

# Sustainability Performance Data



SUSTAINABILITY REPORT 2024



General Disclosures

[GRI 2-6, 201-1, 13.22.2] [SASB FB-AG-000.A, FB-AG-000.C]

| Category/Indicator                     | Measurement Unit | FY2024    | FY2023    | FY2022                 | FY2021    | FY2020    |
|----------------------------------------|------------------|-----------|-----------|------------------------|-----------|-----------|
| Group Level                            |                  |           |           |                        |           |           |
| Revenue                                | USD billion      | 8.2       | 8.9       | 10.8                   | 10.0      | 7.0       |
| Global operations                      | no. of countries | 13        | 13        | 13                     | 13        | 13        |
| Upstream                               |                  |           |           |                        |           |           |
| Total Landbank                         | ha               | 202,623   | 202,690   | 199,379                | 199,358   | 199,154   |
| Sumatra                                | ha               | 67,987    | 68,065    | 67,035                 | 67,035    | 66,915    |
| Kalimantan                             | ha               | 134,636   | 134,625   | 132,344                | 132,323   | 132,239   |
| Total Planted Area                     | ha               | 124,464   | 124,397   | 124,657                | 123,998   | 123,591   |
| Sumatra                                | ha               | 54,944    | 55,376    | 56,272                 | 56,282    | 56,584    |
| Kalimantan                             | ha               | 69,520    | 69,021    | 68,385                 | 67,716    | 67,007    |
| Nucleus Planted Area                   | ha               | 118,032   | 118,080   | 118,452                | 118,121   | 117,679   |
| Sumatra                                | ha               | 51,123    | 51,653    | 52,616                 | 52,762    | 53,013    |
| Kalimantan                             | ha               | 66,909    | 66,427    | 65,837                 | 65,359    | 64,665    |
| Scheme Smallholder Planted Area        | ha               | 6,431     | 6,317     | 6,205                  | 5,877     | 5,912     |
| Sumatra                                | ha               | 3,820     | 3,723     | 3,656                  | 3,521     | 3,571     |
| Kalimantan                             | ha               | 2,611     | 2,594     | 2,549                  | 2,356     | 2,341     |
| Total FFB Produced by Own Plantations  | MT               | 2,476,423 | 2,588,611 | 2,870,186              | 2,713,542 | 2,717,961 |
| Nucleus                                | MT               | 2,358,218 | 2,461,614 | 2,727,498              | 2,578,755 | 2,594,064 |
| FFB yield – own plantations            | MT FFB/ha        | 22.19     | 22.60     | 24.65                  | 23.55     | 23.71     |
| Scheme smallholders                    | MT               | 118,205   | 126,997   | 142,688                | 134,787   | 123,897   |
| FFB yield – scheme smallholders        | MT FFB/ha        | 19.51     | 21.55     | 24.64                  | 21.51     | 22.41     |
| Total FFB Processed by Musim Mas Mills | MT               | 3,394,187 | 3,321,203 | 3,844,924              | 3,725,397 | 3,556,709 |
| Nucleus                                | MT               | 2,358,218 | 2,461,614 | 2,727,498 <sup>1</sup> | 2,578,755 | 2,546,003 |
| Scheme smallholders                    | MT               | 118,205   | 126,997   | 142,688                | 134,787   | 114,064   |
| Third-party FFB suppliers              | MT               | 916,336   | 731,686   | 974,297                | 1,011,853 | 896,642   |
| Independent smallholders               |                  | 1,428     | 906       | 441                    | 2         |           |
| Total mills                            | no.              | 18        | 18        | 18                     | 18        | 17        |
| CPO produced                           | MT               | 752,356   | 756,800   | 865,683                | 843,293   | 796,581   |
| Extraction rate – CPO                  | %                | 22.17     | 22.79     | 22.51                  | 22.64     | 22.40     |
| PK produced                            | MT               | 196,604   | 196,840   | 224,179                | 214,126   | 202,829   |
| Extraction rate – PK                   | %                | 5.79      | 5.93      | 5.83                   | 5.75      | 5.70      |
| CPO yield                              | MT CPO/ha        | 5.28      | 5.42      | 5.86                   | 5.68      | 5.70      |
| Midstream and Downstream               |                  |           |           |                        |           |           |
| CPO sourced by refineries              | MT               | 5,368,929 | 5,740,617 | 6,320,292              | 6,468,782 | 6,908,045 |

