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PLANTATION
Genting Tenegang Estate, Sabah



DOWNSTREAM MANUFACTURING
Genting MusimMas Refinery, Sabah



PROPERTY
Genting Indahpura Estate, Johor



AGTECH
ACGT Laboratories at Mranti, Bukit Jalil

BASIS OF THIS REPORT

Genting Plantations Berhad (“Group”) is proud to present its 9th standalone Sustainability Report (“Report”) which covers updates on the progress of sustainability issues material to both its stakeholders and the Group.

This Report outlines our Environmental, Social and Governance (“ESG”) performance in FY2024, key initiatives and achievements, as well as the sustainable practices put in place in our business strategies and operations. In addition, this Report details the risks and opportunities of our sustainability material matters, encompassing ESG and economic challenges in the year under review. Our decisions and actions will continue to be guided by our strategies, frameworks and initiatives which are aligned with the Group’s Four-Pillared Sustainability Agenda (“Sustainability Agenda”).

Reporting Scope and Boundary

The reporting period of this Report is from 1 January to 31 December 2024, unless stated otherwise. This Report is issued annually.

Unless otherwise stated, the scope and boundary of this Report encompass all the Group’s operations, including Plantation Division, Downstream Manufacturing Division, Property Division and Agriculture Technology (“AgTech”) Division.

Comparative historical data have been included where applicable. Relevant targets and key performance indicators have been set, monitored and disclosed in the Report to the best of our ability.

Guidelines and Standards

This Report has been prepared using the following global and local sustainability reporting framework, standards and guidelines:

- Bursa Malaysia’s Main Market Listing Requirements
- Bursa Malaysia Sustainability Reporting Guide (3rd edition)
- Global Reporting Initiative (“GRI”) Universal Standards 2021
- United Nations Sustainable Development Goals (“UN SDGs”)

Assurance

To ensure accountability, this Report has been endorsed by GENP Board of Directors on 28 February 2025. The greenhouse gas (“GHG”) data has undergone an International Sustainability and Carbon Certification (“ISCC”) external audit while other selected data have been verified by Internal Audit. This Report has not been externally assured. The Group aims to seek independent third party assurance in the future.

Materiality Assessment

The content of this Report was prepared based on the material matters identified through our materiality assessment. A materiality assessment was conducted in 2024 to ensure that the material matters remain relevant.

For more information on our material matters, please refer to pages 17 to 18.

Feedback

We recognise meaningful progress in our sustainability journey, whereby our reporting is achieved through awareness, responsiveness and inclusivity in our stakeholder engagement. As such, we welcome and value any comments, questions, or suggestions regarding this Report, which can be submitted to gpbinfo@gentingplantations.com

FORWARD-LOOKING STATEMENTS

This Report includes forward-looking statements concerning the Group’s direction, strategies and current and future initiatives, which are linked to both financial and non-financial performance. The use of terms such as “expects”, “targets”, “intends”, “anticipates”, “believes”, “estimates”, “projects”, “should” and similar expressions does not guarantee the Group’s future operational or financial performance, as they reflect the current landscape. These statements are subject to risks and uncertainties, where actual results may differ materially due to global, national and regional economic and social conditions.

Notes:

- The term “Genting Plantations” refers to Genting Plantations Berhad and the terms “we”, “us”, “our”, “Group”, “Organisation”, “GENP” and “the Company” refer to Genting Plantations and are applicable to its direct or indirect subsidiaries as a group.
- Additional information relating to GENP not incorporated herein can be found in our Integrated Annual Report 2024 (“IAR 2024”) and disclosures available on our website, www.gentingplantations.com



Scan here to view
more about GENP

MESSAGE FROM THE PRESIDENT & CHIEF OPERATING OFFICER



Dear Stakeholders,

We are pleased to present this Report which highlights our ongoing commitment to sustainable practices and progress in creating long-term value for our stakeholders, the environment, and society. During the past year, Genting Plantations continued to stay agile and attune to emerging trends and the expectations of stakeholders, while staying true to our Four-Pillared Sustainability Agenda.



Palms in fields planted with GENP's GT-9 seeds.

Our commitment to our Sustainability Agenda remains unwavering. As we navigate an increasingly challenging and interconnected world, we acknowledge that sustainability is not just a responsibility, but also a fundamental driver of our business success. Hence, sustainability remains a key focus in shaping our operations and decisions. Guided by the Genting Core Values of 'Hard Work, Honesty, Harmony, Loyalty and Compassion', alongside our Four-Pillared Sustainability Agenda, Genting Plantations endeavours to create value across the environment, marketplace, community, and workplace.

In the year under review, we continued to pursue our climate action plan and engage with our stakeholders to respond to their needs, so as to generate positive impacts and sustainable value for our business and stakeholders.

ADDRESSING OUR CARBON IMPACT

Being in the plantation industry gives us the opportunity to contribute to the transition to a low-carbon economy. We remain steadfast in achieving carbon neutrality by 2030 by conforming to no deforestation, conserving forests and protecting our biodiversity. This is underpinned by our Zero-burning Policy for any land-clearing activities, and the 'No Deforestation, No Peat and No Exploitation' ("NDPE") Policy, which practices have been part of our operations for more than a decade. This ensures that our palm products remain unrestricted in markets that endorse the NDPE agenda. Our sustainable practices are extended to our suppliers, who are required to comply with our Sustainability Policy and Environmental Policy.

Within our operations, we have undertaken various initiatives to reduce our carbon footprint and improve environmental stewardship. Efforts such as integrating GHG-reducing technologies, establishing methane gas capture plants, and adopting cleaner energy sources are being explored for implementation across our mills and estates. Meanwhile, works on the first methane gas capture plant at Genting Ayer Item Oil Mill has since commenced during the year.

Enhanced sustainable land management practices and improving energy, waste and water management are also practised widely in our operations. Additionally, we aim to reduce our water-use intensity by 2050 by harvesting rainwater and incorporating innovative technologies into our water consumption and management.

Furthermore, we will also be taking steps to enhance our climate-related disclosures by identifying risks and opportunities, hence allowing us to further strengthen our climate action strategies and to ensure that our business will be climate resilient in the long term and future-ready. With this, our climate reporting will then be aligned to the International Financial Reporting Standards ("IFRS") S2 Climate-related Disclosures within the time frame required by Bursa Malaysia.

PROTECTING OUR PEOPLE

Our employees and workers are the backbone of our organisation. To ensure that we protect our people, we uphold human rights and labour standards across our operations, a fundamental principle at Genting Plantations. All our operational practices adhere to local, national and international human rights standards, including internationally recognised practices. In addition, we comply with all the local laws where we operate.

Message from the President & Chief Operating Officer

As part of our efforts to uphold human rights and labour standards, we strive to keep our people safe and ensure that everyone goes home safely.

This is done through prioritising occupational health and safety in all our mills, estates and offices. To drive a positive health and safety culture, we conduct health and safety training sessions, including implementing awareness initiatives, for employees and workers. We also equip our operational sites with healthcare facilities that are accessible by both our employees and the local community. On this note, I am pleased to put on record that Genting Indah Estate again won an award by the National Council for Occupational Safety and Health. The award, 2023 National Occupational Safety and Health (Plantation Category), is a testament to our diligent health and safety practices. Moving ahead, we are currently transitioning our practices to the requirements of ISO 45001:2018, and target to attain the certification by 2025.

UPHOLDING GOOD GOVERNANCE AND TRACEABILITY

In our commitment to remaining a sustainable palm oil company, we are dedicated to ensuring transparency and traceability in our supply chain. This is done through complying with best practices and the strict criteria set by sustainable certification bodies, such as the Roundtable on Sustainable Palm Oil ("RSPO"), Malaysian Sustainable Palm Oil ("MSPO") and the Indonesian Sustainable Palm Oil ("ISPO"). In February 2024, another one of our oil mills in Indonesia, namely KIU Oil Mill located in Central Kalimantan, along with its supply bases, was RSPO-certified.

As part of our sustainable palm oil production journey, we conduct ESG risk assessments on our suppliers and encourage them to strive for similar certifications. To maintain a responsible supply chain, all our plantation initiatives are fully traceable, ensuring that our customers are informed of the sustainable and responsible origins of our raw materials.

In addition, we maintain regular engagement with our suppliers through the Supplier Engagement Programme for the supply of fresh fruit bunches and crude palm oil to support the Group's sustainable sourcing strategy while promoting ongoing improvements in palm oil production and supply chain operations. By prioritising transparency, accountability and ethical practices, we hope to build trust and maintain constructive relationships with our stakeholders with the aim of ensuring that their perspectives will eventually be in line with our sustainability actions.

As a responsible corporate citizen, we ensure that our operations and activities comply with high standards of integrity and strong governance. We maintain a zero-tolerance approach against bribery and corruption and ensure that our stance is clearly communicated to our Board of Directors ("Board"), employees, suppliers and business partners.

In 2024, we conducted two risk assessment exercises related to corruption, and I am pleased to report that we have once again maintained zero incidents with no significant risks of corruption found in our operations due to stringent procedures in place.

We remain guided by our Anti-Bribery and Corruption System ("ABCS") Policy, which is accessible to all employees. Our Board has consistently attended ABCS training since 2022, while our employees are provided with comprehensive anti-bribery and anti-corruption training annually. In 2024, three Board members as well as employees, including newly onboarded employee, attended anti-bribery and anti-corruption training.

GOING FORWARD

Our sustainability journey is not static; it is constantly evolving, driven by a culture of innovation and collaboration, and a shared responsibility to the planet and its stakeholders. By leveraging on the latest technologies, fostering partnerships with industry leaders and adopting related global sustainability frameworks, we continue to gain traction in our various initiatives and expand our impact.

The strides we have taken over the years to embed sustainability into every fabric of our operations have laid a solid foundation, positioning us well to be resilient in the face of future challenges, ESG included, and in addressing global demands. In recognition of our accomplishments thus far, Genting Plantations was accorded the 2024 National Corporate Governance and Sustainability Award ("NACGSA"), which is an award by the Minority Shareholders Watch Group ("MSWG") to the top 50 public listed companies for exemplary corporate governance and sustainability practices. Indeed, this acknowledgement will further motivate the team to remain committed to enhancing our strategies and initiatives and to be forward thinking, while continuing to push boundaries of what is possible in sustainability.

Last but not least, I would like to thank all our stakeholders as well as our workforce for their support, dedication and commitment to our sustainability journey. It is a journey of many challenges, but together, with passion and a sense of responsibility, we can make meaningful changes to achieve the Group's goal of creating a sustainable future for all stakeholders.

Thank you.

TAN WEE KOK

28 February 2025

GENTING PLANTATIONS BERHAD AT A GLANCE

This section summarises our commitments and achievements in 2024, as well as outlines our targets for managing the Company's sustainability risks and opportunities.

PEOPLE & COMMUNITY

Commitment: No Exploitation

Target

- Workers are not exploited and no child labour in the production of palm oil
- Local communities are not negatively affected in the production of palm oil and Free, Prior and Informed Consent ("FPIC") on new development
- Smallholders are not exploited in the production of palm oil
- Commitment to No Exploitation and child labour in the supply chain

2024 Progress

- Provided decent living wages
- Upgraded living quarters in 2024
- No issues on food and water security in workers' housing in 2024
- Resolved more than 90% of issues through regular workers committee meetings
- Established and implemented an independent grievance mechanism, "Careline" supported by an independent third party
- No development in 2024 that required FPIC
- Assisted successfully and increased the number of smallholders supplying to Genting Jambongan Oil Mill in obtaining RSPO certification
- Secured commitment from Fresh Fruit Bunch ("FFB") suppliers on No Forced Labour compliance

Commitment: Diversity & Inclusion

Target

- No discrimination, and increase numbers of women in management and Board for equal opportunities

2024 Progress

- 19% of women in management and 20% of women in Board

Commitment: Community Investments

Target

- Provide jobs to locals wherever possible
- Ensure livelihood, food and water security
- Educate future generations

2024 Progress

- More than 70% of workforce are local
- No issue on food and water security in 2024
- Supported 151 schools in and close to our operations
- Awarded scholarships – 17 undergraduates received the Tan Sri (Dr.) Lim Goh Tong Endowment Fund

Commitment: Safety & Health

Target

- Zero Fatality
- Reduce High Consequence Work-Related Injury ("HCWRI") Rate
- Reduce Recordable Work-Related Injury ("RWRI") Rate

2024 Progress

- 0 fatality in Malaysia. 2 fatalities in Indonesia. Fatalities Rate: 0.05 per one million man-hours worked
- HCWRI Rate: 0.04 per one million man-hours worked (Malaysia + Indonesia)
- RWRI Rate: 2.59 per one million man-hours worked (Malaysia)
- RWRI Rate: 19.76 per one million man-hours worked (Indonesia)

ENVIRONMENTAL

Commitment: No Deforestation & No Peat

Target

- No clearing in High Conservation Value ("HCV") and High Carbon Stock ("HCS") or peat areas
- No clearing in HCV and HCS or peat areas in the supply chain

2024 Progress

- Monitored about 30,000 hectares ("ha") of conservation areas including HCV and HCS areas via satellite remote sensing and drone. In 2024, there was "zero" HCV and HCS land-clearing cases.
- Monitored and tracked 10% of our FFB suppliers proactively, implementing a robust "No Deforestation & No Peat" policy across our supply chain.

Commitment: Waste Management

Target

- Comply with National Biochemical Oxygen Demand ("BOD") and Chemical Oxygen Demand ("COD") target

2024 Progress

- Complied with the National targets

Commitment: Water Stewardship

Target

- Reduce water-use intensity by 2050.
- Establish annual targets to reduce water consumption by 1%

2024 Progress

- Conducted water risk analysis of all water sources in our operating units, no water risk revealed
- Measured and optimised water-use intensity

Commitment: Climate Change/ Energy

Target

- Achieve Group Carbon Neutrality by 2030.
- Reduced GHG emissions year-on-year.
- Optimised energy-use intensity
- Optimised inorganic fertiliser

2024 Progress

- Installed belt press plant to reduce GHG. Commenced construction of methane capture plant in 2024.
- GHG Total: 2023: 188,944 tCO₂eq vs 2024: 223,635 tCO₂eq
- Generated 1,438 MJ/mt for all divisions
- Supplemented inorganic fertiliser with biomass (2023: 1.4 million mt vs 2024: 1.2 million mt)

Commitment: Zero Burning

Target

- Zero case of open burning
- Zero case of open burning by supply chain

2024 Progress

- No open burning cases in 2024
- Invested significantly in establishing fire hotspot monitoring and firefighting awareness and training programmes
- Conducted training for local communities yearly
- Conducted socialisation programmes with local communities and smallholders yearly
- Secured commitment from FFB suppliers supplying to GENP mills to comply with GENP's Zero Burning Policy

Commitment: Integrated Pest Management

Target

- Comply with RSPO requirements on the use of WHO Class 1A and 1B, including paraquat
- Total ban on the use of chemicals listed under the Stockholm Convention and Rotterdam Convention

2024 Progress

- Phased out the use of paraquat in the Group's Malaysia operations
- Banned procurement and application of chemicals listed under the Stockholm and Rotterdam Conventions

Genting Plantations Berhad at A Glance

GOVERNANCE

Commitment: Board Leadership and Effectiveness

Target

- Ensure sustainable long-term growth

2024 Progress

- Established ESG-related KPIs for Senior Management
- Zero bribery and corruption cases
- 94% of employees have attended ABCS training in 2024

SUSTAINABILITY CERTIFICATIONS

Commitment: Certification

Target

- 100% RSPO certified
- 100% ISCC certified
- 100% MSPO certified
- 100% ISPO certified

2024 Progress

- RSPO: 100% certified in Malaysia
- RSPO: 104,977 ha/217,420 ha (48% certified)
- RSPO: 4,151 ha/25,459 ha (16% plasma certified)
- RSPO: 25/33 estates
- RSPO: 10/13 oil mills
- RSPO: 1/1 refinery
- RSPO: 2/2 biodiesel plants
- ISCC: 100% certified (Malaysia)
- MSPO: 100% certified (Malaysia)
- ISPO: 5/12 Perseroan Terbatas, 42% certified (Indonesia)
- ISPO: 4/6 oil mills

SUSTAINABLE SUPPLY CHAIN

Commitment: Traceability

Target

- 100% Traceability to Mill (CPO Suppliers)
- 100% Traceability to Plantation (FFB Suppliers) by 2026
- 100% Traceability to Plantation – External Mills by 2030

2024 Progress

- 91.51%
- 99.77%
- 77.45%

EXTERNAL RATINGS



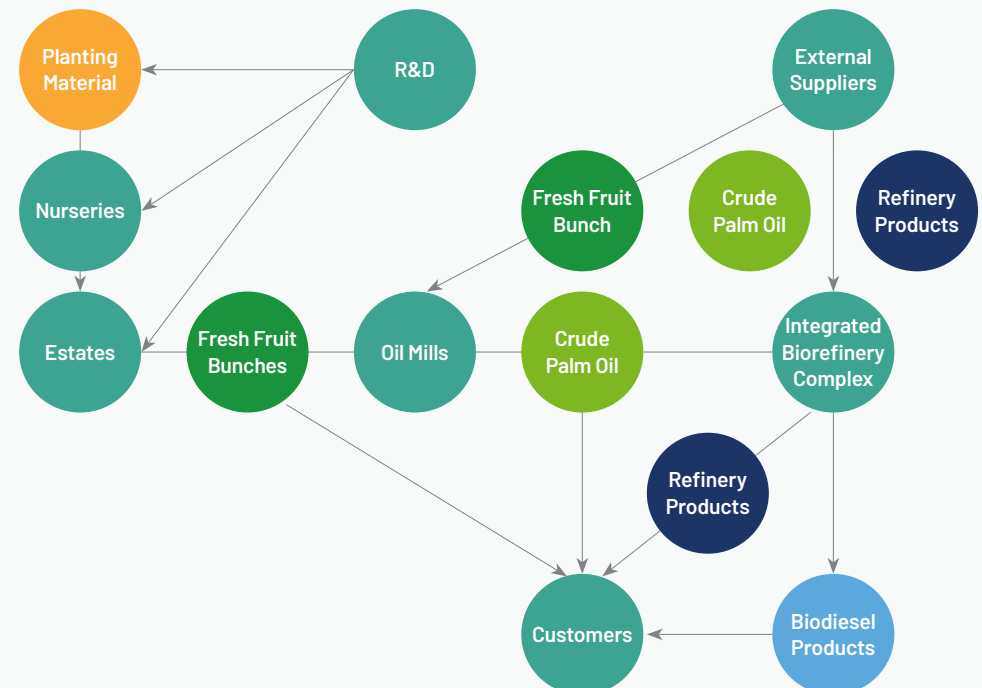
SPOTT

Overall score 78.3%, Ranked 25 out of 100 companies.

A free online platform assessing commodity producers, processors and traders on their public disclosure regarding their organisation, policies, and practices related to ESG issues. A higher score indicates that a company is relatively more transparent when compared to others with lower scores. SPOTT indicators consider the public availability, quality and scope of policies, commitments, operational data, and reporting of activities undertaken by companies to meet their targets. SPOTT does not score the implementation of policies on the ground.

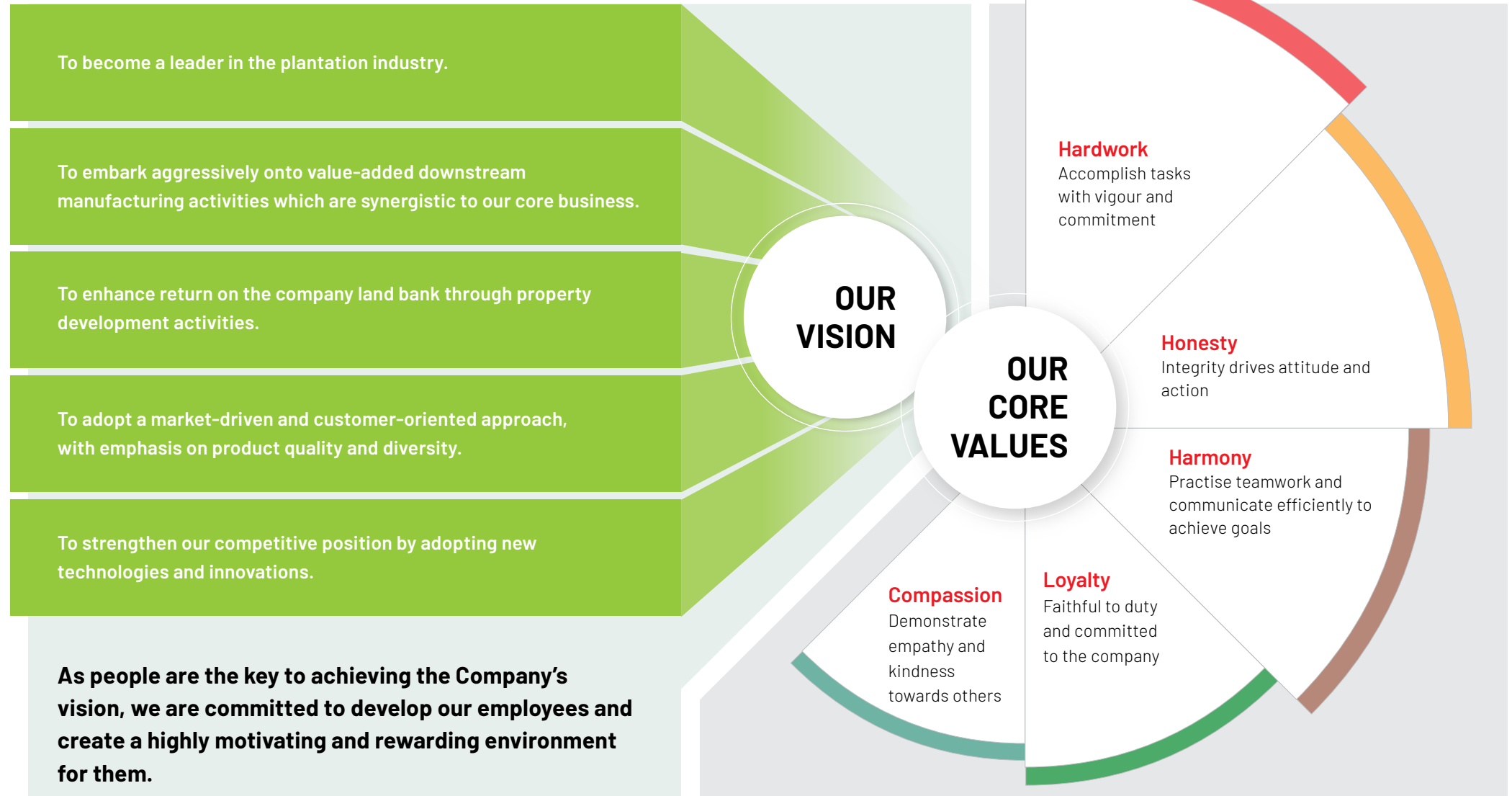
VERTICALLY INTEGRATED PALM OIL PRODUCER

GENP's sustainability strategy is guided by the Group's overarching Four-Pillared Sustainability Agenda. Integrated into all business functions and employees' roles and responsibilities, the Sustainability Agenda also serves as a framework for our business partners locally and within the regions we operate in. Our endeavour to embrace and demonstrate the concepts of the four pillars through our strategies and initiatives enables us to manage risks and opportunities, as we seek to continuously create sustainable value for our stakeholders.



ABOUT GENTING PLANTATIONS BERHAD

We Strive:



HOW GENTING PLANTATIONS CREATES VALUE

As a company with its principal business in oil palm plantation across Malaysia and Indonesia, Genting Plantations Berhad is continuously striving to become an innovative leader in the plantation industry. Our Group has continuously focused on leveraging our expertise, experience and assets to build long-term value creation for our Group and our stakeholders.

With a customer-oriented and market-driven approach to creating and sustaining value, our Group has made strides in innovation and business activities that have continuously supported Our Vision to become a leader in the plantation industry, alongside the transformation through agriculture technology, and the unlocking of value through property development.

In line with our shifting view of value creation beyond merely financial profits, our Group is now on an integrated thinking journey, applying multi-capital approach to drive our long-term value creation.

Genting Plantations' Six Capitals of Value Creation



Financial Capital

Funds available to Genting Plantations for the management and provision of assets obtained via financing such as equity, debt, grants or any money generated through Genting Plantations' business operations or investments



Manufactured Capital

All plantation areas, refinery, biodiesel plants, properties, buildings and infrastructure owned and managed by Genting Plantations



Intellectual Capital

All of Genting Plantations' knowledge-based intangible assets, including all developments made under biotechnology, Big Data, artificial intelligence ("AI") and agricultural technology ("AgTech")



Natural Capital

All renewable and non-renewable natural resources used and managed by Genting Plantations including water, air, land, biodiversity and health of ecosystems



Human Capital

Total workforce employed by Genting Plantations, along with their competencies, capabilities and expertise, aligned with how they support Genting Plantations' long-term strategic value creation



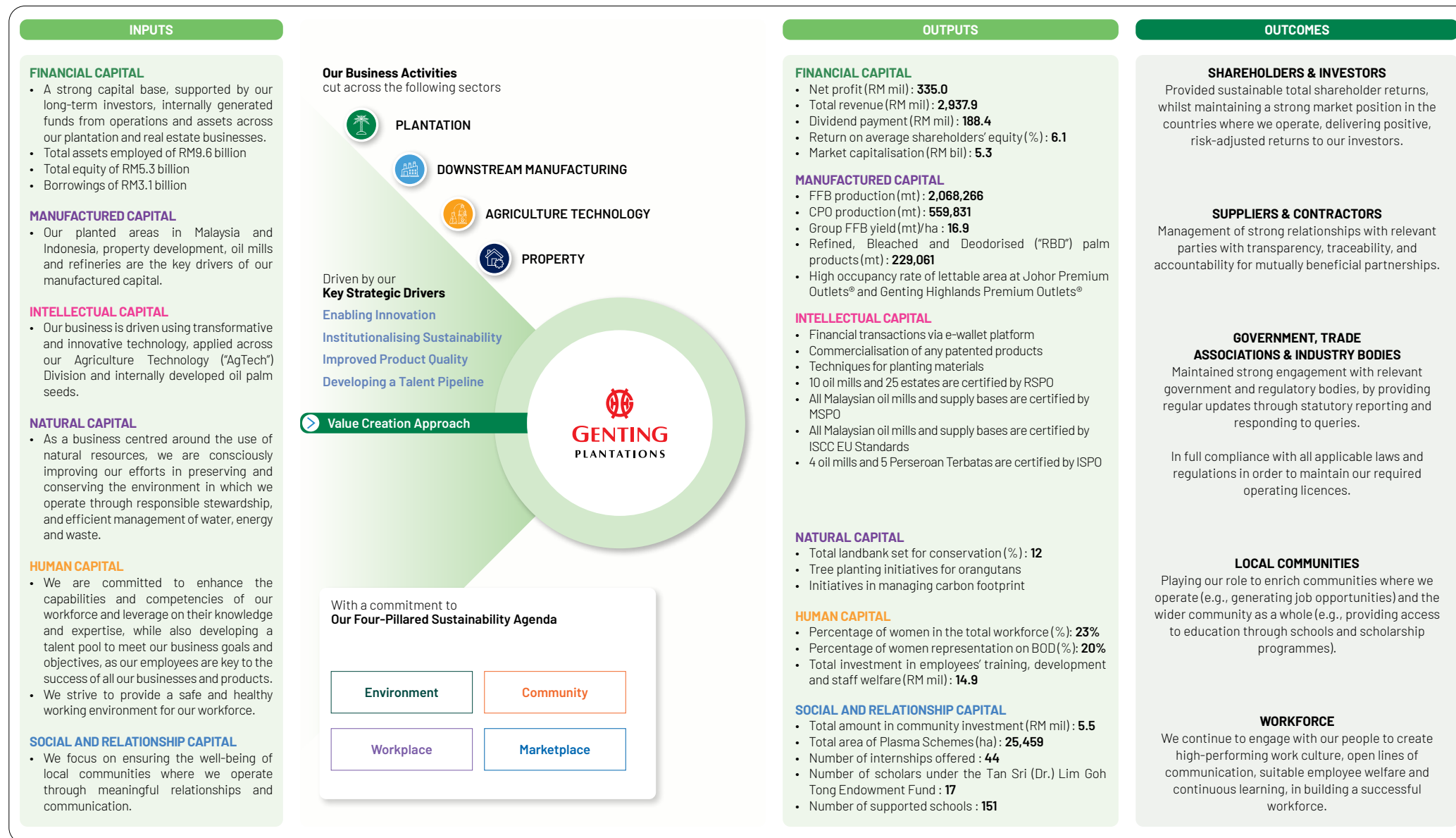
Social and Relationship Capital

The relationships held between Genting Plantations and institutions such as communities, stakeholders, governing bodies and other intersecting networks within the Group

We have made significant strides in our sustainability initiatives focused on our Four-Pillared Sustainability Agenda as well as the United Nations Sustainable Development Goals ("UN SDGs") covering Environmental, Social and Governance ("ESG") aspects. Our multi-capital approach to value creation is driven by our strategic priorities with commitment to our Sustainability Agenda, as well as covering the ESG aspects.

Through our effective management of all capitals across our Group, we are continuously striving to harness and maintain value for our business partners, customers and other key stakeholders. Our value creation model illustrates how Genting Plantations creates value for our key stakeholders through the inputs of our key business activities and how these translate into outputs and outcomes to generate sustainable and meaningful value for our Group and its stakeholders.

How Genting Plantations Creates Value



OUR PRESENCE

Plantation Division

Our Plantation Division's operations encompass both plantation and FFB processing activities. Our oil palm estates span across Malaysia and Kalimantan in Indonesia, with a total landbank of 242,879 hectares (including Plasma schemes). Our Group operates 13 palm oil mills in Malaysia and Indonesia; one in Peninsular Malaysia, six in Sabah and six in Indonesia.

Downstream Manufacturing Division

Our Group's Downstream Manufacturing Division's operating facilities, collectively known as Genting Integrated Biorefinery Complex, are located at Palm Oil Industrial Cluster ("POIC") Lahad Datu, Sabah. The complex comprises two biodiesel plants and a refinery.

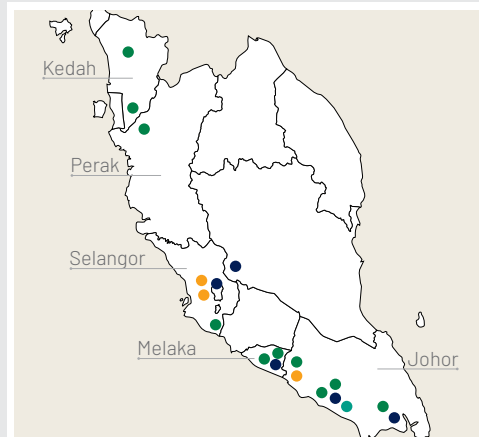
Agriculture Technology ("AgTech") Division

With the adoption of big data, artificial intelligence and precision agriculture, our AgTech Division is envisaged to provide total solutions and services to the Group's core agri-business in optimising yield, improving operating efficiency, enabling traceability and enhancing sustainability.

Property Division

Our Property Division leverages on our Group's strategically located landbank in Peninsular Malaysia. Currently, three projects have been undertaken: Genting Cheng Perdana in Melaka, Genting Pura Kencana, and Genting Indahpura, both in Johor. These projects aim to address the increasing demand for affordable residential real estate and the development of commercial properties in the respective regions.

