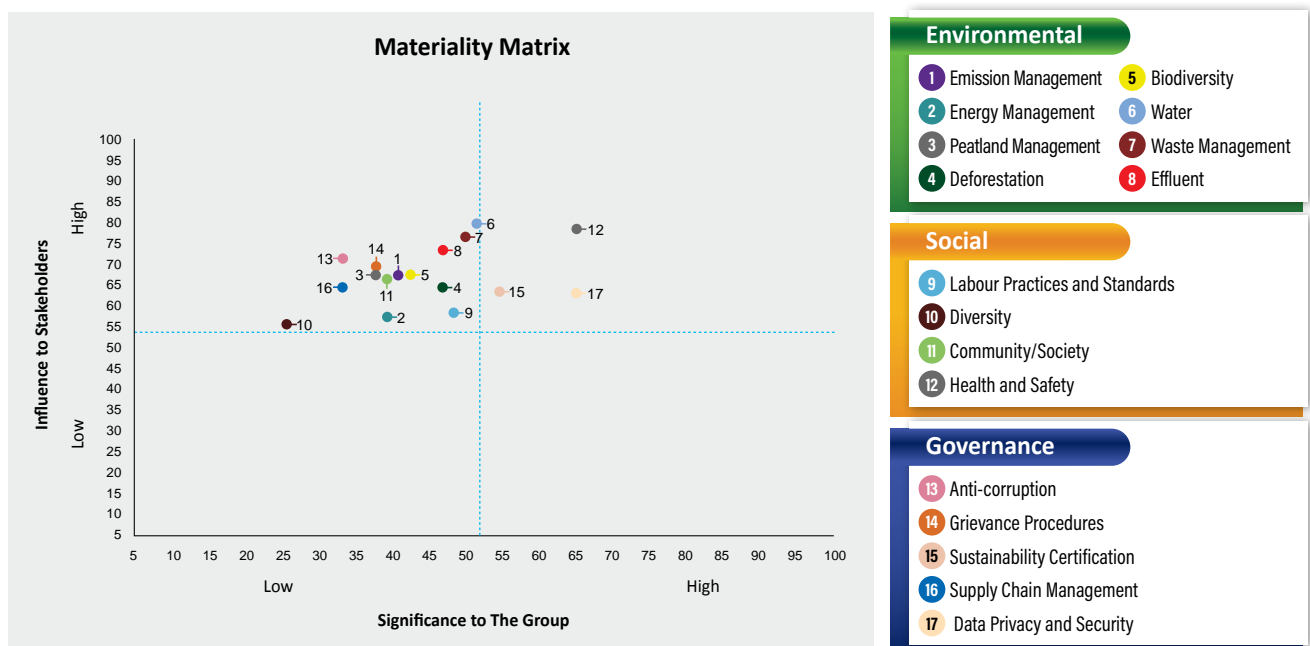
## SUSTAINABILITY STATEMENT



The Board holds the highest level of responsibility for the Group's sustainability agenda supported directly by the GSC which is headed by the Group's Chief Executive Officer and backed by the Executive Directors. The GSWT works closely with the GSC and is responsible for coordinating sustainability-related activities across the Group. The BFUs are accountable for the day-to-day execution of the sustainability initiatives.

### Materiality Matrix

The Group continued to engage with stakeholders and conduct our annual materiality assessment to identify and prioritise key sustainability matters. The results guide our strategic focus, performance targets and alignment with regulatory requirements, and global best practices. The updated FY2025 Materiality Matrix below highlights the issues most significant to our stakeholders and critical to long-term value creation.



# SUSTAINABILITY STATEMENT

## Sustainability Highlights FY2025

Group's Total  
Gross GHG  
Emission:

**123,648**  
MTCO<sub>2</sub>e



**507,218MT**  
**(99.84%)**



of waste diverted  
from disposal  
(including biomass)

**107,313** (18.2%)

**Gigajoules**

of Energy Consumption  
sourced from  
renewable energy



**0**

fire incidents  
recorded for

**8** consecutive  
years



**Awards & Recognition:**

6 sites awarded PSEA  
**Gold Awards**  
under Large Enterprise category

No data  
security  
complaints  
received



**0**

complaints  
reported on  
human rights  
violations



A cumulative  
**21,147** hours  
of training were  
delivered to  
employees across  
the  
organisation



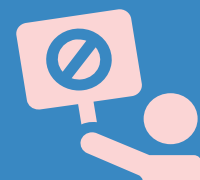
A total CSR  
contribution of  
**RM1.60 m**  
benefited  
**20,878**  
individuals

**Anti-Corruption**

**0** incidents of  
corruption  
reported; no  
actions required

**100%**

Employees trained on  
anti-corruption



**0** work-related  
fatalities



Lost Time  
Injury Rate ("LTIR")  
Per 200,000 hours worked



Forest Operation | **0.65**  
Oil Palm Operation | **0.18**



**3** MC&I SFM Certifications  
and **14** MSPO certifications  
maintained

**Supporting local:**

**100%** of  
procurement spent  
locally



# SUSTAINABILITY STATEMENT

## United Nations Sustainable Development Goals



The United Nations has outlined 17 Sustainable Development Goals (“SDGs”) as a global agenda to address critical challenges such as poverty, climate change, inequality and access to health and education. In support of this global effort, we are committed to advancing the SDGs by integrating sustainability principles across our operations, fostering responsible growth and contributing to long-term positive impacts for communities and the environment.

## Stakeholder Engagement

We recognise that strong stakeholder relationships are vital to our long-term success and sustainability. By engaging regularly with employees, communities, investors, customers, regulators and other key groups, we gain insights that help shape our strategies and create shared value. Guided by transparency, accountability and mutual respect, we engage through both formal and informal channels—including consultations, surveys, meetings and partnerships—to ensure open, ongoing dialogue. This approach strengthens trust, enhances risk management and keeps our priorities aligned with stakeholder expectations.



*Regular Stakeholder Meeting at Daro Jaya Crude Palm Oil Mill brings together local communities, suppliers, government bodies and key partners to share insights and voice concerns.*










*Visiting stakeholders at their longhouse to listen, learn and strengthen partnerships.*



*Engaging with suppliers on-site as part of our Social Impact Assessment process.*

# SUSTAINABILITY STATEMENT

## Overview of Stakeholder Engagement

Area of Interest	Method	Outcome
 <b>INVESTORS AND FINANCIAL INSTITUTIONS</b>		
<ul style="list-style-type: none"> <li>› Economic performance</li> <li>› Future plans</li> <li>› Progress and compliance with sustainability standards</li> </ul>	<ul style="list-style-type: none"> <li>› Annual general meeting</li> <li>› Bursa announcements</li> <li>› Company website</li> <li>› Engagement surveys</li> </ul>	<ul style="list-style-type: none"> <li>› Strengthened stakeholder relations</li> <li>› Assurance of the Group's sustainability commitment</li> </ul>
 <b>LOCAL COMMUNITIES</b>		
<ul style="list-style-type: none"> <li>› Opportunity for employment</li> <li>› Complaints and grievances</li> <li>› Community development</li> <li>› Waste management</li> </ul>	<ul style="list-style-type: none"> <li>› Complaints and grievances channel</li> <li>› Formal and informal meetings</li> <li>› Social impact assessments</li> <li>› Corporate social responsibility programmes</li> </ul>	<ul style="list-style-type: none"> <li>› Increased in local employment</li> <li>› Improved infrastructure for the local communities</li> <li>› Maintaining good relationship with local communities</li> </ul>
 <b>EMPLOYEES</b>		
<ul style="list-style-type: none"> <li>› Health and Safety</li> <li>› Job satisfaction, development and remuneration</li> <li>› Complaints and grievances</li> <li>› Employee social and welfare care</li> </ul>	<ul style="list-style-type: none"> <li>› OSH committee meetings</li> <li>› Annual appraisals</li> <li>› Complaints and grievances channel</li> <li>› Sports and recreation club</li> <li>› Company intranet</li> <li>› Trainings</li> <li>› Orientation</li> </ul>	<ul style="list-style-type: none"> <li>› Safer working environment</li> <li>› Improved employee retention</li> <li>› Improved employee competency and professional development</li> <li>› Strengthened teamwork and collaboration across departments</li> </ul>
 <b>GOVERNMENT AND REGULATORY AUTHORITIES</b>		
<ul style="list-style-type: none"> <li>› Compliance with legal requirements</li> <li>› Support government transformation policies and initiatives</li> </ul>	<ul style="list-style-type: none"> <li>› Formal dialogues and meetings</li> <li>› Annual reports</li> <li>› Site visits</li> <li>› Engagement surveys</li> <li>› Letters and emails</li> </ul>	<ul style="list-style-type: none"> <li>› Contribution to the achievement of the Government's policies and initiatives</li> <li>› Enhanced corporate reputation among investors</li> </ul>
 <b>SUPPLIERS / SMALLHOLDERS</b>		
<ul style="list-style-type: none"> <li>› Compliance with sustainability requirements</li> <li>› Product quality</li> <li>› On time delivery</li> <li>› Environment and Social Assessment</li> </ul>	<ul style="list-style-type: none"> <li>› Formal and informal meetings</li> <li>› Site visits</li> <li>› Trainings and briefings</li> </ul>	<ul style="list-style-type: none"> <li>› Strengthened supplier long-term relationships</li> <li>› Reduced supply chain disruptions</li> <li>› Responsible, ethical and sustainable supply chain</li> </ul>
 <b>CUSTOMERS</b>		
<ul style="list-style-type: none"> <li>› Quality of products</li> <li>› Compliance with sustainability standards</li> <li>› Supply chain and traceability of product</li> </ul>	<ul style="list-style-type: none"> <li>› Networking sessions</li> <li>› One on one meetings</li> <li>› Annual reports</li> <li>› Company website</li> <li>› Visit to plantations and mills</li> </ul>	<ul style="list-style-type: none"> <li>› Positive reputation</li> <li>› Customer retention</li> <li>› Increased market share</li> </ul>
 <b>CERTIFICATION BODIES</b>		
<ul style="list-style-type: none"> <li>› Sustainability certification requirements</li> </ul>	<ul style="list-style-type: none"> <li>› Engagement surveys and dialogues</li> <li>› Site visits and inspections</li> </ul>	<ul style="list-style-type: none"> <li>› Regulatory compliances</li> <li>› Positive reputation and to showcase the Group's sustainability status</li> </ul>

## SUSTAINABILITY STATEMENT

### Awards and Recognitions

In FY2025, the Group proudly achieved significant milestones in environmental sustainability recognition. Building on our ongoing commitment to excellence, five of our plantations and one Crude Palm Oil (“CPO”) mill were honoured with Gold Awards under the Large Enterprise / GLC category at the 11th Premier of Sarawak Environmental Award (“PSEA”). PSEA is a biennial event organised by Natural Resources and Environment Board (“NREB”), Sarawak to recognise outstanding achievements and best practices in environmental management across Sarawak’s industries. This prestigious recognition reflects the Group’s continuous efforts to integrate sustainable practices into our operations, ensuring compliance, innovation and leadership in environmental stewardship.



In addition, the Group is proud to report that our Daro Jaya CPO Mill received the Anugerah Kilang Kelapa Sawit Lestari Tahun 2024, conferred by the Department of Environment (“DOE”), Sarawak on 24 July 2025. This recognition underscores the mill’s strong commitment to sustainable industry practices, aligned with Sarawak’s environmental goals.



On the social compliance front, the Human Resources Department was honoured with Certificates of Appreciation from the Employees Provident Fund (“EPF/KWSP”), for the consistent compliance with EPF regulatory requirements. These acknowledgements reflect the Group’s strategic partnership with EPF and reaffirm our commitment to upholding the financial well-being and long-term security of our workforce through responsible and timely statutory contributions.

“

#### 11th Premier of Sarawak Environmental Award

Large Enterprise / GLC category  
**Gold Awards**

- 🏆 Eastern Eden Plantation
- 🏆 Hariyama Plantation
- 🏆 Poh Zhen Plantation
- 🏆 Sawai Plantation
- 🏆 Wealth Houses Plantation
- 🏆 Hariyama CPO Mill



“

#### Employees Provident Fund

The Human Resources Department received Certificates of Appreciation, for exemplary compliance with EPF regulations, recognising:

- 🏆 Jaya Tiasa Holdings Berhad,
- 🏆 Erajaya Synergy Sdn Bhd, and
- 🏆 Hariyama Sdn Bhd



“

#### Department of Environment

Anugerah Kilang Kelapa Sawit Lestari Tahun 2024

- 🏆 Daro Jaya CPO Mill

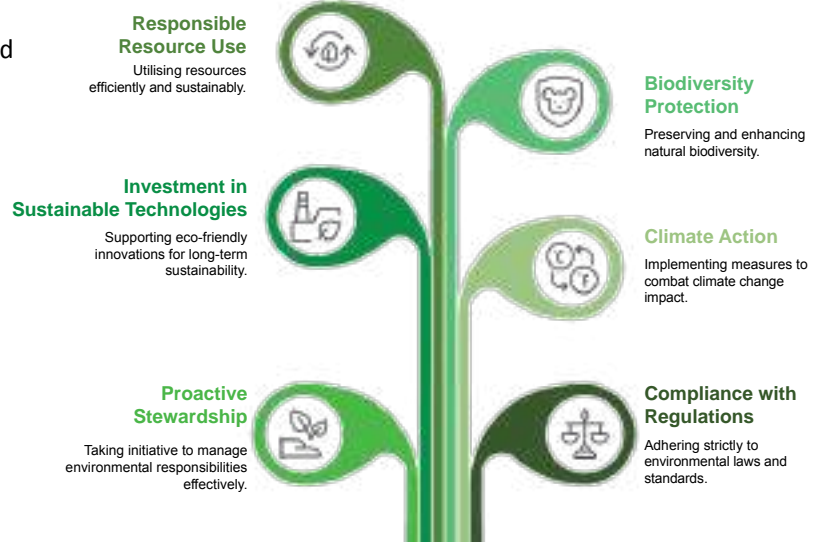


# SUSTAINABILITY STATEMENT

## ENVIRONMENTAL SUSTAINABILITY

### Protecting Our Planet Through Responsible Operations and Nature-Based Solutions

As climate change accelerates and environmental risks intensify, we recognise our critical responsibility to safeguard natural ecosystems, reduce emissions and ensure that our operations support a sustainable future. Our pathway to environmental sustainability is built upon proactive stewardship, strict compliance with environmental regulations and long-term investment in sustainable technologies. We are committed to achieving meaningful climate action, responsible resource use and biodiversity protection across our entire value chain.