<sup>1</sup> FY2022 FFB data from own plantation has been restated

Certification

| Category/Indicator                                  | Measurement Unit | FY2024  | FY2023  | FY2022  | FY2021  | FY2020  |
|-----------------------------------------------------|------------------|---------|---------|---------|---------|---------|
| Upstream                                            |                  |         |         |         |         |         |
| RSPO-certified area – own plantation area           | ha               | 146,923 | 146,923 | 146,923 | 146,924 | 136,588 |
| RSPO-certified area – scheme smallholder area       | ha               | 6,163   | 6,163   | 6,039   | 5,956   | 3,494   |
| RSPO-certified mills                                | no.              | 15      | 15      | 15      | 15      | 13      |
| CSPO produced, including scheme smallholder volumes | MT               | 570,054 | 602,107 | 755,780 | 727,662 | 697,401 |
| CSPK produced, including scheme smallholder volumes | MT               | 142,253 | 151,462 | 188,930 | 182,458 | 175,555 |
| ISPO-certified PTs                                  | no.              | 17      | 17      | 15      | 11      | 5       |
| ISCC-certified mills                                | no.              | 19      | 18      | 18      | 18      | 12      |
| Midstream and Downstream                            |                  |         |         |         |         |         |
| CSPO sourced - SG/IP                                | MT               | 366,402 | 520,198 | 387,548 | 375,058 | 300,711 |
| CSPO sourced - MB                                   | MT               | 580,174 | 449,712 | 415,645 | 518,347 | 686,473 |
| CSPKO sourced - SG/IP                               | MT               | 70,949  | 54,337  | 47,796  | 47,880  | 27,603  |
| CSPKO sourced - MB                                  | MT               | 248,727 | 123,632 | 132,987 | 162,165 | 137,601 |



PILLAR 1

Improve the Lives of Smallholders, Workers and Communities

Employees<sup>2</sup>

[GRI 2-7, 202-2, 401-1, 405-1, 404-1, 13.15.2]

| Category/Indicator                | Measurement Unit | FY2024 | FY2023 | FY2022 | FY2021 | FY2020 |
|-----------------------------------|------------------|--------|--------|--------|--------|--------|
| Group Level by Gender             | no.              | 43,023 | 42,380 | 38,814 | 37,681 | 36,563 |
| Male                              | no.              | 33,309 | 32,867 | 30,702 | 29,542 | 26,965 |
| Female                            | no.              | 9,714  | 9,513  | 8,112  | 8,139  | 9,598  |
| Permanent Employees by Country    | no.              | 35,727 | 35,795 | 32,195 | 31,080 |        |
| Indonesia                         | no.              | 31,185 | 31,271 | 30,331 | 29,263 |        |
| Malaysia                          | no.              | 2,922  | 2,901  | 240    | 240    |        |
| Singapore                         | no.              | 364    | 353    | 353    | 350    |        |
| Other                             | no.              | 1,256  | 1,270  | 1,271  | 1,227  |        |
| Temporary Employees by Country    | no.              | 7,296  | 6,585  | 6,619  | 6,601  |        |
| Indonesia                         | no.              | 7,272  | 6,574  | 6,619  | 6,601  |        |
| Malaysia                          | no.              | 0      | 0      | 0      | 0      |        |
| Singapore                         | no.              | 0      | 0      | 0      | 0      |        |
| Other                             | no.              | 24     | 11     | 0      | 0      |        |
| Upstream (Indonesia Only)         |                  |        |        |        |        |        |
| Total Employees by Gender         | no.              | 23,974 | 23,862 | 23,061 | 22,083 | 22,195 |
| Male                              | no.              | 18,048 | 18,127 | 17,307 | 16,275 | 16,444 |
| Female                            | no.              | 5,926  | 5,735  | 5,754  | 5,808  | 5,751  |
| Total Senior Management by Gender | no.              | 14     | 12     | 14     | 14     | 25     |
| Male                              | no.              | 14     | 12     | 14     | 14     | 25     |
| Female                            | no.              | 0      | 0      | 0      | 0      | 0      |
| Total Management by Gender        | no.              | 78     | 85     | 76     | 81     | 66     |
| Male                              | no.              | 74     | 81     | 74     | 79     | 64     |
| Female                            | no.              | 4      | 4      | 2      | 2      | 2      |
| Total Staff by Gender             | no.              | 1,295  | 1,262  | 1,132  | 1,179  | 1,229  |
| Male                              | no.              | 1,027  | 985    | 864    | 907    | 952    |
| Female                            | no.              | 268    | 277    | 268    | 272    | 277    |
| Total Workers by Gender           | no.              | 22,587 | 22,503 | 21,839 | 20,809 | 20,875 |
| Male                              | no.              | 16,933 | 17,049 | 16,355 | 15,275 | 15,403 |
| Female                            | no.              | 5,654  | 5,454  | 5,484  | 5,534  | 5,472  |