Peninsular Malaysia



Plantation

- Genting Bukit Sembilan Estate
- Genting Selama Estate
- Genting Tebong Estate
- Genting Tanah Merah Estate
- Genting Sri Gading Estate
- Genting Sungei Rayat Estate
- Genting Kulai Besar Estate

Oil Mill

- Genting Ayer Item Oil Mill

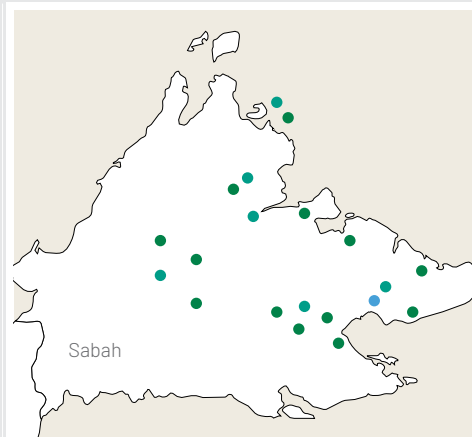
Property

- Genting Indahpura
- Genting Pura Kencana
- Genting Cheng Perdana
- Johor Premium Outlets®
- Genting Highlands Premium Outlets®
- Segambut Land

AgTech

- ACGT Laboratories
- The Gasoline Tree™ Experimental Research Station
- Seed Production Unit

Sabah



Plantation

- Genting Sabapalm Estate
- Genting Indah Estate
- Genting Permai Estate
- Genting Kencana Estate
- Genting Mewah Estate
- Genting Lokan Estate
- Genting Sekong Estate
- Genting Suan Lamba Estate
- Genting Jambongan Estate
- Genting Tanjung Estate
- Genting Bahagia Estate
- Genting Tenegang Estate
- Genting Landworthy Estate
- Genting Layang Estate

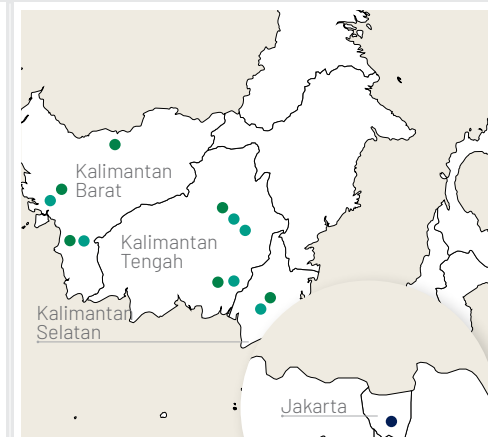
Oil Mill

- Genting Sabapalm Oil Mill
- Genting Mewah Oil Mill
- Genting Trushidup Oil Mill
- Genting Indah Oil Mill
- Genting Tanjung Oil Mill
- Genting Jambongan Oil Mill

Downstream Manufacturing

- Genting Integrated Biorefinery Complex

Indonesia



Plantation

- Mulia Estates
- Abadi Estates
- Surya Estates
- Cemerlang Estates
- AAC Estates
- PALJ Estates
- GAL Estates
- UAI Estates
- KIU Estates
- DWK Estates
- SP Estates
- KMJ Estates

Oil Mill

- Mulia Oil Mill
- Cemerlang Oil Mill
- Globalindo Oil Mill
- KIU Oil Mill
- Golden Hill Oil Mill
- Gemilang Oil Mill

Property

- Sentul City Land
- Jakarta Premium Outlets®

OUR SUSTAINABILITY APPROACH

Our sustainability management is guided by the Four-Pillared Sustainability Agenda (“Sustainability Agenda”), which is a comprehensive framework that highlights the Group's approach to sustainable practices. This Sustainability Agenda is embedded across all functions, employees, and regions where we operate, and is also extended to our business partners. It serves as a foundation for achieving a balance among the four pillars, enabling us to effectively manage risks and create long-term value for our stakeholders. The four-pillars are as follows:

Environment

- To practise responsible stewardship of the environment given that our business is closely related to nature
- To uphold to the principles of sustainable development for the benefit of current and future generations

Marketplace

- To conduct our business with honesty, integrity and a commitment to excellence
- To personify exemplary corporate governance and transparent business conduct

Community

- To build mutually beneficial relationship with the communities where we operate and with society at large through active engagement
- To enrich the communities where we operate

Workplace

- To create a conducive and balanced working environment encircling good practices, safety and well-being of employees
- To attract and retain talent, and nurture our employees to enable them to realise their full potential
- To remunerate employees commensurating to their academic and work achievements
- To provide continuous development through training and further academic learning

OUR GOVERNANCE

DEDICATED TO VALUE CREATION AND SUSTAINABLE GROWTH THROUGH RESPONSIBLE GOVERNANCE

We maintain accountability, transparency, and ethical standards in all business practices which reflects the importance of good governance. By following established policies and frameworks, the Group ensures every decision-making is aligned with strong corporate governance principles that are consistently practised across our operations.

Our efforts to create sustainable value for stakeholders are guided by our Core Values.

- Hardwork
- Honesty
- Harmony
- Loyalty
- Compassion

We comply with the Company's corporate governance standards and best practices

Board Charter

Code of Conduct and Ethics

The Board of Directors ("Board"), comprising individuals with the knowledge and expertise, professional experience and strategic vision, effectively carries out its fiduciary responsibilities by guiding the Group to operate in the best interests of all stakeholders.

SUSTAINABILITY GOVERNANCE

We recognise that a strong sustainability governance structure is essential for achieving the Group's objectives while effectively managing the social and environmental risks linked to our operations. We have established a clear framework that defines roles and responsibilities for addressing and managing our material risks and opportunities.

The Board and Senior Management adopts a top-down approach in steering the Group's Sustainability Agenda. Members are appraised annually for their efforts in managing the Company's risks and opportunities, ensuring alignment with our governance structure. This annual assessment of the Board focuses on its effectiveness and performance in maintaining ethical practices and strong governance standards throughout our operations.



Our Governance



**Gen. Dato' Seri DiRaja
Tan Sri (Dr.) Mohd Zahidi
bin Hj Zainuddin (R)**
Chairman/Non-Independent
Non-Executive Director



**Tan Sri
Lim Kok Thay**
Deputy Chairman and
Executive Director/
Non-Independent
Executive Director



**Dato' Indera
Lim Keong Hui**
Chief Executive and
Executive Director/
Non-Independent
Executive Director



**Dato' Sri
Tan Kong Han**
Executive Director /
Non-Independent
Executive Director



**Mr
Ching Yew Chye**
Non-Independent
Non-Executive Director



**Mr
Yong Chee Kong**
Independent
Non-Executive Director



**Tan Sri Dato' Sri
Zaleha binti Zahari**
Independent
Non-Executive Director



**Dato' Moktar
bin Mohd Noor**
Independent
Non-Executive Director



**Ms
Loh Lay Choon**
Independent
Non-Executive Director



**General Tan Sri Dato' Seri
Panglima Ts. Haji Zulkifli
bin Haji Zainal Abidin (R)**
Independent
Non-Executive Director

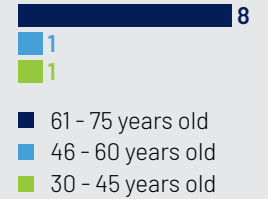
100% of our Board Members are Malaysians

Please refer to the Directors' profiles in the GENP Integrated Annual Report ("IAR") 2024 from pages 23 to 32 for detailed information.

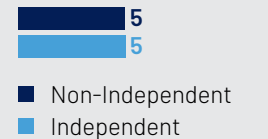
Gender



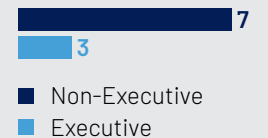
Age



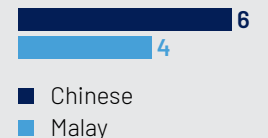
Independent



Executive



Ethnicity



OUR CONTRIBUTION TOWARDS THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Our approach in balancing economic growth, social inclusion, and environmental protection is guided by the UN SDGs, which serve as an integrated framework to address global challenges.

GENP has identified eight key SDGs that align with our business strategy, core strength and areas of influence, and implemented strategies to support the goals directly impacting our operations. To ensure that we contribute strategically to our prioritised SDGs, we have aligned our sustainability material matters with the eight SDGs.

This alignment allows us to operate in a manner that maximises our contributions across these SDGs and supports a broader range of other sustainability goals. Through practices and continuous improvements, we aspire to contribute a balanced and resilient future for both our communities and the environment.

The eight SDGs are:



SDG 1 No Poverty

GENP has made improvements to its citizens welfare and living standards by creating meaningful job opportunities, supporting smallholders, and investing in initiatives for vulnerable communities in Malaysia and Indonesia. Recognising the constant challenge of poverty, GENP integrates community-focused programmes and requires suppliers to conduct impact assessments and comply with the Free, Prior, and Informed Consent ("FPIC") protocols to uphold the rights of local and indigenous populations. Through these initiatives, GENP aims to contribute to sustainable community development and create positive social impact in the regions where we operate.



SDG 3 Good Health and Well-being

GENP strives to safeguard the health and safety of our employees through strict health and safety practices. We prioritise their well-being by offering comprehensive benefits and promoting ongoing health awareness initiatives. These initiatives focus on the importance of following safety protocols, particularly in managing risks associated with respiratory viruses, including COVID-19. These efforts demonstrate our approach to strengthening and promoting healthy practices among our workforce and the broader community.

Our Contribution Towards the United Nations Sustainable Development Goals

5
GENDER EQUALITY


SDG 5
Gender Equality

GENP recognises the importance of fostering inclusive growth and equitable opportunities across our operations and local communities. Within the oil palm industry, we are dedicated to empowering women through fair recruitment, tailored training programmes and leadership development initiatives. We also support female-led local initiatives and work to enhance access to education and gender equality awareness. Through these efforts, we build a balanced, resilient workforce that contributes to sustainable socio-economic development.

6
CLEAN WATER AND SANITATION


SDG 6
Clean Water and Sanitation

Water is a vital resource in our oil palm operations, underpinning both plantation productivity and milling efficiency. At GENP, we are committed to ensuring efficient water management through robust quality monitoring, effective wastewater treatment and water recycling initiatives. We also invest in community projects to enhance local water access and sanitation. These measures aim to reduce our environmental impact while promoting sustainable water use and supporting community well-being.

8
DECENT WORK AND ECONOMIC GROWTH


SDG 8
Decent Work and Economic Growth

The palm oil sector plays a role in providing employment opportunities, particularly in rural areas, and driving economic growth. GENP works to ensure fair employment, respect for human rights and a secure working environment across our operations. We strive to offer fair and decent work opportunities while protecting human and labour rights and promoting a safe workplace. These efforts are integral to ensuring that our supply chain and operations contribute positively to the well-being of our employees.

12
RESPONSIBLE CONSUMPTION AND PRODUCTION


SDG 12
Responsible Consumption and Production

GENP recognises the importance of responsible practices in preserving natural resources, reducing environmental footprint and health impacts. We have adopted a holistic approach that utilises natural solutions and biological controls for pest management. We continue to guide our suppliers in improving their processes to ensure alignment with our sustainability goals, promoting resource efficiency, waste reduction and environmentally friendly production methods.

13
CLIMATE ACTION


SDG 13
Climate Action

GENP upholds a Zero Burning Policy and is focused on environmental stewardship. Our approach includes implementing long-term strategies that support neighbouring villages and communities stay fire-free. In collaboration with conservation organisations, we are involved in habitat restoration and wildlife monitoring efforts. We have updated our Climate Risk Impact and Mitigation Plan since 2021, reflecting our ongoing efforts to reduce GHG emissions, enhance climate resilience, and encourage sustainable land management practices to address climate change.

15
LIFE ON LAND


SDG 15
Life on Land

Forests are essential for providing ecosystem services, supporting biodiversity, and sustaining the livelihoods of Indigenous communities. We consider preserving of the forest areas as a priority, focusing on protecting the ecosystems where we operate. Our approach includes managing High Carbon Stock ("HCS") and High Conservation Value ("HCV") areas across our operations. We collaborate with local communities and NGOs to enhance and safeguard forests through various initiatives and are actively involved in orangutan conservation through partnerships with the Borneo Orangutan Survival Foundation ("BOSF") and Bringing Back Our Rare Animals ("BORA").

ENGAGING WITH OUR STAKEHOLDERS

At GENP, we build meaningful relationships with our stakeholders to create mutual respect, gain valuable insights and support progress towards our sustainability goals.

We understand that stakeholder engagement plays an important role in finding long-term solutions towards industry challenges. We actively participate in both individual and collaborative efforts with key stakeholders and industry peers to encourage positive and systemic change. Our approach to stakeholder engagement follows these steps:



Stakeholder	Engagement Channels	Key Material Issues	GENP's Efforts
Workforce	1, 2, 3	- Environmental Matters - Human Rights & Labour Standards	pg. 48-60 pg. 30-36
Shareholders & Investors	1, 2, 3, 4	- Human Rights & Labour Standards - Environmental Matters - Governance, Ethics & Integrity	pg. 30-36 pg. 48-60 pg. 37-45
Local Communities	1, 2, 3	- Human Rights & Labour Standards - Environmental Matters - Supply Chain Management	pg. 30-36 pg. 48-60 pg. 42-45
Industry Groups	1, 2, 3, 4	- Environmental Matters - Fire Commitment and Management - Governance, Ethics & Integrity	pg. 48-60 pg. 55 pg. 37-45
Government, Trade Associations & Industry Bodies	1, 2, 3, 4	- Human Rights & Labour Standards - Environmental Matters - Governance, Ethics & Integrity	pg. 30-36 pg. 48-60 pg. 37-45
Non-Governmental Organisation (NGO's)	1, 2, 3, 4	- Human Rights & Labour Standards - Environmental Matters - Governance, Ethics & Integrity	pg. 30-36 pg. 48-60 pg. 37-45
Customers	1, 2, 3, 4	- Supply Chain Management - Governance, Ethics & Integrity - Fire Commitment and Management	pg. 42-45 pg. 37-45 pg. 55
Suppliers & Contractors	1, 2, 3	- Supply Chain Management - Governance, Ethics & Integrity - Health & Safety	pg. 42-45 pg. 37-45 pg. 25-29

Type	Medium of Engagement			Frequency
1 Formal Meeting	- Meetings - Annual/Extraordinary General Meeting	- Dialogues - Townhall Sessions	- Audit/Inspection - Annual Appraisals	- Periodical - Scheduled
2 Informal Communication	- Telephone - Messaging Services	- Physical visits - Emails		As and when necessary
3 Direct Communication	- Notices - Memorandum - Campaigns	- Emails/Letters - Survey/Assessment	- Social Impact Assessment - One to One Interviews or Meetings	As and when necessary
4 Public Disclosure	- Annual Report - Sustainability Report - Website	- Media/Press release - Financial and Quarterly Reports		- Periodical - As and when necessary

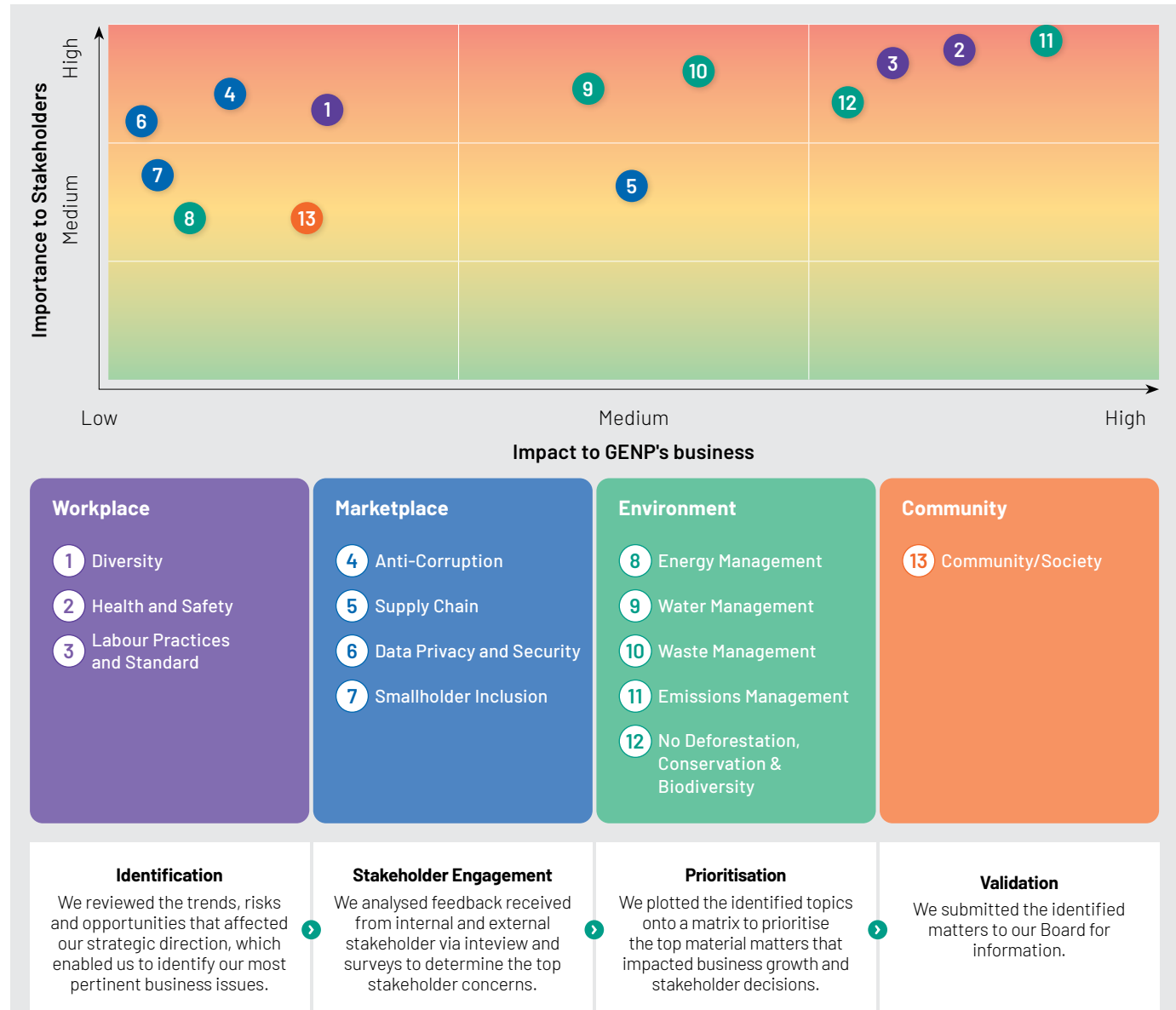
OUR APPROACH TO MATERIALITY

GENP continues to uphold its responsibility in managing the environmental, social and governance dimensions of its operations. Guided by our Four-Pillared Sustainability Agenda, we aim to mitigate negative impacts along our value chain while enhancing value creation for both the business and its stakeholders.

To achieve this, we have identified material issues of significance to our operations and stakeholders, enabling us to seize opportunities and proactively address risks. These issues are subject to regular reviews to ensure they are aligned with our corporate objectives, evolving stakeholder priorities, prevailing market dynamics and the relevant UN SDGs.

In 2024, a comprehensive materiality assessment was conducted to refine our understanding of critical issues and gain insights into stakeholder priorities. This assessment benchmarked our material issues against leading reporting standards, including the GRI Topic Standards, SASB, and the UN SDGs, while also considering industry trends and emerging risks.

The findings from the 2024 assessment resulted in an expansion of top material matters from 10 in the previous year to 13. The additional three material matters, 'Diversity and Inclusion', 'Health and Safety', and 'Data Privacy & Security' were previously categorised under broader topics. 'Diversity and Inclusion', along with 'Health and Safety', were originally reported under 'Upholding Human Rights and Labour Standards', while 'Data Privacy & Security' was part of 'Governance, Ethics, and Integrity'. Their reclassification as standalone material matters reflects their growing importance to GENP and its stakeholders, reinforcing their relevance within the company's workplace and marketplace sustainability pillars under the Four-Pillared Sustainability Agenda.



Our Approach to Materiality

OUR MATERIAL TOPICS

Building on the findings of our 2024 materiality assessment, we have aligned our 13 material matters with the relevant GRI indicators and UN SDGs. This alignment ensures adherence to international reporting standards while contributing to global sustainability objectives. Additionally, the material issues have been integrated into our sustainability targets and risk management framework, enabling us to track progress and refine our sustainability strategy, where necessary.

Genting Plantations' 13 Material Matters

Material Matter	UNSDG	Priority	GRI	GRI Standard Material Topic	Risk Management
Anti-Corruption		Low	205 308	Anti-corruption Supplier Environmental Assessment	Ensuring zero corruption practices and conformance to policies and regulations across our value chain.
Supply Chain		Medium	204 301	Procurement Practices Materials	Identifying economic, environmental and social risks associated with our third-party suppliers.
Data Privacy and Security		Low	103 419	Employee Data Privacy Socioeconomic Compliance	- Restricting data access to authorised personnel only, reducing the risk of unauthorised modifications or leaks. - Complying with PDPA to ensure adherence to data privacy laws to mitigate legal and regulatory risks.
Smallholder Inclusion		Low	203	Indirect Economic Impacts	Implementing measures to support livelihoods of smallholders.
No Deforestation, Conservation & Biodiversity		High	304	Biodiversity	- Protecting HCV and HCS areas to safeguard natural habitats of endangered species. - Prohibiting new development on HCV and HCS areas, peat development and zero burning in all activities. - Extending biodiversity practices throughout our entire supply chain.
Waste Management		Medium	303 306	Water and Effluents Effluent & Waste	- Reducing BOD and COD levels to enhance water quality by 2050. - Striving towards carbon neutrality by 2030.
Water Management		Medium	303	Water and Effluents	- Protecting and optimising our water management system. - Utilising surface water and rainwater harvesting.
Energy Management		Low	302	Energy	- Optimising our energy management, and improving energy security through biofuel and renewable energy. - Reducing energy consumption at our operating units in Sabah and Indonesia. - Striving towards carbon neutrality by 2030.
Emissions Management		High	305	Emissions	Striving towards carbon neutrality by 2030.
Labour Practices and Standard		High	401 402 404 406 407 408 409 411	Employment Labour Management Relations Training and Education Non-discrimination Freedom of Association and Collective Bargaining Child Labour Forced or Compulsory Labour Rights of Indigenous Peoples	Prohibiting harassment and discrimination according to our policies.
Health and Safety		High	403	Occupational Health and Safety	- Striving towards ZERO HARM among employees by reducing fatalities and accidents. - Aiming to migrate OSHMS to the ISO 45001 in line with the OSH Master Plan 2024, by 2025. - Aiming to meet national OSH standards, embracing self-regulation practices and enhancing workers'. - Knowledge on hazards and risk control.
Diversity		Low	405	Diversity and Equal Opportunity	- Implementation of inclusive hiring and talent development policies. - Equal opportunities for all employees, regardless of gender, age, race, religion, disability, socio-economic background, or nationality.
Community/Society		Low	413	Local Communities	- Managing human-wildlife conflicts and preventing hunting and poaching of endangered wildlife. - Preventing forest fires and discouraging the use of fires in agriculture among farmers. - Providing guidance to farmers on sustainable farming practices.

OUR TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES JOURNEY

As a plantation company, our business is highly exposed to the effects of climate change. Thus, is it vital for us to take action and build climate resilience, ensuring that our business can adapt to climate change and mitigate climate risk in the long term.

As part of our ongoing efforts to address challenges posed by climate change, we are taking a proactive approach to mitigate climate risk by embarking on our first climate disclosure journey, taking guidance from the recommendations of the Task Force on Climate-Related Financial Disclosures ("TCFD"). The Company's disclosures will eventually be in line with the International Financial Reporting Standards ("IFRS") S2 within the required timeframe in the National Sustainability Reporting Framework ("NSRF").

We strive to integrate climate strategy into our governance, strategy, risk management and reporting frameworks while aligning our disclosures with Bursa Malaysia's Main Market Listing Requirements. Going forward, we aim to enhance our climate-related disclosures by further aligning our efforts with TCFD's recommendations to advance our climate journey.

Governance | Risk Management | Strategy | Metrics and Targets

Board-Level Oversight

Across the Board, our Executive and Non-Executive Directors are responsible for overseeing the Group's development and maintaining sound corporate governance, which includes oversight of climate-related programmes.

Management-Level Oversight

The President & Chief Operating Officer, supported by Senior Management, manages material sustainability risks by ensuring efficient resource allocation, reviewing related reports, and providing recommendations. The Head of Sustainability plays a key role in advising all business divisions and facilitating the implementation of sustainability initiatives, including projects focused on bio-gas, solar and biomass, to address climate-related risks and opportunities.

Governance | **Risk Management** | Strategy | Metrics and Targets

GENP adopts an ongoing risk management process, led by the Risk & Business Continuity Management Committee ("RBCMC"). The RBCMC holds quarterly and ad-hoc meetings to address material sustainability risks, including the evaluation of climate-related risks and opportunities.

Governance | Risk Management | **Strategy** | Metrics and Targets

GENP integrates climate considerations into its broader business planning and operations to align with evolving market dynamics and regulatory landscapes. The Group's medium-term strategy focuses on achieving carbon neutrality by 2030, while its long-term goal is to attain net-zero emissions. These targets help strengthen GENP's position in a low-carbon economy, particularly with the increasing importance of carbon credits and carbon taxation.

To support these objectives, GENP embraces resilient plantation practices that enhance both sustainability and climate resilience. These practices include precision agriculture, which leverages data and analytics to optimise planting and resource allocation, thus reducing emissions and promoting efficiency. In addition, GENP focuses on improving soil health and water retention, while implementing sustainable water management practices to further reduce environmental impact. These strategies collectively contribute to the Group's ongoing efforts to minimise GHG emissions and enhance long-term sustainability.

Our Task Force on Climate-related Financial Disclosures Journey

Governance | Risk Management | **Strategy** | Metrics and Targets

GENP's climate strategy includes four key targets:



Governance | Risk Management | Strategy | **Metrics and Targets**

GENTING utilises key metrics to monitor and manage its impact in alignment with its strategy and risk management processes. One of the primary metrics disclosed is the Group's greenhouse gas ("GHG") emissions, which are tracked against a 2016 baseline to provide a basis for evaluating long-term progress in mitigating its environmental footprint.

As part of its strategy, GENTING combines baseline metrics with year-on-year targets to progressively reduce emissions across our operations. Emissions are assessed throughout the value chain, from raw material procurement to product logistics, ensuring a balance between reducing GHG emissions and sustaining business activities.

GENP's GHG Emissions (tCO₂e)

	2022	2023	2024
Scope 1	172,545	159,438	184,939
Scope 2	13,751	12,406	14,444
Scope 3	15,796	17,100	24,252

Note: Scope 3 in 2024 including Employee Commuting & Business Travel and excluded Reduction/Sink.

For breakdown of the GHG emissions disclosures, refer to Emissions Management on pages 53 and 54 in this report.

IFRS S2 - CLIMATE CHANGE, RISK & OPPORTUNITY

	Physical Risk	Transition Risk		
	Climate	Regulatory	Market	Technology
Time frame	Medium, Long	Short, Medium	Short, Medium	Medium, Long
Description	Occurrence of extreme weather and increase temperature	The requirement of European Union Deforestation Regulation ("EUDR"), counter claims from buyer, potential carbon tax regulation	Changes in the stakeholders awareness and expectation on company and its supply chain climate-related commitment	Emergence of green technology that can replace the current production process or even the commodities
Risk & Impact	Higher incidence of flood and drought affects crop production	Potential costs, in addition investment and penalties, if the product did not meet the import regulation of receiving countries	Reduce in revenue from buyers that need to complies to climate-related regulation and meet buyers' climate-related commitment	Increase in capital expenditure to acquire the green technology or company
Opportunity & management action	Management had invested substantially in technology and research & development on seeds that are high yielding and disease-resistant via its AgTech Division	Invest in people and software to address supply chain issues concerning EUDR to capture this niche market	Invest in people and software to address supply chain issues concerning EUDR to capture this niche market	Cost savings and additional revenue from green technology such as bio-gas plant

OUR CORPORATE CITIZENSHIP

DIVERSITY



GENP recognises the value of a diverse and inclusive workforce in fostering creativity, innovation, and sound decision-making. To support this, we have implemented policies and programmes designed to attract, develop and retain a diverse range of talent, ensuring equal opportunities for all employees, regardless of gender, age, race, religion, disability, socio-economic background or nationality.

Fostering Diversity and Inclusion

We strive to promote cultural diversity and to cultivate an inclusive work culture through various employee engagement and development initiatives. Harassment and discrimination are strictly prohibited as it is outlined in our policies and supported by dedicated committees across our operating units. Each unit has a Gender Committee focused on protecting the rights and welfare of women in our workforce. This is especially important as we have a higher proportion of women in management and research and development roles compared to industry peers. We continue to encourage and empower women to participate actively in all areas of our operations.

In 2024, we continued to focus on gender diversity and inclusion, building on previous initiatives such as training programmes on sexual harassment and broader awareness campaigns. These efforts reinforced our commitment to fostering an environment where every employee feels respected and valued. In 2024, we have conducted 74 sessions of training in all division & business units.

Our employee performance data is reported in pages 23 and 24.

Our Corporate Citizenship

Employee Performance Data

Hiring And Turnover Rate

Hiring Rate By Gender



Turnover Rate By Gender



Gender ● Male ● Female

Hiring Rate By Age Group



Turnover Rate By Age Group



Age Group ● <30 years old ● 30-50 years old ● >50 years old

Hiring Rate By Region



Turnover Rate By Region



Region ● Malaysia ● Indonesia

Workforce By Gender & Age Group

<30 years old



30-50 years old



>50 years old



Total Workforce

24,684

with 19,130 male employees
and 5,554 female employees

Gender ● Male ● Female

Workforce By Work Category

Management

<30 years old

n/a

7

Executive

204
48

Non-Executive

172
91

Workers

5,577
1,283

30-50 years old

258
65

284
99

417
205

10,605
3,199

>50 years old

93
21

27
11

73
17

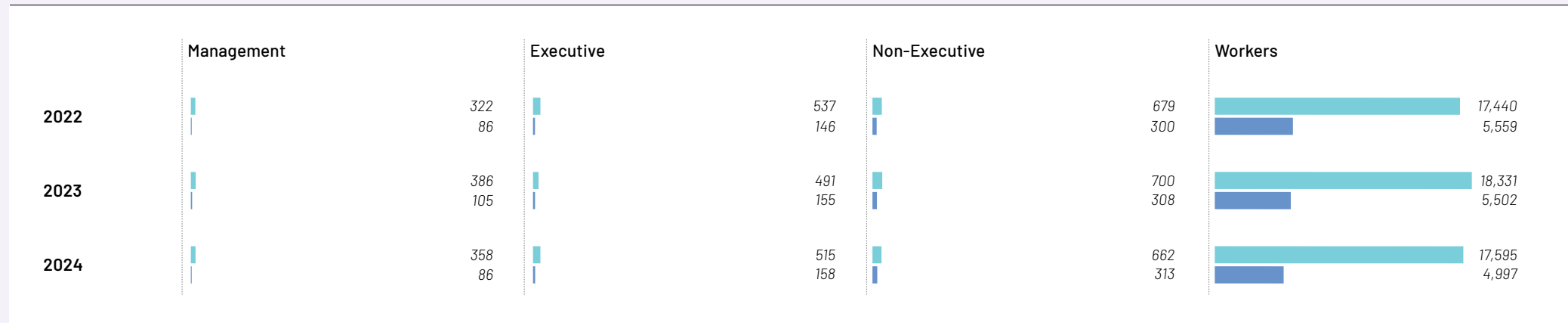
1,413
515

Gender ● Male ● Female

Note: This data has been verified by Internal Audit.

Our Corporate Citizenship

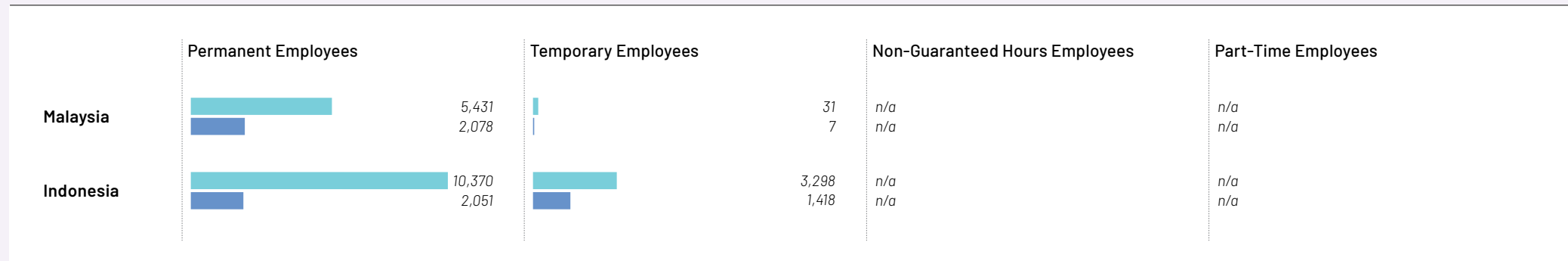
Workforce by Work Category and Gender



Gender ● Male ● Female

Total Workforce: 2022 - 25,069 | 2023 - 25,978 | 2024 - 24,684

Workforce by Employment Category



Gender ● Male ● Female

Total by Region: Malaysia 7,547 | Indonesia 17,137

Note: This data has been verified by Internal Audit.

Talent Attraction & Retention

We place a strong emphasis on recruiting local talent to align with the values of the communities in which we operate. This approach not only stimulates the local economy but also enhances female representation within the industry, offering greater job security and opportunities.

Our recruitment efforts are supported by a variety of channels, including career fairs, talks, advertisements, our corporate website and internship programmes. We ensure that all employees are selected, assessed and promoted based on their qualifications, skills and performance, ensuring fairness and equal opportunity in our talent management process.

Our Corporate Citizenship

HEALTH AND SAFETY



GENP places the health and safety of its employees, contractors, suppliers, stakeholders, and neighbouring communities at the forefront of its operations. Guided by its Occupational Safety and Health Management System ("OSHMS"), the Group continues to embed effective safety practices to ensure a secure and hazard-free working environment.



Genting Indah Estate, Sabah - winner of 2023 National Occupational Safety and Health (Plantation Category) award.

The OSHMS aligns with national legal requirements and international standards, with GENP transitioning to ISO 45001:2018 as part of its commitment to continuous improvement. This shift, targeted for completion by mid-2025, is expected to strengthen the Group's approach to risk management and workplace safety. By adopting the Plan-Do-Check-Act methodology, GENP aims to have better worker participation and leadership involvement, reducing workplace incidents and supporting the goal of achieving "Zero Harm".