## 1 Towards Net Zero: Driving Climate Action

### ESG Matters Covered: ♦ Emission Management

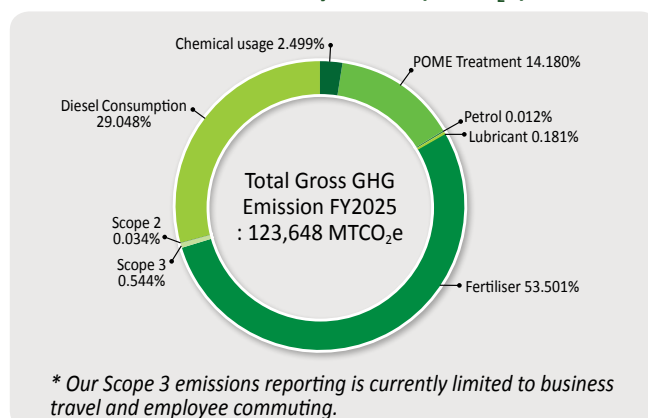
(GRI 2-4, GRI 302-1, GRI 302-4, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5, GRI 306-1, GRI 306-2)

The Group takes a clear and progressive approach to managing and reporting greenhouse gas (“GHG”) emissions. We focus on emissions that are operationally important and measurable, ensuring transparency and accountability in our reports. We calculate emissions using established methods and tools, including the GHG Protocol Corporate Standard, GHG Protocol Calculation Tools, the International Panel on Climate Change, and International Sustainability and Carbon Certification (“ISCC EU”). Our current reporting scope includes our plantation, palm oil milling and forestry segments.

Currently, our Scope 1 emissions reporting covers key sources like fossil fuel combustion, fertiliser and agrochemical application, and emissions from effluent treatment processes. We also include Scope 2 emissions related to purchased electricity. Meanwhile, our Scope 3 emissions disclosures are limited to employee commuting and business travel.

Emissions from land use change, peat soil oxidation and carbon sequestration through crop growth are excluded from this reporting year. This decision reflects our choice to prioritise emissions sources that we can control directly. As emission accounting methods improve and international standards evolve, the Group is committed to refining and expanding our emissions reporting to cover a wider range of categories in the future. We keep a close watch on developments in GHG measurement frameworks and aim to improve the completeness, consistency and relevance of our reports over time.

### Total Gross GHG Emission by Source (MTCO<sub>2</sub>e)



The Group’s gross Scope 1, Scope 2 and Scope 3 emissions for FY2025, which include our plantations, CPO mills and forestry operations are shown in the diagram. One of the main contributors to these emissions is the use of fertilisers in plantation operations. In response, the Group has adopted sustainable farming practices, including the use of bunch ash, a by-product of palm oil milling and biofertilisers like *Bacillus thuringiensis* and *Trichoderma* species. These efforts reduce reliance on synthetic fertilisers and support soil health and long-term productivity.

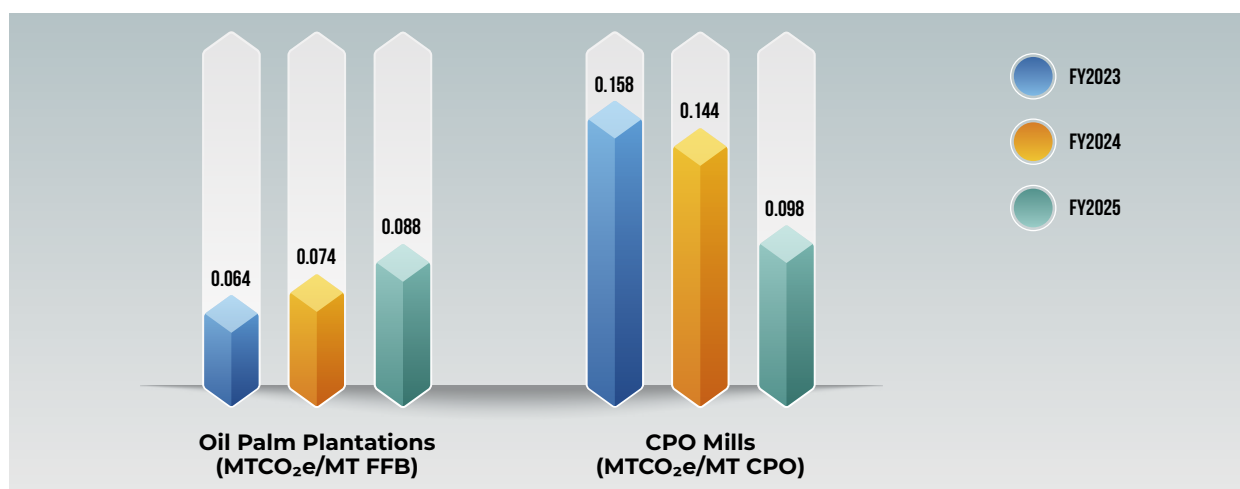
## SUSTAINABILITY STATEMENT

Another key factor in our emissions profile is fossil fuel consumption, primarily from diesel usage for operations. To address this, the Group is actively exploring the possibility of integrating solar energy systems into our operations. Our goal is to reduce dependence on diesel-powered equipment and consequently lower GHG emissions linked to fossil fuel combustion. These initiatives show our commitment to moving toward more sustainable and low-carbon energy sources.

### Group's GHG Emissions

Segment	Emissions (MTCO <sub>2</sub> e)	FY2023	FY2024	FY2025
Oil Palm Plantations	Scope 1	60,476.31	85,016.78	92,744.99
	Scope 2	50.23	46.99	41.68
	Scope 3	Not recorded	Not recorded	568.43
CPO Mills	Scope 1	28,788.76	32,945.99	21,746.57
	Scope 3	Not recorded	Not recorded	101.60
Forest Operation	Scope 1	8,377.06	8,390.49	8,441.83
	Scope 3	Not recorded	Not recorded	2.83
<b>Total GHG Emissions</b>		<b>97,692.36</b>	<b>126,400.25</b>	<b>123,647.93</b>

### Group's Scope 1 Emissions Intensity (MTCO<sub>2</sub>e/MT product) by Business Activity from FY2023 to FY2025



As part of our wider strategy to reduce carbon emissions, the Group is working to establish a baseline for GHG emission intensity across our operations. This effort reflects our commitment to understanding the carbon efficiency of our activities and aligning our environmental performance with international climate expectations.

The emission intensity measurement offers insight into the connection between output and environmental impact. It serves as a key indicator of operational efficiency and supports data-driven strategies to lower emissions significantly. Setting this baseline will provide the foundation for the Group's future reduction targets and ongoing improvement efforts.

### Methane Mitigation through Palm Oil Mill Effluent ("POME") Biogas Capture

Recognising the significant GHG emissions potential from POME, the Group implemented biogas systems at three of our CPO mills. This initiative captures methane produced during the anaerobic treatment of POME and flares it in a controlled way, significantly cutting the release of this potent greenhouse gas into the atmosphere. At the fourth mill, POME is used for composting, supporting our efforts to create a circular and sustainable waste management process.



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Although we do not yet utilise the methane for energy generation, flaring greatly lessens the environmental burden from untreated emissions. This project shows our commitment to responsible effluent management and lays the groundwork for future renewable energy recovery expansions at other sites.

The Group prioritises the performance and reliability of its biogas systems. We conduct regular and preventive maintenance to ensure the integrity and efficiency of the biogas capture infrastructure. At our Hariyama CPO Mill, we are replacing the existing biogas system with one built using longer-lasting, more durable materials for the digester tanks—enhancing system performance and supporting long-term sustainability.



### Air Pollution Control

The Group is dedicated to minimising the environmental impact by controlling air emissions from our operations, particularly our CPO mills, to comply with Malaysia's Environmental Quality Act 1974 and its Environmental Quality (Clean Air) Regulations 2014. This includes rigorous control of particulate matter, smoke and other pollutants from fuel combustion and industrial processes under the Second Rule (Regulation 13).

To meet these regulatory requirements and protect air quality, the Group has installed Electrostatic Precipitators ("ESPs") at Daro Jaya CPO Mill and Wealth Houses CPO Mill. These systems are designed to remove fine particulate matter and dust from flue gases before they are released into the atmosphere. By using electrical charges to capture airborne particles, ESPs dramatically reduce emissions and improve stack discharge quality.



In addition to ESPs, we have implemented wet scrubbers at the Hariyama CPO Mill, with the Lassa CPO Mill scheduled to install similar systems in FY2026. These wet scrubbers operate by using water or a water-based solution to capture airborne pollutants from boiler exhaust gases. As the flue gas passes through the scrubber, it comes into contact with the scrubbing liquid. It serves as an effective measure for mills that use biomass boilers or other combustion-based systems.

To further enhance compliance and transparency, the Group has been adopting Continuous Emission Monitoring Systems ("CEMS") at all facilities. These systems provide real-time monitoring of key emission parameters and allow for prompt corrective actions when necessary. CEMS data is used not just for internal tracking but also to meet our reporting obligations to regulatory authorities, ensuring our operations stay within the required emission limits.



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### 2. Powering Change: Greening Our Energy Mix

**ESG Matters Covered:** ♦ **Energy Management** ♦ **Emission Management**



(GRI 302-1, GRI 302-3, GRI 302-4)

The Group is committed to conserving energy and promoting sustainable energy practices in its operations. In line with our climate and environmental goals, the Group is constantly looking for ways to adopt renewable energy solutions and improve energy efficiency. These efforts aim to reduce dependence on fossil fuels, lower greenhouse gas emissions and support the long-term shift toward a low-carbon operational model.

A major focus in this area is to promote biomass energy at our CPO mills. The facilities include a biomass boiler and a steam turbine connected to a generator set (“genset”). This system uses by-products like pressed palm fibre and palm kernel shells to generate electricity. This closed-loop system not only keeps organic waste from being thrown away but also helps produce clean energy. In FY2025, the biomass boiler system generated a total of 107,313 gigajoule (“GJ”) of renewable energy, which accounts for about 69% of the total energy consumed by the CPO mills. This greatly decreases the facilities’ reliance on non-renewable grid electricity or diesel power and supports circular resource use in the milling process.

To improve operational efficiency, we have installed transparent roofing at our mills and workshops to make the most of natural daylight. This reduces the need for artificial lighting during the day. This change has led to noticeable energy savings, especially in enclosed workspaces with ample daylight exposure.



*Installation of transparent fibre roofing to enhance natural lighting at multiple operational sites.*

Since many of the Group’s plantations, Forest Management Units (“FMUs”) and Licensed for Planted Forests (“LPFs”) sites are in remote areas, we still rely on non-renewable energy sources like diesel for electricity generation, especially through diesel genset. These are currently used for worker housing and various facilities across plantations and remote units. However, the Group is actively looking for alternatives to gradually reduce fossil fuel use. This includes installing solar panel systems at new workers’ quarters, FMU offices and security posts to provide clean, decentralised energy in off-grid areas. To date, we have also installed more than 400 units of the solar-powered streetlights in selected plantation areas to improve night-time safety while lowering electricity demand from traditional sources. These decentralised solar solutions present a practical, low-emission option in areas with limited grid connectivity, helping to enhance the Group’s energy resilience and contributing to its overall climate goals.

For sites within a reasonable distance to national infrastructure, the Group is working on connecting to the grid through providers like Sarawak Energy Berhad. Switching to grid electricity will provide a more stable and reliable power supply and will significantly lower greenhouse gas emissions when compared to using diesel genset, as well as delivering long-term savings through reduced diesel fuel consumption and lower maintenance requirements.

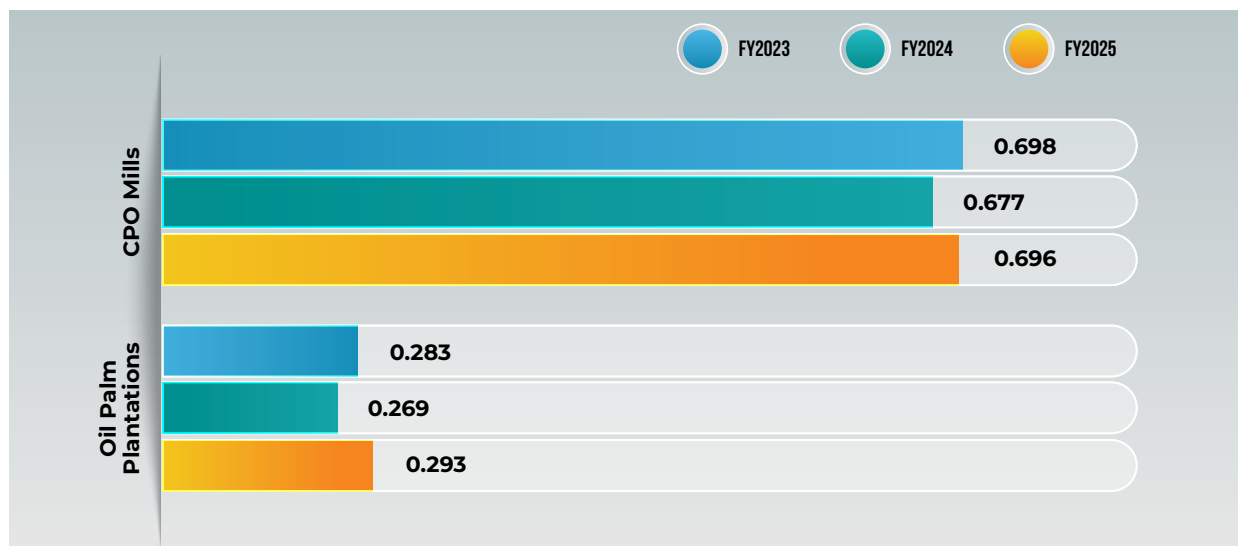


*As part of our commitment to sustainability, our new quarters are designed to be equipped with solar energy systems - an initiative aimed at reducing our carbon footprint and promoting renewable energy use in our operations.*

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We track energy consumption across all units every month, focusing on monitoring the use of non-renewable fuels against internal baselines to help manage consumption limits and efficiency measures.