<sup>2</sup> Musim Mas' human resource data collection process has been revised for SR2023; other than upstream segment, prior years data are not comparable and have been excluded.

| Category/Indicator                        | Measurement Unit | FY2024 | FY2023 | FY2022 | FY2021 | FY2020 |
|-------------------------------------------|------------------|--------|--------|--------|--------|--------|
| Midstream and Downstream (Indonesia Only) |                  |        |        |        |        |        |
| Total Employees by Gender                 | no.              | 12,438 | 12,023 |        |        |        |
| Male                                      | no.              | 11,649 | 11,170 |        |        |        |
| Female                                    | no.              | 789    | 853    |        |        |        |
| Total Senior Management by Gender         | no.              | 5      | 5      |        |        |        |
| Male                                      | no.              | 5      | 5      |        |        |        |
| Female                                    | no.              | 0      | 0      |        |        |        |
| Total Management by Gender                | no.              | 102    | 99     |        |        |        |
| Male                                      | no.              | 80     | 75     |        |        |        |
| Female                                    | no.              | 22     | 24     |        |        |        |
| Total Staff by Gender                     | no.              | 3,577  | 3,601  |        |        |        |
| Male                                      | no.              | 2,927  | 2,894  |        |        |        |
| Female                                    | no.              | 650    | 707    |        |        |        |
| Total Workers by Gender                   | no.              | 8,754  | 8,318  |        |        |        |
| Male                                      | no.              | 8,637  | 8,196  |        |        |        |
| Female                                    | no.              | 117    | 122    |        |        |        |
| Other (Indonesia Only)                    |                  |        |        |        |        |        |
| Total Employees by Gender                 | no.              | 2,045  | 1,960  |        |        |        |
| Male                                      | no.              | 1,061  | 1,023  |        |        |        |
| Female                                    | no.              | 984    | 937    |        |        |        |
| Total Senior Management by Gender         | no.              | 20     | 18     |        |        |        |
| Male                                      | no.              | 19     | 17     |        |        |        |
| Female                                    | no.              | 1      | 1      |        |        |        |
| Total Management by Gender                | no.              | 176    | 164    |        |        |        |
| Male                                      | no.              | 100    | 95     |        |        |        |
| Female                                    | no.              | 76     | 69     |        |        |        |
| Total Staff by Gender                     | no.              | 1,561  | 1,481  |        |        |        |
| Male                                      | no.              | 677    | 636    |        |        |        |
| Female                                    | no.              | 884    | 845    |        |        |        |
| Total Workers by Gender                   | no.              | 288    | 297    |        |        |        |
| Male                                      | no.              | 265    | 275    |        |        |        |
| Female                                    | no.              | 23     | 22     |        |        |        |