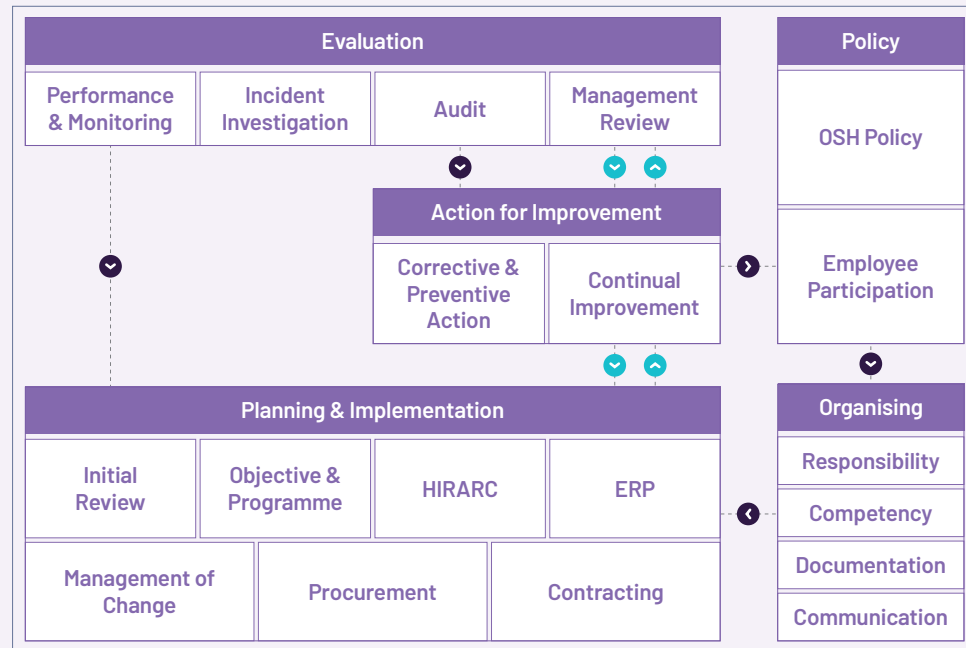
Senior Management oversees the OSH performance, with regular reporting to the Board of Directors. Safety and Health Committees across operating sites implement stringent protocols and measures, further reinforcing GENP's dedication to cultivating a safe and healthy working environment.

Our Corporate Citizenship

Occupational Safety and Health Management System

GENP's OSHMS provides a comprehensive framework, ensuring compliance with the respective legal requirements in Malaysia and Indonesia. This includes adherence to:

- Occupational Safety and Health Act (OSHA) 1994
- Indonesian Labour Law No. 13 of 2003
- Indonesian Occupational Safety Regulation No. 1 of 1970



Tailored Standard Operating Procedure (SOP) are developed for unique work processes, ensuring alignment with the OSH Manual. Contractors and suppliers conducting activities on GENP premises are also required to adhere strictly to these guidelines.

As part of its transition to ISO 45001, GENP is refining its approach to hazard identification and risk prevention while strengthening worker participation. This initiative aligns with the OSH Master Plan 2024 and is expected to contribute to enhanced safety outcomes, including reduced lost-time injuries and incidents.

The OSHMS encompasses five essential elements: policy, organisation, planning and implementation, evaluation, and actions for improvement. These interrelated components form a systematic approach to OSH management, as documented in the Genting Plantations OSH Manual. This manual, accessible across all operating units, outlines key systems and practices, including:

- Hazard Identification, Risk Assessment and Risk Control ("HIRARC")
- Chemical Safety Management
- Chemical Health Risk Management ("CHRA")
- Personal Protection Equipment ("PPE") Procedure
- OSH Training
- Accident Reporting and Investigation Procedure
- Document Control Procedure
- Permit to Work ("PTW")
- Emergency Response Plan ("ERP")
- Terrorist Threat & Security Procedure

DOSH Annual OSH Compliance Audit

In the year under review, the Department of Occupational Safety and Health ("DOSH") Melaka conducted the annual OSH compliance audit for GENP's operating unit located in Melaka on 10 October 2024.

The audit, conducted at Genting Tebong Estate, aimed at evaluating compliance with the Occupational Safety and Health Act 1994 and Noise Regulations 2019. The audit process encompassed a detailed checking of various aspects, including HIRARC and Noise Risk Assessment ("NRA") reports. The officers were satisfied with the status of compliance and noted zero non-conformance. Control measures and actions have been taken to improve the workplace's excessive noise exposure and reduce noise-induced hearing loss ("NIHL") among GENP employees. These included the provision of training on earplugs ("PPE") impact on excessive noise to general hearing, and annual audiometric testing carried out by the Occupational Health Doctor ("OHD").

Our Corporate Citizenship

Chemical Health Risk Assessment

In 2024, GENP conducted a supplementary Chemical Health Risk Assessment ("CHRA") across several divisions within Genting Tebong Estate, Genting Bukit Sembilan Estate, Genting Sri Gading Estate & Genting Tanah Merah Estate.

The primary goal of the CHRA was to enhance these divisions' ability to make informed decisions about control measures, employee training, exposure monitoring, and health surveillance. This proactive approach is essential for protecting the health of GENP employees who may be exposed to hazardous chemicals in the workplace.

The assessment was led by a qualified assessor, registered with DOSH Malaysia, ensuring compliance with the Occupational Safety and Health Act 1994 and the Use and Standards of Exposure of Chemicals Hazardous to Health ("USECHH") Regulations 2000.

OSH Training, Induction and Awareness

We value our workforce as our most important asset and provide tailored OSH training to meet the specific needs of different employee groups. These programmes are designed to address role-specific risks, responsibilities, and exposures associated with each role.

Management-level training covered safe work procedures ("SWP"), legal requirements, guidelines, and the Industrial Code of Practice ("ICOP"). For new hires, an induction programme introduced them to GENP's OSH policy, employee and employer duties, accident reporting, safety awareness, and common workplace incidents.

To support the enforcement of the Occupational Safety and Health (Amendment) Act 2022, GENP has organised internal training sessions led by our Safety and Health Officers ("SHO") across operational sites in Sabah and Peninsular Malaysia. These sessions were designed to familiarise employees with the new legislation and the Self-Regulatory approach to compliance.

In total, more than 50 training sessions were conducted throughout the year.

Topics

No. of Participant

Malaysia Indonesia

Legal Requirement & SOP	178	16,714
HIRARC & Risk Management	92	
Induction / Orientation to new workers on Safety Matters	45	
Occupational Safety Measure (Operator, Harvester, Field Workers etc)	566	
Other safety training / briefing	7,179	16,714
	8,060	



Our Corporate Citizenship

OSH Training, Induction and Awareness

In addition, both internal and external training sessions were conducted to prepare staff for emergency situations. This included training with PPE suppliers, who provided guidance on safety measures for working in confined spaces. GENP also participated in a joint-venture emergency drill organised by the POIC Emergency Mutual Aid ("PEMA"), led by the Lahad Datu Fire Department.

In partnership with DOSH Sabah and Genting Jambongan Estate ("GJBE"), the OSH Day 2024 was organised to promote a safe and healthy work culture at the workplace on 26 Nov 2024. We also invited 3 local stakeholders nearby to participate in this OSH Day. The event was themed "Value Health and Prioritise Safety First for Mutual Well-being". The event featured a dialogue session on the amendment of OSHA 1994 chaired by the Director of DOSH Sabah, Tuan Haji Zulkifly bin Sulaiman and a site visit to the Genting Jambongan Oil Mill ("GJOM").

GENP Enhanced Role and Responsibilities of Occupational Safety and Health Coordinator ("OSHC")

Occupational safety and health coordinator ("OSHC") will play a crucial role in ensuring compliance with the new regulations. They will be involved in conducting risk assessments, developing safety protocols, and providing training on occupational health and safety.

In GENP, each of our Operating unit has appointed one of his employees to act as an occupational safety and health coordinator for the purpose of coordinating occupational safety and health issues at the place of work. The occupational safety and health coordinator shall attend 3 days ("OSHC") competency training course recognized by DOSH.

With the broader applicability of OSHA and the emphasis on proactive risk management, there may be an increased demand for training related to occupational safety and health. The management of GENP and its subsidiaries are getting advice and support from the Group OSH Manager to navigate the new regulatory landscape and ensure the well-being of their employees.

In summary, the OSH (Amendment) 2022 [Act A1648] introduces comprehensive changes aimed at enhancing workplace safety and health across Malaysia. These changes will require our businesses to adopt more rigorous safety measures and increase the role of occupational safety and health coordinator ("OSHC") in maintaining compliance and protecting employee health.

We are very pleased to announce that GIDE has won the National Excellence OSH Award 2023 (Plantation Sector) organised by National Council for Occupational Safety and Health ("NCOSH") of Malaysia and Department of Occupational Safety and Health ("DOSH") Malaysia.



Senior Vice President (Plantation Malaysia), Abdul Rahim Wilson Abdullah received the trophy and certificate of OSH award from Minister of Human Resources – YB. Steven Sim Chee Keong

- **Benefits for Contributors, Self-Employed Individuals and Homemakers**
(Pertubuhan Keselamatan Sosial - PERKESO)
- **Latest Amendments to the Occupational Safety and Health Act**
(Department of Occupational Safety and Health - DOSH)
- **Traffic Law and Regulations**
(Royal Malaysia Police - Traffic Enforcement and Investigation Department)
- **Ergonomics**
(i-Borneo Clinic and Surgery - Occupational Health Doctor)

Employee Health and Healthcare Facilities

GENP strives to support the health, safety, and well-being of its employees, workers, and contractors through ongoing training and health programmes. Given the wide range of tasks performed by our workforce, such as harvesting, operating heavy machinery, and transporting goods, it is important to maintain strong health and safety measures to protect both our people and operations.

We provide basic health clinics and dispensaries at several of our estates, which are staffed by qualified medical personnel who offer first aid and essential care for both work-related and general health concerns. In line with regulatory requirements, we regularly conduct health assessments for employees who may be exposed to health risks, such as hazardous chemicals and excessive noise, with all costs covered by the company.

As part of our health surveillance efforts, we monitor exposure levels and potential health effects through medical tests, symptom enquiries, and reviews of occupational history. This is done in compliance with the Occupational Safety and Health Act (OSHA) 1994 and USECHH Regulations 2000. The programme, overseen by an OHD, includes assessments like skin examinations, lung function tests, and general medical evaluations such as blood pressure, blood glucose, and urine tests. Employees who are exposed to hazardous conditions are reassigned to other roles based on medical advice, and pregnant or breastfeeding employees are not assigned hazardous work.

In line with our commitment to the UN SDGs, particularly in the prevention of both communicable and non-communicable diseases, these healthcare facilities are also accessible to local communities near our remote sites. In the case of emergencies or serious health conditions, transportation is provided to the nearest medical facility for further treatment. At GENP, we consider access to healthcare an essential right and aims to ensure that our workforce stays safe, healthy, and engaged. As of 2024, we have 23 health facilities in Malaysia and 23 in Indonesia, staffed by 21 and 56 medical personnel in Malaysia and Indonesia respectively.

Our Corporate Citizenship

Occupational, Safety and Health Performance

GENP places great importance on the safety and well-being of its employees and workers, with ongoing efforts to maintain a safe working environment. We aim to achieve a “Zero Harm” workplace environment, guided by the OSHMS, which adheres to the company’s OSH policy as well as regulatory frameworks, including the OSHA 1994.

In 2024, our accident rate increased compared to previous years, following two fatal incidents on our Indonesia estate. These incidents involved a tractor accident on a road and a fall from height. In response to these tragic events, we have enhanced our safety protocols and reinforced our safety reminders to further protect our workforce. Detailed below are the accident statistics and total lost man days for GENP’s operations in Malaysia and Indonesia.

	Malaysia					Indonesia	
	Plantation	Downstream	Property	AgTech	HQ/GPOS	Plantation	Regional Office
No. of workers	6,791	152	45	260	299	16,993	144
Total Accident	38	0	0	6	0	1,468	0
Total Fatal cases	0	0	0	0	0	2	0
Total Mandays Losses (Hours)	394	0	0	14	0	N/A	N/A

The most frequent type of occupational accidents in 2024 were detailed as below.

No.	Type of accident	Total of cases	Total of LTI (Days)
1	Falling from height	2	134
2	Struck by moving tractor	1	109
4	Trip and fall	5	36
6	Struck by/ Caught in between objects	22	97
7	Motorbike accident	3	8
8	Thorn pricks	3	7
9	Tire exploded	1	6
10	Struck by falling objects	3	8
11	Contact with hot objects	2	2
12	Falling from moving vehicle	1	1
13	Vehicle overturned	1	0
Total		44	408

Most incidents were reported from the Plantation division and Processing department. The highest frequency of occurrences involved incidents where individuals were struck by or caught in between objects. On average, motorbike accidents, thorn pricks and incidents of being struck by falling objects were the most commonly reported.

We strive to work towards improving our OSH performance by aligning efforts with the objectives of the OSH master plan. The Company seeks to meet national OSH standards, reduce workplace accidents, and encourage self-regulation practices. Moving forward, GENP plans to refine its OSHMS and further strengthen employees’ awareness of hazard and risk management.

Accident Rate Formula

Rate of fatalities as a result of work-related injuries

$$\text{Accident Rate} = \frac{(\text{No of fatalities}) \times 1,000,000}{(\text{No of work hours})}$$

Rate of high-consequences work-related injuries (excludes fatalities)

$$\text{Accident Rate} = \frac{(\text{No of cases}) \times 1,000,000}{(\text{No of work hours})}$$

Rate of recorded work-related injuries

$$\text{Accident Rate} = \frac{(\text{No of cases}) \times 1,000,000}{(\text{No of work hours})}$$

Our Corporate Citizenship

LABOUR PRACTICES AND STANDARD



Housing complex at GENTP estates.



Upholding human rights and labour standards are considered a fundamental principle at GENTP. We are grounded on the beliefs that all individuals deserve dignity and respect regardless of their gender, socio-economic status and religious beliefs. Our principle which extends to all our stakeholders, is aimed at fostering a culture of fair treatment, safety and well-being that helps to build trust and loyalty. Failing to uphold these values may result in reputational damage, legal risks, reduced productivity and potentially affecting long-term sustainability and profitability.

GENTP adheres to local, national and international human rights standards, constantly evaluating progress and integrating lessons learned. We align with internationally recognised practices while respecting the constitutional rights and laws of the regions where we operate.

GENTP human rights policies are overseen by the Group's Sustainability Department, which has knowledge in human rights and how they can relate to our operations. Key focus areas are identified to address relevant issues, with control and management solutions implemented accordingly.

A targeted approach is adopted for community and labour rights, incorporating stakeholder input to mitigate potential risks and identify opportunities for enhancement. The Group also engages in progressive dialogue to evaluate stakeholders' preparedness and progress in meeting human rights requirements. This is to ensure that all parties within the supply chain, understand our expectations for compliance with human rights standards. Support is provided where necessary to facilitate the adoption of best practices in human rights.

The management team conducts regular reviews of human rights performance through practice assessments, engagement with human rights defenders and social impact evaluations at all our operations. Based on these reviews, corrective actions are taken and the Board of Directors are kept informed of compliance and oversight.

In 2024, there were zero confirmed cases of non-compliance.

Our Corporate Citizenship

We conduct regular reviews and supplier engagement to ensure compliance to human rights practices with high-risk suppliers given six months period to address issues and implement corrective actions.

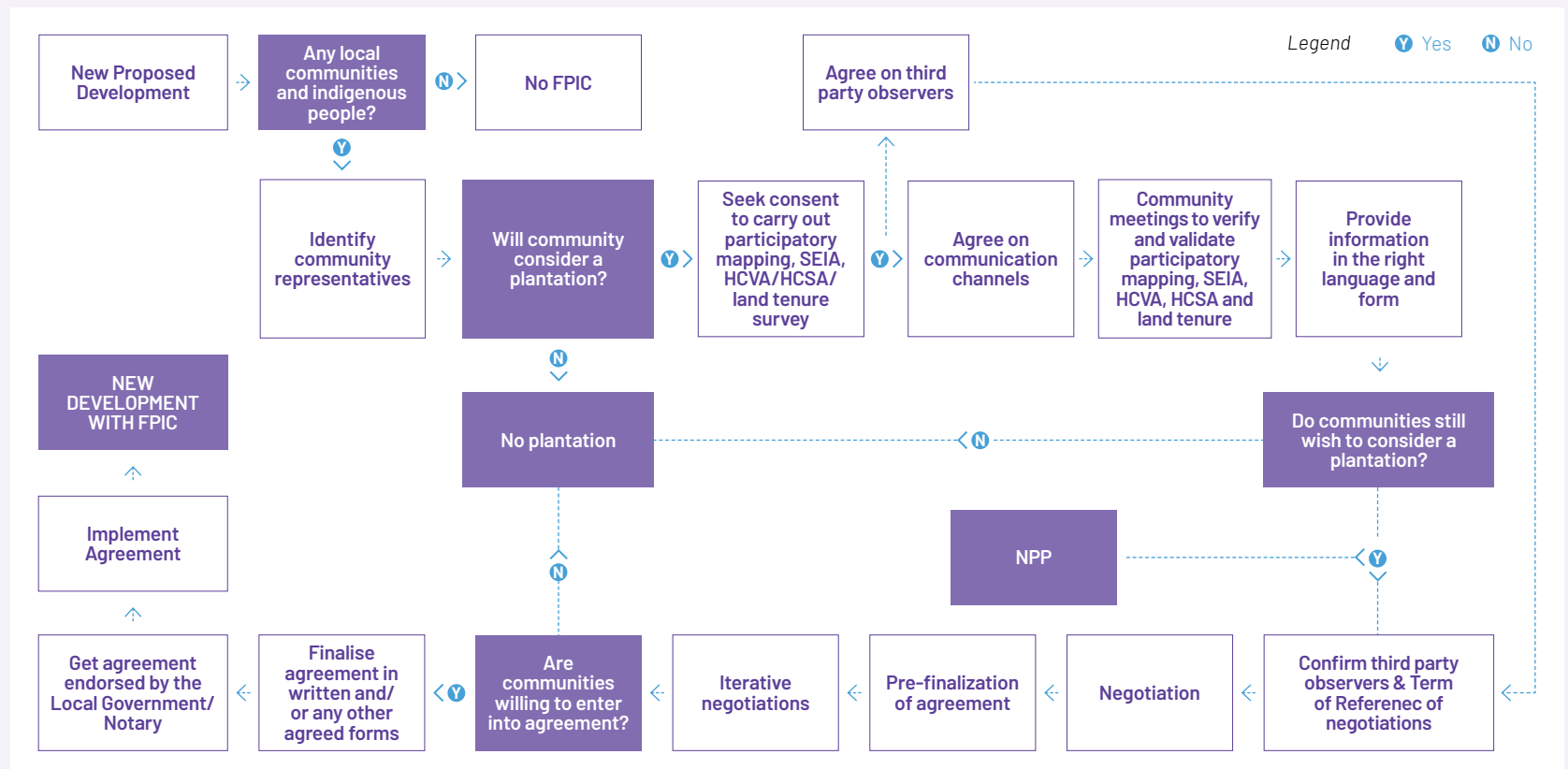
Community Relations & Development		Workforce				Human Rights Defenders	Personal Data
Local Economy	Food Security	Forced Labour	Working Hours	Diversity & Inclusion	Child Labour	Engagement	Data Protection & Privacy
Land Matters		Wages	Affiliation	Security		Fair Treatment	

Respecting The Rights of Indigenous and Local Communities

The Group respects the customary and legal land tenure rights of indigenous and local communities, reflecting our commitments to the UN Declaration on the Rights of Indigenous Peoples, the International Labour Organization ("ILO") Convention on Indigenous and Tribal Peoples (No. 169), and the principle of Free, Prior and Informed Consent ("FPIC"). These underlines the Group's dedication to sustainability and the protection of human rights within its oil palm plantation operations.

No development or expansion proceeds without securing FPIC from affected communities. The FPIC process involves engaging landowners, communities, and their representatives through transparent communication channels. It includes participatory mapping, SEIA, HCVA/HCSA surveys, and land tenure studies, following the RSPO FPIC Consent Guide and best practices. Third-party observers are involved to ensure accountability, and findings are validated through community meetings.

FPIC Flow Chart



Note: In 2024, there was no new planting activity which required company to carry out FPIC process.

Our Corporate Citizenship

Respecting The Rights of Indigenous and Local Communities

In cases of land disputes, the Group pursues amicable resolutions through dialogue. Compensation for lost benefits or relinquishment of rights is negotiated voluntarily, with agreements finalised and endorsed by local authorities. Unresolved disputes are addressed using conflict resolution procedures aligned with social principles.

To further strengthen relationships and address community concerns, the Group conducts Social Impact Assessments ("SIA") every five years. This structured approach ensures respect for community rights while promoting transparency, inclusivity, and sustainability in operations.

RSPO, MSPO & ISCC

ADDENDUM: SOCIAL IMPACT ASSESSMENT (SIA) & FORCED LABOUR ASSESSMENT REPORT



GENTING INDAH OIL MILL (GIOM)
GENTING INDAH ESTATE (GIDE)
GENTING PERMAI ESTATE (GPME)
GENTING KENCANA ESTATE (GKCE)

Respecting and Upholding Employee Rights

The Group places great importance on protecting employee rights across its operations, ensuring safe and healthy working conditions, fair treatment, and the provision of a fair living wage.

The Group's commitment to labour rights is upheld through the following principles, which also apply to our palm product suppliers:

-  **Rights to Safe and Healthy Workplace**
-  **Rights to Decent and Fair Living Wages as well as Benefits**
-  **Rights to Fair Working Hours**
-  **Rights to Fair Grievance Mechanisms**
-  **Rights to Freedom of Association and Collective Bargaining**
-  **No Discrimination**
-  **No Forced Labour in all forms**
-  **No Child Labour in all forms**

Free

A self directed process by those affected to voluntarily giving consent

- Free from coercion
- Free from threats
- Free from intimidation or manipulation

Informed

All relevant information is made available to indigenous groups, including the resources necessary to enable any further research required to adequately assess potential risks and benefits

Prior

Prior to any part of any project or plan proceeding, all necessary information is provided and shared, according to processes defined by the peoples affected

Consent

The right to say a definitive "no" or "yes", with or without conditions. The agreement process must be agreeable to, and consistent with, the decision-making process of the communities affected

The principles are aligned with the SDG 8: Decent Work and Economic Growth. The Group's policies, procedures, and practices are designed to reflect this responsibility and ensure compliance with both local and international laws and regulations.

To uphold these standards, the Group conducts regular audits and assessments addressing any issues promptly and effectively. Furthermore, the Group actively engages its workforce and other stakeholders to gather feedback, encouraging continuous improvement in its approach to protecting and upholding labour rights.

Our Corporate Citizenship

Respecting and Upholding Employee Rights

No Forced, Human Trafficking and Debt Bondage Labour

We maintain a firm position against any form of forced labour, exploitation, human trafficking, sexual harassment, abuse, contract substitution, debt bondage, or the withholding of identification documents by employees or third-party vendors. To protect employee rights, secure lockers are provided for personal documents and belongings. Procedures for the recruitment of foreign workers have been established to ensure proper control and oversight.

The Group implements direct recruitment, covering all recruitment fees, and conducts thorough due diligence to ensure no recruitment fees are charged by the agencies employed. Employment contracts are provided in both English and the worker's native language, ensuring clarity and mutual understanding of terms. Posters outlining workers' benefits and terms are displayed prominently in the workplace and hostel areas.

In 2024, there were zero incidents reported relating to violations of human rights, and the Group addressed more than 90% of feedback received through its Careline since its launch in 2022, and appropriate actions were taken accordingly.

Addressing Forced Labour and Human Trafficking Risks

We proactively identify and mitigate risk of forced labour across our operations and supply chains even though we do not currently operate in regions with higher risks for forced labour, we monitor areas where such risks may arise, particularly within the supply chain and among third-party contractors providing labour-intensive services, such as transportation and maintenance.

Key Measures to Prevent Forced or Compulsory Labour

GENP has implemented several strategies to eliminate forced labour risks and ensure compliance with human rights standards:

Strict Supplier Code of Conduct

GENP requires all suppliers to comply with a Code of Conduct that explicitly prohibits forced or compulsory labour. This code mandates fair recruitment and employment practices and is embedded in all supplier contracts, with regular audits to assess compliance.

Due Diligence and Audits

The Company conducts regular audits and due diligence assessments on high-risk suppliers and contractors. These assessments include site inspections, worker interviews, and reviews of recruitment practices. Any supplier found non-compliant with labour standards is required to take corrective actions, with repeated violations potentially leading to contract termination.

Ethical Recruitment Practices

GENP collaborates with verified recruitment agencies to ensure ethical recruitment practices. Suppliers are prohibited from charging recruitment fees to workers, and transparent employment terms are enforced to prevent exploitative practices.

Training and Awareness

GENP provides ongoing training to employees, managers, and key suppliers on identifying and preventing forced labour. These training programmes raise awareness of human rights issues and ensure that all parties can recognise and report signs of forced labour.

Grievance Mechanisms

A secure and anonymous grievance mechanism is in place for workers across all operations and supply chains. This system, accessible in multiple languages, enables workers, especially migrants, to safely report concerns about forced or compulsory labour without fear of retaliation.

Collaboration with NGOs and Industry Initiatives

GENP partners with industry organisations and NGOs to stay updated on best practices for eliminating forced labour. These collaborations facilitate knowledge-sharing, monitoring, and advocacy efforts, strengthening the company's policies and response strategies.

Zero Tolerance Policy

GENP maintains a zero-tolerance policy for forced labour, incorporated into its corporate values and operational policies. Any confirmed cases of forced labour prompt immediate corrective actions and could result in the termination of relationships with the involved suppliers.

Our Corporate Citizenship

Respecting and Upholding Employee Rights

Preventing Child Labour and Protecting Young Workers

GENP is committed to eliminating all forms of child labour and ensuring young workers are not exposed to hazardous work environments. The Group has implemented a range of proactive measures to ensure compliance with local labour laws and international human rights standards, while fostering a safe and ethical work environment.

We have implemented several key initiatives to prevent child labour and protect young workers from hazardous environments. All workers are required to present identification cards to confirm they are at least 18 years old, with regular internal and external audits conducted to ensure compliance. The Company enforces a strict zero-tolerance policy on child labour, which is clearly communicated to employees, contractors and suppliers.

GENP engages with workers' families and local communities to raise awareness of child labour laws, encouraging children to remain in school. In partnership with organisations like Humana, GENP supports education for plantation workers' children. School attendance is monitored to ensure children are not involved in labour. Supervisors and managers receive regular training on child labour laws and GENP's policy to ensure vigilance. Awareness programmes are held for workers and local communities to reinforce the Company's stance on child labour.

Security Personnel Training in Human Rights

GENP ensures that all auxiliary police are trained in the Company's human rights policies, with a focus on applying these principles in security-related situations. This training, which was completed by all security personnel as of FY2024, ensures they understand their responsibilities and act in line with human rights standards during their duties.

The auxiliary police are responsible for safeguarding company assets, employees, and visitors, responding to security incidents, monitoring compliance with security protocols, and supporting investigations into security breaches. These duties are performed while maintaining respect for human rights and ensuring fair treatment for all.

Code of Etiquette

GENP's auxiliary police follow a strict code of conduct, which includes:

Respect for Human Rights

Treating all individuals with dignity, avoiding excessive force and discriminatory actions.

Confidentiality

Protecting sensitive information and respecting privacy.

Non-Discrimination

Ensuring fair, impartial treatment regardless of gender, nationality, or background.

Professional Conduct

Demonstrating integrity, accountability, and professionalism.

De-escalation

Using peaceful conflict resolution techniques and resorting to force only when absolutely necessary.

These guidelines, combined with training, ensure security personnel uphold human rights while creating a safe environment. Third-party security providers also adhere to these standards, reinforcing GENP's commitment to ethical and respectful security practices across its operations.

Our Corporate Citizenship

Workers' Rights to Freedom of Association and Collective Bargaining

GENP strives to protect workers' rights to freedom of association and collective bargaining across its operations and supply chain. In FY2024, the Company conducted assessments to identify any potential risks to these rights and implemented measures to address them. The efforts are aimed at empowering workers, promoting transparency and fostering fair labour practices.

We have established clear policies, such as its Code of Conduct and Supplier Code, which outline the importance of freedom of association and collective bargaining and are shared with employees and suppliers to ensure awareness. Training programmes were also conducted for both employees and suppliers to ensure understanding of labour rights, with a focus on migrant workers through multilingual sessions.

GENP encourages worker representation by supporting the formation of committees that include diverse groups, such as women and migrant workers, to facilitate communication with management. The Company collaborates with unions in regions where they are active, ensuring clear protocols for collective bargaining. Additionally, GENP conducts regular suppliers audits to ensure compliance with labour rights standards and company ethical recruitment SOP, addressing any non-compliance through corrective actions.

Genting Plantations Berhad

HRAD Procedure Manual	Doc No	GENP-HRAD-18-MY
	Revision	00
	Issue Date	3/10/2024
Foreign Workers Ethical & Responsible Recruitment Procedures	Page	1 of 36

Title: Foreign Workers Ethical & Responsible Recruitment Procedures

Owner/Source: Human Resources and Administrative Department

To further protect workers, GENP offers an anonymous grievance mechanism, allowing employees to report violations safely and without fear of retaliation. We also ensure that contracts, especially for temporary and migrant workers, are transparent and include clauses supporting the right to organise and bargain collectively.

Supporting Workers With Fair Wages And Benefits

GENP values its workforce and remains focused on providing fair compensation, essential support and reasonable working hours. As a responsible employer, we aim to foster an environment that respects employees' contributions, ensures their well-being and meets their basic living needs.

Aligned with the RSPO Guidance on implementing a Decent Living Wage ("DLW"), GENP ensures that workers and their families can maintain a respectable standard of living. We ensure that employment terms, including wages, meet or exceed legal minimum standards. In Malaysia, payslips are issued in both English and the worker's native language to ensure transparency and clarity. All operating mills and derivatives adhere to legal requirements for overtime pay and working hours.

To ensure fair compensation across the workforce, GENP follows a structured approach in determining wages. This approach is based on the Company's internal wage policies, which align with international and local labour standards, such as those from the International Labour Organisation ("ILO"), and the legal frameworks in the countries where we operate. Key steps in this approach include:

Monitoring Local Wage Regulations

GENP continuously tracks the minimum wage regulations in all countries where we operate, such as Malaysia and Indonesia. We stay updated on changes to wage laws to ensure that all employees are paid in line with these legal requirements.

Internal Policy Compliance

GENP has developed a corporate wage policy as an internal policy that mandates to all workers, including contract and third-party labour, receive wages at or above the legally mandated minimum wage. This policy is communicated clearly across the organisation, ensuring consistent adherence to fair compensation standards.

Assessment of Wage Levels

We regularly assess wage levels for all employees and contractors to ensure they meet or exceed local minimum wage requirements. When any wage discrepancies are identified, the Company takes corrective action, such as topping up wages to meet the legal minimum. This is done promptly, except where workers are absent without valid reasons.

Feedback and Grievance Mechanisms

GENP has established grievance mechanisms that allow workers to report any concerns related to wages or employment conditions confidentially. These mechanisms provide an accessible platform for employees and contractors to raise issues, ensuring that any wage-related discrepancies are addressed quickly and effectively.

Review and Corrective Action

In cases where wage violations are found, immediate corrective measures are implemented. These include issuing warnings to contractors or taking further action, such as terminating contracts, depending on the severity of the violation. Regular reviews ensure that wage policies remain compliant with local laws and respond to inflationary pressures or changes in the cost of living.

We also implement measures to prevent excessive working hours. Employees are provided with adequate rest periods, and no instances of excessive working hours have been reported to date. Overtime is offered only when necessary, in compliance with legal regulations and with appropriate compensation.

Beyond wages and working hours, GENP provides comprehensive benefit packages tailored to the diverse needs of our workforce. These benefits include healthcare, childcare, housing, electricity, clean water, transportation and educational support for workers' children. By addressing these needs, GENP supports its employees and their families in maintaining a basic yet respectable standard of living, reinforcing its commitment to their overall well-being.

Our Corporate Citizenship

Supporting Workers With Fair Wages And Benefits

The following tables list benefits for full-time employees and additional benefits for those based at our estates and oil mills:

Benefits for Full-Time Employees at Genting Plantations Berhad

	Malaysia	Indonesia
Salary Increment & Bonus	✓	✓
Life Insurance	✓	—
Health Care & Dental Coverage	✓	✓
Disability/Invalidity Coverage	✓	✓
Annual Leave	✓	✓
Parental Leave	✓	✓
Retirement Provision	✓	✓
Interest Free Car Loan	✓	—
Scholarship, Training & Enrichment Provision	✓	✓
Travel Related Benefits	✓	✓
Financial Relief for Bereavements	✓	✓
Staff Discounts	✓	✓
Long Service Awards	✓	✓

Additional Benefits for Our Workforce Based at Our Estates and Oil Mill

	Malaysia	Indonesia
Free Housing	✓	✓
Subsidised Water & Electricity	✓	✓
Transportation to Work	✓	✓
Medical Care & Supporting Facilities	✓	✓
Creches for Infants & Toddlers	✓	✓
Basic Education Facilities for Children	✓	✓
Recreational Facilities	✓	✓
Places of Worship	✓	✓
Training & Awareness Programmes	✓	✓
Recognition for Highly Productive Workers	✓	✓
Cultural & Religious Celebrations	✓	✓

OUR CORPORATE STEWARDSHIP

ANTI-CORRUPTION



GENP emphasises strong governance practices as a foundation for trust, accountability and sustainable growth. Governance, ethics and integrity are integral to GENP's operations, guided by its Core Values of 'HardWork, Honesty, Harmony, Loyalty and Compassion'. These Core Values shape daily decision-making and reinforce GENP's reputation for responsible and ethical business practices.

Maintaining high standards of corporate governance is essential for building stakeholders confidence. Strong governance practices enable GENP to effectively manage risks, balance profitability with ethical responsibilities and operate sustainably in a competitive industry. GENP integrates governance into its daily operations through established policies, frameworks and oversight mechanisms.

Governance, ethics and integrity at GENP are managed by the Risk Management Department, which ensures that policies, frameworks and regulations are implemented effectively. These measures embed ethical principles into the Group's operations and reinforce accountability. By implementing our policies and practices, GENP demonstrates its commitment to ethical governance. These efforts not only meet regulatory expectations but also strengthen GENP's reputation as a responsible organisation. Through the consistent application of these principles, GENP aims to create long-term value for stakeholders while safeguarding its business integrity.