### Energy Intensity (GJ/MT Product) by Business Activity from FY2023 to FY2025



### Group Energy Consumption

Energy Type (GJ)	Operation	FY2023	FY2024	FY2025
Non-renewable energy	Oil Palm Plantations	265,802*	309,510*	309,851
	CPO Mills	44,469	48,980	47,732
	Forest Operations	135,032*	113,749*	123,591
Renewable energy	CPO Mills	82,805	105,723	107,313
Purchased electricity	Oil Palm Plantations	913	854	758
Total energy consumption (GJ)		529,021	578,816	589,245

\* The energy consumption figures presented in this report differ from those in the previous annual reports due to improved data accuracy resulting from enhanced data collection methods. As a result, the figures for our plantation operations were adjusted to reflect these improvements. Additionally, data from FMUs and LPFs have been consolidated and reported collectively as forest operations in FY2025 report.

To ensure consistency and enable accurate comparisons, these updates have been applied retrospectively to the data covering the last three financial years. Therefore, the figures reported in the earlier annual reports are to be superseded by those derived using the revised methodology described in this report.

### 3. Closing the Loop: Managing Waste

**ESG Matters Covered:** ♦ Waste Management ♦ Emission Management

(GRI 2-23, GRI 306-1, GRI 306-2, GRI 306-4, GRI 306-5)

The Group is dedicated to managing waste and effluent responsibly, following regulatory requirements and best practices in sustainable operations. Our waste management strategies follow internal Standard Operating Procedures and comply with the Environmental Quality Act 1974 and sustainability certification standards. These efforts support our broader goals to minimise environmental impact, reduce GHG emissions and align with the UNSDG.



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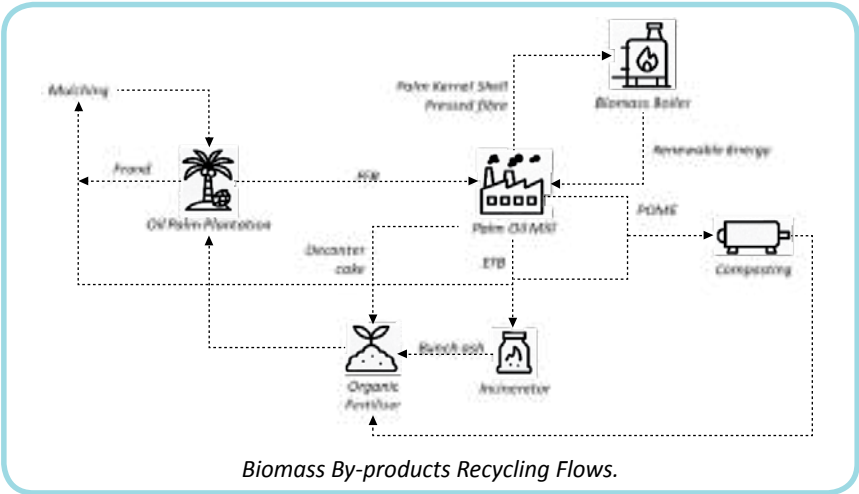
Our waste and effluent management focuses on circular economy principles, aiming to decrease landfill disposal, maximise resource recovery and promote the reuse of energy and nutrients. Through our operational framework, we continuously monitor and improve the performance of our waste handling and effluent treatment systems to ensure compliance and sustainability.

Circular Economy and Resource Optimisation

The Group strongly emphasises circular economy strategies that enhance resource efficiency and reduce waste. Our operations include several initiatives that repurpose organic by-products into valuable resources. Empty Fruit Bunches (“EFB”), a significant biomass residue from our milling operations, are mulched and composted to improve soil structure, increase moisture retention and lessen the need for synthetic fertilisers. Similarly, POME sludge serves as a nutrient-rich organic fertiliser, promoting sustainable nutrient recycling across our plantations.

Additionally, press fibre and palm kernel shell (“PKS”), by-products from palm fruit processing, are used as renewable biomass fuels to generate energy for internal mill operations. This cuts our reliance on fossil fuels and helps lower carbon emissions. Another important resource in our optimisation strategy is bunch ash, which is rich in potassium and can address nutrient deficiencies and neutralise acidity when applied to peat soils.

These practices support environmental sustainability while also providing significant operational cost savings. A breakdown of the waste diverted from disposal in FY2025 is illustrated in the figure, showing the volumes of major by-products repurposed through our circular economy initiatives:



Overview of Biomass By-Products and Their Recycling

By-product	Method of Recycling	Total Quantity Generated and Recycled (MT)		
		FY2023	FY2024	FY2025
EFB	Mulching and organic fertiliser	219,803	278,054	275,631
Bunch Ash	Organic fertiliser	6,205	9,637	11,054
Press Fibre	Biomass fuel for boiler	129,015	163,205	159,755
PKS	Biomass fuel for boiler	19,113	24,179	59,920

As part of our commitment to comprehensive waste management, we have also implemented targeted recycling initiatives at our operational sites. We set up dedicated collection stations to encourage proper segregation and recycling of materials such as aluminium cans, paper, cardboard, mixed plastics, scrap iron and food cans. These stations are accessible and clearly labelled to ensure effective waste separation and collection.

This initiative helps divert waste from landfills and recover resources while also engaging employees in sustainability practices. By involving staff in recycling efforts, we nurture a culture of environmental responsibility and raise awareness about the importance of sustainable waste management. This involvement reinforces our commitment to shared responsibility in achieving our ESG goals. We also set up a motorcycle service platform for workers to utilise, helping ensure that spent oil is managed responsibly rather than being disposed of improperly.

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Recycling Collection Station helps raise awareness and encourage sustainable habits across the workplace.



Our motorcycle service platform enables workers to maintain their vehicles responsibly, supporting proper disposal.

### Scheduled and Hazardous Waste Management

The Group ensures the responsible handling and disposal of scheduled and hazardous wastes according to the Environmental Quality (Scheduled Wastes) Regulations 2005. Our approach emphasises secure containment and proper documentation throughout the waste lifecycle. All scheduled waste generated - including spent lubricants, used chemical containers and other contaminated materials - is properly labelled, stored in designated areas and disposed of exclusively through DOE-licensed contractors.

Our internal teams conduct periodic inspections to ensure compliance, supported by regulatory audits under Malaysian Sustainable Palm Oil ("MSPO") and Sustainable Forest Management ("SFM") certification schemes. In line with legal requirements, the Group records scheduled waste transactions through the DOE's Electronic Scheduled Waste Information System ("eSWIS").

Furthermore, selected personnel had completed Certified Environmental Professional in Scheduled Waste Management ("CePSWaM") training, ensuring they would be competent in waste handling and reinforcing our commitment to environmental governance.

### Group's Waste Performance

Type of Waste (MT)	FY2023	FY2024	FY2025
Waste Diverted from Disposal	374,505	476,417	507,218
Waste Directed to Disposal	183	892	835
Total Waste Generated	374,688	477,309	508,053
Hazardous	46	60	69
Non-hazardous	374,642	477,249	507,984

## SUSTAINABILITY STATEMENT

### 4. Protecting Waterways: Responsible Effluent Management

**ESG Matters Covered:** ♦ *Effluent*

(GRI 303-2, GRI 303-4, GRI 306-2, GRI 306-3, GRI 306-5)



POME is waste water from palm oil processing and is managed with strict controls. Our treatment systems use aerobic and anaerobic ponding methods to reduce the Biological Oxygen Demand (“BOD”) to below regulatory thresholds (<20 mg/L), ensuring compliance for discharge.

In FY2025, the Group generated 1,150.99 megalitres of POME, all treated according to Malaysian environmental regulations. There were no recorded incidents of non-compliance related to effluent discharge.

The Group ensures operational excellence by equipping its workforce with the necessary skills. Selected personnel involved in POME management are trained and certified as Certified Environmental Professionals in Palm Oil Mill Effluent Treatment Systems. This certification, recognised by DOE Malaysia, equips our team with the competency to manage effluent systems efficiently and in full compliance with regulations.

#### Group Treated Wastewater Discharge and Quality Performance

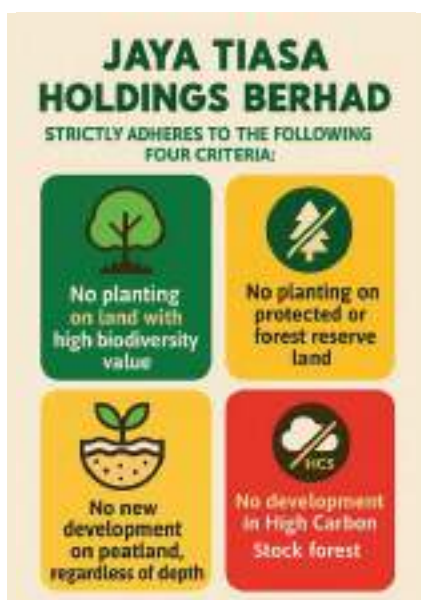
Parameter	UoM	FY2023	FY2024	FY2025
Total volume of water (effluent) discharged	Megalitre	863.65	1,176.88	1,154.84
Average BOD analysis in treated waste water	mg/L	6	21	19

Additionally, one of our mills has adopted an integrated composting system where POME is combined with EFB for composting. This initiative not only treats organic effluent in a more sustainable way but also reduces the overall water volume requiring conventional treatment. The result benefits both effluent load and high-quality EFB compost production, which is later used as organic fertiliser in our plantations. As a result, this method achieves a substantial reduction in effluent discharge, lowering the total final wastewater by around 34%. This integrated approach aligns with our circular economy objectives by closing the nutrient loop and improving soil health.

### 5. Safeguarding Forests: NDPE and Fire Risk Mitigation

**ESG Matters Covered:** ♦ *Peatland Management* ♦ *Deforestation*

(GRI 304-2, GRI 304-3, GRI 305-1)



In line with the Group’s commitment to sustainable practices as outlined in the Environmental and MSPO Policies, the Group continues to adopt a responsible approach to peatland management, fire prevention and environmental monitoring. The Group upholds the principles of No Deforestation, No Peat and No Exploitation (“NDPE”) across all plantation operations, reflecting its efforts to mitigate environmental risks and support climate action in accordance with national regulations and international sustainability standards.

In line with these commitments, the Group also prioritises sourcing fresh fruit bunches (“FFB”) from responsible and traceable third-party suppliers. This approach enhances supply chain transparency, enabling better identification of risk areas, prompt resolution of issues and assurance that our FFB sources are free from deforestation and labour exploitation. Consequently, all suppliers must adhere to the Group’s NDPE standards.

## SUSTAINABILITY STATEMENT

The Group's efforts are reflected in consistently high percentages of sustainably sourced and traceable FFB. Detailed disclosures on these performance indicators will be provided in a dedicated section of this report.

In FY2025, the Group did not clear or develop any new land, demonstrating its ongoing commitment to sustainable land stewardship and environmental integrity.

As of FY2025, the Group has maintained a total of 44 piezometers and 46 peat subsidence poles strategically installed across its peatland plantations. These instruments are integral to monitoring groundwater levels and subsidence trends, ensuring that water tables remain within the optimal range of 25 cm to 75 cm from the ground surface. This measure helps to reduce peat oxidation, minimise GHG emissions and prevent excessive subsidence that could compromise soil stability and plantation productivity.

To further reinforce ecological protection, the Group continues to safeguard a total of 12,591 hectares of buffer zones and unplanted areas. These zones function as critical biodiversity corridors and natural firebreaks, while supporting compliance with MSPO requirements and Sarawak NREB guidelines.

### Zero Burning Policy

The Group strictly enforces a Zero Burning Policy across all plantations, LPFs and FMUs, in accordance with the MSPO standard and the Natural Resources and Environment Ordinance, Sarawak. No open burning is permitted at any stage of operations, including land clearing, replanting or waste disposal.

In adherence to this policy, no burning was conducted during replanting at Simalau Plantation and the same zero-burning approach will be adopted for upcoming replanting activities at Wealth Houses Plantation. These actions underscore the Group's commitment to legal compliance, environmental protection and haze prevention.

### Fire and Haze Prevention

In FY2025, the Group recorded zero fire incidents across all plantations and FMUs, marking the eighth consecutive year of fire-free operations. This outcome reflects the effectiveness of the Group's fire risk management measures, which also include trained Emergency Response Teams, regular fire drills, water pumps,



*Consistent monitoring of groundwater levels and peat surface subsidence.*



*Sustainable land preparation through mechanical clearing, including shredding, chipping and mulching, helps preserve soil health and reduce environmental impact without the use of fire.*

## SUSTAINABILITY STATEMENT

hoses and real-time weather monitoring systems deployed across key risk zones.

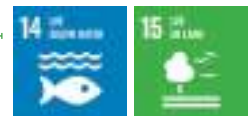
To further strengthen its fire prevention measures, the Group has constructed fire towers at FMU T/3370 and FMU T/3371 to facilitate elevated surveillance and early detection of potential fire outbreaks within forest areas, particularly during dry seasons. Separately, in the plantation areas, the Group has modified existing trucks into mobile firefighting units, equipped with water tanks and pumps to enable rapid response and effective fire suppression within oil palm blocks.



### 6. Living in Harmony: Biodiversity and Wildlife Conservation

**ESG Matters Covered:** ♦ Biodiversity ♦ Deforestation

(GRI 2-28, GRI 304-1, GRI 304-2, GRI 304-3, GRI 304-4)



Biodiversity forms the foundation of healthy ecosystems and sustainable landscapes. In the context of oil palm and timber production, it plays a vital role in maintaining ecological balance and resilience. Recognising its importance, we uphold biodiversity and wildlife conservation as a core aspect of our environmental responsibility and long-term sustainability commitment.