| Category/Indicator                                    | Measurement Unit | FY2024 | FY2023 | FY2022 | FY2021 | FY2020 |
|-------------------------------------------------------|------------------|--------|--------|--------|--------|--------|
| Midstream and Downstream (Global Excluding Indonesia) |                  |        |        |        |        |        |
| Total Employees by Gender                             | no.              | 2,220  | 2,223  |        |        |        |
| Male                                                  | no.              | 1,661  | 1,661  |        |        |        |
| Female                                                | no.              | 559    | 562    |        |        |        |
| Total Senior Management by Gender                     | no.              | 5      | 4      |        |        |        |
| Male                                                  | no.              | 5      | 4      |        |        |        |
| Female                                                | no.              | 0      | 0      |        |        |        |
| Total Management by Gender                            | no.              | 105    | 103    |        |        |        |
| Male                                                  | no.              | 84     | 82     |        |        |        |
| Female                                                | no.              | 21     | 21     |        |        |        |
| Total Staff by Gender                                 | no.              | 1,269  | 1,285  |        |        |        |
| Male                                                  | no.              | 781    | 785    |        |        |        |
| Female                                                | no.              | 488    | 500    |        |        |        |
| Total Workers by Gender                               | no.              | 841    | 831    |        |        |        |
| Male                                                  | no.              | 791    | 790    |        |        |        |
| Female                                                | no.              | 50     | 41     |        |        |        |
| Other (Global Excluding Indonesia)                    |                  |        |        |        |        |        |
| Total Employees by Gender                             | no.              | 2,346  | 2,312  |        |        |        |
| Male                                                  | no.              | 890    | 886    |        |        |        |
| Female                                                | no.              | 1,456  | 1,426  |        |        |        |
| Total Senior Management by Gender                     | no.              | 5      | 9      |        |        |        |
| Male                                                  | no.              | 5      | 8      |        |        |        |
| Female                                                | no.              | 0      | 1      |        |        |        |
| Total Management by Gender                            | no.              | 621    | 598    |        |        |        |
| Male                                                  | no.              | 354    | 334    |        |        |        |
| Female                                                | no.              | 267    | 264    |        |        |        |
| Total Staff by Gender                                 | no.              | 1,678  | 1,677  |        |        |        |
| Male                                                  | no.              | 503    | 519    |        |        |        |
| Female                                                | no.              | 1,175  | 1,158  |        |        |        |
| Total Workers by Gender                               | no.              | 42     | 28     |        |        |        |
| Male                                                  | no.              | 28     | 25     |        |        |        |
| Female                                                | no.              | 14     | 3      |        |        |        |

| Category/Indicator                                          | Measurement Unit | FY2024 | FY2023 | FY2022 | FY2021 | FY2020 |
|-------------------------------------------------------------|------------------|--------|--------|--------|--------|--------|
| Upstream, Midstream, Downstream and Others (Indonesia Only) |                  |        |        |        |        |        |
| Total Employees by Age Group                                | no.              | 38,457 | 37,845 |        |        |        |
| Under 30                                                    | no.              | 15,878 | 14,682 |        |        |        |
| 30 – 50                                                     | no.              | 20,986 | 21,483 |        |        |        |
| Over 50                                                     | no.              | 1,593  | 1,680  |        |        |        |
| Total Senior Management by Age Group                        | no.              | 39     | 35     |        |        |        |
| Under 30                                                    | no.              | 0      | 0      |        |        |        |
| 30 – 50                                                     | no.              | 15     | 10     |        |        |        |
| Over 50                                                     | no.              | 24     | 25     |        |        |        |
| Total Management by Age Group                               | no.              | 356    | 348    |        |        |        |
| Under 30                                                    | no.              | 1      | 1      |        |        |        |
| 30 – 50                                                     | no.              | 262    | 255    |        |        |        |
| Over 50                                                     | no.              | 93     | 92     |        |        |        |
| Total Staff by Age Group                                    | no.              | 6,433  | 6,344  |        |        |        |
| Under 30                                                    | no.              | 3,139  | 3,049  |        |        |        |
| 30 – 50                                                     | no.              | 3,118  | 3,131  |        |        |        |
| Over 50                                                     | no.              | 176    | 164    |        |        |        |
| Total Workers by Age Group                                  | no.              | 31,629 | 31,118 |        |        |        |
| Under 30                                                    | no.              | 12,738 | 11,632 |        |        |        |
| 30 – 50                                                     | no.              | 17,591 | 18,087 |        |        |        |
| Over 50                                                     | no.              | 1,300  | 1,399  |        |        |        |
| Midstream and Downstream (Global Excluding Indonesia)       |                  |        |        |        |        |        |
| Total Employees by Age Group                                | no.              | 2,220  | 2,223  |        |        |        |
| Under 30                                                    | no.              | 467    | 503    |        |        |        |
| 30 – 50                                                     | no.              | 1,478  | 1,470  |        |        |        |
| Over 50                                                     | no.              | 275    | 250    |        |        |        |
| Total Senior Management by Age Group                        | no.              | 5      | 4      |        |        |        |
| Under 30                                                    | no.              | 0      | 0      |        |        |        |
| 30 – 50                                                     | no.              | 1      | 1      |        |        |        |
| Over 50                                                     | no.              | 4      | 3      |        |        |        |
| Total Management by Age Group                               | no.              | 105    | 103    |        |        |        |
| Under 30                                                    | no.              | 1      | 0      |        |        |        |
| 30 – 50                                                     | no.              | 60     | 61     |        |        |        |
| Over 50                                                     | no.              | 44     | 42     |        |        |        |