Our Corporate Stewardship

GENP's Policies, Code of Conduct and Frameworks

Code of Conduct and Ethics for Employees and Directors

The Code of Conduct and Ethics for Employee and Directors provides guidance for employees and directors to act with integrity, respect and responsibility. It fosters a workplace culture aligned with GENP's core values and promotes ethical decision-making.

Anti-Bribery and Corruption System Policy ("ABCS Policy")

GENP adopts a clear stance against bribery and corruption. The ABCS Policy outlines procedures to prevent, detect and address unethical practices while ensuring compliance with regulatory requirements, including the Malaysian Anti-Corruption Act.

Whistleblower Policy

This policy offers a confidential channel for employees and stakeholders to report concerns regarding unethical or illegal activities without fear of retaliation. It promotes transparency and ensures that concerns are addressed fairly and impartially.

Code of Business Conduct for Third Parties

GENP extends its ethical expectations to external partners, including suppliers, contractors and other stakeholders. This Code mandates zero tolerance for bribery and corruption, safeguarding the integrity of GENP's supply chain.

Due Diligence for Third Parties

GENP conducts thorough due diligence on third parties to evaluate their adherence to ethical standards and regulatory compliance. This process helps minimise risks and ensures alignment with GENP's governance principles.

Compliance with Frameworks, Regulations and Standards

GENP aligns its governance practices with local and international regulations, including Malaysia's regulatory frameworks and the Malaysian Code on Corporate Governance. These practices promote transparency, accountability and compliance across all operations.

Anti-Bribery and Corruption Policy

GENP upholds professional and ethical business practices in compliance with its ABCS Policy, which took effect in 2020, in alignment with the Malaysian Anti-Corruption Commission Act 2009. This policy reinforces our zero-tolerance stance on bribery and corruption. Moreover, the ABCS Policy is inclusive as it is applicable to all employees at all levels, including directors, to uphold the highest governance standards at GENP. Non-compliance within the Company will be treated seriously and may result in disciplinary action, suspension, dismissal and if warranted, legal proceedings against the employee.

Our Code of Conduct and Ethics for Employees and Directors, which complements the ABCS Policy, establishes clear behavioural standards for our people and fosters an ethical work environment. In essence, these two policies detail procedures for conflict of interests, information confidentiality, corruption, bribery, discrimination and abuse of power. The Company's Code of Conduct and Ethics for Employees and Directors outlines the ethical standards expected of employees and third parties, covering anti-bribery, conflicts of interest, data protection, and fair competition, while promoting transparency, integrity, and sustainability. Third parties are encouraged to comply with GENP's ethical standards and relevant laws, with further information available on the company's website at <https://www.gentingplantations.com/>.

Every employee is required to sign a statement affirming their understanding and observance of both the Code of Conduct and Ethics for Employees and Directors and ABCS Policy. Additionally, employees must sign an Integrity Pledge, underscoring the significance of maintaining the Company's anti-bribery measures and complying with anti-corruption laws. They are also obligated to disclose any potential conflicts of interest.

Moreover, the Code of Conduct and Ethics for Employees and Directors and ABCS Policy are also incorporated into new hire orientations, underscoring the significance of these policies. This ensures that everyone, including new employees, understands the importance in preserving GENP's core values.

We communicate the ABCS Policy to all stakeholders via email, procurement contracts, intranet and the corporate website. The ABCS Policy is a key component of contracts signed with suppliers, buyers and contractors. Newly appointed suppliers are also required to acknowledge and comply with the ABCS Policy.

Corruption-Related Risk Assessment

The Group remains vigilant on any breach of our integrity and conducts an internal audit review of the ABCS at least once a year to evaluate the compliance among departments in the Company and to identify areas of improvement. The annual assessment focuses on identifying high-risk areas, particularly operations with frequent external interactions, such as with government agencies or stakeholders. The process involves evaluating the likelihood and impact of corruption, requiring employees to submit Related Party Transaction Forms to record all transactions with related parties. The findings of the assessment will guide GENP to implement appropriate mitigation measures, including enhanced oversight, stricter controls, targeted training and policy revisions. Regular monitoring and reviews ensure that these controls remain effective and adaptable to changes in the operational or regulatory environment.

In 2024, GENP conducted **TWO reviews, including a risk assessment related to corruption across **72 business units (100%)** of our operations. The findings of the assessments showed that there were zero significant corruption risks and incidents of corruption within the organisation. There were also zero confirmed incidents of corruption in 2024.**

Our Corporate Stewardship

Anti-Bribery and Corruption Policy

GENP Anti-Bribery and Corruption System



Top Level Commitment

- Practise the highest level of integrity and ethics
- Enforce group-wide ABCS Policy



Risk Assessment

- Review risk exposures and remedial actions
- Conduct comprehensive assessment once every three years



Undertake Control Measures

- Implement whistleblowing procedures and guidelines
- Conduct investigation by Whistleblower Hotline Committee
- Maintain records of adequate measures taken to address corruption risks
- Prepare documentation prescribed by ABCS Compliance Officer



Systematic Review, Monitoring and Enforcement

- Conduct annual internal audit
- Present material findings to the Board



Training and Communication

- ABCS information available online
- ABCS training for employees
- Formally communicate Code of Business Conduct for Third Parties to business associates

GENP's Anti-Bribery and Anti-Corruption Guide

1

No gifts can be offered or accepted for any business advantage

2

Donations and sponsorships strictly follow GENP's policies

3

No political contribution as a general rule

4

Prohibition of any facilitation payment or extortion payment

5

Hospitality and entertainment given/received must be unsolicited

Communication and Training on Anti-Bribery and Corruption

The Board is regularly informed about anti-corruption training through updates presented during board meetings, half-yearly compliance reports summarising audit results and feedback, and informal briefings or workshops to help directors better understand corruption risks and the company's anti-corruption efforts. All members of the Board have attended ABCS training since 2022.

The ABCS is easily accessible by all employees via the intranet and corporate website. Training is mandatory for all employees to ensure their knowledge about and adherence to ABCS-related policies. We ensure that employees are informed of training related to anti-bribery and corruption via internal emails. Pre-training activities such as quizzes are held to encourage participation. GENP also provides additional training whenever necessary, covering various forms of corruption, red flags as well as individual roles in the Company's anti-corruption efforts.

In order to ensure a high level of awareness of the ABCS, annual refresher training is conducted for the Company's workforce, including management groups and employees. We ensure that all new employees have received training on anti-bribery and anti-corruption within their first year of employment.

Our Corporate Stewardship

Anti-Bribery and Corruption Policy

Anti-Bribery and Corruption Performance for 2024

Confirmed Incidents of Corruption and Action Taken

ZERO

Number of confirmed incidents of corruption

Communication on Anti-Corruption Policies and Procedures

10

Number of Board of Directors Informed on Anti-Corruption Policies and Procedures

100%

Percentage of Board of Directors Informed on Anti-Corruption Policies and Procedures

1,061

Number of Employees Informed on Anti-Corruption Policies and Procedures

100%

Percentage of Employees Informed on Anti-Corruption Policies and Procedures

Training on Anti-Corruption Policies and Procedures

998

Number of employees who received training on anti-corruption

94%

Percentage of employees who received training on anti-corruption

• **22.45%**

Management

• **23.04%**

Executive

• **54.51%**

Non-Executive

Online training, video and post-test of training

Initiatives or programmes implemented for anti-corruption training (e.g. e-module on anti-corruption)

Operations Assessed for Corruption-Related Risks

100%

Percentage of operation assessed for corruption-related risks

Whistleblower Policy

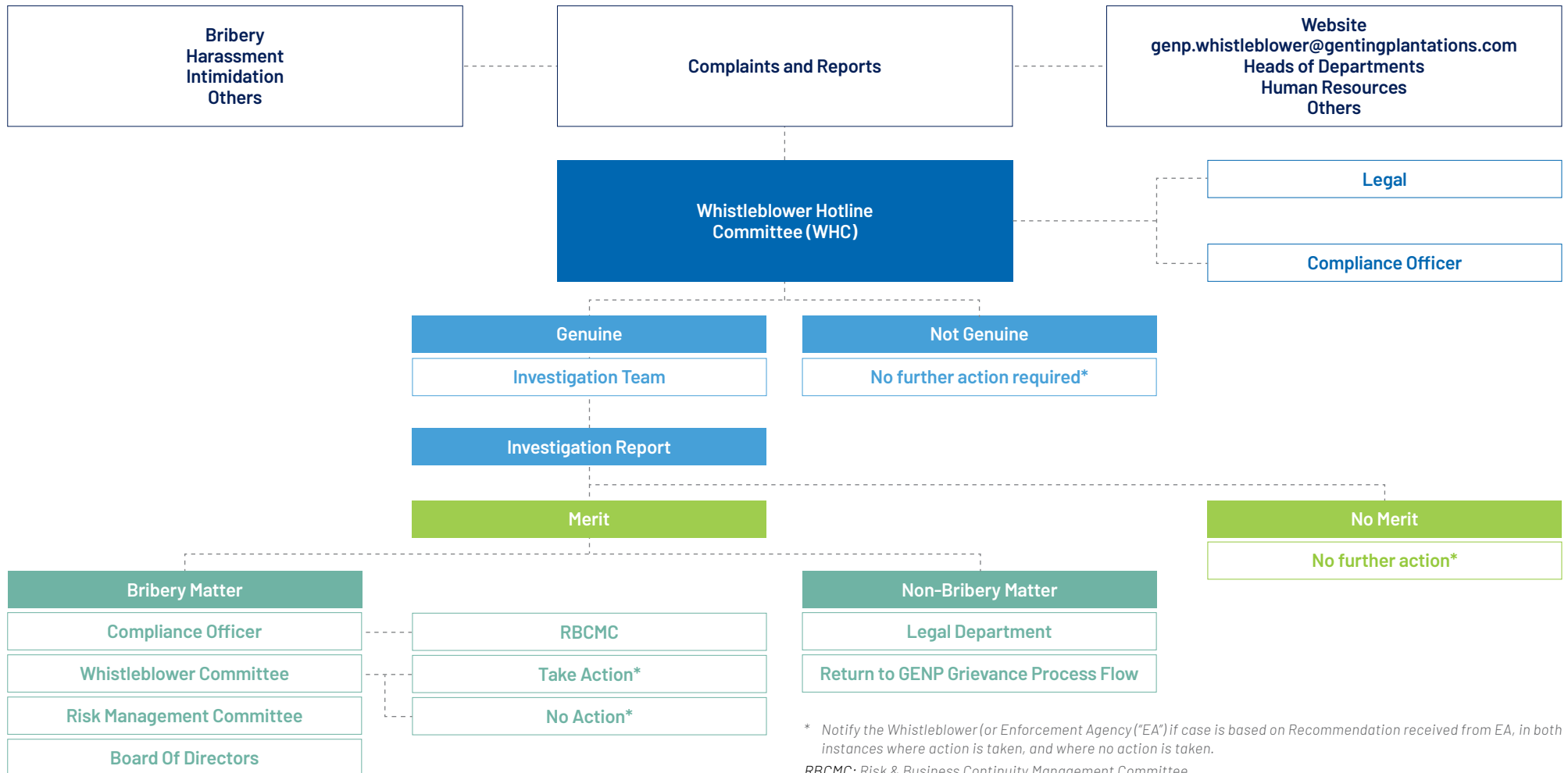
GENP is committed to upholding high ethical standards and accountability across its operations. The company's Whistleblower Policy, supported by whistleblowing procedures and guidelines, provides a safe and confidential channel for reporting concerns about potential breaches of anti-bribery and corruption policies. It promotes transparency and encourages employees and external stakeholders to report any suspicions of wrongdoing or malpractice.

The ABCS serves as a grievance mechanism for whistleblowers to confidently lodge reports or complaints about suspicious misconduct, including violations of the Code of Conduct and Ethics for Employees and Directors and the ABCS Policy. The Whistleblower Hotline Committee ("WHC"), which includes representatives from the Legal Department and the ABCS Compliance Officer, ensures thorough investigations and confidentiality throughout the process. This is underpinned by the Whistleblower Policy, which protects the anonymity of whistleblowers and ensures that they can file complaints without fear of reprisals. If a concern is found to be valid or comes from an Enforcement Agency, the Whistleblower Committee ("WBC") will assess the matter and recommend appropriate actions. GENP maintains a firm stance against non-ethical business conduct and ensures that disciplinary actions, including dismissal and/or legal proceedings may be taken against internal parties involved. External stakeholders can file complaints via email to genp.whistleblower@gentingplantations.com while employees can raise concerns via heads of departments, Human Resources and internal audit department.

Our Corporate Stewardship

Whistleblower Policy

Anti-Bribery and Corruption System Process Flow



Our Corporate Stewardship

SUPPLY CHAIN



GENP emphasises sustainability as an integral aspect of its operations, recognising its influence on both immediate activities and long-term objectives. This approach encourages shared responsibility across our workforce and supply chain, supporting the adoption of robust practices at every level.

KIU Oil Mill in Central Kalimantan, Indonesia – certified by RSPO in 2024.

Genting Plantations' Own Mills' Production in 2024

- Estimated FFB processed: 2,068,266 mt of FFB (99.77% from sustainable sources with environmental and sustainability standards certification)
- Crude palm oil yielded: 559,831 mt
- Palm kernel yielded: 104,569 mt (All palm kernels are sold to external crushing plants, as GENP does not operate kernel crushing facilities)

General Expectations For GENP's Suppliers & Contractors

Legal Obligations	Responsible Sourcing	Work on GENP Premises	Certifications	Information Disclosure	Cooperation
Suppliers are obligated to adhere to all applicable laws, legal requirements, directives, guidelines and other relevant clauses in any contract with GENP	Suppliers are required to ensure that their products and services are procured responsibly in accordance with relevant national regulations as well as regional and international standards	Suppliers who operate in our premises or facilities are required to adhere to our applicable policies and procedures	FFB suppliers are required to furnish certifications such as MSPD, ISPO, ISCC, RSPO or other relevant accreditations. As goodwill, suppliers must invest in efforts to obtain these certifications within a reasonable period of time	Suppliers must provide disclosures pertaining to their labour, health and safety, environmental practices, business activities and structure, and financial status and performance benchmarked against existing industry practices	GENP may require our suppliers to submit information requests or audits to verify their adherence to these responsibilities. While we aim to collaborate with our suppliers to enhance conditions, we reserve the right to terminate the relationship with any supplier that does not fulfil these obligations

Our Corporate Stewardship

Embedding Traceability Practices

Supplier Review To review and register our suppliers to ensure that they meet the Company's traceability requirements

FFB Handling Procedure To regulate the method for receiving and handling FFB from external sources as per criteria used for traceability and compliance to NDPE

Supply Chain Compliance Roadmap To implement the traceability compliance for all suppliers registered in GEPN supply chain as well as the compliance roadmap programme for suppliers yet to achieve full compliance

Grievance Handling Mechanism To communicate all grievances from stakeholders and external parties

Monitoring, Reporting and Verification of Compliance To perform ongoing assessment, reporting and verification of registered suppliers to ensure continued compliance to GEPN's traceability requirements

We prioritise transparency by ensuring our customers are fully informed that our raw materials come from sustainable and responsible sources. Through traceability, we are able to verify and monitor the origins of our palm oil products. To further strengthen our supply chain, we actively mitigate sustainability risks by identifying potential economic, environmental, and social risks associated with our third-party suppliers. We continue to encourage our suppliers to meet our sustainability standards by obtaining certifications such as RSPO, MSPO, and ISPO.

GENP reinforced our commitment to prevent deforestation in 2024 by monitoring 10% of FFB suppliers who share this principle. We track deforestation through a mapping system compliant with the EUDR, thereby strengthening responsible sourcing practices throughout the supply chain. These efforts align with both the expectations of our customers and end-users and the principles outlined in our Supplier Code of Business Conduct.

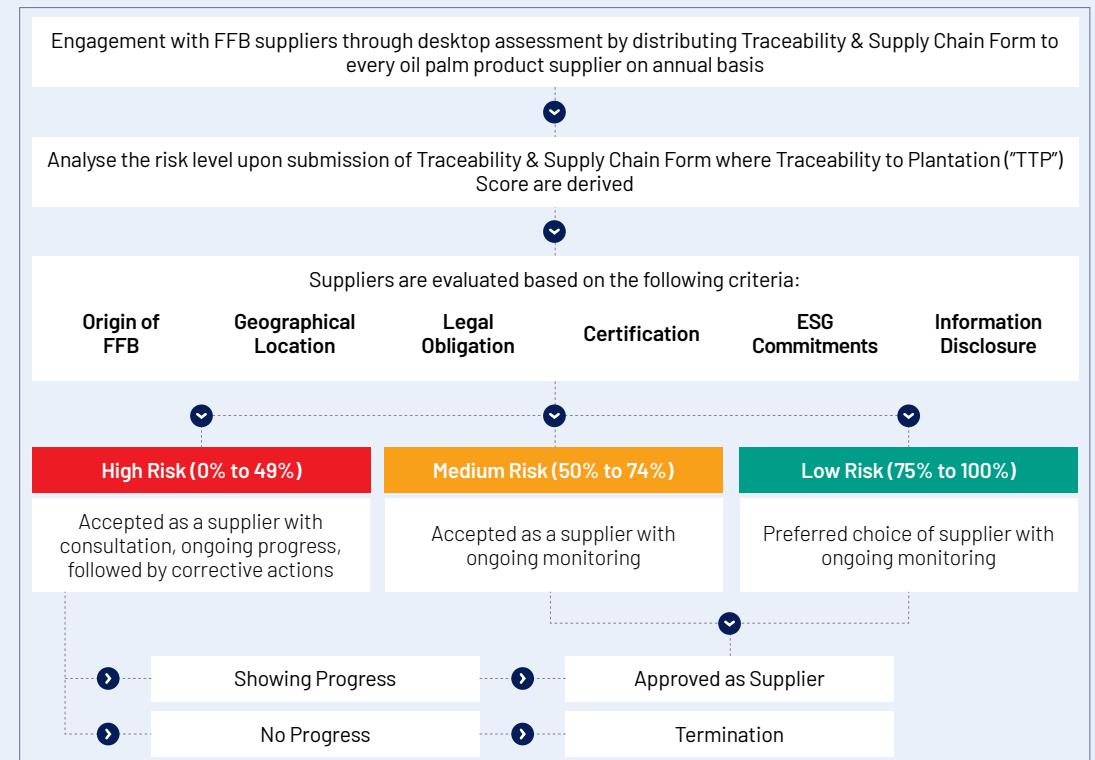
For more information on traceability, please refer to page 81.

Enforcing Ethical Supplier Standards

Guided by our corporate values, we strive to ensure ethical practices in the production of our products and services, with attention to safeguarding human rights and the environment. We maintain regular engagement with our suppliers to support the Group's sustainable sourcing strategy and palm oil production efforts. Our Supplier Engagement Programme for FFB and CPO suppliers plays a key role in fostering continuous improvements across our supply chain and business operations.

We seek to build relationships with suppliers who share similar values and uphold comparable ethical standards, particularly in how they manage their own suppliers and vendors. This approach applies not only to suppliers of raw materials and products but also to third-party labour agencies, contractors, logistics providers, and other service providers. Where relevant, we include our policies in legally binding agreements with suppliers.

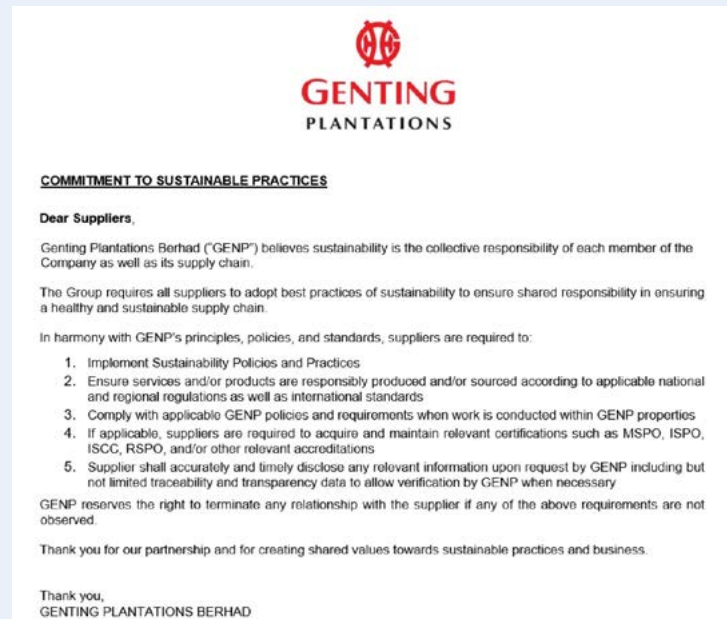
GENP Suppliers Risk Assessment



Our Corporate Stewardship

Evaluating Our Suppliers

We constantly engage with our suppliers to support the Group's sourcing strategy and sustainable palm oil production. Our Supplier Engagement Programme for FFB and CPO suppliers is a crucial measure, playing a vital role in enhancing sustainability performance and driving continuous improvements across our supply chain.



Our supplier engagement includes multiple communication channels, such as meetings, questionnaire reviews, traceability forms, and consultations, to promote sustainable practices. These efforts involve:

Evaluating Compliance

We assess supplier adherence to key standards such as health and safety, workers' rights, human rights, and the principles of 'No Deforestation, No Peat, No Exploitation' ("NDPE"). This also includes evaluating governance, compliance with local regulations, and alignment with our sustainable palm oil policies.

On-Site Assessments

We conduct site visits and due diligence for FFB suppliers to evaluate their commitment to responsible agricultural practices and sustainable palm oil production.

Certification Readiness

We review the preparedness of FFB suppliers to achieve certifications such as RSPO, MSPO, and ISPO.

To assess the sustainability performance of our FFB and CPO suppliers, we reviewed traceability records and carried out forced labour assessments. These steps allowed us to evaluate supplier adherence to sustainability standards and ensure they met environmental requirements. We used satellite mapping to help monitor compliance with environmental criteria and ensure that no clearing occurred in HCV or HCS areas.

We have screened the following number of suppliers based on environmental criteria:

452

of FFB suppliers for both Malaysia and Indonesia

34

of CPO suppliers for Malaysia

The assessments showed no complaints regarding deforestation within both our operations and those of our palm product suppliers.

Supporting Local Suppliers

In 2024, we engaged 2,786 suppliers, allocating 98% of our procurement expenditure to local suppliers in Malaysia. These suppliers are based within the respective countries and by supporting them, we enhance our supply chain, boost local economies, and uphold responsible sourcing standards.

Procurement

External Suppliers Engaged

Local Supplier

2,666

International Supplier

120

2,786

Total Suppliers

Note: This data has been verified by Internal Audit.

Our Corporate Stewardship

Non-Compliance Remediation Strategy

While we remain committed to adhering to all relevant rules, regulations, and standards for oil palm plantations, we acknowledge that non-compliance may occasionally occur beyond our control, even with robust standard operating procedures in place. To manage such situations, we have developed a comprehensive recovery plan that includes a multi-faceted strategy to mitigate and reduce sustainability risks within our supply chain. As part of this approach, non-compliant parties are given a six-month grace period before follow-up assessments are conducted. Additionally, we have introduced a dedicated programme to address forced labour concerns, focusing on proactive engagement and support high-risk suppliers to achieve compliance with our sustainability standards.

Determining High-risk Suppliers	Identifying Shortcomings	Responding to Confirmed Allegations
- Through our assessment and desktop analysis, we categorise high-risk suppliers as those that fail to comply with NDPE - These suppliers will undergo additional scrutiny and involvement in a time-constrained action plan to establish compliance with our sourcing requirements and commitments	- Our first step is to engage with the identified supplier, as cutting ties or eliminating the supplier from our supply chain is not a long-term solution - Suspected violations of sustainability practices and any shortcomings are treated with the utmost seriousness and investigated accordingly - During investigation, all purchases from the identified supplier or supply chain may be temporarily suspended to aid the investigation process	- We require the supplier to provide an account of the situation by conducting assessments and due diligence - The supplier is obligated to provide a detailed plan for corrective measures and submit the case to RSPO's grievance channel for palm suppliers - We will continue engaging with the supplier and other stakeholders to enhance operations - However, if the supplier failed to show any progress following the engagement, we will ultimately stop procuring from the supplier

DATA PRIVACY AND SECURITY



GENP complies with the Personal Data Protection Act ("PDPA") 2010 and upholds a strong commitment to safeguarding data privacy and security. We acknowledge that protecting the data privacy and security of our stakeholders is crucial for us to uphold integrity and maintain the trust we have built with our stakeholders.

To ensure efficient management of employee information, we have put in place robust data protection systems to safeguard the privacy of every employee. This is done through the Systems, Applications & Products in Data Processing ("SAP") HR system and plantation payroll system, both of which are secured by user ID access. Only authorised personnel can view or modify data, with access reviewed periodically and audited annually by an independent external consultant. The SAP system includes an employee self-service portal, where employees can securely view their payroll and leave records using personal passwords.

Both systems are safeguarded with firewalls, virtual private network ("VPN") connectivity, and encrypted databases stored on secure servers. Additionally, all company desktops and laptops have antivirus software installed.

In 2024, there were zero substantiated complaints received concerning breaches of customer privacy. There were also no major security threats, cyber-attacks, or system failures in the year under review.

Note: This data has been verified by Internal Audit.

Our Corporate Stewardship

SMALLHOLDER INCLUSION



Smallholders play an important role in the palm oil supply chain, serving as contributors to sustainable agricultural practices and responsible production. The inclusion is not only essential for the growth of our business but also fostering a 'just transition' towards a sustainable future. By empowering smallholders, we aim to maximise social and economic opportunities arising from climate change while meeting the rising demand from investors and buyers who prioritise ESG considerations.

Integrating smallholders into sustainability initiatives is necessary for building resilient supply chains and promoting equitable growth. As key stakeholders, they contribute substantially towards sustainable value creation, ensuring compliance with environmental and social standards. Smallholders' participation helps mitigate risks, enhance yields, and support long-term economic viability, aligning with our responsibility towards continuous value creation for all stakeholders.

Genting Jambongan Oil Mill – 7 independent smallholders are undergoing ISHs certification under GENP's programme.

Policies and Guidelines for Smallholders

Our management of smallholder inclusion is guided by structured frameworks, policies, and standards to ensure alignment with best practices and industry requirements. These include:

Policies and Standards

RSP0 Independent Smallholder Standard (ISH Standard) 2019

Provides guidelines to help smallholders achieve sustainability, focusing on capacity building, improved yields and compliance with sustainability criteria.

National and Regional Regulations

Adherence to standards such as the MSP0 and ISPO.

Best Practices

Collaborations with NGOs, government bodies, and other stakeholders to provide training, resources, and fair pricing mechanisms for a transparent and sustainable supply chain.

Internal Policies

Policies such as the Smallholder Engagement Policy and Sustainability Policy ensure integration and alignment with our sustainability goals.

Our efforts are supported by a cross-functional management approach. The Sustainability Department leads smallholder inclusion initiatives, focusing on capacity building, compliance, and programme implementation. The Marketing Department facilitates market integration for smallholder-produced palm oil, while the Processing Division ensures traceability and compliance throughout the supply chain. Regular monitoring and assessments further ensure adherence to standards, encouraging long-term partnerships with smallholders.

In addition, we benchmark our approach against national and international standards, including the RSP0 Independent Smallholder Standard (ISH Standard) 2019, to ensure that our practices align with global best practices.

Our Corporate Stewardship

Supporting Smallholders

As part of our commitment to advancing smallholder inclusion, GENP aspires to achieve full RSPO certification for all Independent Smallholders ("ISHs") across our units by 2030. We are dedicated to developing sustainable practices, enhancing smallholder capacity, and creating a transparent and responsible supply chain that aligns with international standards. The long-term goal will be implemented in stages to ensure a structured and effective rollout. In the near term, we aspire to achieve the following milestones to ensure best practices are adopted by our smallholders:

Certify **Indah ISHs** by 2026

Certify **Tanjung ISHs** by 2027

The year under review saw us continuing with various support for our smallholders. Reaching out to these stakeholders ensures mutual growth while driving meaningful impact across the environmental, social and economic dimensions.

Training and Technical Assistance

We conduct extensive training sessions to enable smallholders to meet mandatory MSPD and voluntary RSPO certification requirements. Between 2022 and 2024:

- Jambongan: 7 sessions were held, covering areas such as legal compliance, farm mapping, and declarations for ISH standards.
- Mewah: 4 sessions were conducted with participation from the Sustainability and GPOS Marketing teams. The training includes guidance on sustainability practices, compliance with RSPO standards, and agronomic improvements.

Capacity Building and Collaboration

We prioritise capacity building through education and stakeholder engagement. Key initiatives include:

- Promoting sustainable agricultural practices such as Integrated Pest and Weed Management, riparian buffer zone management, and efficient resource use.
- Providing subsidised or discounted fertilisers and access to high-quality planting materials to enhance yields and sustainability.
- Engaging smallholder groups in consultations and collaborative decision-making to adopt cohesion and trust.

Financial Support

GENP provides financial assistance to alleviate barriers for smallholders:

- Jambongan ISH Enterprise: Received RM19,839 in 2024.
- Wild Asia Group Scheme ("WAGS") Programme: Supported 18 smallholders from Kinabatangan, Sabah in achieving RSPO certification.

This assistance includes covering RSPO membership fees, certification costs and logistical expenses for training sessions.

Recognition and Certification

In 2024, GENP successfully supported the RSPO certification of:

- 7 smallholders from Jambongan.
 - 18 smallholders from Kinabatangan through the WAGS programme.
- These certifications enhance smallholders' marketability and ensure their compliance with sustainability standards.

Market Access and Incentives

To strengthen smallholder relationships, we offer incentives and access to certified markets:

- RM1.00 per mt premium for RSPO-certified FFB supplied to GENP mills.
- Premiums linked to physical uptake by buyers.
- Proceeds from traded RSPO credits are distributed to participating smallholders.

Programme Participation and Reach

Participation in our smallholder initiatives reflects the increasing engagement of independent smallholders across various regions.

The current is as follows:

- Jambongan Region: 7 independent smallholders participated in our programmes.
- Indah Region: 5 independent smallholders participated in our programmes.
- Mewah and Trushidup Regions: Approximately 20% of independent smallholders engaged in our initiatives.

OUR ENVIRONMENTAL RESPONSIBILITY

ENERGY MANAGEMENT



Efficient energy utilisation remains a key focus for Genting Plantations in its efforts to minimise environmental impact and reduce emissions. It is also essential for supporting sustainable business operations and addressing the challenges of climate change.

Renewable energy sources play an important role in the Group's operations. Oil palm biomass products, such as palm fibres, palm kernel shells, and empty fruit bunches, are utilised as fuel in oil mills and downstream facilities. A portion of this biomass is also used for heating purposes at refineries, although the energy generated from these activities is not recorded. To further diversify its energy mix, Genting Plantations is exploring additional renewable energy solutions, including biogas plants and solar panels.

Non-renewable energy sources, including diesel, petrol, and natural gas, are used in remote operating units, particularly in Sabah and Indonesia, rely on diesel generators to supply electricity to operations, workers' quarters, and facilities.

Looking ahead, Genting Plantations strives to optimise energy use across its operations. By incorporating renewable energy solutions and improving energy efficiency, the Group aims to reduce emissions and support its long-term sustainability objectives by having bio-gas plant and install solar panel.

Total Volume of energy used (MJ)



Energy Intensity (MJ/mt)

Estates



Oil Mills



Downstream Manufacturing



Note: Energy intensity for estates in 2023 were updated.

This data has been verified by Internal Audit.

Biogas plant (under construction) at Genting Ayer Item Oil Mill, Johor.

Our Environmental Responsibility

WATER MANAGEMENT



Two-tier water catchment pond system at Genting Jambongan Estate, Sabah.

Our Water Footprint

Genting Plantations is dedicated to a sustainable water management strategy aimed at reducing water use intensity by 2050. We acknowledge the importance of adapting our approach to local land conditions, topography, and climate variability. To enhance water resilience, we implement various water conservation practices, including the construction of water catchment systems, establishing riparian buffer zones, and developing drainage systems across our operations.

Sustainable water management is vital for the continuity of our operations and the well-being of surrounding ecosystems and communities. If water resources are not managed responsibly, it could lead to negative impacts on both our business and stakeholders.

The following measures underscore GENP's commitment to addressing water-related risks and promoting responsible water utilisation in its operations:

- Implemented measures to protect water quality, enhance efficiency, and optimise its water management system
- Relied on surface water sources like rain-fed ponds, rivers and lakes, to ensure the availability of fresh and clean water for surrounding environments and communities
- Maintained our moisture levels and weather patterns monitoring through rainfall collection stations to address potential adverse impacts on waterways
- Conducted examinations of water hazards in response to the escalating global temperatures and the increasing frequency of natural disasters such as floods and droughts

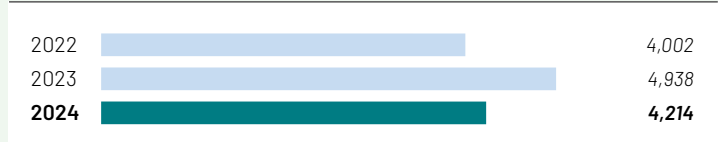
We have monitored level of water in rivers in our operating units and confirmed that there is no water risk in short to medium term.

Our Environmental Responsibility

GENP remains determined in implementing sustainable water management practices, ensuring the efficient and responsible use of water within our oil mill facilities. Our water is sourced from municipal supplies to ensure we have minimum withdrawal from shared surface or groundwater sources such as rivers, lakes, or wells, minimising any impact on local communities. We strive to make sure that clean, safe drinking water is always available for our workforce.