Compliance with regulatory requirements and voluntary certification schemes, such as MSPO standards, as well as the Malaysian Criteria and Indicators for Forest Management Certification ("MC&I") and SFM, ensures our conservation practices are subject to third-party scrutiny and continuous improvement.

We maintain a strict zero-tolerance policy against the harming, killing or illegal trade of any species classified as endangered or protected under relevant conservation laws and we require all our suppliers to adhere to the same standards to ensure responsible sourcing and biodiversity conservation throughout our supply chain.

## SUSTAINABILITY STATEMENT

### Wildlife Survey and Monitoring

The Group conducts ongoing assessments to identify and monitor Rare, Threatened and Endangered (“RTE”) species of flora and fauna in our FMUs and oil palm plantations. These efforts focus on sensitive ecological features such as seed trees, salt licks, nesting and feeding grounds, and water catchment areas.

Our in-house ecological teams carry out biodiversity surveys, supported by an expanded network of camera traps to enhance wildlife monitoring. We also perform pre- and post-harvest wildlife impact assessments in logging coupes to minimise disturbances to native mammal populations.

In FY2025, Representative Conservation and Protection Area (“RCPAs”) were established within our FMUs to support the monitoring of RTE species. Each RCPA is surrounded by a wider protected buffer zone, together safeguarding approximately 22 hectares of forest habitat. These areas conserve a range of rare and threatened tree species identified through comprehensive ecological surveys. In addition to their conservation value the RCPAs serve as training sites for our ecological teams and support ongoing wildlife monitoring activities.

### Stakeholder Awareness and Engagement

Creating awareness and fostering collaboration among stakeholders is central to our biodiversity and conservation efforts. We actively engage employees, contractors, local communities and relevant authorities to cultivate a shared sense of responsibility in protecting flora, fauna and ecologically sensitive areas within our operating landscapes.

Regular awareness sessions are conducted at operation sites—focusing on the importance of High Conservation Value Areas (“HCVAs”), the identification of protected species and adherence to local conservation laws. These sessions are guided by the list of Totally Protected and Protected Animals and Plants issued by the Sarawak Forestry Corporation (“SFC”) under the Wild Life Protection Ordinance, 1998 (Sarawak).

Internal teams lead in-house briefings and training sessions that include practical education on identifying protected species, understanding ecological sensitivities and reporting illegal activities such as hunting, poaching or the unauthorised possession of wildlife.

Through this proactive engagement, we aim to promote a culture of compliance, raise environmental awareness and reinforce our commitment to biodiversity protection among all stakeholders within and around our operational areas.

### Documenting Tree Diversity in Baleh-Balui FMU

As part of our ongoing commitment to sustainable forest management and biodiversity conservation, the Baleh-Balui FMU developed the “Pictorial Guidebook for Tree Identification.” This guidebook documents 81 tree species found within our Baleh-Balui FMU, selected for their ecological significance and conservation value, including endemic and threatened species such as *Vatica compressa* and *Anisoptera reticulata*. By compiling both local and scientific knowledge, the guidebook serves as a practical tool for our surveyors and field staff, enhancing tree identification accuracy and reinforcing conservation awareness. This initiative supports our long-term goals under the International Union for Conservation of Nature’s Red List of Threatened Species (“IUCN” Red List), Sarawak Plant Red List (“SPRL”) and Wildlife Protection Ordinance (WLPO 1998), and reflects our dedication to preserving Sarawak’s Forest heritage for future generations.



## SUSTAINABILITY STATEMENT



### Conservation Area Demarcation

Complementing our stakeholder engagement efforts, the Group places strong emphasis on clearly identifying and protecting sensitive ecological zones within our operation sites. Riparian zones, steep slopes and other HCVAs are physically demarcated using boundary markers and strategically placed signage.

These signboards are installed at critical points such as forest entryways, camp perimeters, rivers and village junctions to raise awareness among workers, local communities and visitors. The signage not only delineates protected areas but also reinforces our strict zero-tolerance policy against hunting, poaching and any form of habitat disturbance.



By combining clear visual communication with ongoing stakeholder education, we strengthen compliance and foster a collective commitment to conservation across all levels of our operations.

### Collaborative Initiatives to Strengthen Conservation

#### Highlights from the HCV Training at Penuan-Lebuwai FMU (T/3370)



Building upon these foundational efforts, the Group recognises that effective biodiversity conservation requires continuous learning and collaboration. In FY2025, the Forest Department Sarawak (“FDS”) and WWF-Malaysia jointly conducted a High Conservation Value (“HCV”) training at our Penuan-Lebuwai FMU (T/3370) site. This onsite programme provided hands-on learning opportunities focused on HCV identification, assessment and management, equipping our personnel with advanced tools and methodologies to better safeguard ecologically significant areas within our operations.

## SUSTAINABILITY STATEMENT

Additionally, we engaged in the Biodiversity Observation for Land and Ecosystem Health training, a collaborative initiative led by FDS, Sarawak Timber Association, Kyoto University and the National Institute for Environmental Studies, Japan. This international programme provided valuable insights into ecosystem health monitoring techniques, further supporting our ongoing commitment to maintaining and enhancing biodiversity across our landscapes.

Through these collaborative capacity-building efforts, the Group remains committed to applying practical conservation strategies that promote sustainable outcomes for both the environment and our business.



As part of its continued commitment to environmental stewardship and biodiversity conservation, the Group has actively collaborated with SFC and local communities to enhance wildlife protection and awareness across its operational areas.

SFC is a statutory body established under the Sarawak Forestry Corporation Ordinance, 1995 and is entrusted with the management of Totally Protected Areas and the conservation of Sarawak's biodiversity. Governed by the National Parks and Nature Reserves Ordinance, 1998 and the Wildlife Protection Ordinance, 1998, SFC is responsible for the establishment and management of national parks, wildlife sanctuaries and nature reserves, as well as the rehabilitation and protection of indigenous flora and fauna. In addition, SFC promotes biodiversity conservation through public education, interpretation, training, eco-tourism and community-based initiatives.

Moving forward, the Group remains committed to strengthening its partnership with SFC and local stakeholders. This collaboration supports the Group's long-term sustainability objectives and reflects its dedication to the protection of Sarawak's natural heritage for the benefit of the present and future generations.



### HCV and Biodiversity Assessments

Comprehensive biodiversity assessments had been conducted across all oil palm plantations, covering a total land bank of 83,483 hectares, alongside buffer zones and unplanted areas measuring approximately 12,591 hectares. Meanwhile, assessments for HCV areas had also been carried out within our FMUs and LPFs.

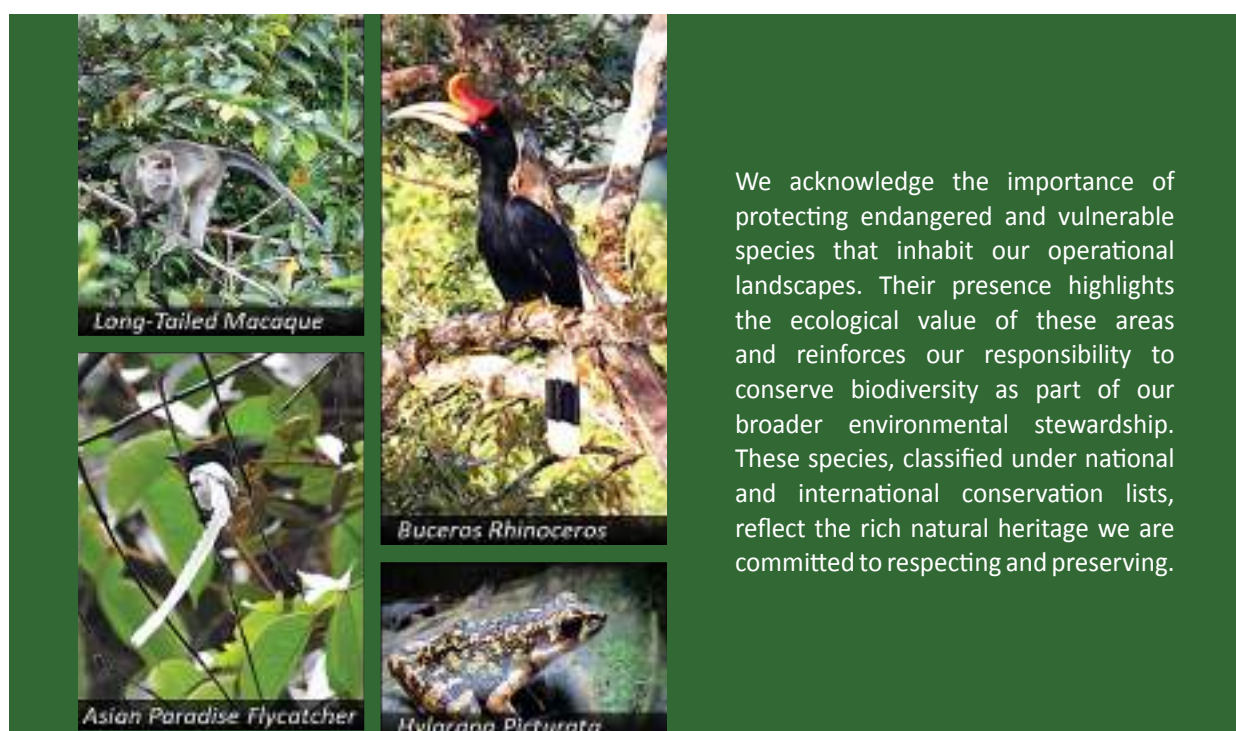
### Biodiversity Indicators

No.	Conservation Status	UoM	FY2023	FY2024	FY2025
<b>Forest Operation</b>					
1	Percentage of existing operations assessed for biodiversity risks	%	100	100	100
2	Size of all habitat areas protected	m <sup>2</sup> ('000)	385,710	464,600	464,600
3	Size of all habitat areas restored	m <sup>2</sup> ('000)	377,732	377,732	377,732

## SUSTAINABILITY STATEMENT

No.	Conservation Status		UoM	FY2023	FY2024	FY2025
4	IUCN Red List and National Conservation List					
	a. Critical endangered species	Flora	Number	21	21	21
		Fauna		6	4	4
	b. Endangered	Flora		16	16	16
		Fauna		12	10	10
	c. Vulnerable	Flora		7	7	7
		Fauna		20	17	17
	d. Near Threatened	Flora		0	0	0
Fauna		22		20	21	
Oil Palm Operation						
1	Percentage of existing operations assessed for biodiversity risks		%	100	100	100
2	Size of all habitat areas protected		m² ('000)	125,908	125,908	125,908
3	IUCN Red List and National Conservation List					
	a. Critical endangered species	Flora	Number	5	5	5
		Fauna		1	1	1
	b. Endangered	Flora		3	3	3
		Fauna		2	2	2
	c. Vulnerable	Flora		5	5	5
		Fauna		6	6	6
	d. Near Threatened	Flora		0	0	0
Fauna		7		7	7	

Note: The table presents combined Oil Palm Operation data, which includes both Oil Palm Plantations and CPO Mills



## SUSTAINABILITY STATEMENT

### 7. Nurturing the Earth: Sustainable Agrochemical and Soil Practices

**ESG Matters Covered:** ♦ **Waste Management** ♦ **Biodiversity** ♦ **Emission Management**

(GRI 304-2, GRI 305-5, GRI 306-2, GRI 13.6.1)

The Group is deeply committed to fostering sustainable agrochemical and soil management practices that support healthy ecosystems and long-term productivity. By prioritising responsible chemical use and enhancing soil health, we aim to reduce environmental impacts while promoting resilient agricultural systems across our plantations.

In managing agrochemicals, the Group has adopted biological alternatives to minimise reliance on synthetic pesticides. Notably, we utilise biological insecticides containing *Bacillus thuringiensis* and *Trichoderma*, a beneficial fungus to control pest populations effectively while safeguarding beneficial organisms and the surrounding biodiversity. Complementing this approach, the planting of native flowering species such as *Cassia cobanensis*, *Turnera subulata* and *Antigonon leptopus* has been increased across our plantations. These plants serve as natural habitats and food sources for beneficial insects, further enhancing pest control through ecological balance.

One of our key sustainable practices is the biological pollination initiative focused on the native oil palm weevil, *Elaeidobius kamerunicus*. In FY2025, this initiative was further expanded with the establishment of a dedicated hatch-and-carry room on-site, serving as the central facility for rearing the biological weevils, planning their monthly release and monitoring field data. This strategic enhancement led to a significant rise in weevil populations, from 34 to 90 per spikelet, accompanied by improved fruit set performance averaging 46% in monitored plantation blocks. By harnessing natural pollinators, the Group reduces the need for chemical inputs while supporting crop productivity and ecological resilience.



*Elaeidobius kamerunicus*.

## SUSTAINABILITY STATEMENT

The Group also applies bunch ash, a by-product of palm oil milling, as an organic fertiliser to improve soil nutrient content and structure, particularly in peat soils. This practice enhances soil health, reduces acidity and minimises our reliance on synthetic fertilisers, contributing to our circular economy objectives.

Through these integrated strategies, the Group demonstrates its commitment to nurturing the earth responsibly, maintaining the delicate balance between agricultural productivity and environmental stewardship.

### 8. Every Drop Matters: Advancing Water Stewardship

**ESG Matters Covered: ♦ Water**

(GRI 2-23, GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5)

Demonstrating its continued commitment to sustainable operations, the Group prioritises responsible water resource management across all plantation, milling and forest operation sites. Key initiatives focus on optimising water consumption, diversifying supply sources and maintaining high water quality standards to support both operational and domestic needs. In FY2025, the Group recorded a water consumption rate of 1.29 m<sup>3</sup> per metric tonne (“MT”) of FFB processed, compared to 1.18 m<sup>3</sup>/MT FFB in FY2024 and 1.40 m<sup>3</sup>/MT FFB in FY2023. While the current figure reflects a moderate increase from the previous financial year, it still represents a 7.9% improvement over FY2023, indicating sustained progress in long-term water efficiency.