| Category/Indicator                   | Measurement Unit | FY2024 | FY2023 | FY2022 | FY2021 | FY2020 |
|--------------------------------------|------------------|--------|--------|--------|--------|--------|
| Total Staff by Age Group             | no.              | 1,269  | 1,285  |        |        |        |
| Under 30                             | no.              | 212    | 229    |        |        |        |
| 30 – 50                              | no.              | 894    | 907    |        |        |        |
| Over 50                              | no.              | 163    | 149    |        |        |        |
| Total Workers by Age Group           | no.              | 841    | 831    |        |        |        |
| Under 30                             | no.              | 254    | 274    |        |        |        |
| 30 – 50                              | no.              | 523    | 501    |        |        |        |
| Over 50                              | no.              | 64     | 56     |        |        |        |
| Other (Global Excluding Indonesia)   |                  |        |        |        |        |        |
| Total Employees by Age Group         | no.              | 2,346  | 2,312  |        |        |        |
| Under 30                             | no.              | 267    | 303    |        |        |        |
| 30 – 50                              | no.              | 1,725  | 1,673  |        |        |        |
| Over 50                              | no.              | 354    | 336    |        |        |        |
| Total Senior Management by Age Group | no.              | 5      | 9      |        |        |        |
| Under 30                             | no.              | 0      | 0      |        |        |        |
| 30 – 50                              | no.              | 0      | 1      |        |        |        |
| Over 50                              | no.              | 5      | 8      |        |        |        |
| Total Management by Age Group        | no.              | 621    | 598    |        |        |        |
| Under 30                             | no.              | 2      | 1      |        |        |        |
| 30 – 50                              | no.              | 426    | 425    |        |        |        |
| Over 50                              | no.              | 193    | 172    |        |        |        |
| Total Staff by Age Group             | no.              | 1,678  | 1,677  |        |        |        |
| Under 30                             | no.              | 250    | 287    |        |        |        |
| 30 – 50                              | no.              | 1,279  | 1,235  |        |        |        |
| Over 50                              | no.              | 149    | 155    |        |        |        |
| Total Workers by Age Group           | no.              | 42     | 28     |        |        |        |
| Under 30                             | no.              | 15     | 15     |        |        |        |
| 30 – 50                              | no.              | 20     | 12     |        |        |        |
| Over 50                              | no.              | 7      | 1      |        |        |        |
| New Hires by Gender                  |                  |        |        |        |        |        |
| Male                                 | no.              | 9,795  | 9,511  |        |        |        |
| Female                               | no.              | 2,822  | 2,568  |        |        |        |
| Turnover by Gender                   |                  |        |        |        |        |        |
| Male                                 | %                | 28.36  | 28.59  |        |        |        |
| Female                               | %                | 33.33  | 32.40  |        |        |        |

| Category/Indicator             | Measurement Unit | FY2024 | FY2023 | FY2022 | FY2021 | FY2020 |
|--------------------------------|------------------|--------|--------|--------|--------|--------|
| New Hires by Age Group         |                  |        |        |        |        |        |
| Under 30                       | no.              | 7,728  | 7,476  |        |        |        |
| 30 – 50                        | no.              | 4,839  | 4,555  |        |        |        |
| Over 50                        | no.              | 50     | 48     |        |        |        |
| Turnover by Age Group          |                  |        |        |        |        |        |
| Under 30                       | %                | 41.20  | 41.10  |        |        |        |
| 30 – 50                        | %                | 23.81  | 23.50  |        |        |        |
| Over 50                        | %                | 10.02  | 12.43  |        |        |        |
| New Hires by Business Segments |                  |        |        |        |        |        |
| Upstream                       | no.              | 9,339  | 8,864  |        |        |        |
| Midstream and downstream       | no.              | 2,869  | 2,772  |        |        |        |
| Other                          | no.              | 409    | 443    |        |        |        |
| Turnover by Business Segments  |                  |        |        |        |        |        |
| Upstream                       | %                | 36.96  | 35.87  |        |        |        |
| Midstream and downstream       | %                | 18.61  | 20.11  |        |        |        |
| Other                          | %                | 13.31  | 16.24  |        |        |        |