Through the integration of rainwater harvesting, innovative technologies, and water-saving practices, we have optimised water usage and reduced consumption. The design of our facility, with its specialised roofing structures, facilitates effective rainwater collection, which is then channelled into dedicated reservoirs. Furthermore, the use of advanced water-saving technologies, such as automatic pumps, steam management systems, and zero dilution systems, has enhanced overall water efficiency. These efforts demonstrate our ongoing commitment to responsible water management usage across our operations.

Total Volume of Water Used (megaliters)



Note: This data has been verified by Internal Audit.

Water-Use Intensity

GENP continues to enhance the accuracy and precision of its water utilisation measurement systems and baselines. As the scope and parameters of water usage in operations, especially derivatives, continue to evolve, a more accurate assessment of water-use intensity is anticipated in the coming years. It is important to highlight that our oil mills and downstream operations have already achieved substantial progress in optimising and reducing their water-use intensity.

In 2024, our water intensity reduced by 2.42% at the estates and increased of 21.57% at our oil mills. However, water intensity at downstream manufacturing decreased by 3.57%.

Water Intensity (m³/mt)

Estates



Oil Mills



Downstream Manufacturing



Note: This data has been verified by Internal Audit.

Our Environmental Responsibility

WASTE MANAGEMENT



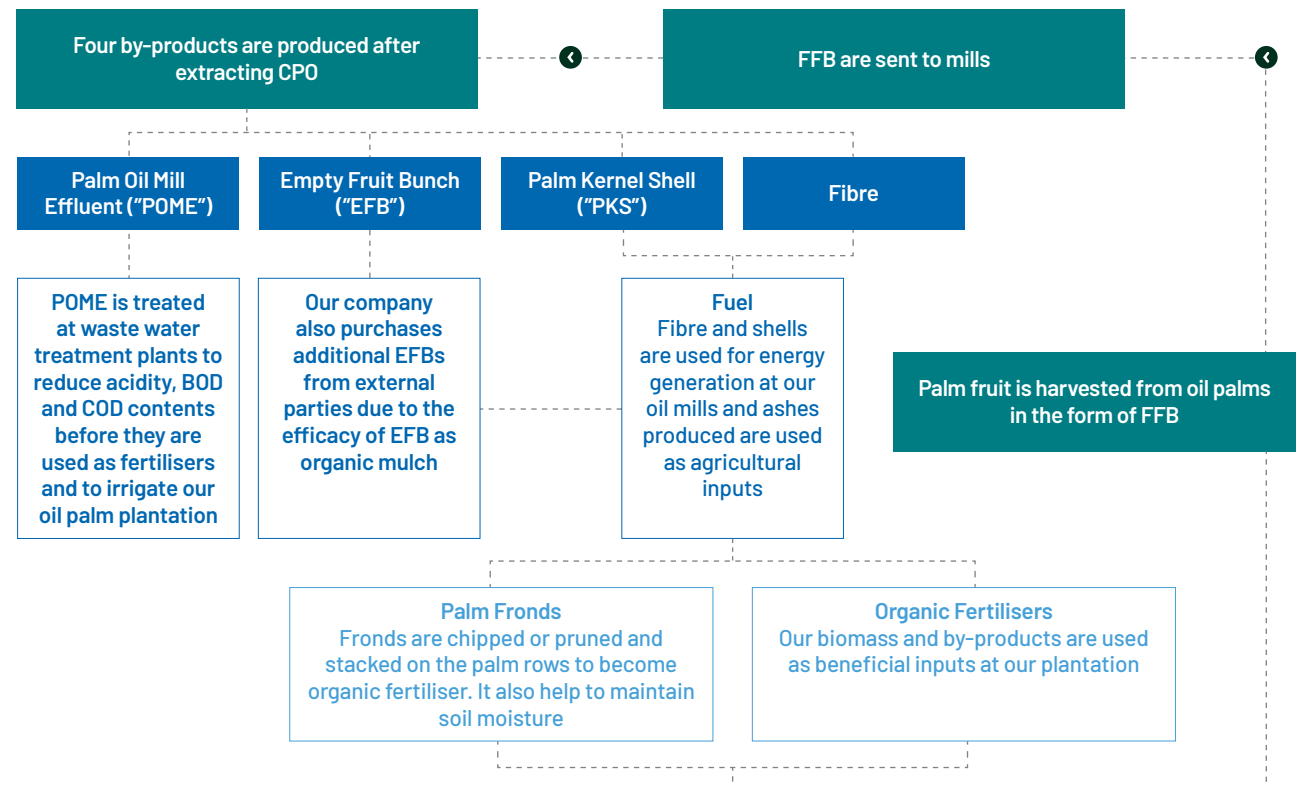
Waste and Hazardous Material Management

At Genting Plantations, effective waste management is integral to environmental protection and the health of local communities surrounding our operations. We ensure that our waste management practices comply with national legislation, including Malaysia's Environmental Quality (Scheduled Waste) Regulations 2005 (Amendment 2007) and *Indonesia's Peraturan Pemerintah PP Nomor 22 Tahun 2021*.

In line with our sustainability goals, GENP promotes a circular economy by aiming to minimise waste sent to landfill. We manage a wide range of waste including agricultural and industrial by-products after extracting, with the aim of reducing environmental impacts in our operations.



PKS and fibre are used for energy generation at GENP oil mills.



Our Environmental Responsibility

Wastewater

We recognise the potential environmental threat and the risk of contaminating waterways and groundwater with POME, a highly contaminated water generated during the processing of FFB. POME constitutes a significant portion of the effluents generated in our milling operations, accounting for roughly half of the total water usage at these locations. In addition, we have a process known as Palm Oil Refinery Effluents ("PORE"), which involves treating and purifying wastewater generated during the process of refining palm oil, to minimise environmental impact.

Commencing in 2025, some mills will utilise methane capturing technology to reduce emissions and mitigate environmental impact. A road map of placing methane capture plant in oil mill had been prepared. We also aim to attain our long-term goal of reducing Biochemical Oxygen Demand ("BOD") and Chemical Oxygen Demand ("COD") levels to enhance water quality by 2050. Additionally, our objective is to manage the by-products of palm oil production responsibly and to minimise any adverse effects on the environment through implementation of stringent protocols:

To mitigate GHG emissions, belt-press facilities have been installed across all oil mills in Malaysia

Executed a range of POME management strategies, including treatment, land application and composting, all geared towards the beneficial repurposing of POME as a fertiliser

Utilised POME as a soil amendment to enrich the soil with moisture, nutrients and organic matter, offering a sustainable alternative to inorganic fertilisers

Treated effluents actively from our downstream processes to prevent groundwater pollution and minimise impacts on aquatic life

Biomass By-Products, Production and Use

The integration of biomass by-products into our waste management practices continues to play a vital role in both recycling and energy recovery. This approach helps Genting Plantations reduce overall waste output, aligning with our commitment to sustainability. In the context of oil palm cultivation and milling, recycling biomass not only offers a valuable opportunity for resource utilisation but also resonates with our economic and sustainability objectives. During the year under review, we achieved the recycling of 1.2 million mt of biomass.

Scheduled Waste Management

The Group places a strong emphasis on regulatory compliance, particularly in managing Scheduled Wastes ("SW"), and follows a Scheduled Waste Standard Operating Procedure ("SOP"). The SOP ensures that the collection and disposal of SW adhere to the comprehensive standards set by the Malaysia Department of Environment ("DOE"), reflecting our commitment to safeguarding the environment and protecting public health. This approach ensures that our waste management procedures are in line with industry standards. Our commitment extends to safeguarding the well-being of communities and the natural surroundings, aligning with the DOE's guidelines. By aligning our practices with industry standards, we continue to manage waste in a responsible and sustainable manner.

Scheduled Waste Disposed (mt)

Estates

2022		134.62
2023		123.76
2024		129.36

Oil Mills

2022		39.20
2023		39.08
2024		77.36

Downstream Manufacturing

2022		3.65
2023		4.04
2024		24.38

AgTech Division

2022		0.46
2023		0.23
2024		0.36

Note: This data has been verified by Internal Audit.

Our Environmental Responsibility

EMISSIONS MANAGEMENT



As the oil palm industry focuses on sustainable and climate-resilient practices, effective emission management to mitigate the effects of global warming is important for agricultural activities. Genting Plantations strives to reduce its emissions and contribute to the global effort against climate change.



Genting Jambongan Oil Mill, Malaysia's first zero-discharge oil mill.

This includes reducing GHG, ozone-depleting substances ("ODS"), nitrogen oxides ("NO"), sulphur oxides ("SO"), and other pollutants that can adversely impact ecosystems, air quality, agriculture, and human health. Among the key GHGs, methane is a significant air pollutant that the Group aims to reduce due to its harmful impact on the environment.

A significant source of emissions in our operations arises from fertiliser use and POME at our mills. To address this, all GENP mills had been installed with belt-press plant, with the exception of Genting Jambongan which is zero-discharge and Genting Ayer Item where we are currently building a bio-gas plant. GENP also invested in biotech research and development, which has led to the creation of bio-fertilisers as an alternative to synthetic fertilisers. These initiatives are part of a broader strategy to reduce emissions, with further details available in the wastewater and biomass by-product sections.

To track and manage its emissions, the Group is guided by the ISCC framework and has set a target to achieve carbon neutrality in its Malaysia operations by 2030. This target is supported by initiatives aimed at reducing GHG emissions across the supply chain, from raw material procurement to product logistics, and is benchmarked against a 2016 baseline.



Total emission of the estate is reduced as the total quantity of fertiliser required per hectare is lesser, and emission per hectare is reduced.

Mitigating Our Carbon Emissions

GENP remains focused on progressively reducing emissions across all operational units by setting year-on-year emission reduction targets. This proactive approach reflects our dedication to environmental sustainability and supports global efforts to mitigate climate change.

In 2024, we are building upon the initiatives implemented in previous years to achieve our emission reduction goals, which include:

Enhancing oil mill systems by integrating GHG-reducing technologies, establishing methane gas capture plants, and maintaining zero-discharge systems.

Exploring and adopting cleaner energy sources to reduce our carbon footprint.

Identifying, monitoring, and mitigating pollutants through effective action plans.

Implementing a waste management plan based on the 3Rs (Reduce, Reuse, Recycle) and ensuring safe disposal in line with toxicity and hazard levels.

Monitoring effluents and discharges to ensure compliance with environmental regulations.

Strengthening estate systems by estimating carbon stocks for new plantings, identifying emission sources from development, improving fire prevention measures, managing plantings on peatlands, and optimising the use of fertilisers and pesticides.

GENP's Genting Jambongan Oil Mill, which was commissioned in 2014, holds the distinction of being Malaysia's first zero discharge palm oil mill.

We assess GHG emissions in our Malaysian operations using tools aligned with the European Union's Renewable Energy Directive methodology and the emissions data are externally verified during the Group's annual ISCC re-certification audits. Furthermore, RSPO-certified oil mills and derivatives undergo further GHG emission measurements using the RSPO PalmGHG toolkit.

Measuring and reducing emissions remains essential in our efforts to combat climate change. With the growing impact of human activities on the environment, it is important to prioritise the quantification and reduction of GHG emissions. Tracking both the amount and sources of our emissions allows us to develop targeted strategies for mitigating climate change.

Our Environmental Responsibility

Mitigating Our Carbon Emissions

GHG Emissions (tco₂eq)

Estates

Scope 1



Scope 2



Scope 3



Total



Oil Mills



Downstreams



Note: This data has been verified by the ISCC external audit and Internal Audit except 346 tco₂eq from Business Travel & Employee Commuting.

Our Environmental Responsibility

Zero-Burning

Genting Plantations is constant in maintaining its Zero-Burning Policy and prioritises fire prevention across its operations. This includes implementing a variety of measures, including fire monitoring towers, regular patrols, and satellite surveillance to manage fire risks. In Indonesia, firefighting capabilities are strengthened through ongoing training, the upkeep of firefighting equipment, and the creation of additional water reserves and wells in high-risk areas. Regular audits and maintenance ensure the effectiveness of these systems.

Fire response teams receive continuous training, both internally and with Manggala Agni, to be prepared for potential fire incidents. During medium to high-risk periods, fire patrols are conducted by ground personnel based on the Fire Danger Rating system. Genting Plantations also engages local communities in discussions on fire prevention, the dangers of slash-and-burn practices, and the promotion of sustainable farming methods. These efforts are supported by Desa Peduli Api sessions and clear communication strategies, including signage to further reinforce the Zero Burning message.

While fire risks are managed proactively, fires may still occur, particularly during the dry season. The majority of such fires are caused by activities outside the Group's concessions, often linked to slash-and-burn practices by local farmers or communities. All fire incidents are carefully documented, including location, actions taken, and causes.

In 2024, no fires were reported within the Group's Malaysian operations, while 435 fire incidents were recorded in Indonesia. The Group continues to monitor, manage, and document fire risks, striving to prevent future incidents.

Satellite Monitoring

Country & Location	RSPO Hotspot	GENP Hotspot	Actual Fire Incidence & Extinguished	Hectarage Affected (ha)
Malaysia	0	0	0	0
Inside Concession	0	0	0	0
Own Estate	0	0	0	0
Outside Concession	0	0	0	n/a
Community Land	0	0	0	n/a
Indonesia	122	494	435	425
Inside Concession	106	451	357	343
Own Estate	30	97	13	11
Community Land	76	354	344	332
Outside Concession	16	43	78	82
Plasma	0	5	4	2
Community Land	16	38	74	80
Forest	0	0	0	0
Total	122	494	435	425

Note: This data has been verified by Internal Audit.

Our Environmental Responsibility

NO DEFORESTATION, CONSERVATION & BIODIVERSITY



**Zero HCV, HCS or Peat Areas
was cleared in 2024**

Genting Plantations acknowledges the importance of the No Deforestation, No Peat, and No Exploitation ("NDPE") policy in maintaining unrestricted access to global market and upholding environmental and social integrity. The policy is essential to ensure compliance with international standards, promoting sustainable practices, and building trust with stakeholders.

Neglecting this material matter could result in restricted market access, a potential impact on the company's reputation, and negative ecological consequences, affecting both business sustainability and stakeholder confidence.

To manage this, the GENP adheres to key frameworks and practices, including the RSPO Principles and Criteria, comprehensive environmental and conservation assessments, and active community engagement, which together ensure responsible plantation development and biodiversity protection.

Key Policies, Standards and Practices:

NDPE principles to meet market requirements and safeguard ecological and social integrity.

Compliance with the RSPO New Planting Procedure ("NPP") and ensures responsible development of plantation areas.

Conduct of Environmental Impact Assessments ("EIA"), HCV and HCS assessments to protect biodiversity and carbon-rich areas.

Sustainability Policy on plantation-level traceability through precise geographical identification of estates and Integrated mapping of HCV areas, HCS areas, community land use, peatlands, and riparian zones.

Community Engagement via the FPIC process to honour community rights and involve them in land-use planning.

Collaboration and partnerships with NGOs such as Hutan and the Bringing Back Our Rare Animals ("BORA") to enhance biodiversity conservation.

Regulatory compliance with Indonesian regulations for plantation development.

Bahagia Sanctuary at Genting Bahagia Estate, Sabah.

Our Environmental Responsibility

Navigating Our Climate Challenges

The increasing threat of climate change is becoming a major concern for businesses globally and as a plantation company, GENP is directly affected by its impacts. Climate-related events such as wildfires, flooding events, and biological stresses, are affecting oil palm production. In response, the Group continues to implement practices that aims to reduce the impact of climate change and improve environmental resilience.

Our approach to No Deforestation, conservation, and biodiversity is guided by the RSPO NPP and our Sustainability Policy. To manage climate risks, we follow our Environmental Policy and have developed a climate action plan, overseen by the Board of Directors and Senior Management. The plan focuses on reducing environmental impacts across operations and supply chains, while reviewing resource consumption for greater sustainability. Genting Plantations is expanding its No Deforestation and conservation efforts across the supply chain, working with suppliers to ensure alignment with the environmental standards. We are taking steps to manage unavoidable climate risks through various adaptation strategies, with a focus on good agronomic practices, efficient water management, and sustainable resource use.

Driving Conservation for A Greener Future

The Group's ongoing commitment to environmental stewardship is demonstrated through continuous initiatives aimed at conserving and protecting biodiversity within our operational areas. We have implemented measures to safeguard the natural habitats of critically endangered species, while also ensuring the preservation of HCV and HCS areas and actively working to reduce our carbon footprint.

Our conservation efforts align with SDG 15, which seeks to protect, restore, and promote the sustainable use of terrestrial ecosystems, forests, and biodiversity. To support this goal, the Group adheres to stringent principles across our plantation operations, including a prohibition on new developments in HCV and HCS areas, a ban on peatland development at any depth, and a firm commitment to zero-burning practices in all activities.

Managing Ecological Impacts

GENP upholds the principle of 'No Deforestation' and strives to protect ecosystems and biodiversity within and around our operational areas. We ensure lands that are in HCV and HCS areas are not cleared and have aligned with the NDPE agenda, integrating key elements of this approach into our operations since 2015. This helps to maintain broader access for our palm products in markets that support NDPE standards.

Zero Deforestation

At GENP, a strong focus is placed on environmental conservation and the protection of natural ecosystems. Through the implementation of comprehensive policies and procedures, efforts are made to ensure that operations and supply chains remain free from activities that may contribute to deforestation. This includes conducting detailed assessments prior to any land clearing activities, with an emphasis on protecting valuable flora and fauna in new developments. Collaboration with all FFB suppliers helps to ensure that processed batches at the mills do not contribute to deforestation.

In 2024, we reaffirmed our commitment to no deforestation and continued to monitor 10% of FFB suppliers. Although the percentage of suppliers monitored remained consistent, efforts to ensure compliance across the supply chain were expanded.

In the event that any supplier is found to have engaged in land clearing after the cutoff date set by the European Union Deforestation Regulation ("EUDR"), reforestation measures will be undertaken in response to any deforestation detected.

Compliance with the RSPO's NPP and the HCS approach is maintained, ensuring no development occurs in HCV, HCS, or peatland areas. These assessments, which include evaluations of soil suitability, social and environmental impacts, and HCV/HCS areas, are conducted by accredited assessors and involve a public consultation period of 30 days on the RSPO website. Planting and development activities are only initiated once RSPO approval has been granted. Additionally, efforts are made to ensure that all suppliers and plasma scheme smallholders are aligned with these standards.

As part of the ongoing commitment, approximately 16,194 hectares of HCV areas and 13,188 hectares of other conservation areas are identified and maintained in their natural state. These areas are regularly monitored to ensure protection and to prevent illegal activities such as hunting, poaching, and encroachment.

Our Environmental Responsibility

Preserving Peatlands

Efforts are made to protect peatlands by prohibiting any new development on them, regardless of depth. This approach is in line with RSPO standards and is upheld as a non-negotiable requirement across our supply chain, including for smallholders in plasma schemes. Recognising the important role of peatlands in carbon storage and climate change mitigation, we understand that improper management can lead to significant ecological consequences. As such, preserving these ecosystems remains a key priority.

As of 2024, 7,742 hectares of peatland have been identified, with 7,332 hectares developed for oil palm cultivation prior to 2009, accounting for 3% of our total landbank. Since 2009, no further expansion of oil palm cultivation on peatlands has occurred, and efforts are in place to reduce the area of planted peatlands where feasible. Rehabilitation efforts will continue to enhance the capacity of these areas to sequester carbon dioxide.

In line with RSPO Best Management Practices, best practices for peatland management are implemented, including the control of water levels to prevent fires, degradation, and subsidence, ensuring the long-term preservation and health of these valuable ecosystems.

Integrated Pest Management

Pesticides are, however, an integral and indispensable part of the Integrated Pest Management. In many instances, they are the only answer during a severe pest outbreak or an emergency which requires agrochemical intervention.

Biodiversity: Preserving Nature's Legacy

Biodiversity forms an integral part of GENP's operations, supporting the continuity of plant and animal species, genetic diversity, and the balance of natural ecosystems. Protecting biological diversity is essential for sustaining these ecosystems, which contribute to clean water and air, food security, and human health.

Development in HCV and HCS areas, as well as peatlands, is avoided to safeguard these habitats. Efforts are also undertaken to conserve and protect natural ecosystems and habitats that support endangered, rare, and threatened species.

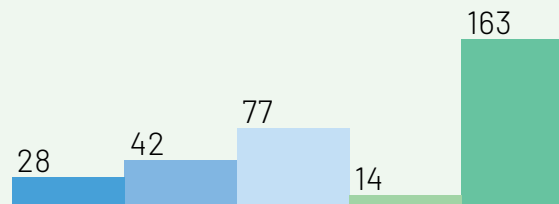
Protecting Wildlife in Our Conservation Areas

Various wildlife species have been identified within our operations, including reptiles, birds, mammals, and plants listed on the International Union for Conservation of Nature ("IUCN") Red List of Threatened Species. Efforts will continue to identify critical habitats and species within our concessions, with management plans being developed to support their ongoing survival.

In Indonesia, wildlife species stock verification and ground-truthing surveys have been carried out by internal experts, contributing to a deeper understanding of the biodiversity present in these areas.

List of Fauna Species Affected by GENP's Operations

Number of Species in Areas Affected by GENP Operations



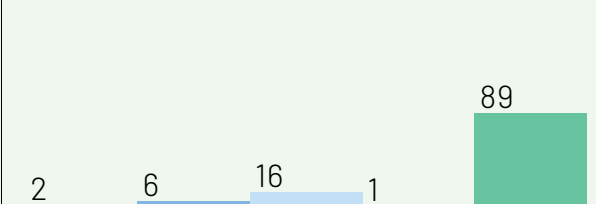
IUCN Extinction Risk (Fauna)

- Critically Endangered
- Endangered
- Vulnerable
- Near Threatened
- Least Concern

Total of
324 species
in areas affected by
GENP's operations

List of Flora Species Affected by GENP's Operations

Number of Species in Areas Affected by GENP Operations



IUCN Extinction Risk (Flora)

- Critically Endangered
- Endangered
- Vulnerable
- Near Threatened
- Least Concern

Total of
114 species
in areas affected by
GENP's operations

Genting Plantations Berhad



Sustainability Management Procedure Manual	Doc No Revision	GENP-SMP-28-MY 09
Justification of Pesticides Used	Issue Date Page	17/1/2025 1 of 16

Title: Justification of Pesticides Used

Owner/Source: Sustainability Department

Our Environmental Responsibility

Biodiversity: Preserving Nature's Legacy



PTAAC - Flora inventory at Bukit Sokek & Sempadan Sungai Bawang on 9 Aug 2024



PTSAP - Flora inventory at S.Mendawak dan Bukit Belungai on 15-16 Aug 2024



PTCSC - Tree planting inventory and stocktake on 14 Aug 2024



Socialisation of Protected Plants and Wildlife with BKSDA West Kalimantan Province at SMP 05 Modang on 13 Aug 2024



Socialisation of Protected Plants and Wildlife with BKSDA West Kalimantan Province at SMA 01 Toba on 14 Aug 2024

Our Environmental Responsibility

Our Conservation and Restoration Projects

Since 2021, the Group has collaborated with BORA on habitat restoration initiatives, focusing on planting orangutan food plants across Genting Layang Estate, Genting Tenegang Estate, and Genting Tanjung Estate. The initial phase served as a baseline, assessing planting capacities, logistical challenges, and optimal planting density per hectare. These insights have continued to inform restoration efforts, which remain ongoing in 2024, enriching habitats and supporting biodiversity conservation within our operational areas.

Building on the Group's ongoing habitat restoration initiatives in collaboration with BORA, restoration plantings have been carried out across multiple sites, including Sg. Tenegang Besar, Bukit Garib, Ladang 15, Sg. Layung Pisut, and Ladang 8. These efforts focus on reintroducing native species and enhancing biodiversity within riparian and flood-prone habitats to enrich ecosystems and support biodiversity conservation.

Key initiatives include the planting of Berembang (*Sonneratia caseolaris*) in waterlogged areas, where they provide fruits for frugivorous mammals, birds and fish, while contributing to ecosystem restoration. Additional activities involve planting Tangkol seedlings and figs along riparian zones, supported by restoration nurseries and the involvement of estate workers, ensuring these efforts continue to promote ecological balance within operational areas.

Genting Wildlife Corridor

The Keruak Wildlife Corridor along the Kinabatangan River reflects the collaborative efforts of GENP, HUTAN, and the Sabah State Government. Established in 2018, this partnership is focused on safeguarding buffer zones within plantation areas and restoring critical wildlife habitats in the Lower Kinabatangan. By working closely with HUTAN's reforestation team, the initiative aims to re-establish a self-sustaining forest ecosystem along the Kinabatangan River, providing a vital link for wildlife movement and biodiversity conservation.

Rehabilitation efforts within the Keruak Wildlife Corridor involve the planting of native tree species among mature but unexploited oil palms, encouraging the natural regeneration of habitats. The corridor's restoration progress is continually monitored, including through a biodiversity survey conducted between December 2023 and January 2024 as part of the ongoing Carnivore Project. This survey aims to document how carnivore species utilise the restored forest corridor, offering insights into its ecological value and functionality.

In addition to habitat restoration, community engagement remains a key focus. Training programmes for local nursery operators are conducted, empowering communities with skills and providing alternative income opportunities. The initiative continues to prioritise strategies that create positive outcomes for both local communities and the environment, contributing to long-term conservation goals.

Wildlife Monitoring

We uphold stringent policies to prevent illegal or unauthorised hunting activities within our concession areas, particularly those involving species classified as endangered or threatened on the IUCN Red List. These measures are designed to protect biodiversity, allowing species to thrive and ensuring ecological balance for the benefit of future generations.

Borneo Pygmy Elephant

Genting Plantations continues to play an active role in the conservation of the Borneo Pygmy elephant, which remains classified as Endangered on the IUCN Red List. The Group, in collaboration with HUTAN, Seratu Aatai, and the Sabah Wildlife Department (SWD), is focused on protecting critical habitats and establishing wildlife corridors, such as the Keruak Wildlife Corridor, to facilitate the movement of elephants and reduce human-wildlife conflicts.

In addition, we support efforts to monitor the Borneo Pygmy elephant population, assessing the success of conservation initiatives and further guiding efforts to ensure the long-term survival of the species.

OUR COMMUNITY IMPACT

Community/Society



We aim to build positive relationships with the communities where we operate, acknowledging that our activities can impact their rights and livelihoods. This will not only benefit GENP by improving our reputation but also the local community, ensuring that our activities are respectful of their rights and aligned with shared values.

Community empowerment is a key factor in the plantation industry and direct influences GENP's long-term sustainability, reputation, and relationships with stakeholders, particularly those in the communities surrounding our estates. Addressing this matter is essential for maintaining strong connections with local communities, which are vital to the continued success of our operations.

By prioritising community empowerment, we strive to strengthen our relationships with local communities and ensure that our operations continue to thrive. However, if we overlook this focus, we may face challenges such as:

Erosion of Community Trust	Operational Disruptions	Reputation Risks	Challenges with Regulatory and Certification Compliance	Missed Opportunities for Collaboration and Growth	Impact on Sustainability Goals
Local communities are important stakeholders. Overlooking their concerns and needs could strain relationships and lead to a loss of trust, which may affect GENP's social licence to operate.	Communities play a role in the success of business operations. If community members feel disregarded, it could result in opposition, protests, or delays that may affect our operations and incur financial costs.	Not focusing on community empowerment could attract negative attention from NGOs, the media, and investors, which may impact GENP's reputation and relationships with stakeholders.	Several sustainability certifications, including RSPO and MSPO, require companies to demonstrate efforts in community development. A lack of attention to this area could affect the status of such certifications and access to certain markets.	Engaged and empowered communities can offer valuable insights and potential partnerships that support business growth. Not considering these opportunities may limit possibilities for mutual development.	Community empowerment is closely linked to broader sustainability objectives, including environmental responsibility and economic resilience. Ignoring this aspect could hinder progress towards achieving our sustainability goals.

GENP is guided by the People Policy and Sustainability Policy, which outline how we engage with communities. We conduct regular engagement sessions with local communities to better understand their needs and expectations, collaborating with community leaders, NGOs and local authorities to implement relevant development initiatives. Such efforts are part of our approach in fostering positive and sustainable relationships with the communities surrounding our operations, contributing to local development and supporting the continued growth of our business.

GENP CSR covers the following areas of interest in Indonesia:

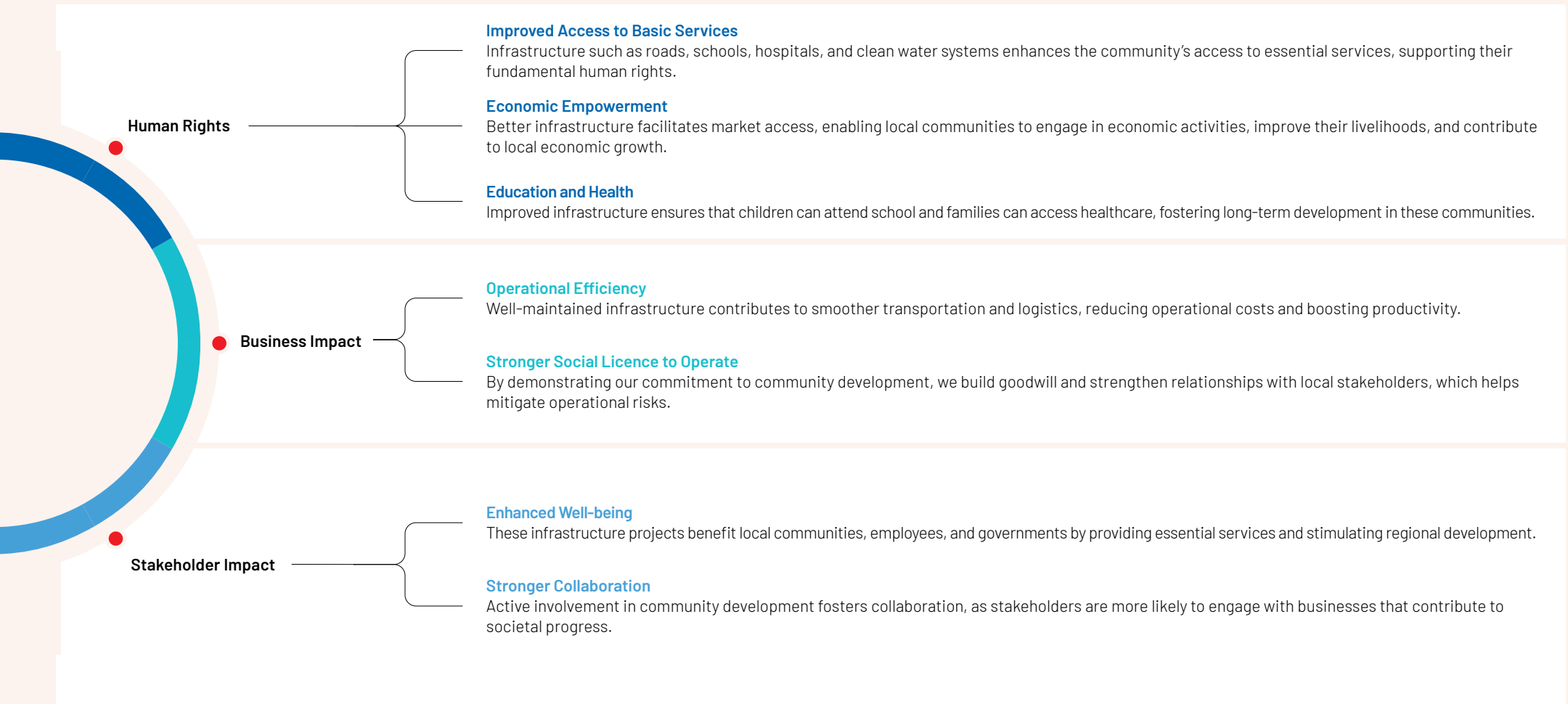
Type	Amount spent @ 31 Dec 2024
Education	Rp710 million
Health care	Rp16 million
Religious	Rp1.56 billion
Social & Sports	Rp996 million
Others	Rp121 million

Our Community Impact

Providing Essential Infrastructure

GENP continues to prioritise the construction and maintenance of essential infrastructure, particularly in areas where connectivity is limited. These initiatives are crucial for improving the quality of life in surrounding communities and supporting broader social and economic development.

In 2024, we maintained our focus on building infrastructure, including roads, bridges, and other vital services. The efforts have yielded positive impacts across:



Our Community Impact

Educational Support

GENP continues to demonstrate its commitment to supporting the education of both its workforce's children and local communities through a variety of initiatives. We aim to improve access to quality education and contribute to the development of the next generation. Our key initiatives include:



Support for Local Schools

GENP has been supporting over 151 schools in and around its plantation operations in Malaysia and Indonesia. The support includes financial assistance, infrastructure improvements, and provision of educational resources, all aimed at enhancing the quality of education for children in these communities.

SCHOOL DATA

Type of School	Region	Number of Schools	Number of Students
Sekolah Kebangsaan Jenis Tamil	Peninsular Malaysia	4	141
Humana Schools	Sabah	10	773
Continuous Learning Centre		7	278
Tabika Kemas	Kalimantan Barat	14	446
Sekolah Dasar		21	2,143
Sekolah Menengah Pertama		3	295
Tabika Kemas	Kalimantan Tengah	35	1,039
Sekolah Dasar		40	3,756
Sekolah Menengah Pertama		14	872
Sekolah Menengah Atas		3	356
Total	Malaysia & Indonesia	151	10,099



Tan Sri (Dr.) Lim Goh Tong Endowment Fund

The Tan Sri (Dr.) Lim Goh Tong Endowment Fund offers scholarships to deserving Malaysian students who require financial assistance. The scholarship programme reflects GENP's ongoing dedication to fostering educational advancement and providing opportunities for talented Malaysian youth.