To support these efforts, all CPO mills and certain plantations have been equipped with dedicated water treatment plants, ensuring a consistent and safe water supply for both operational and domestic use. In addition, water catchment area has been established at all milling sites, where raw water is collected, treated and subsequently used in FFB processing operations—contributing to reduced dependency on external water sources.

Furthermore, rainwater harvesting systems have been implemented across all plantations and mills, enabling the Group to efficiently utilise alternative water sources. During dry seasons, some plantation sites with access to the Sarawak Rural Water Supply Department (“JBALB”) draw from this source only when water levels in rainwater storage tanks are low, primarily to support domestic needs. This measured approach ensures efficient water use, promotes climate resilience and maintains operational continuity during periods of limited rainfall.

In our forest operations, we source water from natural catchment areas for daily use and boil it for drinking. To ensure its safety and compliance with regulations, we conduct bi-annual laboratory analysis of river water samples. We also document and report the water quality and condition of the rivers as part of our Environmental Compliance Audit, which is monitored by NREB.

This integrated approach to water sourcing (utilising treated water, harvested rainwater, JBALB supply and natural catchments) ensures all operational sites remain free from water stress or scarcity during the reporting period.

To enhance water utilisation, the Group has introduced segregation systems to separate treated water from harvested rainwater, allowing for targeted application based on quality and intended use. Routine inspections are conducted to ensure rain gutters remain clear for optimal collection and piping systems are regularly maintained to prevent leakages and water wastage.



## SUSTAINABILITY STATEMENT



Strict environmental protocols are enforced at all water treatment facilities. The discharge of chemicals, solid waste, used lubricants or diesel into waterways is strictly prohibited, in line with applicable environmental regulations and internal control standards.

Through these integrated and proactive measures, the Group continues to strengthen its water stewardship across its operations—enhancing sustainability performance, protecting natural ecosystems and ensuring alignment with national environmental regulations and best industry practices.

Description	Operation	UoM	FY2023	FY2024	FY2025
Total volume of water used	Oil Palm Plantations	Megalitre	Not recorded	399.29	459.59
	CPO Mills		Not recorded	39.24	43.55
	Forest Operations		Not recorded	Not recorded	28.03
Total volume of water used for processing	CPO Mills		1,339.56	1,432.54	1,551.12

## SOCIAL SUSTAINABILITY

### Empowering People and Communities Through Responsible Practices

We believe that long-term success depends on the well-being of our people and the resilience of the communities where we operate. Our approach to social sustainability is rooted in strong governance, respect for human rights and inclusive growth. We prioritise ethical labour practices, diversity and inclusion, health and safety and local development — ensuring that our operations benefit our workforce and wider society.

By embedding national and international human rights principles and occupational safety standards including those from the Federal Constitution, United Nations human rights frameworks, International Labour Organisation conventions and the Occupational Safety and Health Act 1994 into our management systems, we continue to advance a socially responsible and equitable business model.

### 1. Dignity at Work: Respecting Rights and Elevating Standards

#### ESG Matters Covered: ♦ Labour Practices and Standards

(GRI 2-30, GRI 401-1, GRI 401-2, GRI 405-1, GRI 406-1, GRI 409-1)



We maintain a strong commitment to upholding international labour standards and the rights of workers across all levels of our organisation. Our “Good Social Practices Policy” is grounded in fundamental principles such as freedom of association, prohibition of child and forced labour, elimination of excessive overtime, a harassment-free workplace, compliance with wage and labour laws, and the prevention of discrimination. This policy applies across the Group and its suppliers, ensuring clear expectations are communicated and upheld throughout our operations. By fostering a culture of respect and social responsibility, we empower our employees to understand their rights and contribute to an inclusive and ethical workplace.

## SUSTAINABILITY STATEMENT

Fair treatment is a non-negotiable value. Our recruitment processes are designed to be transparent and merit-based, ensuring that individuals are hired and promoted based on skills and performance. Workers are paid on time and in accordance with wage regulations and we go further by supporting wage fairness and ensuring decent living conditions for foreign workers.

We also recognise the rights of workers to associate freely and engage in collective bargaining. Our policies respect and support these rights beyond minimum legal compliance. Additionally, we prioritise the strengthening of mutual cooperation between workers and management by fostering an open, respectful and transparent working environment. Regular stakeholder engagements, including structured dialogues provide a platform for open discussion, feedback and mutual recognition. These efforts not only encourage shared ownership of workplace matters but also reinforce our commitment to ethical employment practices. As a result of this proactive approach, no substantiated complaints of labour violations were reported during the reporting period.



### Recruitment and Retention

To address future challenges and stay competitive, we focus on being an employer of choice that attracts and retains talented individuals. Recognising the increasing competition for skilled workers, we have introduced various initiatives such as participating in recruitment roadshows and advertising in local media to encourage participation from nearby communities. All new hires receive thorough onboarding and training to help them integrate seamlessly into the organisation. Our hiring and development processes prioritise each individual's skills, experience and personal qualities.



*Participating in the Job Roadshow.*



*Job recruitment promoted through local media channels that are easily accessible to job seekers.*

We are also deeply committed to building a diverse and inclusive workforce. We actively work to ensure equal opportunities for all employees, regardless of their age, ethnicity, religion, gender, sexual orientation, disability status or nationality. Our policies are designed to prevent discrimination and nurture a workplace culture that values respect and inclusion. Compensation and advancement are solely determined by performance, capability and contribution to the Group's collective success.

## SUSTAINABILITY STATEMENT

### Number of Employee Turnover by Category

Employee Category (No. of Employee)	FY2023	FY2024	FY2025
Manager	3	8	12
Executive	15	27	27
Non-Executive	84	148	165
<b>Total</b>	<b>102</b>	<b>183</b>	<b>204</b>

### Percentage of Contractors/Temporary Staff

Contractors/Temporary Staff (%)	FY2023	FY2024	FY2025
Contractor	0.77	0.63	2.52
Temporary	0.08	0.21	0.00

Contractors are individuals or organisations engaged to perform work either onsite or offsite on behalf of the organisation. Temporary staff, on the other hand, are employees hired under fixed-term contracts, which conclude either at the end of a specified time period or upon completion of a particular task or event.

### Responsible Management of Foreign Labour

Our oil palm and timber operations rely significantly on foreign labour, particularly workers from Indonesia, to carry out physically demanding tasks essential to our day-to-day operations. In ensuring fair and ethical treatment, all foreign workers are employed in accordance with legal requirements and protected under the Labour Ordinance of Sarawak (Amendment) 2025, which guarantees appropriate living conditions and basic amenities.

To ease their financial burden, the Group assumes full responsibility for levy fees, visa processing and transportation expenses related to their employment. All statutory contributions and fair wages are paid promptly in line with Malaysian labour regulations. In addition, all foreign workers are enrolled in social protection schemes such as SOCSO or the Foreign Worker Hospitalisation & Surgical Insurance Scheme ("SKHPPA"), ensuring they receive adequate coverage and support throughout their tenure with us.

### Fair Pay and Performance Oriented Culture

Since the implementation of the National Minimum Wages Order in 2012, we have remained fully compliant with its provisions, ensuring fair and lawful compensation for all employees. Wage payments are made promptly and transparently, with clear acknowledgment by the recipients. In addition to base salaries, eligible employees receive annual bonuses as well as medical and insurance coverage, reinforcing our commitment to their overall well-being.

To recognise and reward performance, we conduct regular appraisals and evaluations. This performance-based approach not only incentivises excellence but also supports continuous professional growth and motivation across our workforce.



## SUSTAINABILITY STATEMENT

### 2. Unity in Diversity: Empowering Inclusion at Every Level

#### ESG Matters Covered: ♦ Diversity

(GRI 2-7, GRI 2-9, GRI 405-1, GRI 406-1)

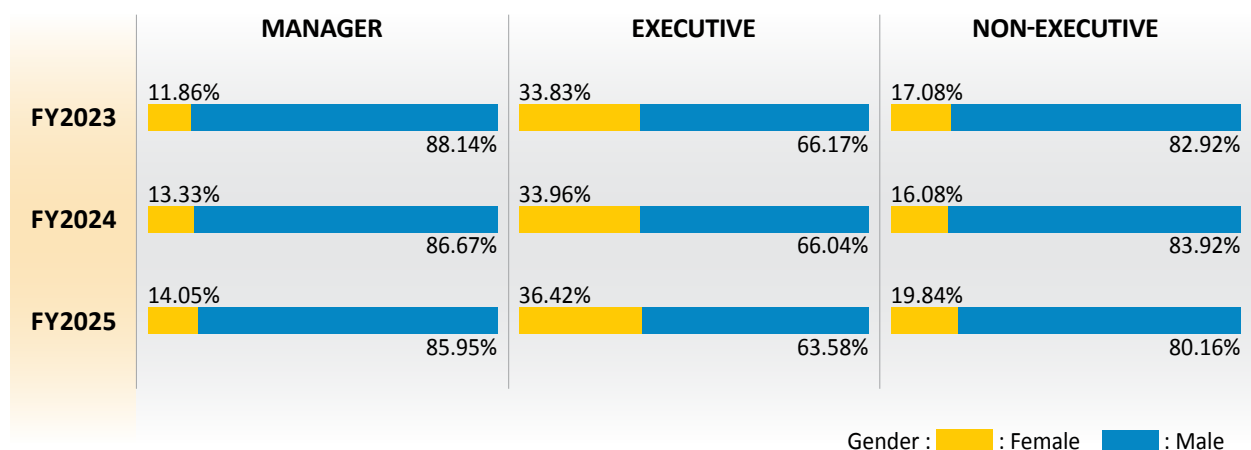


Diversity and inclusion form a central pillar of our human capital strategy. We believe that fostering an inclusive environment not only contributes to employee well-being and innovation but also reflects our commitment to equitable development. Our equal opportunity policy prohibits discrimination on the basis of gender, ethnicity, religion, age, disability or any other protected characteristic.

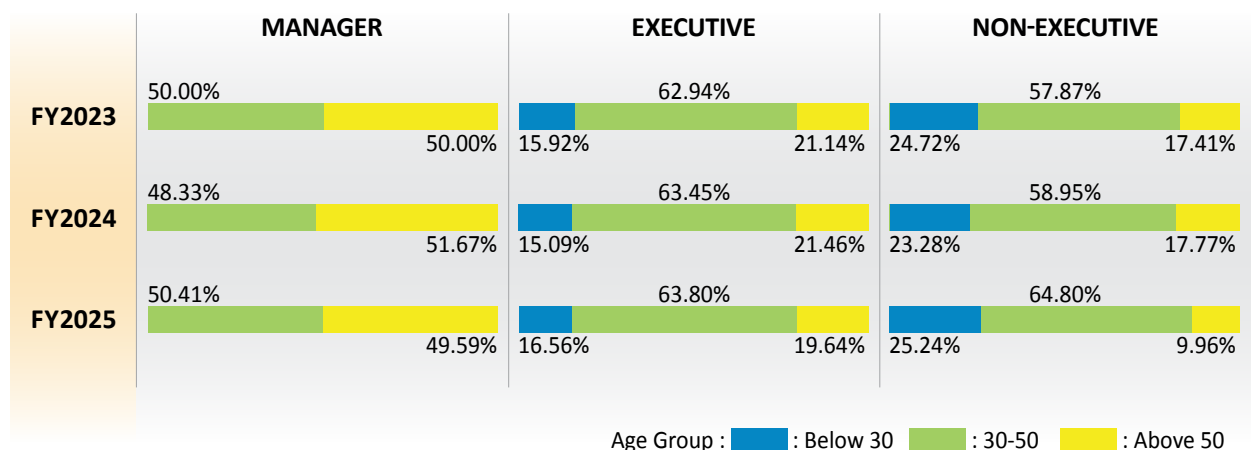
We continuously monitor and improve gender representation in management and professional roles. While female representation in senior roles remains an area for improvement, we are encouraged by a growing share of women in executive and leadership positions, as well as a balanced distribution of age across job levels. Board-level diversity is also tracked to ensure inclusive governance.

Our commitment to diversity is backed by our Code of Conduct and Ethics policy, aimed at raising awareness and promoting respectful behaviours in the workplace. No incidents of workplace discrimination were reported in the reporting year, further affirming our inclusive culture.

#### Gender Diversity Across Employment Categories (in Percentage %)

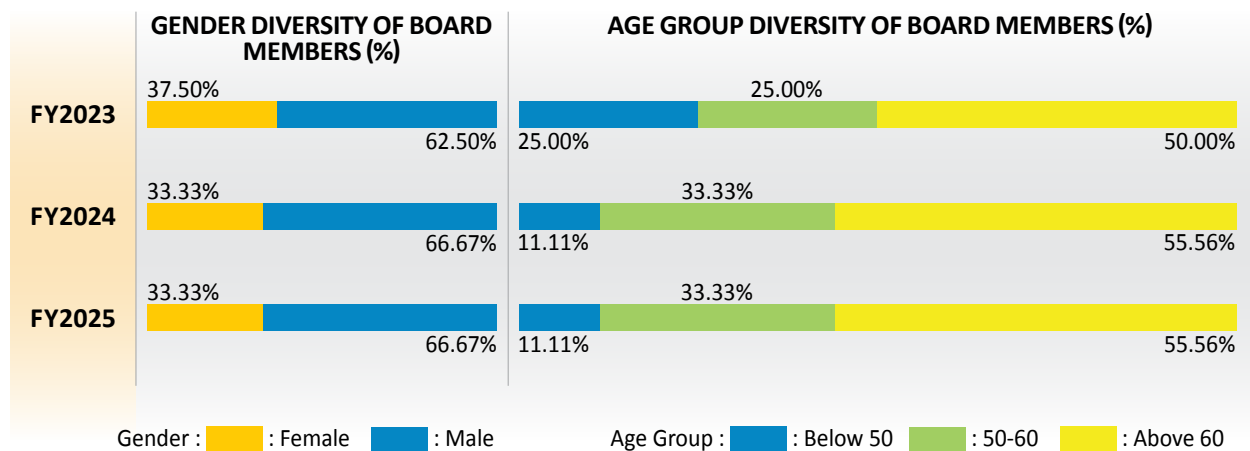


#### Age Group Diversity Across Employment Categories (in Percentage %)



## SUSTAINABILITY STATEMENT

### Gender and Age Group Diversity of Board Members (in Percentage %)



### 3. Communities First: Creating Shared Value

#### ESG Matters Covered: ♦ Community/Society

(GRI 203-1, GRI 203-2, GRI 413-1, GRI 413-2)



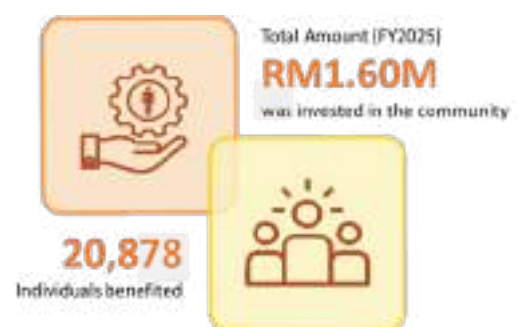
The Group is committed to contributing positively to the communities surrounding our operations. Guided by a structured community investment framework, our efforts align with our broader business strategy and focus on key areas such as education, healthcare, infrastructure and social welfare.

We actively support local employment by prioritising the recruitment of individuals from within our operational regions. Currently, approximately 50% of our Malaysian workforce in mills and plantations is drawn from nearby communities. In addition, the majority of employees stationed at our forest sites are also recruited locally, further reinforcing our commitment to community-based workforce development. This approach supports local economic growth and helps strengthen social cohesion.

In the past year, our community engagement initiatives included road maintenance for villages near our sites, support for festive celebrations and school activities, as well as contributions to orphanages, elderly care homes, religious institutions and educational facilities. We also provided essential infrastructure such as water tanks and organised blood donation campaigns to support local healthcare services.

Our social investment extends to vulnerable and under represented groups, with targeted support for education, healthcare, arts and culture, sports and community development. We remain committed to respecting children's rights through both our operational policies and community programmes.

Employees are encouraged to participate in charitable and community-based initiatives through structured volunteering opportunities. We also maintain open communication with community stakeholders to better understand local needs, assess outcomes and ensure that our contributions deliver measurable social value.



SUSTAINABILITY STATEMENT

Corporate Social Responsibility

Parameter	UoM	FY2023	FY2024	FY2025
Total amount invested in the community	RM	Not recorded	912,373	1,598,240
Number of beneficiaries of investment in the community	Number		17,869	20,878

We believe that education is a powerful driver of positive change and remain committed to supporting opportunities for learning and growth within our communities. In line with this, we allocated RM1 million in funding to support educational initiatives in Sarawak. This contribution is intended to assist the schools in Sarawak by helping to manage their operational expenses. We hope this support can ease some of the financial challenges faced by school boards and contribute to their continued development and long-term sustainability.

In addition, we contributed RM200,000 to an elderly care organisation, to support their ongoing efforts in providing care and assistance to senior members of the community. We hope this contribution helps strengthen the services they offer and supports the wellbeing of the elderly under their care.

Key Focuses





### Empowering Education & Student Development

- Support for rural & underserved communities
- Strategic funding for schools
- Educational excursions & sports sponsorships
- Facility upgrades & digital literacy programmes



### Advancing Community Health & Safety

- Blood donation campaigns
- Medical equipment for clinics
- Elderly care support
- Fire safety & first aid training



### Enhancing Community Infrastructure & Well-being

- Road maintenance & transportation aid
- Material donations
- Labour support for local projects



### Celebrating Cultural Heritage & Community Unity

- Support for local festivals
- Gawai Day, Hari Raya, Christmas
- Donations, hampers & event assistance

4. Safety in Action: Fostering Healthy Workplaces

ESG Matters Covered: ♦ Health and Safety

(GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-9, GRI 403-10)

The health, safety and well-being of our employees and contractors remain a fundamental priority across all the Group's operations. Our commitment is formalised through a comprehensive Occupational Safety and Health policy that reflects both regulatory compliance and our internal standards, which are aligned with national laws and global best practices. This policy applies to all personnel, including contractors, ensuring that everyone across our operational footprint is afforded the same level of protection.



## SUSTAINABILITY STATEMENT

Oversight of health and safety matters is provided by the GSC at the Board level. Operationally, dedicated health and safety personnel are deployed across operational units to implement safety initiatives, conduct regular risk assessments and lead routine audits and inspections. These efforts are integrated into project planning and daily operations, enabling early identification and mitigation of risks.

### Core Safety Measure



We continue to foster a safety-first culture by conducting regular safety briefings and awareness campaigns. Employees and contractors receive safety training designed to enhance understanding of occupational risks and ensure compliance with the Occupational Safety and Health Act 1994 requirements. Personal Protective Equipment (“PPE”) is provided to all individuals working in environments exposed to hazards and full compliance with PPE usage is strictly monitored.

Standardised health and safety programmes are implemented across the Group’s operations and are subject to ongoing review. Health and safety committees are established at various sites and meet regularly to encourage active employee participation in safety matters.

To ensure a safe working environment, safety and hazard signages are prominently displayed throughout our facilities. The Permit to Work System was implemented across the Group to ensure that all high-risk activities are conducted under strict supervision and with full awareness of associated hazards. Regular workplace inspections are carried out to identify and rectify potential risks, and we engage certified third-party service providers recognised by the Department of Occupational Safety and Health (“DOSH”) to perform specialised workplace assessments, including Chemical Health Risk Assessment, Chemical Exposure Monitoring, Noise Risk Assessment and Local Exhaust Ventilation inspections.



## SUSTAINABILITY STATEMENT

Employees exposed to hazardous chemicals, pesticides, or high noise levels undergo annual health surveillance and audiometric testing, to monitor and protect their long-term health. In addition, employee housing and welfare facilities are regularly inspected to ensure that sanitation, drainage and hygienic conditions meet the Group's standards.

### Driving Safety Through Recognition

To foster a culture of proactive safety engagement, the Group held its annual Safety Award Competition during the reporting period. This initiative recognises sites that demonstrated outstanding commitment to health and safety practices across oil palm operations. The Safety Awards were formally presented during the Group's Annual Luncheon in FY2025.

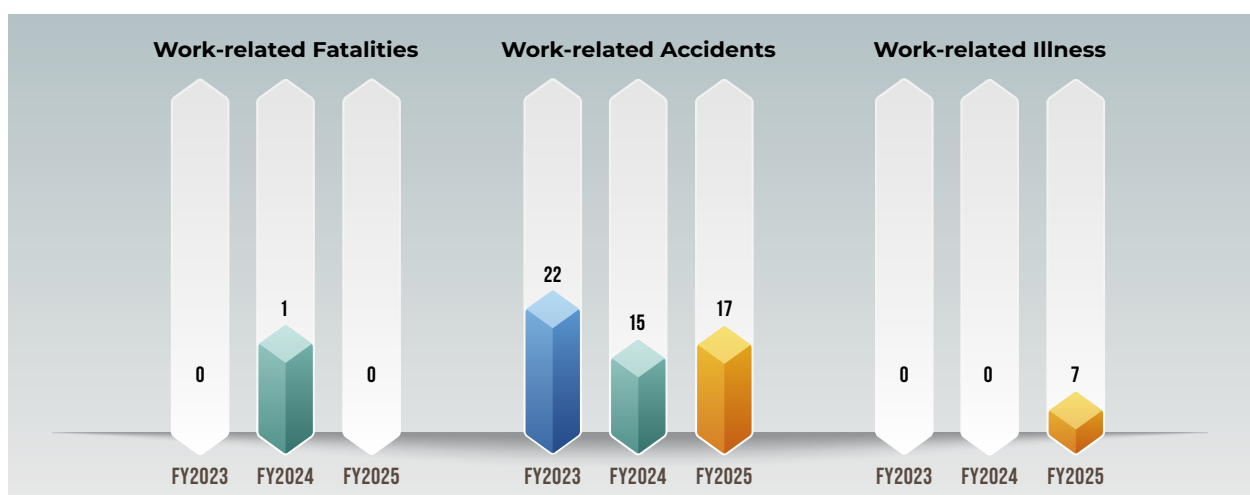
### Workplace Safety Performance

The Group continues to place strong emphasis on accident and illness preventions through the consistent implementation of the Hazard Identification, Risk Assessment and Risk Control framework across all operations. This structured approach allows for systematic identification, evaluation and control of workplace hazards and associated risks.



As part of our incident management process, every workplace accident and illness are formally investigated to determine its root cause and prevent recurrence. These investigations culminate in an Accident Investigation Report, and all occupational injuries, illnesses or poisoning cases are reported to the nearest DOSH office within seven working days, in full compliance with regulatory requirements.

### Group's Health and Safety Performance Data from FY2023 to FY2025

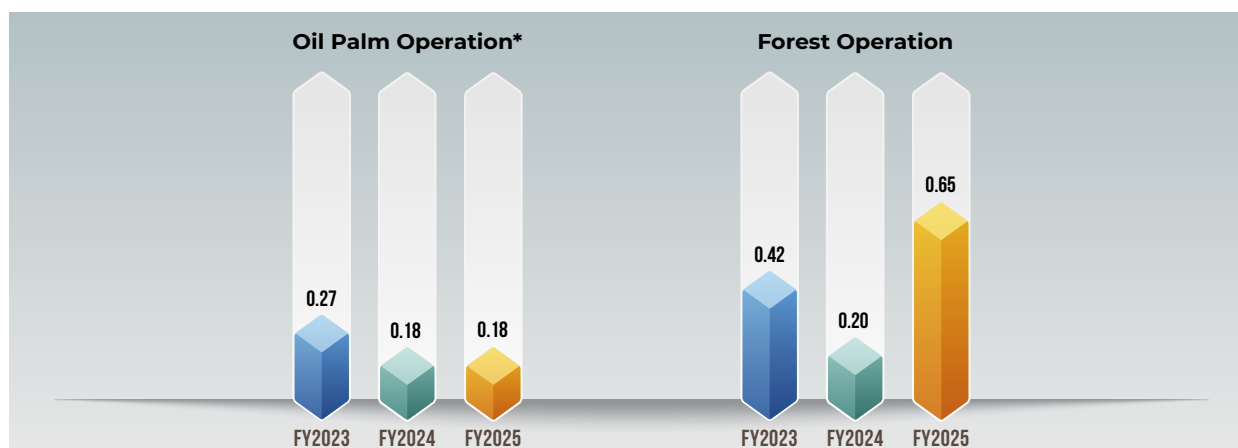


In FY2025, the Group recorded 7 cases of work-related illness, all of which were attributed to Noise-Induced Hearing Loss ("NIHL"). To address this issue, the Group has implemented comprehensive noise exposure monitoring by considering engineering controls, educating employees, selecting appropriate Personal Hearing Protectors and enforcing their use to minimise the risk of NIHL.

Through a combination of structured risk management, rigorous training and strong internal governance, the Group remains committed to continuously improving occupational health and safety outcomes and fostering a culture of prevention.

## SUSTAINABILITY STATEMENT

### Lost Time Incident Rate ("LTIR")



\* Note: The graph presents combined Oil Palm Operation data, which includes both Oil Palm Plantations and CPO Mills

### Number of Employees Trained on Health and Safety Standards

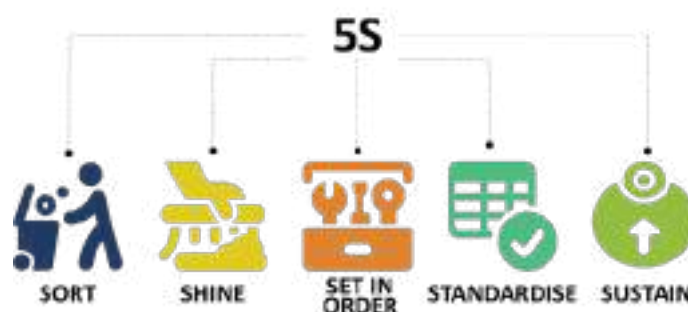
Health and Safety Standards Training	FY2023	FY2024	FY2025
Number of Employees	1,106	1,416	799

### Health and Safety Committee in FY2025

Operation Site	No. of Committee in Total	No. of Health & Safety Committee Member
Oil Palm Operation	28	405
Forest Operation	4	42

### Practicing 5S at Workplace

To further enhance safety, productivity and workplace hygiene, the Group has been practicing the 5S methodology—Sort, Set in Order, Shine, Standardise and Sustain—across all operational units. This lean management tool provides a structured and visual approach to creating organised, efficient and hazard-free work environments.



To promote employee engagement and continuous improvement, the Group organised an inter-mill 5S Competition. This initiative encouraged each mill to showcase their efforts in workplace organisation and safety enhancement, while reinforcing team ownership of the 5S principles. The competition served as both a recognition platform and a knowledge-sharing opportunity, reinforcing the role of 5S in cultivating a proactive safety culture.



As part of the 5S competition, our employees visited the award-winning mill to engage in collective learning—sharing best practices, addressing areas for improvement and reinforcing successful approaches together.

# SUSTAINABILITY STATEMENT

## 5. Growing Together: Empowering Through Care and Capability



**ESG Matters Covered:** ♦ *Community / Society* ♦ *Labour Practices and Standards*

(GRI 401-2, GRI 403-3, GRI 403-6, GRI 404-2)

We are committed to improving the overall quality of life of our workforce by investing in their well-being, professional development and personal growth. Our efforts go beyond meeting basic needs, focusing instead on fostering a supportive environment where employees can thrive both at work and in their personal lives.