Establishment of Educational Facilities

GENP has established and maintains educational facilities, such as schools and crèches, within its plantation areas. These facilities offer accessible education and childcare services to both employees' children and local communities, promoting early childhood development and enabling parents to work worry-free.

Our efforts in these areas have contributed to improved educational access, enhancing the availability and quality of education for children in plantation communities. The Group's initiatives have empowered local communities through education, leading to socio-economic improvements. Furthermore, the support provided to employees' children has increased employee satisfaction and productivity, as they can rely on access to quality education and childcare services.

Our Community Impact

Empowering Local Economies

We strive to stimulate the economic growth of local communities by providing them with job opportunities and procuring materials and services from local entrepreneurs whenever possible. Majority of our workers are local in the surrounding areas.

Driving Sustainable Practices

GENP actively promotes sustainable practices through awareness programmes aimed at both its workforce and local communities. Key initiatives focus on various environmental concerns, with the goal of fostering long-term sustainability.

Environmental concerns	Key Initiatives
Managing Human-Wildlife Conflicts and Preventing Poaching	Awareness Campaigns GENP educates communities on the importance of coexisting with wildlife and the need to prevent hunting and poaching of endangered species. The campaigns are designed to foster a culture of conservation and respect for biodiversity. Collaborations The Group partners with local NGOs and state wildlife agencies to provide training for staff and, where necessary, facilitate the translocation of endangered species to mitigate human-wildlife conflicts.
Preventing Forest Fires and Promoting Sustainable Farming	Zero Burning Policy GENP enforces a strict Zero Burning Policy and collaborates with local communities to raise awareness about the dangers of slash-and-burn practices. The Group provides guidance on fire prevention measures and promotes sustainable agricultural techniques that avoid the use of fire. Community Engagement Through initiatives such as the Desa Peduli Api sessions, GENP works with local stakeholders to integrate fire prevention strategies and sustainable farming practices within the community.
Collaborating with Local Farmers on Sustainable Practices	Training and Support Recognising the reliance of many local communities on farming for their livelihoods, GENP engages with farmers to promote sustainable agricultural methods. The collaboration aims to enhance food security while minimising adverse environmental impacts.

The initiatives have led to several positive outcomes. By reducing human-wildlife conflicts and preventing poaching, GENP has supported the conservation of endangered species and helped preserve ecological balance. Furthermore, raising awareness about the dangers of slash-and-burn practices has likely resulted in fewer forest fire incidents, benefiting both the environment and local communities. Lastly, collaborating with local farmers to promote sustainable agricultural practices has improved soil health, increased crop yields, and ensured long-term agricultural sustainability, thereby enhancing food security and environmental stewardship within the communities.

OUR SUSTAINABILITY DATA

Company Overview

Company	Genting Plantations Behad
Parent Company	GENTING BERHAD
Divisions	Plantation Division Downstream Manufacturing Division AgTech Division Property Division
Landbank (Ha)	Malaysia – 64,322 (including Property Development) Indonesia – 178,895 (including Property Development and Plasma Schemes)
Number of Plantations	33
Number of Oil Mills <i>Total processing capacity</i>	13 725 mt/hour
Number of Refinery <i>Total processing capacity</i>	1 600,000 mt/year
Number of Biodiesel Plants <i>Total processing capacity</i>	2 300,000 mt/year
Number of Biotechnology Units	2
Number of Research Centre	1
Number of Property Township Development	3
Number of Premium Outlet Centers	2
Number of Workforce	24,684

Our Sustainability Data

Our Membership, Association & Alliance

Organisation	Programme	Operating Unit	Location
Roundtable on Sustainable Palm Oil	Global multistakeholder initiative for sustainable palm oil	Genting Plantations Berhad	Malaysia & Indonesia
Malaysian Palm Oil Association	Growers collective agenda & initiatives	Genting Plantations Berhad	Malaysia
Malaysian Estate Owners Association	Growers collective agenda & initiatives	Genting Plantations (WM) Sdn. Bhd.	Peninsular Malaysia
Malaysian Biodiesel Association	National biodiesel initiatives	Genting Biodiesel Sdn Bhd, SPC Biodiesel Sdn Bhd.	Malaysia
Humana Child Aid Society Sabah	Education of foreign workers' children	Genting Plantations Berhad	Sabah, Malaysia
WWF	Kinabatangan River of Life	Genting Plantations Berhad	Sabah, Malaysia
Sabah Wildlife Department	Lower Kinabatangan Wildlife Corridor	Genting Plantations Berhad	Sabah, Malaysia
Sabah Wildlife Department & HUTAN - KOCP	Kerua Wildlife Corridor Project	Genting Plantations Berhad	Sabah, Malaysia
Gabungan Pengusaha Kelapa Sawit Indonesia (GAPKI)	Growers collective agenda & initiatives	Genting Plantations Berhad	Indonesia
Balai Konservasi Sumber Daya Alam (BKSDA), Kalimantan Tengah	- Biodiversity management and monitoring - Socialisation of biodiversity conservation to workforce and surrounding communities	PT Dwie Warna Karya, PT Susantri Permai, PT Kapuas Maju Jaya, PT GlobalIndo Agung Lestari, PT United Agro Indonesia	Central Kalimantan, Indonesia
Borneo Orangutan Survival Foundation (BOSF)	Orangutan conservation & handling project	PT Susantri Permai, PT United Agro Indonesia	Central Kalimantan, Indonesia
Balai Konservasi Sumber Daya Alam (BKSDA) Kalimantan Barat	- Biodiversity management & monitoring - Socialisation of biodiversity conservation to workforce and surrounding communities	PT Sawit Mitra Abadi, PT Sepanjang Intisurya Mulia, PT Citra Sawit Cemerlang, PT Surya Agro Palma, PT Agro Abadi Cemerlang	West Kalimantan, Indonesia
Manggala Agni	- Training on fire prevention, fire management and handling of fires in emergency situations - Mapping of fire prone areas	Indonesian operating units	West Kalimantan, Central Kalimantan, South Kalimantan, Indonesia
Palm Oil Refiners Association of Malaysia (PORAM)	Refiners collective agenda & initiatives	Genting MusimMas Refinery	Sabah, Malaysia
Bringing Back Our Rare Animals (BORA)	Restoration Planting in the Tenegang Groups of Estates	Genting Plantations Berhad	Sabah, Malaysia

Our Sustainability Data

Flora Inventory under IUCN Red List of Threatened Species

IUCN Status	Scientific Name	Common Name	Family
Vulnerable (VU)	<i>Dipterocarpus costatus</i>	Keruing	Dipterocarpaceae
Endangered (EN)	<i>Dipterocarpus grandiflorus</i>	Keruing	Dipterocarpaceae
Vulnerable (VU)	<i>Dryobalanops aromatica</i>	Keladan	Dipterocarpaceae
Least Concern (LC)	<i>Dryobalanops beccarii</i>	Keladan / Kayu Kapur	Dipterocarpaceae
Vulnerable (VU)	<i>Durio kutejensis</i>	Durian Burung/ Peukawai	Bombacaceae
Vulnerable (VU)	<i>Eusideroxylon zwageri</i>	Ulin / Belian	Lauraceae
Least Concern (LC)	<i>Gonystylus macrophyllus</i>	Ramin Bukit	Thymelaeaceae
Critically Endangered (CR)	<i>Gonystylus bancanus</i>	Ramin	Thymelaeaceae
Vulnerable (VU)	<i>Hopea mengarawan</i>	Merawan / Bengkirai Ulin/ Telur	Dipterocarpaceae
Vulnerable (VU)	<i>Hopea sangal</i>	Gagil	Dipterocarpaceae
Vulnerable (VU)	<i>Shorea acuminatissima</i>	Meranti Pakit / Meranti Putih	Dipterocarpaceae
Vulnerable (VU)	<i>Shorea balangeran</i>	Kahoi	Dipterocarpaceae
Endangered (EN)	<i>Shorea brunesceus</i>	Meranti Asam (Kuning)	Dipterocarpaceae
Endangered (EN)	<i>Shorea dasyphylla</i> Foxw.	Meranti Putih	Dipterocarpaceae
Endangered (EN)	<i>Shorea lamellata</i> foxw	Maharun / Meranti	Dipterocarpaceae
Endangered (EN)	<i>Shorea faguettiana</i>	Bunyit	Dipterocarpaceae
Vulnerable (VU)	<i>Shorea falcifera</i>	Meranti Pakit	Dipterocarpaceae
Vulnerable (VU)	<i>Shorea falcifera</i> . Dyer	Meranti Pakit	Dipterocarpaceae
Vulnerable (VU)	<i>Shorea inappendiculata</i>	Selangan batu	Dipterocarpaceae
Vulnerable (VU)	<i>Shorea johorensis</i>	Seraya Majau	Dipterocarpaceae
Vulnerable (VU)	<i>Shorea smithiana</i>	Tengkawang layar / Meranti Merah	Dipterocarpaceae
Endangered (EN)	<i>Shorea stenoptera</i> Burck.	Tengkawang	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea teysmanniana</i>	Meranti Buaya	Dipterocarpaceae
Vulnerable (VU)	<i>Shorea laevis</i>	Bengkirai	Dipterocarpaceae
Vulnerable (VU)	<i>Shorea leptoclados</i> sym.	Belabak/Meranti	Dipterocarpaceae
Vulnerable (VU)	<i>Shorea laevifolia</i> Endert	Benuas	Dipterocarpaceae
Least Concern (LC)	<i>Dipterocarpus cornutus</i>	Keruing gombang	Dipterocarpaceae
Least Concern (LC)	<i>Acacia mangium</i>	Akasia	Fabaceae

IUCN Status	Scientific Name	Common Name	Family
Least Concern (LC)	<i>Ardisia villosa</i>	Kapuk	Myrsinaceae
Least Concern (LC)	<i>Calophyllum saulattri</i>	Begolak	Clusiaceae
Least Concern (LC)	<i>Camnosperma macrophylla</i>	Terentang	Anacardiaceae
Least Concern (LC)	<i>Camnosperma auriculata</i>	Hantangan	Anac.
Least Concern (LC)	<i>Croton laevifolius</i>	Belanti	Euphorbiaceae
Least Concern (LC)	<i>Dialium indum</i>	KerANJI	Caesalpiniaceae
Least Concern (LC)	<i>Garcinia rostrata</i>	Asam Kandis	Clusiaceae
Least Concern (LC)	<i>Hevea brasiliensis</i>	Karet	Euphorbiaceae
Least Concern (LC)	<i>Knema cinerea</i> Warb.	Kumpang	Myristicaceae
Least Concern (LC)	<i>Lagerstroemia speciosa</i>	Bungur	Lythraceae
Least Concern (LC)	<i>Litsea castanea</i>	Medang	Lauraceae
Least Concern (LC)	<i>Mangifera indica</i>	Mangga	Anacardiaceae
Least Concern (LC)	<i>Melaleuca cajuputi</i>	Gelam	Myrtaceae
Least Concern (LC)	<i>Psidium guajava</i>	Jambu Monyet	Myrtaceae
Least Concern (LC)	<i>Pterospermum diversifolium</i>	Bayur	Sterculiaceae
Least Concern (LC)	<i>Ryparosa javanica</i>	Medang kuning	Flacourtiaceae
Least Concern (LC)	<i>Shorea brunesceus</i>	Meranti Asam (Kuning)	Dipterocarpaceae
Least Concern (LC)	<i>Syzygium</i> sp	Jambu air	Myrtaceae
Least Concern (LC)	<i>Vatica rassak</i>	Resak	Dipterocarpaceae
Least Concern (LC)	<i>Actinodaphne procera</i> (Blume)Nees	Medang	Lauraceae
Least Concern (LC)	<i>Actinodaphne</i> .sp	Medang Air	Lauraceae
Least Concern (LC)	<i>Actinodaphne</i> .sp	Medang Gatal	Lauraceae
Least Concern (LC)	<i>Actinodaphne</i> .sp	Medang Pelaki	Lauraceae
Least Concern (LC)	<i>Aghatis borneensis</i> Warb	Belawan	Arauc.
Least Concern (LC)	<i>Albizia chinensis</i>	Sengon	Fabaceae
Least Concern (LC)	<i>Actinodaphne</i> .sp	Medang Burung	Lauraceae
Least Concern (LC)	<i>Alstonia pneumatophora</i>	Pelaik	Apocynaceae
Least Concern (LC)	<i>Amoora rubiginosa</i> hiern	Kaja laki / Samohing	Meliac.
Least Concern (LC)	<i>Anthocephalus cadamba</i>	Jabon	Rubiaceae
Least Concern (LC)	<i>Artocarpus venenosus</i> Becc.	Cempedak Hutan	Moraceae

Our Sustainability Data

Flora Inventory under IUCN Red List of Threatened Species (Cont'd)

IUCN Status	Scientific Name	Common Name	Family
Least Concern (LC)	<i>Artocarpus.sp</i>	Padul / Terap	Moraceae
Least Concern (LC)	<i>Bambusa vulgaris</i>	Bambu	Poaceae
Least Concern (LC)	<i>Casuarina junghuniana</i>	Balau / Cemara Bukit	Casuarinaceae
Least Concern (LC)	<i>Coccoceras borneense</i>	Belantik	Euph.
Least Concern (LC)	<i>Cyathocalyx bancanus Boerl.</i>	Kumpang / Klumpang	Fabaceae
Least Concern (LC)	<i>Dillenia indica</i>	Simpur	Dilleniaceae
Least Concern (LC)	<i>Dillenia excelsa Gilg.</i>	Simpur	Dilleniaceae
Least Concern (LC)	<i>Dillenia pulchella</i>	Pudu	Dilleniaceae
Least Concern (LC)	<i>Diospyros polyalthioides</i>	Bekunyit	Ebenaceae
Near Threatened (NT)	<i>Dipterocarpus costulatus</i>	Keruing / Uring	Dipterocarpaceae
Least Concern (LC)	<i>Dipterocarpus sp</i>	Keruing Batu	Dipterocarpaceae
Least Concern (LC)	<i>Dipterocarpus sp</i>	Keruing Merah	Dipterocarpaceae
Least Concern (LC)	<i>Dipterocarpus sp</i>	Keruing Putih	Dipterocarpaceae
Least Concern (LC)	<i>Dipterocarpus sp</i>	Keruing Tanduk	Dipterocarpaceae
Least Concern (LC)	<i>Dipterocarpus sp</i>	Keruing/Bacang	Dipterocarpaceae
Least Concern (LC)	<i>Dryobalanops beccarii</i>	Keladan / Kayu Kapur	Dipterocarpaceae
Least Concern (LC)	<i>Dryobalanops sp.</i>	Kecupu Kuning	Dipterocarpaceae
Least Concern (LC)	<i>Durio carinatus</i>	Durian Hutan	Bombacaceae
Least Concern (LC)	<i>Durio zibethinus</i>	Kasundur / Durian	Bombacaceae
Least Concern (LC)	<i>Dyera costulata</i>	Pantung / Jelutung	Apocynaceae
Least Concern (LC)	<i>Elateriospermum tapos</i>	Kelampai	Euphorbiaceae
Least Concern (LC)	<i>Eugenia sp</i>	Kayu Buluh	Myrt.
Least Concern (LC)	<i>Eurycoma longifolia</i>	Pasak Bumi	Simaroubaceae
Least Concern (LC)	<i>Ficus microcarpa</i>	Ara	Moraceae
Least Concern (LC)	<i>Ficus sp</i>	Pampan	Moraceae
Least Concern (LC)	<i>Flacourtia rukam</i>	Rukam / Rokam	Flacourtiaceae
Least Concern (LC)	<i>Gluta Rengas</i>	Rengas	Anacardiaceae
Least Concern (LC)	<i>Irvingia malayana Oliv.</i>	Kayu Batu	Simaroubaceae
Least Concern (LC)	<i>Knema conferta</i>	Kumpang Merah / darah	Myristicaceae

IUCN Status	Scientific Name	Common Name	Family
Least Concern (LC)	<i>Koompassia excelsa Taub</i>	Dohok / Kayu Madu	Fabaceae
Least Concern (LC)	<i>Koompassia malaccensis</i>	Bengris / Kempas	Fabaceae
Least Concern (LC)	<i>Macaranga gigantea</i>	Mahang Daun Besar	Euphorbiaceae
Least Concern (LC)	<i>Macaranga pruinosa</i>	Mahang Putih / Maharo	Euphorbiaceae
Least Concern (LC)	<i>Macaranga semiglobosa</i>	Mahang Daun Kecil / Merah	Euphorbiaceae
Least Concern (LC)	<i>Mallotus paniculatus</i>	Balik Angin	Euphorbiaceae
Least Concern (LC)	<i>Mangifera foetida</i>	Asam Kubakan	Anacardiaceae
Least Concern (LC)	<i>Melanorrhoea walichii</i>	Rengas Manuk	Anacardiaceae
Least Concern (LC)	<i>Myristica</i>	Kumpang Mentimun	Myrist.
Least Concern (LC)	<i>Neoscortechinia</i>	Kayu Retis	Euphorbiaceae
Least Concern (LC)	<i>Nephelium lappaceum</i>	Malamilih Haras / Rambutan Hutan	Sapindaceae
Least Concern (LC)	<i>Ochanostachys amentaceae</i>	Ketikal / Petakal	Olac
Least Concern (LC)	<i>Ortocarpus rigidus</i>	Mentawa	Morac
Least Concern (LC)	<i>Palaquium dasyphyllum</i>	Nyato Kelincir	Sapotaceae
Least Concern (LC)	<i>Palaquium rostratum</i>	Nyatu / Nyato	Sapotaceae
Least Concern (LC)	<i>Paraserianthes falcata</i>	Sengon	Fabaceae
Least Concern (LC)	<i>Parkia speciosa</i>	Borot / Petai	Fabaceae
Least Concern (LC)	<i>Peronema canescens</i>	Sungkai	verbenaceae
Least Concern (LC)	<i>Scorodocarpus boerneensis</i>	Kulim	Olaceae
Least Concern (LC)	<i>Shorea pinanga</i>	Tengkawang Layar	Dipterocarpaceae
Least Concern (LC)	<i>Shorea hopeifolia</i>	Mahawai / Meranti	Dipterocarpaceae
Least Concern (LC)	<i>Shorea kunstleri</i>	Mahadirang	Dipterocarpaceae
Least Concern (LC)	<i>Spondias pinnata</i>	Kedondong Hutan	Anacardiaceae
Least Concern (LC)	<i>Symplocos cochinchinensis</i>	Gihing	Symplocaceae
Least Concern (LC)	<i>Vitex pubescens</i>	Kelapapa/Laban	Verbenaceae
Least Concern (LC)	<i>Xylopia sp.</i>	Medang Kuning	Annonaceae
Least Concern (LC)	<i>Cordiaum variegatum</i>	Puring	Euphorbiaceae

Note: This data has been verified by Internal Audit.

Our Sustainability Data

Fauna Inventory under IUCN Red List of Threatened Species

IUCN Status	Scientific Name	Common Name	Family
REPTILE			
Critically Endangered (CR)	<i>Batagur baska</i>	Tuntong	Geoemydidae
Endangered (EN)	<i>Caretta caretta</i>	Penyu tempayan	Carettochelyidae
Endangered (EN)	<i>Chelonia mydas</i>	Penyu hijau	Cheloniidae
Critically Endangered (CR)	<i>Crocodylus siamensis</i>	Buaya siam	Crocodylidae
Critically Endangered (CR)	<i>Dermochelys coriacea</i>	Penyu belimbing	Dermochelyidae
Critically Endangered (CR)	<i>Eretmochelys imbricata</i>	Penyu sisik	Cheloniidae
Endangered (EN)	<i>Heosemys spinosa</i>	Kura-kura	Geoemydidae
Vulnerable (VU)	<i>Lepidochelys olivacea</i>	Penyu ridel	Cheloniidae
Endangered (EN)	<i>Orlitia borneensis</i>	Kura-kura gading	Geoemydidae
Endangered (EN)	<i>Tomistoma schlegelii</i>	Buaya Senyulong	Crocodylidae
Vulnerable (VU)	<i>Varanus komodoensis</i>	Biawak komodo, Ora	Varanidae
Least Concern (LC)	<i>Naja kaouthia</i>	Ular senduk	Elapidae
Least Concern (LC)	<i>Python reticulatus</i>	Ular Sawa	Pythonidae
Least Concern (LC)	<i>Calloselasma rhodostoma</i>	Ular Kapak	Viperidae
Least Concern (LC)	<i>Varanus salvator</i>	Biawak	Varanidae
Least Concern (LC)	<i>Naja sumatrana</i>	Kobra	Elapidae
Least Concern (LC)	<i>Dogania subplana</i>	Labi-labi	Trionychidae
Least Concern (LC)	<i>Python breitensteini</i>	Ular Gendang / Ripung	Pythonidae
Least Concern (LC)	<i>Bungarus flaviceps</i>	Ular Kepala Merah	Elapidae
Least Concern (LC)	<i>Trimeresurus albolabris</i>	Ular Hijau	Viperidae
Least Concern (LC)	<i>Crocodylus porosus</i>	Buaya	Crocodylidae
Least Concern (LC)	<i>Python curtus</i>	Ular Sawa Darah	Pythonidae
Vulnerable (VU)	<i>Ophiophagus hannah</i>	Ular Tedung Selar	Elapidae

IUCN Status	Scientific Name	Common Name	Family
MAMMAL			
Vulnerable (VU)	<i>Aonyx cinerea</i>	Oriental small-clawed otter	Mustelidae
Vulnerable (VU)	<i>Arctictis binturong</i>	Binturong	Viverridae
Critically Endangered (CR)	<i>Axis kuhlii</i>	Rusa Bawean	Cervidae
Critically Endangered (CR)	<i>Bos javanicus</i>	Banteng, Tembadau	Bovidae
Vulnerable (VU)	<i>Capricornis sumatraensis</i>	Kambing Sumatera	Bovidae
Endangered (EN)	<i>Catopuma badia</i>	Borneo Bay cat	Felidae
Vulnerable (VU)	<i>Cervus timorensis</i>	Rusa Jawa	Cervidae
Vulnerable (VU)	<i>Cervus unicolor</i>	Rusa sambar	Cervidae
Endangered (EN)	<i>Chimarrogale phaeura</i>	Cecurut Air Himalaya	Soricidae
Vulnerable (VU)	<i>Crocidura baluensis</i>	Cecurut Kinabalu	Soricidae
Endangered (EN)	<i>Cuon alpinus</i>	Ajag	Canidae
Endangered (EN)	<i>Cynogale bennettii</i>	Musang air	Viverridae
Critically Endangered (CR)	<i>Dicerorhinus sumatrensis</i>	Badak sumatera	Rhinocerotidae
Vulnerable (VU)	<i>Diplogale hosei</i>	Musang gunung	Viverridae
Critically Endangered (CR)	<i>Elephas maximus sumatranus</i>	Gajah sumatera	Elephantidae
Vulnerable (VU)	<i>Haeromys pusillus</i>	Tikus Ranai Kecil	Muridae
Vulnerable (VU)	<i>Helarctos malayanus</i>	Beruang madu	Ursidae
Endangered (EN)	<i>Hylobates agilis</i>	Owa Ungko Sumatera	Hylobatidae
Endangered (EN)	<i>Hylobates klossii</i>	Owa Ungko Mentawai	Hylobatidae
Endangered (EN)	<i>Hylobates lar</i>	Owa Lar	Hylobatidae
Endangered (EN)	<i>Hylobates moloch</i>	Owa Jawa	Hylobatidae
Endangered (EN)	<i>Hylobates muelleri</i>	Owa Kalawat	Hylobatidae
Endangered (EN)	<i>Symphalangus syndactylus</i>	Siamang	Hylobatidae
Vulnerable (VU)	<i>Lutra perspicillata</i>	Berang-berang	Mustelidae
Endangered (EN)	<i>Lutra sumatrana</i>	Lutra Sumatera	Mustelidae
Endangered (EN)	<i>Macaca fascicularis</i>	Monyet Ekor Panjang (Kera)	Cercopithecidae
Endangered (EN)	<i>Macaca nemestrina</i>	Monyet Beruk	Cercopithecidae
Critically Endangered (CR)	<i>Macaca pagensis</i>	Beruk Mentawai	Cercopithecidae

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Fauna Inventory under IUCN Red List of Threatened Species (Cont'd)

IUCN Status	Scientific Name	Common Name	Family
MAMMAL			
Vulnerable (VU)	<i>Macaca siberu</i>	Beruk Siberut	Cercopithecidae
Critically Endangered (CR)	<i>Manis javanica</i>	Trenggiling	Manidae
Vulnerable (VU)	<i>maxomys rajah</i>	Tikus-Duri Coklat	Muridae
Vulnerable (VU)	<i>maxomys whiteheadi</i>	Tikus-Duri Ekor Pendek	Muridae
Endangered (EN)	<i>Nasalis larvatus</i>	Bekantan kahau	Cercopithecidae
Vulnerable (VU)	<i>Neofelis diardi</i>	Sunda clouded leopard	Felidae
Vulnerable (VU)	<i>Neofelis nebulosa</i>	Macan Dahan	Felidae
Vulnerable (VU)	<i>Nesolagus netscheri</i>	Kelinci Sumatera	Leporidae
Vulnerable (VU)	<i>Niviventer cremoriventer</i>	Tikus Pohon Ekor Polos	Muridae
Vulnerable (VU)	<i>Nycticebus coucang</i>	Malu-malu	Lorisidae
Vulnerable (VU)	<i>Nycticebus menagensis</i>	Bornean slow loris	Lorisidae
Critically Endangered (CR)	<i>Panthera tigris sumatrae</i>	Harimau Sumatera	Felidae
Endangered (EN)	<i>Pardofelis badia</i>	Kucing merah	Felidae
Vulnerable (VU)	<i>Pardofelis marmorata</i>	Kucing Batu	Felidae
Vulnerable (VU)	<i>Petinomys genibarbis</i>	Whiskered flying squirrel	Sciuridae
Vulnerable (VU)	<i>Petinomys setosus</i>	Temminck's flying squirrel	Sciuridae
Vulnerable (VU)	<i>Petinomys vordermanni</i>	Vordermann's flying squirrel	Sciuridae
Critically Endangered (CR)	<i>Pongo pygmaeus</i>	Orang utan, Mawas	Hominidae
Endangered (EN)	<i>Presbytis comata</i>	Surili	Cercopithecidae
Vulnerable (VU)	<i>Presbytis frontata</i>	Lutung dahi putih	Cercopithecidae
Vulnerable (VU)	<i>Presbytis hosei</i>	Lutung Banggat	Cercopithecidae
Endangered (EN)	<i>Presbytis melalophos</i>	Lutung Simpai	Cercopithecidae
Endangered (EN)	<i>Presbytis potenziani</i>	Joja, Lutung Mentawai	Cercopithecidae
Vulnerable (VU)	<i>Presbytis thomasi</i>	Rungka	Cercopithecidae
Endangered (EN)	<i>Prionailurus planiceps</i>	Flat-headed cat	Felidae
Endangered (EN)	<i>Pteromyscus pulverulentus</i>	Smoky flying squirrel	Sciuridae
Vulnerable (VU)	<i>Ratufa affinis</i>	Tupai kerawak putih-Kuning	Sciuridae
Vulnerable (VU)	<i>Rhethrosciurus macrotis</i>	Tufted ground squirrel	Sciuridae
Critically Endangered (CR)	<i>Rhinoceros sondaicus</i>	Badak Jawa	Rhinocerotidae

IUCN Status	Scientific Name	Common Name	Family
MAMMAL			
Vulnerable (VU)	<i>Rusa unicolor</i>	Rusa	Cervidae
Critically Endangered (CR)	<i>Simias concolor</i>	Simpei Mentawai	Cercopithecidae
Vulnerable (VU)	<i>Sus barbatus</i>	Babi berjenggot	Suidae
Endangered (EN)	<i>Tapirus indicus</i>	Tapir, Cipan, Tenuk	Tapiridae
Vulnerable (VU)	<i>Tarsius bancanus</i>	Tarsius	Tarsiidae
Vulnerable (VU)	<i>Trachypithecus auratus</i>	Lutung Jawa	Cercopithecidae
Vulnerable (VU)	<i>Trachypithecus cristatus</i>	Lutung Kelabu	Cercopithecidae
Near Threatened (NT)	<i>Ratufa bicolor</i>	Kerawak hitam	Sciuridae
Least Concern (LC)	<i>Sus scrofa</i>	Babi hutan	Suidae
Least Concern (LC)	<i>Paradoxurus hermaphroditus</i>	Musang pulut	Viverridae
Least Concern (LC)	<i>Tragulus kanchil (javanicus)</i>	Pelanduk	Tragulidae
Least Concern (LC)	<i>Hystrix brachyura</i>	Landak raya	Hystriidae
Least Concern (LC)	<i>Prionailurus bengalensis</i>	Kucing Hutan	Felidae
Least Concern (LC)	<i>Callosciurus baluensis</i>	Kinabalu squirrel	Sciuridae
Least Concern (LC)	<i>Callosciurus notatus</i>	Plantain squirrel	Sciuridae
Least Concern (LC)	<i>Cynocephalus variegatus</i>	Kubung Malaya	Cynocephalidae
Least Concern (LC)	<i>Echinorex gymnura</i>	Rindil Bulan (Cecurut)	Erinaceidae
Endangered (EN)	<i>Hylobates albarbaris</i>	Ungko Borneo	Hylobatidae
Least Concern (LC)	<i>Lariscus hosei</i>	Bajing tanah bergaris	Sciuridae
Vulnerable (VU)	<i>Lutrogale perspicillata</i>	Berang-berang	Mustelidae
Least Concern (LC)	<i>Muntiacus muntjak</i>	Kidang, Muncak	Cervidae
Least Concern (LC)	<i>Nannosciurus melanotis</i>	Bajing kerdil telinga hitam	Sciuridae
Least Concern (LC)	<i>Petaurista petaurista</i>	Tupai terbang raksasa ekor merah	Tupaiaidae
Vulnerable (VU)	<i>Presbytis rubicunda</i>	Lutung merah, Kelasi	Cercopithecidae
Least Concern (LC)	<i>Sundasciurus tenuis</i>	Tupai	Tupaiaidae
Least Concern (LC)	<i>Tragulus javanicus</i>	Pelanduk	Tragulidae
Least Concern (LC)	<i>Tragulus kanchil</i>	Kancil	Tragulidae
Least Concern (LC)	<i>Tragulus napu</i>	Napu	Tragulidae
Least Concern (LC)	<i>Tupaia longipes</i>	Tupai ekor panjang	Tupaiaidae
Least Concern (LC)	<i>Mydaus javanensis</i>	Sigung	Mephitidae

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IUCN Status	Scientific Name	Common Name	Family
MAMMAL			
Least Concern (LC)	<i>Tupaia dursalis</i>	Tupai bergaris	Tupaidae
Endangered (EN)	<i>Elephas maximus borneensis</i>	Gajah Borneo	Elephantidae
Critically Endangered (CR)	<i>Pongo pygmaeus morio</i>	Orang Utan	Hominidae
AVES			
Endangered (EN)	<i>Pterodroma baraui</i>	Petrel Barau	Procellariidae
Endangered (EN)	<i>Papasa abbotti</i>	Angsa-batu Christmas	Sulidae
Vulnerable (VU)	<i>Egretta eulophotes</i>	Kuntul Cina	Ardeidae
Endangered (EN)	<i>Gorsachius goisagi</i>	Kowak Jepang	Ardeidae
Vulnerable (VU)	<i>Mycteria cinerea</i>	Bangau bluwok	Ciconiidae
Endangered (EN)	<i>Ciconia stormi</i>	Bangau Storm	Ciconiidae
Critically Endangered (CR)	<i>Pseudibis davisoni</i>	Ibis karau	Threskiornithidae
Endangered (EN)	<i>Platalea minor</i>	Ibis-sendok kecil	Threskiornithidae
Endangered (EN)	<i>Cairina scutulata</i>	Mentok rimba	Anatidae
Vulnerable (VU)	<i>Treron capellei</i>	Lengguak	Columbidae
Endangered (EN)	<i>Nisaetus bartelsi</i>	Elang Jawa	Accipitridae
Vulnerable (VU)	<i>Nisaetus nanus</i>	Elang Wallace	Accipitridae
Vulnerable (VU)	<i>Melanoperdix niger</i>	Puyuh hitam	Phasianidae
Vulnerable (VU)	<i>Arborophila orientalis</i>	Puyuh-gonggong biasa	Phasianidae
Vulnerable (VU)	<i>Lophura erythrophthalma</i>	Sempidan merah	Phasianidae
Vulnerable (VU)	<i>Lophura bulweri</i>	Sempidan Kalimantan	Phasianidae
Vulnerable (VU)	<i>Argusianus argus</i>	Kuau raja	Phasianidae
Vulnerable (VU)	<i>Polyplectron schleiermacheri</i>	Kuau-kerdil Kalimantan	Phasianidae
Vulnerable (VU)	<i>Pavo muticus</i>	Merak hijau	Phasianidae
Critically Endangered (CR)	<i>Vanellus macropterus</i>	Trulek Jawa	Charadriidae

IUCN Status	Scientific Name	Common Name	Family
AVES			
Vulnerable (VU)	<i>Numenius madagascariensis</i>	Gajahan timur	Scolopacidae
Endangered (EN)	<i>Tringa guttifer</i>	Trinil Nordmann	Scolopacidae
Vulnerable (VU)	<i>Calidris tenuirostris</i>	Kedidi besar	Scolopacidae
Critically Endangered (CR)	<i>Eurynorhynchus pygmaeus</i>	Kedidi paruh-sendok	Scolopacidae
Critically Endangered (CR)	<i>Sterna bernsteini</i>	Dara-laut Cina	Laridae
Vulnerable (VU)	<i>Treron capellei</i>	Punai besar	Columbidae
Critically Endangered (CR)	<i>Cacatua sulphurea</i>	Kakutua jambul-kuning	Psittacidae
Vulnerable (VU)	<i>Centropus rectunguis</i>	Bubut teragop	Cuculidae
Vulnerable (VU)	<i>Centropus nigrorufus</i>	Bubut Jawa	Cuculidae
Vulnerable (VU)	<i>Otus sagittatus</i>	Celepuk besar	Strigidae
Vulnerable (VU)	<i>Otus angelinae</i>	Celepuk Jawa	Strigidae
Vulnerable (VU)	<i>Caprimulgus concretus</i>	Cabak kolong	Caprimulgidae
Critically Endangered (CR)	<i>Alcedo euryzona</i>	Raja-udang kalung-biru	Alcedinidae
Vulnerable (VU)	<i>Aceros subruficollis</i>	Julang dompet	Bucerotidae
Vulnerable (VU)	<i>Rhyticeros undulatus</i>	Julang emas	Bucerotidae
Vulnerable (VU)	<i>Rhyticeros subruficollis</i>	Julang dompet	Bucerotidae
Vulnerable (VU)	<i>Anthraceroceros malayanus</i>	Kangkareng hitam	Bucerotidae
Vulnerable (VU)	<i>Buceros rhinoceros</i>	Rangkong badak	Bucerotidae
Critically Endangered (CR)	<i>Buceros vigil</i>	Rangkong gading	Bucerotidae
Vulnerable (VU)	<i>Buceros bicornis</i>	Rangkong papan	Bucerotidae
Critically Endangered (CR)	<i>Rhinoplax vigil</i>	Rangkong gading	Bucerotidae
Vulnerable (VU)	<i>Mulleripicus pulverulentus</i>	Pelatuk kelabu-besar	Picidae
Vulnerable (VU)	<i>Pitta baudii</i>	Paok kepala-biru	Pittidae
Vulnerable (VU)	<i>Pitta nympha</i>	Paok bidadari	Pittidae
Critically Endangered (CR)	<i>Pycnonotus zeylanicus</i>	Cucak rawa	Pycnonotidae
Vulnerable (VU)	<i>Setornis criniger</i>	Empuloh paruh-kait	Pycnonotidae
Vulnerable (VU)	<i>Spilornis kinabaluensis</i>	Elang-ular Kinabalu	Accipitridae
Vulnerable (VU)	<i>Ptilocichla leucogrammica</i>	Berencet Kalimantan	Timaliidae
Vulnerable (VU)	<i>Cochoa azurea</i>	Ciung-mungkal Jawa	Turdidae

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IUCN Status	Scientific Name	Common Name	Family
AVES			
Critically Endangered (CR)	<i>Cyornis ruckii</i>	Sikatan Aceh	Muscicapidae
Vulnerable (VU)	<i>Cyornis caeruleus</i>	Sikatan biru-langit	Muscicapidae
Endangered (EN)	<i>S.m. melanopterus</i> Oawa bagian barat dan Madura)	Jalak putih	Sturnidae
Endangered (EN)	<i>S.m. tertius</i> (Bali)	Jalak putih	Sturnidae
Endangered (EN)	<i>S.m. tricolor</i> Oawa ujung timur)	Jalak putih	Sturnidae
Endangered (EN)	<i>Sturnus melanopterus</i>	Jalak putih	Sturnidae
Critically Endangered (CR)	<i>Leucopsar rothschildi</i>	Jalak Bali	Sturnidae
Critically Endangered (CR)	<i>Cissa thalassina</i>	Murai Hijau	Corvidae
Vulnerable (VU)	<i>Padda oryzivora</i>	Gelatik Jawa	Estrildidae
Critically Endangered (CR)	<i>Emberiza aureola</i>	Emberisa pundak-putih	Emberizidae
Vulnerable (VU)	<i>Ducula pickering</i>	Merpati Raja kelabu	Columbidae
Vulnerable (VU)	<i>Setornis criniger</i>	Merbah	Pycnonotidae
Vulnerable (VU)	<i>L.e. erythrophthalma</i>	Sempidan merah	Phasianidae
Vulnerable (VU)	<i>L. e. pyronota</i>	Sempidan merah	Phasianidae
Least Concern (LC)	<i>Elanus caeruleus</i>	Lang Bahu Hitam	Accipitridae
Least Concern (LC)	<i>Spilornis cheela</i>	Lang Berjambul	Accipitridae
Least Concern (LC)	<i>Haliastur Indus</i>	Lang Merah	Accipitridae
Least Concern (LC)	<i>Haliaeetus leucogaster</i>	Lang Siput	Accipitridae
Least Concern (LC)	<i>Halcyon smyrnensis</i>	Pekaka Belukar	Alcedinidae
Least Concern (LC)	<i>Prinia flaviventris</i>	Perenjak Kuning	Cisticolidae
Least Concern (LC)	<i>Tyto alba</i>	Jampuk Putih	Tytonidae
Least Concern (LC)	<i>Centropus sinensis</i>	But-but Cari Anak	Cuculidae
Least Concern (LC)	<i>Hirundo tahitica</i>	Layang-layang Pasifik	Hirundinidae
Least Concern (LC)	<i>Hirundo rustica</i>	Layang-Layang Hijrah	Hirundinidae
Least Concern (LC)	<i>Megalaima chrysopogon</i>	Takur Pipi Kuning	Megalaimidae
Least Concern (LC)	<i>Oriolus chinensis</i>	Burung Kunyit Leher Hitam	Oriolidae
Least Concern (LC)	<i>Egretta garzetta</i>	Bangau Kecil	Ardeidae
Least Concern (LC)	<i>Ardea purpurea</i>	Pucung Serandau	Ardeidae

IUCN Status	Scientific Name	Common Name	Family
AVES			
Least Concern (LC)	<i>Dicaeum cruentatum</i>	Sepah Puteri Merah	Dicaeidae
Least Concern (LC)	<i>Macronous gularis</i>	Rimba Berjalur	Timaliidae
Least Concern (LC)	<i>Dicrurus paradiseus</i>	Cecawi Kera	Dicruridae
Least Concern (LC)	<i>Gallus gallus</i>	Ayam Hutan	Phasianidae
Least Concern (LC)	<i>Copsychus malabaricus</i>	Murai Batu	Muscicapidae
Least Concern (LC)	<i>Treron vernans</i>	Punai Gading	Columbidae
Least Concern (LC)	<i>Amaurornis phoenicurus</i>	Ruak-ruak	Rallidae
Least Concern (LC)	<i>Porphyrio porphyrio</i>	Tiong Air	Rallidae
Least Concern (LC)	<i>Merops leschenaultia</i>	Berek-berek Hijau	Meropidae
Least Concern (LC)	<i>Merops viridis</i>	Berek-berek Rengkung Biru	Meropidae
Least Concern (LC)	<i>Abroscopus superciliosus</i>	Cikrak bambu	Sylviidae
Least Concern (LC)	<i>Acridotheres cristatellus</i>	Kerak jambul	Sturnidae
Vulnerable (VU)	<i>Acridotheres javanicus</i>	Kerak kerbau	Sturnidae
Least Concern (LC)	<i>Aegithina tiphia</i>	Cipoh kacat	Chloropseidae
Near Threatened (NT)	<i>Aegithina viridissima</i>	Cipoh jantung	Chloropseidae
Least Concern (LC)	<i>Aethopyga siparaja</i>	Burung-madu sepa-putih	Nectariniidae
Least Concern (LC)	<i>Alcedo meninting</i>	Raja udang meninting	Alcedinidae
Near Threatened (NT)	<i>Anorrhinus galeritus</i>	Enggang kihingan/baliang	Bucerotidae
Least Concern (LC)	<i>Anthracoceros albirostris</i>	Kangkareng perut-putih	Bucerotidae
Least Concern (LC)	<i>Anthreptes malacensis</i>	Burung-madu kelapa	Nectariniidae
Least Concern (LC)	<i>Anthreptes simplex</i>	Burung madu polos	Nectariniidae
Least Concern (LC)	<i>Anthreptes singalensis</i>	Burung-madu belukar	Nectariniidae
Least Concern (LC)	<i>Anthus novaeseelandiae</i>	Apung tanah	Motacillidae
Least Concern (LC)	<i>Arachnothera crassirostris</i>	Pijantung kampung	Nectariniidae
Least Concern (LC)	<i>Arachnothera longirostra</i>	Pijantung kecil	Nectariniidae
Least Concern (LC)	<i>Arachnothera robusta</i>	Pijantung besar	Nectariniidae
Least Concern (LC)	<i>Arborophila hypertyra</i>	Puyuh-gonggong Kalimantan	Phasianidae

Our Sustainability Data

Fauna Inventory under IUCN Red List of Threatened Species (Cont'd)

IUCN Status	Scientific Name	Common Name	Family
AVES			
Near Threatened (NT)	<i>Calptomena viridis</i>	Madi-hijau kecil	Eurylaimidae
Least Concern (LC)	<i>Caprimulgus macrurus</i>	Cabak maling	Caprimulgidae
Least Concern (LC)	<i>Celeus brachyurus</i>	Pelatuk	Picidae
Least Concern (LC)	<i>Centropus bengalensis</i>	Bubut alang-alang	Cuculidae
Least Concern (LC)	<i>Chalcophaps indica</i>	Delimukan zamrud	Columbidae
Endangered (EN)	<i>Chloropsis cochinchinensis flavocincta</i>	Cica-daun sayap-biru	Chloropseidae
Near Threatened (NT)	<i>Chloropsis cyanopogon</i>	Cica daun kecil	Chloropseidae
Endangered (EN)	<i>Chloropsis sonnerati</i>	Cica daun besar/otan daun	Chloropseidae
Least Concern (LC)	<i>Collocalia esculenta</i>	Walet sapi	Apodidae
Least Concern (LC)	<i>Collocalia maxima</i>	Walet sarang hitam	Apodidae
Least Concern (LC)	<i>Copsychus malabaricus</i>	Kucica hutan/Tinjau	Turdidae
Least Concern (LC)	<i>Copsychus saularis</i>	Kucica kampung	Muscicapidae
Least Concern (LC)	<i>Coturnix chinensis</i>	Puyuh batu	Phasianidae
Least Concern (LC)	<i>Culicicapa ceylonensis</i>	Sikatan kepala-abu	Muscicapidae
Least Concern (LC)	<i>Cyornis superbus</i>	Sikatan Kalimantan	Muscicapidae
Least Concern (LC)	<i>Dendrocopos canicapillus</i>	Caladi belacan	Picidae
Least Concern (LC)	<i>Dendrocygna arcuata</i>	Belibis kembang	Anatidae
Least Concern (LC)	<i>Dendronanthus indicus</i>	Kicuit hutan	Motacillidae
Least Concern (LC)	<i>Dicaeum chrysorrheum</i>	Cabai rimba	Dicaeidae
Least Concern (LC)	<i>Dicrurus aeneus</i>	Srigunting keladi	Dicruridae
Least Concern (LC)	<i>Dicrurus annectans</i>	Srigunting gagak	Dicruridae
Least Concern (LC)	<i>Dicrurus paradiseus</i>	Srigunting batu	Dicruridae
Least Concern (LC)	<i>Dicrurus remifer</i>	Srigunting bukit	Dicruridae
Least Concern (LC)	<i>Dinopium javanense</i>	Pelatuk besi	Picidae
Least Concern (LC)	<i>Dryocopus javensis</i>	Pelatuk ayam	Picidae
Near Threatened (NT)	<i>Ducula aenea</i>	Pergam hijau	Columbidae
Least Concern (LC)	<i>Elanus caeruleus</i>	Elang tikus	Accipitridae

IUCN Status	Scientific Name	Common Name	Family
AVES			
Least Concern (LC)	<i>Enicurus leschenaulti</i>	Meninting besar	Muscicapidae
Least Concern (LC)	<i>Erythrura prasina</i>	Bondol hijau binglis	Ploiceidae
Least Concern (LC)	<i>Eudynamys scolopacea</i>	Tuwur Asia	Cuculidae
Least Concern (LC)	<i>Eumyias thalassina</i>	Sikatan hijau laut	Muscicapidae
Near Threatened (NT)	<i>Eurylaimus ochromalus</i>	Sempur-hujan darat	Eurylaimidae
Least Concern (LC)	<i>Falco severus</i>	Alap-alap macan	Falconidae
Least Concern (LC)	<i>Gracula religiosa</i>	Tiong emas/tiung	Coraciidae
Least Concern (LC)	<i>Haliastur indus</i>	Elang bondol	Accipitridae
Least Concern (LC)	<i>Hirundapus caudacutus</i>	Kapinis-jarum Asia	Apodidae
Near Threatened (NT)	<i>Hirundo striolata</i>	Layang-layang loreng	Hirundinidae
Least Concern (LC)	<i>Kurochkinogramma hypogrammicum</i>	Burung madu rimba	Nectariniidae
Least Concern (LC)	<i>Hypothymis azurea</i>	Kehicap ranting	Muscicapidae
Least Concern (LC)	<i>Ictinaetus malaiensis</i>	Elang hitam	Accipitridae
Least Concern (LC)	<i>Ixobrychus cinnamomeus</i>	Bambangan merah	Ardeidae
Near Threatened (NT)	<i>Kenopia striata</i>	Berencet loreng	Timaliidae
Least Concern (LC)	<i>Lacedo pulchella</i>	Cekakak batu	Alcedinidae
Least Concern (LC)	<i>Helopsaltes certhiola</i>	Kecici belalang	Sylviidae
Least Concern (LC)	<i>Lonchura fuscans</i>	Bondol Kalimantan	Estrildidae
Least Concern (LC)	<i>Lonchura leucogastra</i>	Bondol perut putih	Ploiceidae
Least Concern (LC)	<i>Lonchura malacca</i>	Bondol rawa	Ploiceidae
Least Concern (LC)	<i>Loriculus galgulus</i>	Serindit Melayu	Psittacidae
Least Concern (LC)	<i>Mixornis gularis</i>	Ciung-air coreng	Timaliidae
Least Concern (LC)	<i>Malacoeincla sepiarium</i>	Pelanduk semak	Timaliidae
Near Threatened (NT)	<i>Malacopteron affine</i>	Asi topi-jelaga	Timaliidae
Least Concern (LC)	<i>Psilopogon monticola</i>	Takur gunung	Ramphastidae
Least Concern (LC)	<i>Merops viridis</i>	Kirik-kirik biru	Meropidae
Least Concern (LC)	<i>Microhierax fringillarius</i>	Alap-alap capung	Falconidae

Our Sustainability Data

Fauna Inventory under IUCN Red List of Threatened Species (Cont'd)

IUCN Status	Scientific Name	Common Name	Family
AVES			
Least Concern (LC)	<i>Monticola solitarius</i>	Murai-batu tarung	Muscicapidae
Least Concern (LC)	<i>Muscicapa dauurica</i>	Sikatan bubik	Muscicapidae
Least Concern (LC)	<i>Muscicapella hodgsoni</i>	Sikatan kerdil	Muscicapidae
Least Concern (LC)	<i>Nisaetus cirrhatus</i>	Elang brontok	Accipitridae
Least Concern (LC)	<i>Orthotomus atrogularis</i>	Cinenen belukar	Sylviidae
Least Concern (LC)	<i>Orthotomus ruficeps</i>	Cinenen kelabu	Sylviidae
Least Concern (LC)	<i>Pachycephala hypoxantha</i>	Kancilan Kalimantan	Pachycephalidae
Least Concern (LC)	<i>Pellorneum capistratum</i>	Pelanduk topi-hitam	Timaliidae
Least Concern (LC)	<i>Pellorneum pyrogenys</i>	Pelanduk bukit	Timaliidae
Least Concern (LC)	<i>Pericrocotus flammeus</i>	Sepah hutan	Campephagidae
Least Concern (LC)	<i>Phaenicophaeus chlorophaeus</i>	Kadalan selaya	Cuculidae
Least Concern (LC)	<i>Phaenicophaeus diardi</i>	Kadalan beruang	Cuculidae
Least Concern (LC)	<i>Picus puniceus</i>	Pelatuk sayap-merah	Picidae
Least Concern (LC)	<i>Platysmurus leucopterus</i>	Tangkar kambing	Corvidae
Least Concern (LC)	<i>Pomatorhinus montanus</i>	Cica kopi melayu	Timaliidae
Least Concern (LC)	<i>Porzana pusilla</i>	Tikusan kerdil	Rallidae
Least Concern (LC)	<i>Prinia flaviventris</i>	Perenjaj rawa	Cisticolidae
Least Concern (LC)	<i>Ps. perplexus</i> (Kalimantan)	Merbah corok-corok	Pycnonotidae
Least Concern (LC)	<i>Pycnonotus atriceps</i>	Cucak kuricang/broceng	Pycnonotidae
Least Concern (LC)	<i>Pycnonotus aurigaster</i>	Cucak kutilang	Pycnonotidae
Least Concern (LC)	<i>Pycnonotus cyaniventris</i>	Cucak kelabu	Pycnonotidae
Least Concern (LC)	<i>Pycnonotus eutilotus</i>	Cucak rumbai tungging/jojah	Pycnonotidae
Least Concern (LC)	<i>Pycnonotus flavesceus</i>	Merbah gunung/jongjang	Pycnonotidae
Least Concern (LC)	<i>Pycnonotus goiavier</i>	Merbah cerukcuk	Pycnonotidae
Least Concern (LC)	<i>Pycnonotus plumosus</i>	Merbah belukar	Pycnonotidae
Least Concern (LC)	<i>Rhaphidura leucopygialis</i>	Kapinis-jarum kecil	Apodidae
Least Concern (LC)	<i>Rhipidura javanica</i>	Kipasan belang	Muscicapidae

IUCN Status	Scientific Name	Common Name	Family
AVES			
Least Concern (LC)	<i>Seicercus montis</i>	Cikrak dada-kuning	Sylviidae
Least Concern (LC)	<i>Sitta frontalis</i>	Kecici	Sittidae
Least Concern (LC)	<i>Spilornis cheela</i>	Elang Ular Bido	Accipitridae
Least Concern (LC)	<i>Stachyris nigricollis</i>	Tepus kaban	Timaliidae
Least Concern (LC)	<i>Stachyris poliocephala</i>	Tepus kepala kelabu	Timaliidae
Least Concern (LC)	<i>Stachyris rufifrons</i>	Tepus dahi-merah	Timaliidae
Least Concern (LC)	<i>Streptopelia chinensis</i>	Tekukur biasa	Columbidae
Least Concern (LC)	<i>Terpsiphone paradisi</i>	Seriwang Asia	Muscicapidae
Least Concern (LC)	<i>Todiramphus chloris</i>	Cekakak sungai	Alcedinidae
Least Concern (LC)	<i>Treron bicinctus</i>	Punai Siam	Columbidae
Least Concern (LC)	<i>Treron curvirostra</i>	Punai lengguak	Columbidae
Least Concern (LC)	<i>Treron olax</i>	Punai kecil	Columbidae
Least Concern (LC)	<i>Trichixos pyrropygus</i>	Kucica ekor kuning/kusior	Turdidae
Least Concern (LC)	<i>Zosterops everetti</i>	Kacamata belukar	Zosteropidae
Least Concern (LC)	<i>Zosterops palpebrosus</i>	Kacamata biasa	Zosteropidae
Least Concern (LC)	<i>Ptilinopus melanospila</i>	Punai Tengku hitam	Columbidae
Least Concern (LC)	<i>Columba vitiensis</i>	Merpati kayu	Columbidae
Least Concern (LC)	<i>Egretta intermedia</i>	Bangau kerbau	Ardeidae
Near Threatened (NT)	<i>Tanygnathus lucionensis</i>	Bayan tengku Biru	Psittaculidae
Near Threatened (NT)	<i>Carpococcyx radiceus</i>	Sewah Tanah	Cuculidae
Near Threatened (NT)	<i>Otus rufescens</i>	Burung Hantu Merah	Strigidae
Least Concern (LC)	<i>Ketupa Ketupu</i>	Burung Hantu Kuning	Strigidae
Least Concern (LC)	<i>Ichthyophaga ichthyaeus</i>	Helang kepala kelabu	Accipitridae
Near Threatened (NT)	<i>Hydrochous gigas</i>	Layang-layang Hitam	Apodidae
Least Concern (LC)	<i>Aerodramus maximus</i>	Layang-layang Padi	Apodidae
Least Concern (LC)	<i>Anthracerus coronatus</i>	Enggang Tangling (Paruh Putih)	Bucerotidae

Note: This data has been verified by Internal Audit.

Our Sustainability Data

BOD & COD Level

Oil Mill & Refinery	Legal Limit (mg/L)		BOD			COD		
	BOD	COD	Actual					
			2022	2023	2024	2022	2023	2024
GAIOM	500	500	78	53	123	1,316	881	1,376
GIOM	20	500	11	10	13	225	206	234
GJOM^	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
GMOM	20	500	11	9	11	332	306	441
GSOM	500	500	171	317	228	1,273	1,787	1,671
GTHOM	20	500	10	11	10	345	423	326
GTOM	20	500	9	10	11	96	145	178
GOM	100	350	57	76	75	239	143	242
MOM	5,000	350	254	312	440	782	1,281	1,334
GHOM	5,000	350	141	108	134	559	360	449
GLOM	5,000	350	Not Applicable	140	136	Not Applicable	479	455
COM	100	350	164	423	185	485	1,900	550
KIUOM	100	350	56	63	73	404	232	230
GMMR	50	200	50	50	28	200	200	169
GIB	50	200	8	11	12	166	56	49
SPC	50	200	9	11	12	172	56	49

Note: ^GJOM is Zero Discharge
 This data has been verified by Internal Audit.

Biomass Use by GENP

	BIOMASS USE (mt)		
	2022	2023	2024
Fibre – Energy Generation	359,186	465,192	348,847
EFB – Energy Generation	143,605	116,836	179,110
EFB – Heating	6,434	-	-
PKS – Energy Generation	70,119	94,819	69,826
PKS – Heating	5,771	2,498	4,663
EFB – Organic Mulch	312,386	513,138	426,281
EFB – Composting	131,753	40,095	21,428
Decanter Solid – Organic Fertiliser	75,053	114,121	84,847
Boiler Ash – Organic Fertiliser	16,856	19,080	20,587

Note: The highlighted figures for 2022 and 2023 were updated due to transcription error.
 This data has been verified by Internal Audit.

Our Sustainability Data

Water & Effluents Disclosure

			All Areas (MegaLitre)			Areas with water stress (MI)	
			2022	2023	2024	2022 - 2024	
Water withdrawal by source	Water Withdrawal						
	Surface Water		3,292	3,495	3,382		
	Freshwater	Estates	888	1,310	1,178	nil	
		Oil Mills	2,402	2,181	2,201	nil	
		Downstream Manufacturing	0	0	0	nil	
		AgTech Division	2	4	2	nil	
		Other Water	All Operating Units	0	0	0	
	Produced Water		955	2,306	2,096		
	Raw Palm Oil Mill Effluent (POME)(≥1,000 Wmg/L Total Dissolved Solids)		Oil Mills	935	2,294	2,077	
	Raw Downstream Manufacturing Effluent (≤1,000 mg/L Total Dissolved Solids)		Downstream Manufacturing	20	12	19	
	Third-Party Water		691	640	612		
	Freshwater	Estates	500	166	200	nil	
		Oil Mills	0	214	345	nil	
		Downstream Manufacturing	189	256	63	nil	
		AgTech Division	3	3	4	nil	
		Other Water	All Operating Units	0	0	0	
Total water withdrawal	Surface Water + Produced Water		4,939	6,441	6,090		
Water Discharge			2022	2023	2024		
Water discharge by destination	Land Application + Compost		885	1,054	1,544		
	Surface Water		47	449	331		
	Third-Party Water		5	0	0		
Water discharge by freshwater and other water	Freshwater (≤1,000 mg/L Total Dissolved Solids)		937	1,503	1,876		
	Other Water (≥1,000 mg/L Total Dissolved Solids)		0	0	0		
Water discharge by level of treatment	No treatment		7	7	7		
	Treated Palm Oil Mill Effluent (POME)		1,006	1,054	1,544		
	Treated Downstream Manufacturing Effluent		25	445	329		
Total water discharge	Land Application + Compost + Surface Water + Third-Party Water		937	1,503	1,876		
Water Consumption			2022	2023	2024		
Water Consumption	Changes in Storage (Rainfall/evaporation at POME ponds and Downstream Manufacturing's water treatment plants)		-24	-803	-220		
	Total water consumption		4,002	4,938	4,214		

Note: Water usage at our Property Division are excluded from this disclosure. All rivers within the estates have been surveyed, and no signs of water stress were detected. This data has been verified by Internal Audit.

Our Sustainability Data

Our Estates

Our Estates	Certifications				Hectarage (Ha)			Coordinates	
	RSP0	ISCC EU	MSP0	ISPO	Land Title	HCV	Conservation & HCS	Latitude	Longitude
Genting Bukit Sembilan Estate	YES	YES	YES	n/a	1,241	2	0	5.57639	100.68599
Genting Selama Estate	YES	YES	YES		1,830	10	0	5.22217	100.65699
Genting Tebong Estate	YES	YES	YES		2,997	34	11	2.45744	102.37597
Genting Tanah Merah Estate	YES	YES	YES		2,209	45	1	2.28165	102.56033
Genting Sri Gading Estate	YES	YES	YES		3,384	30	4	1.83829	103.01823
Genting Sungei Rayat Estate	YES	YES	YES		2,376	0	0	1.90404	103.01069
Genting Kulai Besar Estate	YES	YES	YES		2,402	11	24	1.61537	103.61098
Genting Sabapalm Estate	YES	YES	YES		4,360	9	9	5.96508	117.37411
Genting Indah Estate	YES	YES	YES		3,620	116	0	5.38571	116.93809
Genting Permai Estate	YES	YES	YES		2,560	30	0	5.36571	116.89455
Genting Kencana Estate	YES	YES	YES		2,002	92	0	5.37814	116.87827
Genting Mewah Estate	YES	YES	YES		3,296	17	0	5.51641	117.70783
Genting Lokan Estate^	YES	YES	YES		2,314	20	228	5.46899	117.74341
Genting Sekong Estate	YES	YES	YES		3,037	7	5	5.56328	117.81289
Genting Suan Lamba Estate	YES	YES	YES		3,640	0	45	5.94331	118.41242
Genting Jambongan Estate	YES	YES	YES		4,062	24	0	6.64973	117.45085
Genting Tanjung Estate	YES	YES	YES		4,345	235	154	5.42300	118.27331
Genting Bahagia Estate	YES	YES	YES		4,548	45	22	5.36375	118.27603
Genting Tenegang Estate	YES	YES	YES		3,653	30	12	5.34612	118.22561
Genting Landworthy Estate	YES	YES	YES		4,039	43	32	5.42039	118.30683
Genting Layang Estate	YES	YES	YES		2,077	180	91	5.42275	118.23426
PT Sepanjang Intisurya Mulia	YES	n/a	n/a	YES	14,555	1,586	18	-1.38105	110.49466
PT Sawit Mitra Abadi	YES			YES	9,374	1,069	272	-1.37527	110.41500
PT Surya Agro Palma	2025			2027	17,500	2,127	647	-0.30520	110.07491
PT Agro Abadi Cemerlang	2025			YES	8,771	302	0	-0.33904	110.21138
PT Citra Sawit Cemerlang	2025			2027	14,858	1,488	3,869	-1.25831	110.66450
PT Dwie Warna Karya	2025			2027	12,872	787	562	-0.86144	114.07528
PT Susantri Permai	2025			2027	15,176	1,697	0	-0.88881	113.93700
PT Kapuas Maju Jaya	2025			2027	18,510	819	1,480	-0.99519	114.19792
PT United Agro Indonesia	2025			2027	6,723	574	31	-2.56397	114.64756
PT Globalindo Agung Lestari	YES			YES	29,609	599	5,600	-2.59139	114.58978
PT Palma Agro Lestari Jaya	2025			2027	11,727	3,208	65	0.78417	111.47725
PT Kharisma Inti Usaha	YES			YES	19,212	962	5	-3.00178	114.93856

Note: ^ Genting Lokan Estate is certified separately from Genting Mewah Estate compared to 2023.
 This data has been verified by Internal Audit.

Our Sustainability Data

Our Oil Mills, Refinery & Biodiesel Plants

Our Estates	Certifications					Processing Capacity	Coordinates	
	RSPO	ISCC EU	MSP0	ISPO	Others		Latitude	Longitude
Genting Ayer Item Oil Mill	IP	YES	YES			50 mt/hour	1.85671	103.21000
Genting Indah Oil Mill	IP	YES	YES			30 mt/hour	5.37565	116.93421
Genting Trushidup Oil Mill	MB	YES	YES			60 mt/hour	5.56328	117.81289
Genting Mewah Oil Mill	MB	YES	YES	n/a		45 mt/hour	5.51874	117.70772
Genting Tanjung Oil Mill	MB	YES	YES			80 mt/hour	5.42300	118.27331
Genting Sabapalm Oil Mill	MB	YES	YES			20 mt/hour	5.96508	117.37411
Genting Jambongan Oil Mill	MB	YES	YES		n/a	20 mt/hour	6.65167	117.44530
Mulia Oil Mill	MB			YES		90 mt/hour	-1.38232	110.47957
Globalindo Oil Mill	MB			YES		90 mt/hour	-2.584556	114.59528
Golden Hill Oil Mill	2025	n/a	n/a	2027		80 mt/hour	-0.34002	114.93686
Kharisma Inti Usaha Oil Mill	MB			YES		60 mt/hour	-3.00294	114.93686
Cemerlang Oil Mill	2025			YES		60 mt/hour	-0.34002	110.19107
Gemilang Oil Mill	2025			2027		40 mt/hour	-1.00967	114.27178
Genting MusimMas Refinery Sdn Bhd	SCCS	YES	YES	n/a	HALAL by JAKIM, KOSHER by KLBD, MESTI and GMP by Ministry of Health Malaysia ("MOH"), HACCP by MOH and SIRIM	600,000 mt/year	5.01960	118.36864
Genting Biorefinery Sdn Bhd	SCCS	YES	YES		European Standards EN14214,	300,000 mt/year	5.02146	118.36873
SPC Biodiesel Sdn Bhd	SCCS	YES	YES		Malaysian Standards MS2008:2014		5.02946	118.36808

Note: This data has been verified by Internal Audit.

Our Sustainability Data

Our Oil Mills, Refinery & Biodiesel Plants (Cont'd)

Operating Unit Name	Number of FFB Suppliers						% Percentage of FFB by Suppliers					
	Own Estates	Own Plasma	Estate (>500 ha)	Smallgrower (40-500 ha)	Smallholder (<40 ha)	Collection Centre/ Smallholder Cooperative	Own Estates	Own Plasma	Estate (>500 ha)	Smallgrower (40-500 ha)	Smallholder (<40 ha)	Collection Centre/ Smallholders' Cooperative
Genting Ayer Item Oil Mill	5	-	-	-	-	-	100	-	-	-	-	-
Genting Indah Oil Mill	3	-	-	2	4	-	98.43	-	-	0.99	0.58	-
Genting Trushidup Oil Mill	2	-	5	17	50	3	68.62	-	5.85	20.07	4.98	0.48
Genting Mewah Oil Mill	2	-	5	7	138	2	51.78	-	23.87	5.69	17.02	1.64
Genting Tanjung Oil Mill	5	-	4	3	5	-	80.55	-	11.42	6.09	1.94	-
Genting Sabapalm Oil Mill	1	-	1	1	180	-	79.01	-	5.35	3.06	12.57	-
Genting Jambongan Oil Mill	1	-	-	2	7	-	86.37	-	-	11.96	1.67	-
Mulia Oil Mill	3	7	-	-	-	3	82.10	17.54	-	-	-	0.36
Globalindo Oil Mill	2	5	-	-	-	1	74.54	24.64	-	-	-	0.82
Golden Hill Oil Mill	2	3	-	-	-	3	93.4	4.74	-	-	-	1.85
Kharisma Inti Usaha Oil Mill	1	5	-	-	-	2	59.91	12.99	-	-	-	27.11
Cemerlang Oil Mill	2	3	-	-	-	7	49.81	12.54	-	-	-	37.65
Gemilang Oil Mill	1	1	-	-	-	-	85.6	14.4	-	-	-	-
Genting MusimMas Refinery Sdn Bhd	n/a						n/a					
Genting Biorefinery Sdn Bhd												
SPC Biodiesel Sdn Bhd												

Note: This data has been verified by Internal Audit.

Procurement Practices

Descriptions	Currency	Suppliers	
		Local	International
Proportion of spending on suppliers			
Amount of spending on suppliers	MYR	594,972,003	478,032
	EUR	5,202	1,003,458
	GBP	-	123,728
	IDR	-	1,081,906
	INR	-	31,684
	SGD	201	2,341,895
	THB	67	1,860
	USD	496,660	10,204,153
Grand total (MYR)		595,474,133	15,266,716
OVERALL SPENDING (MYR)		610,740,849	

Note: The international spending is converted to MYR.
This data has been verified by Internal Audit.