### Medical Support and Basic Needs

To promote health and well-being, we provide free medical check-ups and basic healthcare services through on-site clinics located across our operations. These clinics are accessible not only to employees but also to members of the surrounding communities, reinforcing our broader social responsibility. In addition, we offer quality accommodation and essential amenities, including recreational facilities, playgrounds and communal spaces that contribute to a healthier and more balanced lifestyle.

### Work-Life Balance and Recreational Activities

Our Sports and Recreation Club (“SPARC”) plays a vital role in promoting physical and mental wellness among our employees. SPARC organised a wide range of activities throughout the financial year, including sports tournaments, festive celebrations, donation drives and company-wide events. These initiatives aimed to foster strong social connections, promote teamwork and support a healthy work-life balance. Employees were actively encouraged to participate in SPARC programmes, particularly team-building sessions that had proven effective in improving collaboration, communication and overall morale. Our diverse activities include mini sports, half marathons, fun runs, jogging sessions, mental health talks, basketball competitions, pickleball, badminton and festive celebrations such as Chinese New Year, Christmas and more. Through SPARC, we strive to create a vibrant and inclusive community that supports employee wellbeing in every aspect.



*Fostering Team Spirit and Well-being — Participants of the Company Badminton Competition, exemplifying our commitment to employee engagement and a healthy, sustainable workplace culture.*

### Support for Working Families

Supporting working families remains a key priority. We have established childcare centres and kindergartens at several of our plantation sites, enabling employees to access early childhood education and care services. These facilities reflect our recognition of every child’s right to education and help ease the burden on working parents.

Oil Palm Plantations	Centre	No. of Student
Lassa	Tabika KEMAS	26
Lassa	Nursery Centre (4 units)	103
Daro Jaya	Nursery Centre (4 units)	89

## SUSTAINABILITY STATEMENT

Oil Palm Plantations	Centre	No. of Student
Hariyama	Nursery Centre (4 units)	91
Sawai	Nursery Centre (3 units)	26
Kabang	Nursery Centre (2 units)	13
Eastern Eden	Nursery Centre (3 units)	66
Poh Zhen	Nursery Centre (1 unit)	48
Simalau	Nursery Centre (1 unit)	14
Total number of students		476



### Early Childhood Education – Community Learning Centre (“CLC”)

We established our first CLC in April 2025 at Hariyama Plantation. The CLC is a community-based institution designed to support working parents by providing early childhood education to the children. All children are taught by qualified teachers using a recognised educational syllabus. By investing in early education and community development, we reaffirm our commitment to the well-being of our workforce and the long-term sustainability of the communities.

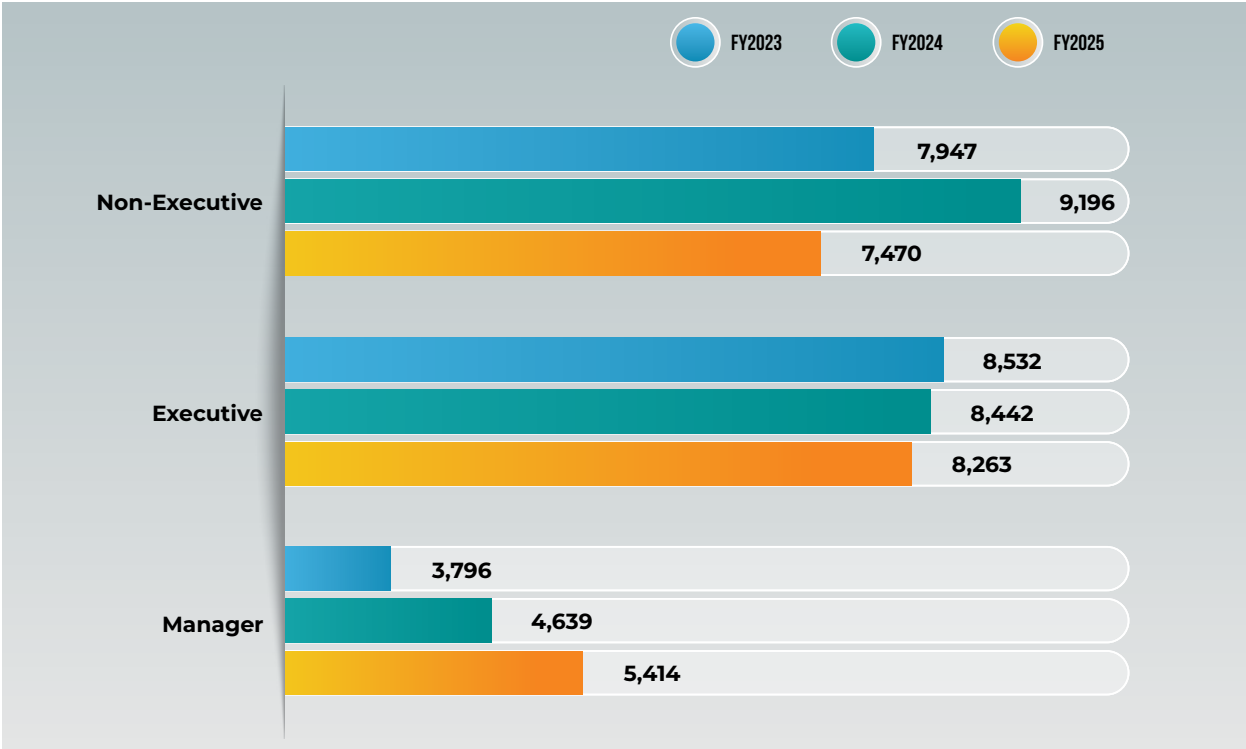


### Training and Capacity Building

Employee development is a cornerstone of our workforce strategy. We provide comprehensive training programmes tailored to various roles and competencies, including technical, leadership and soft skills development. These are delivered through a blend of in-person workshops, online modules and field-based learning, supported by both internal experts and external training partners.

# SUSTAINABILITY STATEMENT

Total Hours of Training by Employee Category



Our training programmes encompass a diverse range of topics aligned with the Group’s operational needs and sustainability commitments, including sustainability certifications, environmental protection, occupational health and safety, good agricultural practices, corporate governance, cybersecurity, e-invoicing, greenhouse gas protocols and firefighting. These initiatives are designed to enhance employee competencies while advancing the Group’s long-term goals of resilience, innovation and operational excellence.

As part of our environmental stewardship efforts, the Group collaborated with NREB, DOE and Universiti Putra Malaysia Bintulu Campus to deliver an Environmental Awareness Training session at our headquarters. Delivered by subject matter experts, the programme covered key topics including water quality management, climate change adaptation, carbon emissions, waste management and the Environmental Management Plan. The training reinforced alignment with relevant environmental regulations and the UNSDG.

To cultivate a respectful, inclusive and safe work environment, the Group conducted a Sexual Harassment Awareness Training, involving 380 employees from Sibu Head Office, plantations and mills. Delivered by experienced external facilitators, the sessions enhanced participants’ understanding of legal frameworks, company procedures and cultural considerations in preventing sexual harassment.

Forklift Safety, Operation and Inspection Training was held at Lassa and Wealth Houses CPO Mills. Conducted by a certified training provider, the sessions equipped 65 participants with both theoretical knowledge and hands-on skills in safe forklift operation, inspection protocols and compliance with applicable safety standards.

Additionally, to strengthen readiness for evolving sustainability disclosure requirements, the Group hosted a specialised internal training session on the National Sustainability Reporting Framework and the IFRS Sustainability Disclosure Standards (IFRS S1 and S2). It was attended by 48 employees including senior management. The session offered practical insights to support phased alignment with global ESG reporting standards, enhancing the Group’s transparency, accountability and compliance.

### TRAINING PROGRAMMES

**Environmental Awareness Training**  
In collaboration with NREB, DOE, and UPW covering regulatory compliance, climate change, waste management and biodiversity

**Sexual Harassment Awareness Training**  
For 380 employees to promote a respectful workplace

**Forklift Safety, Operation, and Inspection Training**  
For 65 participants to enhance operational safety

**NSRF and IFRS S1 & 2**  
Session for 48 employees, including senior management, to prepare for alignment with global ESG disclosure standards

## SUSTAINABILITY STATEMENT

### 30<sup>th</sup> Anniversary Celebration

In FY2025, we proudly celebrated our 30<sup>th</sup> anniversary—a major milestone in the Group's journey. The celebration brought together employees from across the organisation to reflect on shared achievements and strengthen the spirit of unity. Commemorative events included a special company-wide gathering and appreciation ceremonies to honour long-serving staff. This milestone served as a reminder of our collective growth and the enduring values that continue to guide us.

Since 1995  
**30 YEARS**  
**ANNIVERSARY**



By prioritising the welfare and development of our people, we aim to build a future-ready workforce that is engaged, skilled and aligned with our corporate values and long-term strategic vision.

## SUSTAINABILITY STATEMENT

### GOVERNANCE SUSTAINABILITY

#### *Upholding Accountability, Transparency and Ethical Excellence*

Our commitment to good governance is at the heart of building a responsible, resilient and future-ready organisation. It ensures that our values are reflected in our decisions, policies and conduct at every level of the Group. We operate with integrity, protect the interests of all stakeholders and pursue long-term value creation guided by strong ethical foundations and international governance standards. From anti-corruption efforts to data privacy, grievance redressal and ethical sourcing, our governance framework is built on accountability, transparency and continuous improvement.

#### 1. Integrity in Action: Fighting Corruption

##### **ESG Matters Covered: ♦ Anti-Corruption**

(GRI 2-15, GRI 2-23, GRI 2-26, GRI 205-1, GRI 205-2, GRI 205-3)

The Group maintains a zero-tolerance approach towards bribery, corruption and unethical conduct. Aligned with the Malaysian Anti-Corruption Commission Act 2009, including Section 17A (as amended in 2018) on corporate liability, the Group's Anti-Bribery and Corruption Policy prohibits all forms of bribery, gratification and facilitation payments.

To ensure compliance, 100% of employees completed ethics and anti-corruption training, while robust procurement controls—such as mandatory conflict-of-interest declarations, a three-quotation rule and formal tender processes—were enforced. The Anti-Bribery and Corruption Policy and related procedures are accessible in both English and Bahasa Malaysia through the corporate website and intranet.

Integrity is further promoted through the Group's Whistleblowing Policy, which provides secure and confidential channels for reporting misconduct. As a result of these measures, the Group reported zero incidents of corruption for FY2025, affirming its commitment to transparent and responsible governance.



Parameter		UoM	FY2023	FY2024	FY2025
<b>Employees trained on anti-corruption by employee category</b>	Manager	%	96.84	98.55	100.00
	Executive		32.99	57.66	100.00
	Non-executive		33.33	48.33	100.00
<b>Percentage of operations assessed for corruption related risks</b>			66.67*	100.00	100.00
<b>Confirmed incidents of corruption and action taken</b>		Number	0	0	0

\* Corrected data due to a typo in previous disclosure.

## SUSTAINABILITY STATEMENT

### 2. Safeguarding Trust: Protecting Data & Privacy

**ESG Matters Covered:** ♦ **Data Privacy & security**

(GRI 2-16, GRI 2-17, GRI 2-23, GRI 418-1)



The Group remains committed to upholding the highest standards of data privacy and information security. The Personal Data Privacy and Security Notice was established as a key policy framework to guide all employees in safeguarding confidential information obtained during the course of their duties. The policy aims to mitigate the risk of data breaches, unauthorised disclosures and potential consequences such as financial loss, operational disruption or reputational damage.

To enhance employee awareness and reinforce best practices, the Group conducted a series of cybersecurity webinars and regularly published practical guidance on the intranet throughout FY2025. These initiatives served as continuous reminders of employee responsibilities in maintaining data privacy and securing sensitive information.



Cyber Security Online Webinars.

As a testament to the effectiveness of these measures, the Group has not received any substantiated complaints concerning breaches of customer privacy or loss of customer data.

### 3. Voices Heard: Transparent Grievance Handling

**ESG Matters Covered:** ♦ **Grievances Procedure**

(GRI 2-16, GRI 2-25, GRI 2-26)



The Group upheld its commitment to transparent and impartial grievance resolution through the continued implementation of its Whistleblowing Policy and Complaint and Grievance Procedures. These mechanisms provide safe, confidential and accessible channels for stakeholders to report concerns without fear of retaliation.



A total of 10 grievance cases were recorded during the reporting year, primarily related to infrastructure and facility maintenance. All cases were promptly addressed and resolved with appropriate corrective actions.

The Group's swift and accountable response demonstrates its commitment to maintaining a safe, respectful and transparent environment for all stakeholders while reinforcing a culture of integrity and good governance.

## SUSTAINABILITY STATEMENT

### 4. Responsible Partnerships: Ethical Supply Chain

#### ESG Matters Covered: ♦ Supply Chain Management



(GRI 2-23, GRI 2-24, GRI 102-9, GRI 102-10, GRI 305-5, GRI 304-2, GRI 308-1, GRI 308-2, GRI 414-1, GRI 414-2)

We recognise that our responsibility for sustainability extends beyond the boundaries of our own operations to include the broader network of suppliers, contractors and business partners who support our value chain. Their role is vital in upholding the ethical, environmental and social standards we are committed to as a responsible business. Whenever possible and appropriate, the Group prioritises sourcing locally and supporting small and medium-sized enterprises.

Parameter	UoM	FY2023	FY2024	FY2025
Proportion of spending on local suppliers	%	99.99	99.97	100.00

To provide clarity and alignment across our supply chain, we have introduced a Sustainable Sourcing Policy (“SSP”). This policy sets out our expectations for third-party suppliers and contractors, particularly those involved in the sourcing of FFB, to operate in a manner that reflects our values and sustainability priorities. We actively communicate the requirements of the SSP to our suppliers through stakeholder meetings, briefings and ongoing engagement sessions to ensure understanding, alignment and commitment across all levels of the supply chain.

The SSP reinforces our dedication to environmental stewardship, fair labour practices and ethical business conduct. More than just a compliance tool, it is a foundation for building long-term, transparent and accountable relationships with our suppliers—ensuring that sustainability is embedded at every level of our supply chain.



We work collaboratively with our suppliers to guarantee transparency, particularly in the procurement of FFB. Our goal is to source 100% certified FFB and ensure our entire palm oil operation maintain its full MSPO certification.

FY2025, we achieved 99.95% traceability to the source, an improvement from 99.68% in the previous financial year, reflecting our continued efforts to strengthen data transparency and supply chain integrity. We are targeting 100% traceability by FY2026.

Parameter	UoM	FY2023	FY2024	FY2025
Percentage of FFB from sustainable sources	%	99.71	99.68	99.95
Percentage of FFB traceable to plantation		100.00	99.68	99.95

## SUSTAINABILITY STATEMENT

### 5. Certified for Sustainability: Commitment to Excellence

#### ESG Matters Covered: ♦ Sustainability Certification

(GRI 2-22, GRI 102-12, GRI 301-1, GRI 304-2, GRI 304-3, GRI 305-5, GRI 306-2, GRI 405-1)

Our commitment to transparency and accountability is underscored by our pursuit and maintenance of recognised sustainability certifications. These certifications not only validate our ESG efforts but also ensure alignment with international best practices and stakeholder expectations.

We undergo annual audits and third-party verifications to assess compliance, drive improvements and ensure our governance frameworks remain robust and future-ready.

#### Forest Management Certification

The Group remains committed to responsible forest stewardship, in full compliance with the Sarawak State Government's requirement for Forest Management Certification across all long-term forest timber licenses.

In the previous financial year, all three of the Group's FMUs successfully attained certification under the Malaysia Criteria and Indicators for Sustainable Forest Management ("MC&I SFM"), administered through the Malaysian Timber Certification Scheme.

The MC&I SFM certification reflects the Group's proactive approach to balancing timber production with environmental conservation and social responsibility, further reinforcing its commitment to sustainable natural resource management.



Surveillance audit at FMUs T/3370 & T/3371.



#### Malaysian Sustainable Palm Oil ("MSPO")

As part of the Group's ongoing commitment to sustainable palm oil production, all of the Group's plantations and mills remain fully certified under MSPO certification scheme. As a nationally mandated standard, MSPO promotes sustainable practices across Malaysia's palm oil sector and supports alignment with international ESG benchmarks.

With the formal implementation of the updated MSPO 2.0 standard (MS 2530:2022) in 2025, the certification framework has entered a new phase marked by enhanced requirements on sustainability, traceability and ethical governance. This revised standard aligns closely with global sustainability frameworks and introduces strengthened controls in the following key areas:

- Enhanced environmental safeguards and biodiversity protection;
- Clear guidelines on GHG emissions management and energy efficiency;



## SUSTAINABILITY STATEMENT

- Integration of the HCV concept to preserve areas of environmental, cultural and social importance;
- Expanded stakeholder and community engagement provisions;
- Strengthened compliance with labour standards, human rights and anti-corruption measures;
- Comprehensive traceability mechanisms, now embedded under Principle 2.



MSPO external audit in progress.



### Advancing Sustainable Palm Oil Through International and National Certification



To further advance sustainability goals and align with global best practices, the Group achieved a significant milestone in FY2024 by certifying all four of its CPO mills under the ISCC EU scheme.

Aligned with the European Union Renewable Energy Directive (“RED II”), this certification confirms the Group’s adherence to stringent international requirements on traceability, waste utilisation and GHG emissions reduction across the renewable energy supply chain.

Through ISCC EU, the mills have been certified as Points of Origin, enabling them to supply certified waste-based feedstocks such as POME oil and EFB oil. These by-products, classified as waste and processing residues, are eligible for conversion into renewable fuels in compliance with European biofuel market standards. This supports the Group’s efforts in advancing circular economy practices by valorising palm-based waste streams.

Additionally, Wealth Houses CPO Mill received recognition under the Italian National Sustainability Certification Scheme for Biofuels

and Bioliquids, certified by SGS Italia S.p.A. The certification validates the mill’s operations as both a Producer of Waste and a Producer of Intermediate Products, particularly in converting POME into POME oil for renewable energy applications.

These internationally recognised certifications strengthen the Group’s existing sustainability framework—complementing MSPO compliance—and enhance operational transparency, traceability and environmental stewardship.

Collectively, these certifications contribute meaningfully to the Group’s broader sustainability and ESG objectives by:

- Promoting efficient resource use and minimising waste through by-product valorisation;
- Reducing GHG emissions along the downstream value chain;
- Enhancing traceability and accountability across the palm oil and forestry supply chains;
- Improving market access to certified renewable energy sectors in the European Union;
- Demonstrating compliance with both national and international sustainability standards.

In FY2025, the Group sustained full certification across all forestry and palm oil operations under recognised national and international sustainability frameworks. The Group’s certifications—MC&I SFM, MSPO 2.0, ISCC EU and the Italian National Biofuels Scheme—underscore its commitment to responsible resource management, emissions reduction, traceability and long-term environmental and social stewardship.



Italian National Sustainability Certification Audit (Wealth Houses CPO Mill).

## SUSTAINABILITY STATEMENT

### ECONOMIC SUSTAINABILITY

#### *Driving Responsible Growth for Long-Term Value*

Our approach to economic sustainability goes beyond financial performance. We are committed to building resilient, future-ready businesses that contribute meaningfully to society and the environment. By embedding sustainability into our business strategies and operations, we ensure that growth is not pursued at the expense of people or the planet. Instead, we focus on creating shared value — strengthening our competitiveness while supporting inclusive, ethical and environmentally responsible progress across our value chain.

#### **First in Quality: Elevating Standards Across Operations**

The Group is committed to delivering high-quality palm oil products that meet and exceed customer expectations. This commitment begins with consistent application of best agricultural practices across our estates to ensure superior raw materials. Our milling processes are then designed to optimise efficiency and preserve product integrity through strict operational standards and constant monitoring.

We further support our product quality goals through strategic investments in advanced technology and machinery. All our mills feature laboratories that conduct rigorous testing of finished products, to ensure compliance with our stringent internal specifications and all applicable regulations.

Through structured quality control, systematic process management, and an unwavering focus on operational excellence, the Group is able to deliver consistently high product standards.

#### **Economic Performance**

In the reporting year, our employees (through their various services in the Group) were recipients of RM123.9 million in employee benefits. The Group also contributed over RM136.7 million to the government through various taxes, including windfall tax, cesses and logs royalty.

From the total revenue of RM1,166.7 million, 32% or RM374.3 million was channelled to the purchase of spare parts, diesel, vehicles, fertilisers and chemicals, repair and maintenance and payment of utilities and office supplies to meet the needs of the overall business. This had helped the local economy both directly and indirectly. The Group also actively purchased FFB from the surrounding plantations and smallholders to the tune of RM139.8 million during the year.

### **MOVING FORWARD**

The Group remains committed to advancing sustainability across all aspects of our business. We will continue to uphold strong governance principles, foster social responsibility and enhance our environmental stewardship. Through ongoing engagement and continuous improvement, we aim to create lasting value for all stakeholders and contribute to a sustainable future.

## SUSTAINABILITY STATEMENT

### BURSA ESG PERFORMANCE DATA TABLE

Indicator	Measurement Unit	FY2023	FY2024	FY2025
<b>Bursa (Anti-corruption)</b>				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Management	Percentage	96.84	98.55	100.00
Executive	Percentage	32.99	57.66	100.00
Non-executive/Technical Staff	Percentage	33.33	48.33	100.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	66.67	100.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0
<b>Bursa (Community/Society)</b>				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	-	912,372.91	1,598,239.87
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	-	17869	20878
<b>Bursa (Diversity)</b>				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Management Under 30	Percentage	0.00	0.00	0.00
Management Between 30-50	Percentage	50.00	48.33	50.41
Management Above 50	Percentage	50.00	51.67	49.59
Executive Under 30	Percentage	15.92	15.09	16.56
Executive Between 30-50	Percentage	62.94	63.45	63.80
Executive Above 50	Percentage	21.14	21.46	19.64
Non-executive/Technical Staff Under 30	Percentage	24.72	23.28	25.24
Non-executive/Technical Staff Between 30-50	Percentage	57.87	58.95	64.80
Non-executive/Technical Staff Above 50	Percentage	17.41	17.77	9.96
Gender Group by Employee Category				
Management Male	Percentage	88.14	86.67	85.95
Management Female	Percentage	11.86	13.33	14.05
Executive Male	Percentage	66.17	66.04	63.58
Executive Female	Percentage	33.83	33.96	36.42
Non-executive/Technical Staff Male	Percentage	82.92	83.92	80.16
Non-executive/Technical Staff Female	Percentage	17.08	16.08	19.84
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	62.50	66.67	66.67
Female	Percentage	37.50	33.33	33.33
Under 30	Percentage	0.00	0.00	0.00
Between 30-50	Percentage	25.00	11.11	11.11
Above 50	Percentage	75.00	88.89	88.89

## SUSTAINABILITY STATEMENT

Indicator	Measurement Unit	FY2023	FY2024	FY2025
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	146950.39	160782.46	163679.44
Bursa (Health and safety)				
Bursa C5(a) Number of work-related fatalities	Number	0	1	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.28	0.19	0.20
Bursa C5(c) Number of employees trained on health and safety standards	Number	1106	1416	799
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category				
Management	Hours	3796	4639	5414
Executive	Hours	8532	8442	8263
Non-executive/Technical Staff	Hours	7947	9196	7470
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.86	0.84	2.52
Bursa C6(c) Total number of employee turnover by employee category				
Management	Number	3	8	12
Executive	Number	15	27	27
Non-executive/Technical Staff	Number	84	148	165
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	99.99	99.97	100.00
Bursa (Data privacy and security)				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0
Bursa (Water)				
Bursa C9(a) Total volume of water used	Megalitres	1339.56	1871.06	2082.28
Bursa (Waste management)				
Bursa C10(a) Total waste generated	Metric tonnes	374687.92	477308.96	508053.10
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	374505.21	476416.63	507217.88
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	182.71	892.33	835.22
Bursa (Emissions management)				
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	97642.13	126353.26	122933.39
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	50.23	46.99	41.68
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	-	-	672.86

## SUSTAINABILITY STATEMENT

### GLOBAL REPORTING INITIATIVES (“GRI”) INDEX

#### GRI Content Index

Statement of use	Jaya Tiasa Holdings Berhad has reported the information cited in this GRI content index for the period 1 <sup>st</sup> July 2024 - 30 <sup>th</sup> June 2025 with reference to GRI Standards.
GRI used	GRI 1: Foundation 2021

GRI Standard		Disclosure	Section	Location (Page Number)
General Disclosures				
GRI 2: General Disclosures 2021	2-1	Organizational details		4, Back Cover
	2-2	Entities included in the organization’s sustainability reporting		27
	2-3	Reporting period, frequency and contact point		27, Back Cover
	2-4	Restatements of information		-
	2-5	External assurance		27
	2-6	Activities, value chain and other business relationships		27
	2-7	Employees		52
	2-8	Worker who are not employees		51
	2-9	Governance structure and composition		75, 76, 77, 78, 79, 80, 81
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	2-23	Policy commitments		<a href="http://www.jayatiasa.net">www.jayatiasa.net</a>
	2-24	Embedding policy commitments		27, 28
	2-25	Processes to remediate negative impacts		31, 62
	2-26	Mechanisms for seeking advice and raising concerns		76
	2-27	Compliance with laws and regulations		-
	2-28	Membership associations		-
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GRI 3: Material Topics 2021	3-1	Process to determine material topics		28
	3-2	List of material topics		27, 28
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	303-2	Management of water discharge-related impacts	Every Drop Matters: Advancing Water Stewardship	40, 48
	303-3	Water withdrawal		48
	303-4	Water discharge		40, 48
	303-5	Water consumption		48
GRI 13.6: Pesticides Use	13.6.1	Pest Management plan and actions taken to prevent, minimize and remediate negative impacts, and plans to switch to less hazardous pesticides		47
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GRI 304: Biodiversity 2016	304-1	Operational sites in or near areas of high biodiversity value	Safeguarding Forests: NDPE and Fire Risk Mitigation	42
	304-2	Significant impacts of activities on biodiversity	Living in Harmony: Biodiversity and Wildlife Conservation	40, 42, 47, 64, 65

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	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Responsible Partnerships: Ethical Supply Chain	42
GRI 102: General Disclosures	102-12	External Initiatives	Certified for Sustainability: Commitment to Excellence	65
Emissions Management				
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Towards Net Zero: Driving Climate Action	33, 40
	305-2	Energy indirect (Scope 2) GHG emissions	Safeguarding Forests: NDPE and Fire Risk Mitigation	33
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	305-4	GHG emissions intensity	Responsible Partnerships: Ethical Supply Chain	33
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GRI 102: General Disclosures	102-12	External Initiatives	Certified for Sustainability: Commitment to Excellence	65
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GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Closing the Loop: Managing Waste	33, 37
	306-2	Management of significant waste-related impacts	Towards Net Zero: Driving Climate Action	33, 37, 40, 47, 65
	306-3	Waste generated	Protecting Waterways: Responsible Effluent Management	40
	306-4	Waste diverted from disposal	Nurturing the Earth: Sustainable Agrochemical and Soil Practices	37
	306-5	Waste directed to disposal		37, 40
GRI 102: General Disclosures	102-12	External Initiatives	Certified for Sustainability: Commitment to Excellence	65
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GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Communities First: Creating Shared Value	53
	203-2	Significant indirect economic impacts		53
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programmes		53

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GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Dignity at Work: Respecting Rights and Elevating Standards	49
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Growing Together: Empowering Through Care and Capability	49, 58
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee		-
	404-2	Programmes for upgrading employee skills and transition assistance programmes		58
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GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Safety in Action: Fostering Healthy Workplaces	54
	403-2	Hazard identification, risk assessment and incident investigation	Growing Together: Empowering Through Care and Capability	54
	403-3	Occupational health services		54, 58
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	403-5	Worker Training on Occupational Health and Safety		54
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	403-10	Work-related ill health		54
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GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	Unity in Diversity: Empowering Inclusion at Every Level	49, 52
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