Descriptions	Currency	Suppliers	
		Local	International
Proportion of spending on suppliers			
Amount of spending on suppliers	MYR	594,972,003	478,032
	EUR	5,202	203,996
	GBP	-	21,029
	IDR	-	3,677,976,130
	INR	-	550,035
	SGD	201	675,852
	THB	67	14,499
	USD	496,660	2,225,744

Note: The international spending is based on their countries' currency.
This data has been verified by Internal Audit.

Supplier Engaged		
Descriptions	Country	Number of suppliers
Local Suppliers	MYR	2,666
	EUR	11
	GBP	3
	IDR	12
	INR	2
International Suppliers	SGD	17
	THB	3
	USD	72
Total number of all supplier		2,786

Note: This data has been verified by Internal Audit.

Our Sustainability Data

FFB & CPO External Suppliers Engaged

Description	Total External Supplier	Low Risk External Supplier	Medium Risk External Supplier	High Risk External Supplier
Malaysia	470	413	57	0
Indonesia	16	0	14	2
TOTAL	486	413	71	2

Direct Economic Value Generated & Distributed

RM Million	2022	2023	2024
Revenue	3,190	2,967	2,938
Economic Value Distributed			
Operating Cost	2,505	2,567	2,456
Employee Wages & Benefits	500	573	605
Payments to Providers of Capital	440	396	347
Payments to Government (Taxes & Levies)	372	290	280
Community Investments	5.4	5.4	5.5
Employees' training, development and staff welfare	10.5	11.8	14.9

Note: This data has been verified by Internal Audit.

Production

	2022	2023	2024
FFB Production (mt)	1,988,245	2,111,620	2,068,266
Yield Per Mature Hectare (mt/ha)	16.7	17.6	16.9
CPO (mt)	516,390	586,926	559,831
PK (mt)	98,490	113,579	104,569
Refined Products (mt)	217,081	123,696	229,061
Biodiesel & Crude Glycerin (mt)	52,568	52,279	60,845

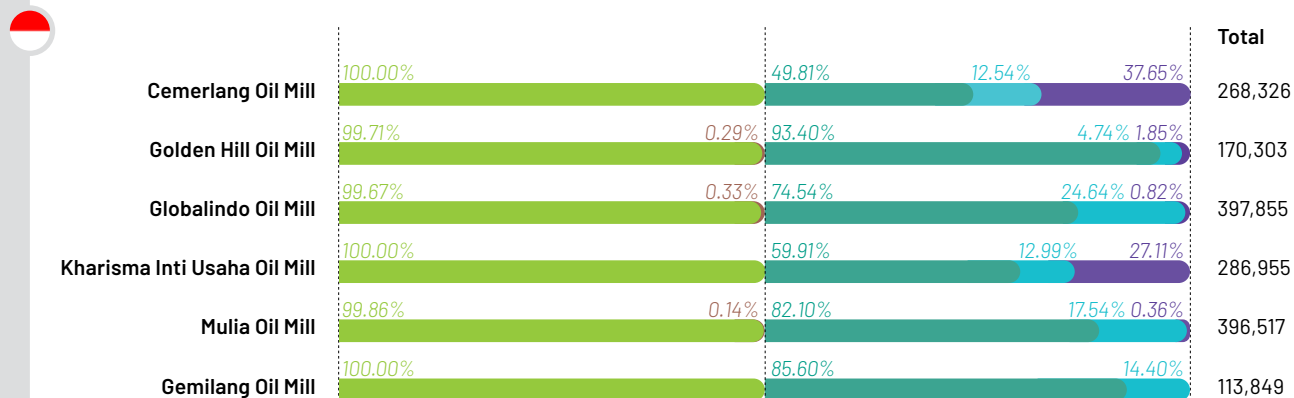
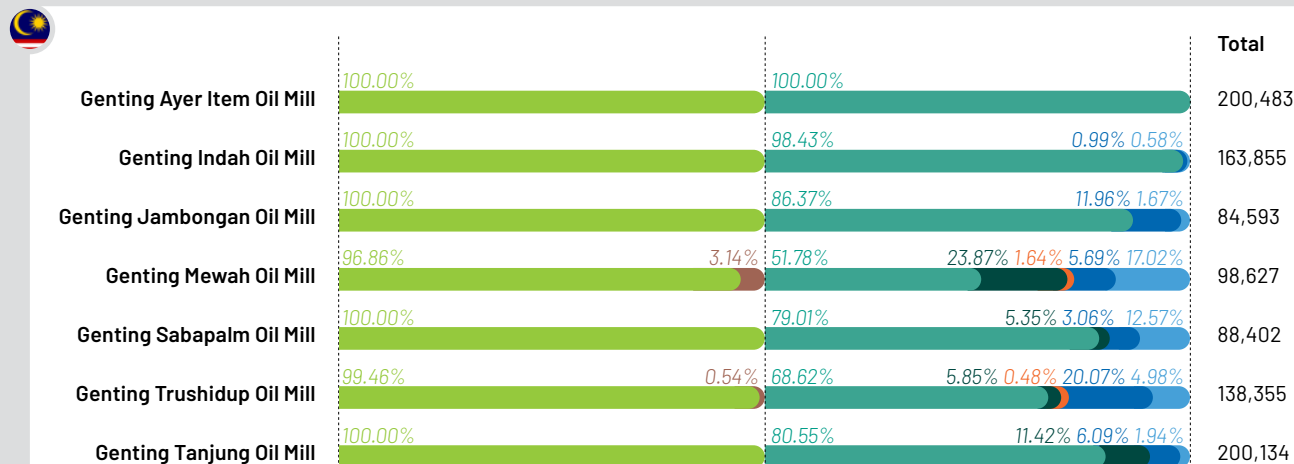
CPO & PK Supply Chain

	Total	Identity Preserved	Segregated	Mass Balance	Book & Claim
Our Oil Mills					
Total CPO sold as RSPO certified (mt)	130,271	40,905	n/a	89,366	n/a
Total CPO sold under other certification scheme (mt)	8,254	n/a		n/a	
Total CPO sold as conventional (mt)	416,493	n/a		n/a	
Total PK sold as RSPO certified (mt)	53,593	10,770		42,823	
Total PK sold under other certification scheme (mt)	n/a	n/a		n/a	
Total PK sold as conventional (mt)	52,410	n/a		n/a	
GMMR					
Total RSPO Certified CPO from own palm oil mills (mt)	n/a	n/a	n/a	n/a	n/a
Total RSPO Certified CPO bought from third party palm oil mills (mt)	929			929	
Total CSPO certified under other certification scheme from own palm oil mills (mt)	8,253			n/a	
Total CSPO certified under other certification scheme from third party palm oil mills (mt)	996			n/a	
Total conventional CPO from own palm oil mills (mt)	150,609			n/a	
Total conventional CPO from third party palm oil mills (mt)	88,170			n/a	

Note: This data has been verified by Internal Audit.

Our Sustainability Data

Traceability to Plantation for GENP Oil Mills



Total by Region:

974,450
1,633,805

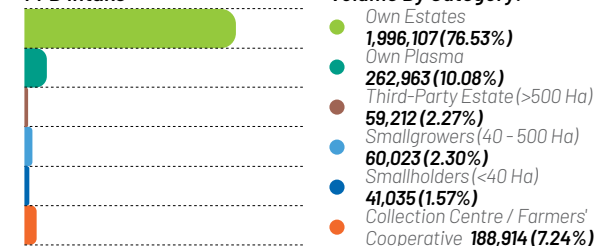
Legend:

- Traceable
- Untraceable
- Own Estate
- Own Plasma
- Smallholder (<50ha)
- Smallgrower (50-500ha)
- Estate (>500ha)
- Collection Centre
- Farmers' Cooperative

Note: This data has been verified by Internal Audit.

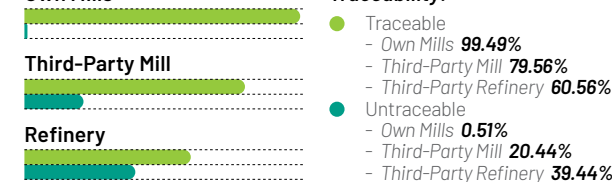
FFB Intake for All GENP Oil Mills

FFB Intake



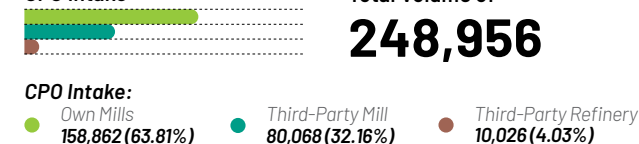
Traceability to Plantation for Genting MusimMas Refinery Sdn Bhd

Own Mills



CPO Intake for Genting MusimMas Refinery Sdn Bhd

CFO Intake



Traceability to Mill for Genting MusimMas Refinery Sdn Bhd

Traceability



Our Sustainability Data

Land Areas Controlled or Managed for Oil Palm Cultivation

Definition	2022	2023	2024
Total Land Area (Ha) - Based on Plasma vs Non-Plasma	243,159	242,965	242,879
Land area excluding Plasma schemes (Ha)	221,983	220,711	217,420
Land area under Plasma schemes (Ha)	21,176	22,254	25,459
Land Area (Ha)- Based on Planted VS Unplanted	243,159	242,965	242,879
Land area - planted (Ha)	165,177	164,993	159,583
Land area - unplanted (Ha) + Infrastructure	77,982	77,972	83,296
Total Land Area (Ha)- Based on Planted VS Unplanted	243,159	242,965	242,879
Land area - planted (Ha) excluding plasma	Note 1		136,453
Land area - planted (Ha) plasma			23,130
Land area - unplanted (Ha) excluding plasma			74,682
Land area - unplanted (Ha) plasma			2,326
Infrastructure			6,288
Land Area for Conservation (HCV, HCS + Others) (Ha)	30,064	35,573	29,382
Land designated & managed as HCV areas (Ha)	21,095	21,095	16,194
Land designated as conservation areas (excluding HCV areas)(Ha)	8,969	14,477	13,188
% Area for conservation	12.36	12.32	12.10
Total Peat Area (Ha)	7,724	7,742	7,742
Total area planted on peat (Ha)	7,597	7,332	7,332
Total area unplanted on peat (Ha)	127	410	410
Total RSPO Certified Area (Ha)	88,202	95,116	109,128
RSPO Certified Area (excluding Plasma schemes)(Ha)	85,300	92,214	104,977
%, RSPO Certified Area (excluding Plasma schemes)	38.42	41.78	48.28
RSPO Certified Area for Plasma schemes (Ha)	2,902	2,902	4,151
%, RSPO Certified Area for Plasma schemes	13.70	13.04	16.30
% RSPO Certified Area (All inclusive)	36.27	39.15	44.93
Total Land Area Cleared (Ha)	0	0	0

Peat Area by Region (Ha)

	2022	2023	2024
Peninsular Malaysia			
Total peat area	338	338	338
Planted on peat	337	337	337
Unplanted Area	1	1	1
Sabah			
Total peat area	1,495	1,495	1,495
Planted on peat	1,456	1,456	1,456
Unplanted Area	39	39	39
Central Kalimantan			
Total peat area	457	456	456
Planted on peat	456	456	456
Unplanted Area	0.46	0.46	0.46
South Kalimantan			
Total peat area	5,433	5,452	5,452
Planted on peat	5,347	5,083	5,083
Unplanted Area	86	370	370
Grand Total (Ha)			
Peat area	7,724	7,742	7,742
Planted on peat	7,597	7,332	7,332
Unplanted Area	127	410	410

Note 1: Some of the 2022 & 2023 figures were not reported due to changes of reporting format in 2024, where the figures in 2024 are in detail.

This data has been verified by Internal Audit.

Our Sustainability Data

GENP's Third-Party CPO Suppliers

Oil Mill Name	Parent Company	Certifications				Coordinates		Traceability (%)	
		RSPQ	ISCC EU	MSPQ	ISPO	Latitude	Longitude	Traceable	Untraceable
Abedon Oil Mill*	Green Edible Oil Sdn Bhd	MB		YES		5.31233	117.97400	86	14
Aumkar Palm Oil Mill *	Aumkar Plantations Sdn Bhd			YES		4.74744	117.86882	94	6
Batu Putih Oil Mill*	Ladang Permai Sdn Bhd			YES		5.58000	117.94600	90	10
Global Enterprise Oil Mill*	Global Enterprise Oil Mill Sdn Bhd			YES		5.49011	117.98856	67	33
Golden Elate Oil Mill	Golden Elate Oil Mill Sdn Bhd			YES		5.13729	118.83798	80	20
Haranky Palm Oil Mill *	Kwantas Corporation Berhad			YES		5.21299	118.06442	85	15
Kilang Sawit Baiduri Ayu	FGV Trading Sdn Bhd			YES		5.08115	118.93975	100	0
Kilang Sawit Bell	Kilang Sawit Bell Sdn Bhd			YES		5.20703	118.07673	0	100
Kilang Sawit Embara Budi	FGV Trading Sdn Bhd			YES		5.13207	119.09245	100	0
Kilang Sawit Hamparan Badai	FGV Trading Sdn Bhd			YES		5.33623	119.20467	100	0
Kilang Sawit Kalabakan	FGV Trading Sdn Bhd			YES		4.37004	117.51249	100	0
Kilang Sawit Kembara Sakti	FGV Trading Sdn Bhd			YES		5.36104	119.09300	100	0
Kilang Sawit Lancang Kemudi	FGV Trading Sdn Bhd			YES		5.23232	119.05800	100	0
Kilang Sawit Mercu Puspita	FGV Trading Sdn Bhd			YES		5.20581	119.01374	100	0
Kilang Sawit Umas	FGV Trading Sdn Bhd			YES		4.49691	117.65058	100	0
Kim Loong Sabah Mill	Kim Loong Sabah Mills Sdn Bhd			YES		5.46728	116.98956	61	39
Kwantas Oil Sdn Bhd (Refinery)	Kwantas Oil Sdn Bhd	MB		YES	n/a	5.25483	118.17517	61	39
Ladang Permai Mill*	Ladang Permai Sdn Bhd			YES		5.18733	118.44029	100	0
LCH Palm Oil Mill*	LCH Palm Oil			YES		5.66126	117.81137	46	54
Mewah Palm Oil Mill *	Kwantas Oil Sdn Bhd			YES		5.25458	117.90901	72	28
Nilai Mill	Boustead Plantations Bhd			YES		6.25761	117.31286	100	0
Pintasan Palm Oil Mill*	Kwantas Corporation Berhad			YES		5.22922	117.71690	99	1
Prolific Yield Palm Oil Mill	Cepat Wawasan Group Berhad			YES		5.71748	117.82761	58	42
Segamaha Palm Oil Mill	Boustead Plantations Bhd	MB		YES		5.21041	117.80966	100	0
Segaria Palm Oil Mill	Boustead Plantations Bhd	IP		YES		4.48220	118.39860	100	0
Sungai Ruku Palm Oil Mill	Sungai Ruku Oil Palm Plantation Sdn Bhd			YES		5.56367	117.90028	46	54
Sungai Tenegang Oil Mill	TH Plantations Berhad			YES		5.21809	118.03136	85	15
Tawai Mill	Boustead Plantations Bhd			YES		5.64845	117.32935	93	7
Binuang Palm Oil Mill	SD Guthrie Berhad	IP;MB		YES		4.70420	118.06080	100	0
Veetar Palm Oil Mill	Veetar Palm Oil Mill Sdn Bhd			YES		5.33700	116.94460	70	30
Ditali Palm Oil Mill*	Ditali Sdn Bhd			YES		4.86965	118.09064	2	98
Tamaco Oil Mill 1*	Tamaco Palm Oil Mill Sdn Bhd			YES		5.24500	118.32756	97	3
Sandau Palm Oil Mill*	Sawit Kinabalu Sdn Bhd			YES		5.20433	118.13414	99	1
Sebrang Palm Oil Mill*	Sawit Kinabalu Sdn Bhd			YES		4.98972	118.55510	98	2
								77	23

Note: * Direct and indirect suppliers (the oil mill has been supplying to Kwantas Oil Sdn Bhd).

This data has been verified by Internal Audit.

Our Sustainability Data

Genp's Third-Party Estate Suppliers

GENP Oil Mill Name	Supplier Name	Locations		Maps Availability and Monitoring
		Latitude	Longitude	
GTHOM	Ngan Yin Food Industries Sdn Bhd	5.74970	117.76920	-
GTHOM	Tong Sang Plantation	5.57300	117.90100	-
GTHOM	Yu Kwang Development Sdn Bhd	5.32450	118.11150	YES
GTHOM	Tekad Maju Sdn Bhd	5.62508	117.91613	-
GTOM	Malbumi Estate Sdn Bhd	5.28470	118.16260	-
GTOM	Tentu Murni Sdn Bhd	5.24460	118.14980	-
GTOM	Tey Ah Bu Plantation	5.42470	118.20900	-
GMOM	Bakara Sdn Bhd	5.53145	117.74008	YES
GMOM	Kenso Timur Sdn Bhd	5.5469	117.8032	YES
GMOM	First Esprit Sdn Bhd	5.53700	117.70820	YES
GMOM	Kemabong Sdn Bhd	5.54690	117.80320	YES
GMOM	Malgreen Progress Sdn Bhd	5.45227	117.76333	YES
GSOM	Styland Corporation Sdn Bhd	5.925 , 5.965	117.429 , 117.466	YES

GENP's Smallgrower Suppliers

GENP Oil Mill Name	Supplier Name	Locations		Maps Availability and Monitoring
		Latitude	Longitude	
GIOM	J & S Enterprise	5.34759	116.84316	YES
GIOM	Mutu Sejahtera Sdn Bhd	5.2976	116.8914	YES
GIOM	Kim Loong Sabah Mills Sdn Bhd	5.46728	116.98956	-
GJOM	Bahagia Jaya	6.673456	117.468194	YES
GJOM	Joyland Sdn Bhd	6.64979	117.45090	YES
GTHOM	Benua Mutiara	5.56727	117.87552	-
GTHOM	Central Agriculture Development	5.5827	117.7976	-
GTHOM	Comrise Sdn Bhd	5.695	117.593	-
GTHOM	Commercial One Sdn Bhd	5.529368	117.981637	YES
GTHOM	Gagah Makmur Sdn Bhd	5.7034	117.4651	-
GTHOM	Golden Forefront Sdn Bhd	5.6015	117.9994	-
GTHOM	Great Pines Sdn Bhd	5.541196	117.978896	-
GTHOM	Harimaju Plantation Sdn Bhd	5.63078	118.10527	YES
GTHOM	Maju Jaya Plantation Sdn Bhd	5.693961	118.159829	-
GTHOM	Makmur Land Development Corporation	5.584019	117.993294	YES
GTHOM	Merit Agenda Sdn Bhd	5.5797	117.8866	YES

GENP Oil Mill Name	Supplier Name	Locations		Maps Availability and Monitoring
		Latitude	Longitude	
GTHOM	Merit Agenda Sdn Bhd LCC	5.5797	117.8866	YES
GTHOM	Morning Glory Sdn Bhd	5.61263	117.73327	-
GTHOM	Sabandar Sdn Bhd	5.5902	117.8098	-
GTHOM	Sinalang Estate Sdn Bhd	5.5386	118.0125	YES
GTHOM	Sure Success Sdn Bhd	5.6235	117.9836	YES
GTHOM	Ultisearch Sdn Bhd	5.588	117.986	-
GTOM	Tenera Eco Plantations Sdn Bhd	5.4523	118.2492	-
GTOM	V.K. Kalyanasundram Plantation Sdn Bhd	5.4463	118.2386	-
GTOM	Winking Plantations Sdn Bhd	5.4475	118.2633	-
GMOM	Akil Wijaya Sdn Bhd	5.495095	117.702253	YES
GMOM	Cergas Fortune Sdn Bhd	5.494632	117.772926	YES
GMOM	Masideras Sdn Bhd	5.49234	117.722918	YES
GMOM	Osimbayan Development Sdn Bhd	5.5086111	117.76805	YES
GMOM	Paragon Harvest Sdn Bhd	5.450845	117.765395	YES
GMOM	Tong Lim Plantation Sdn Bhd	5.53247	117.26262	YES
GMOM	Purcon Timor Sdn Bhd	5.45069	117.76794	-
GSOM	Dragon Villa Sdn Bhd	5.06	117.4669	YES

Our Sustainability Data

GENP's Plasma Scheme

Region	Company	Plasma	Certifications			Coordinates		Maps	Hectarage (Ha)	Total Member Koperasi	
			RSPO	ISCC EU	ISPO	Latitude	Longitude	Availability			
Palmindo											
I	SISM	Koperasi Sawit Trimulia Lestari	YES		YES	-1.40000	110.48660	YES	2,372	448	
	SISM	Koperasi Sawit Harapan Jaya	YES		YES	-1.39694	110.51388	YES		723	
	SMA	Koperasi Abadi Harapan Baru	YES		YES	-1.30440	110.40610	YES		541	
	SMA	Koperasi Panca Mitra Abadi	YES		YES	-1.39361	110.42417	YES	1,098	597	
	SAP	Koperasi Maju Bersama	2025	n/a	2027	-0.35083	110.10056	YES	1,708	75	
	SAP	Koperasi Badak Surya Lestari	2025		2027	-0.09306	110.06880	YES		566	
	AAC	Koperasi Sumber Kehidupan	2025			YES	-0.32694	110.21139	YES	917	312
	CSC	Koperasi Tripaluh Bersatu	2025			2027	-1.23972	110.63528	YES	1,041	290
	CSC	Koperasi Galisa Makmur Lestari	2025			2027	-1.27583	110.63972	YES		344
	PALJ	Koperasi Produsen Sahabat Agro Lestari	2025			2027	0.76361	111.44139	YES	674	
Total								7,810	3,896		
Globalindo & KIU											
II	GAL	Koperasi Globalindo Mitra Sehati	2025		2027	-2.55639	114.52440	YES	7,175	3,023	
	GAL	Koperasi Globalindo Maju Bersama	2025		2027	-2.40472	114.73440	YES		530	
	UAI	Koperasi Anugerah Dadahup Berjaya	2025		2027	-2.50083	114.71750	YES		397	1,000
	KIU	Koperasi Binuang Maju Bersama	YES	n/a	2027	-3.12660	115.03550	YES	5,362	332	
	KIU	Koperasi Jasa Sinar Alam	2025		2027	-2.93472	115.02917	YES		1,077	
	KIU	Koperasi Keladan Mitra Usaha	2025		2027	-2.98028	114.83300	YES		76	
	KIU	Koperasi Kharisma Sejahtera Bersama	2025		2027	-2.98583	114.86550	YES		33	
	KIU	Koperasi Satya Mandiri Sejahtera	YES		2027	-3.09110	115.04028	YES		475	
Total								12,934	6,546		
Asianindo											
III	SP	Koperasi Intan Lestari Warga Bersatu	2025	n/a	2027	-0.87110	113.92720	YES	1,101	453	
	KMJ	Koperasi Hagatang Tarung Bersama	2025		2027	-1.10417	114.12528	YES	2,800	954	
	DWK	Koperasi Citra Mandiri Permai	2025		2027	-0.87110	114.04880	YES	813	372	
Total								4,715	1,779		
Grand Total								25,459	12,221		

Note: GENP has supported 100% of the total 12,221 scheme smallholder in the programme.

Minimum Wages

Country	Minimum Monthly Wage
Malaysia	RM 1,500
Indonesia	Rp 2,789,563 - Rp 5,067,381

Ratio of Gender

Country	Male	Female
Malaysia	2.62	1
Indonesia	3.94	1

Our Sustainability Data

Workforce Ethnicity - Malaysia Based

Malaysians Based in Malaysia				Malaysians Based in Indonesia	Non-Malaysians Based in Malaysia	Total Number of Workforce
1,986						
Ethnicity						
Bumiputera	Chinese	India	Others			
1,570	291	123	2	31		
Total Malaysians					5,559	7,545*
2,017						

Note: * Excluded 2 Singapore employee.

Average Hours of Training Per Year Per Employee

Work Category	Hours of Training	Number of Participants
Management	4,729	411
Executive	22,949	1,363
Non-Executive	13,868	500
General Workers	5,545	30,789
Total		33,063
Average hour of training per employee per year		1.4

Note: This data has been verified by Internal Audit.

Work-Related Injury

High Consequence Work Related Injury Rate	=	$\frac{\text{Number of high consequence work related injury (excluding fatalities)}}{\text{Number of hours worked}} \times 1,000,000$
--	---	---

High Consequence Work- Related Injury	High Consequence Work-Related Injury			
	Country	2022	2023	2024
Number of High Consequence Work Related Injury	Malaysia	2	3	2
	Indonesia	0	0	0
High Consequence Work- Related Injury Rate	Malaysia & Indonesia	0.03	0.05	0.04

Note: This data has been verified by Internal Audit.

Recordable Work-Related Injury

Rate of Recordable Work Related Injuries	=	$\frac{\text{Number of recordable work related injury}}{\text{Number of hours worked}} \times 1,000,000$
---	---	--

	Country	2022	2023	2024
Number of Recordable Work- Related Injury	Malaysia	50	49	44
	Indonesia	530	680	762
Recovery Time (Number of Days on Medical Leave)	Malaysia	290	478	408
	Indonesia	1,048	1,257	1,407
Rate of Recordable Work- Related Injury	Malaysia	0.78	0.76	2.59
	Indonesia	8.29	10.49	19.76
	Malaysia & Indonesia	9.07	11.25	22.35

Note: This data has been verified by Internal Audit.

Fatality

Fatality Accident Rate	=	$\frac{\text{Number of fatalities as a result of work related injury}}{\text{Number of hours worked}} \times 1,000,000$
-------------------------------	---	---

	Country	2022	2023	2024
Number of work-related fatalities	Malaysia	0	2	0
	Indonesia	2	1	2
Fatality Accident Rate	Malaysia & Indonesia	0.03	0.04	0.05

Note: Number of hours worked = number of workforce x 7.5 hours x 25 days x 12 months.
This data has been verified by Internal Audit.

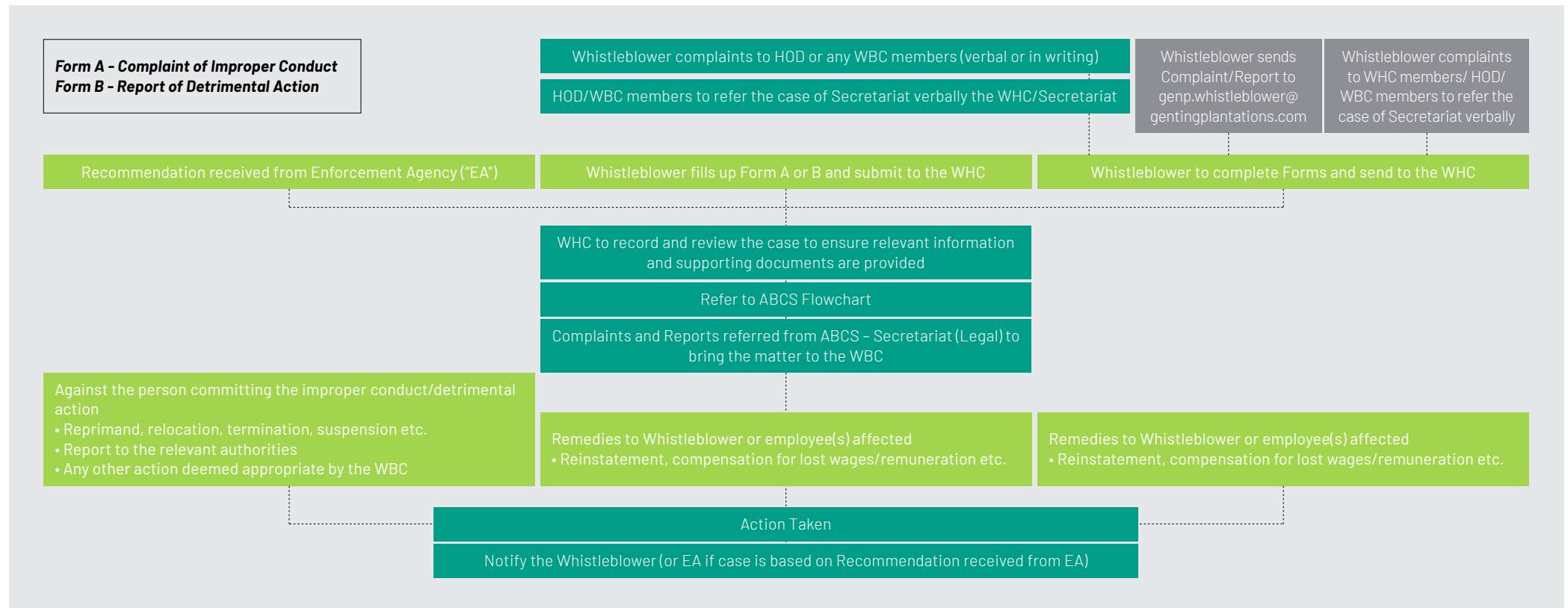
GRIEVANCE & FEEDBACK

GENP established a Grievance Procedure to ensure that as a company, we are responsive to any grievances raised by external parties as well as various stakeholders, including our employees, to raise grievances involving our own operations and/or our third-party suppliers. It helps us to address a wide range of concerns, including those related to our most material issues.

The grievance process is managed and implemented by the Whistleblower Committee ("WBC"). GENP Grievance Procedure covers all activities related to the management of stakeholders' concerns. This includes recording of grievances from relevant stakeholders, verifying claims, recommending remedial actions, rectifying confirmed claims, reporting the outcome and actions taken on the ground, reviewing business relations with suppliers, and responding to stakeholders whilst monitoring and managing follow-up actions.

Our grievance process includes a whistleblowing channel that acts promptly on notifications particularly on matters of concern raised against GENP or our suppliers. The process of dealing with a grievance is illustrated on the flow diagramme on the right. Further details of GENP Grievance Procedure can be found on GENP's website www.gentingplantations.com.

In 2024, there were no grievances raised in relation to GENP's facilities and operations.



GRI CONTENT INDEX

Statement of Use	Genting Plantations Berhad has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	Not Applicable

GRI Standards	Disclosure	Page
GENERAL DISCLOSURE		
GRI 2: General Disclosures 2021	The organization and its reporting practices	
	2-1 Organisational details	10
	2-2 Entities included in the organisation's sustainability reporting	2
	2-3 Reporting period, frequency and contact point	2
	2-4 Restatements of information	48, 75, 76
	2-5 External assurance	2
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	2-6 Activities, value chain and other business relationships	6, 9
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	Governance	
	2-9 Governance structure and composition	13, 19
	2-10 Nomination and selection of the highest governance body	13
	2-11 Chair of the highest governance body	13
	2-12 Role of the highest governance body in overseeing the management of impacts	12
	2-13 Delegation of responsibility for managing impacts	12
	2-14 Role of the highest governance body in sustainability reporting	12
	2-15 Conflicts of interest	-
	2-16 Communication of critical concerns	38, 41
	2-17 Collective knowledge of the highest governance body	-
	2-18 Evaluation of the performance of the highest governance body	13
	2-19 Remuneration policies	-
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VALIDATED DATA & BASIS - TABLE FOR BURSA

Indicator	Measurement Unit	2024
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Management	Percentage	93.72
Executive	Percentage	100.00
Non-executive/Technical Staff	Percentage	91.89
General Workers	Percentage	0.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
Bursa (Community/Society)		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	5,500,000.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	46
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Management Under 30	Percentage	1.58
Management Between 30-50	Percentage	72.74
Management Above 50	Percentage	25.68

Internal assurance

External assurance

No assurance

(*)Restated

Validated Data & Basis – Table for Bursa

Indicator	Measurement Unit	2024
Executive Under 30	Percentage	37.44
Executive Between 30-50	Percentage	56.91
Executive Above 50	Percentage	5.65
Non-executive/Technical Staff Under 30	Percentage	26.97
Non-executive/Technical Staff Between 30-50	Percentage	63.80
Non-executive/Technical Staff Above 50	Percentage	9.23
General Workers Under 30	Percentage	30.37
General Workers Between 30-50	Percentage	61.10
General Workers Above 50	Percentage	8.53
Gender Group by Employee Category		
Management Male	Percentage	80.63
Management Female	Percentage	19.37
Executive Male	Percentage	76.52
Executive Female	Percentage	23.48
Non-executive/Technical Staff Male	Percentage	67.90
Non-executive/Technical Staff Female	Percentage	32.10
General Workers Male	Percentage	77.88
General Workers Female	Percentage	22.12
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	80.00

Validated Data & Basis – Table for Bursa

Indicator	Measurement Unit	2024
Female	Percentage	20.00
Under 30	Percentage	0.00
Between 30-50	Percentage	10.00
Above 50	Percentage	90.00
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	Megawatt	35.52
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	2
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	22.35
Bursa C5(c) Number of employees trained on health and safety standards	Number	24,774
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Management	Hours	4,729
Executive	Hours	22,949
Non-executive/Technical Staff	Hours	13,868
General Workers	Hours	5,545
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	19.26
Bursa C6(c) Total number of employee turnover by employee category		
Management	Number	42
Executive	Number	139

Internal assurance

External assurance

No assurance

(*)Restated

Validated Data & Basis – Table for Bursa

Indicator	Measurement Unit	2024
Non-executive/Technical Staff	Number	132
General Workers	Number	8,606
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
Bursa (Supply chain management)		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	98.00
Bursa (Data privacy and security)		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
Bursa (Water)		
Bursa C9(a) Total volume of water used	Megalitres	4,214.000000



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*Genting Plantations endeavours to be more approachable and transparent to every stakeholder and provides avenues for everyone to give their feedback and comments.
This is to ensure that we are reminded to stay true to our commitments and keep progressing further.*