Safety and Health [GRI 403-9, 13.19.10] [SASB FB-AG-320a.1]

| Category/Indicator                                         | Measurement Unit | FY2024 | FY2023 | FY2022 | FY2021 | FY2020 |
|------------------------------------------------------------|------------------|--------|--------|--------|--------|--------|
| Upstream                                                   |                  |        |        |        |        |        |
| Total accidents                                            | no.              | 102    | 148    | 236    | 305    | 440    |
| Total days lost to accidents                               | no.              | 1,691  | 8,719  | 2,603  | 3,100  | 9,169  |
| Total working hours                                        | million hours    | 40.15  | 39.69  | 38.79  | 37.82  | 39.66  |
| Accident frequency rate<br>(per 1 million working hours)   |                  | 2.54   | 3.73   | 6.08   | 8.06   | 11.09  |
| Severity rate<br>(average days lost per accident)          |                  | 16.58  | 58.91  | 11.03  | 10.16  | 20.84  |
| Total high-consequence accidents<br>(excluding fatalities) | no.              | 6      | 4      | 3      | 2      |        |
| Fatalities                                                 | no.              | 1      | 3      | 2      | 3      | 7      |
| Group                                                      |                  |        |        |        |        |        |
| Fatalities                                                 | no.              | 1      |        |        |        |        |

Social and Community [GRI 203-1, 13.22.3]

| Category/Indicator                                         | Measurement Unit | FY2024              | FY2023    | FY2022    | FY2021 | FY2020 |
|------------------------------------------------------------|------------------|---------------------|-----------|-----------|--------|--------|
| Support for Smallholders                                   |                  |                     |           |           |        |        |
| Scheme Smallholders (KKPA and VDP)                         |                  |                     |           |           |        |        |
| Number of smallholders under KKPA programs                 | no.              | 4,159 <sup>#3</sup> | 4,159     | 4,144     | 4,044  | 3,571  |
| Number of KKPA programs                                    | no.              | 11 <sup>#</sup>     | 11        | 10        | 9      | 9      |
| KKPA area                                                  | ha               | 7,736               | 7,814     | 6,783     | 6,445  | 6,327  |
| Training provided under KKPA program                       | no.              | 229                 | 135       | 157       | 111    | 119    |
| Villages under VDP program                                 | no.              | 32 <sup>#</sup>     | 32        | 31        | 29     | 29     |
| VDP area                                                   | ha               | 254                 | 242       | 232       | 210    | 211    |
| Trainings provided under VDP program                       | no.              | 12                  | 34        | 53        | 27     | 21     |
| Gross Income for Smallholders                              | IDR million      | 341,766.6           | 300,124.8 | 390,214.8 |        |        |
| Gross income of smallholders under KKPA                    | IDR million      | 330,646.5           | 293,304.7 | 382,693.0 |        |        |
| Gross income of villages under VDP                         | IDR million      | 11,120.1            | 6,820.1   | 7,521.8   |        |        |
| Independent Smallholders                                   |                  |                     |           |           |        |        |
| Number of Smallholders Trained <sup>4</sup>                |                  |                     |           |           |        |        |
| Training for smallholders                                  | no.              | 37,436 <sup>#</sup> | 36,717    | 36,145    | 35,598 |        |
| Training for trainers: Smallholders Hubs                   | no.              | 9,479 <sup>#</sup>  | 6,723     | 4,529     | 1,051  |        |
| Village extension officers trained under Smallholders Hubs | no.              | 485                 | 460       | 347       | 177    | 44     |
| Infrastructure and Services Provided                       |                  |                     |           |           |        |        |
| YAK secondary schools                                      | no.              | 3                   | 3         | 3         | 3      | 2      |
| YAK primary schools                                        | no.              | 11                  | 11        | 10        | 9      | 9      |
| YAK kindergartens                                          | no.              | 11                  | 11        | 10        | 9      | 9      |
| Childcare Centres                                          |                  | 47                  | 47        | 48        | 48     | 49     |
| Total children living in plantations                       | no.              | 11,838              | 12,220    | 12,746    | 11,530 | 14,507 |
| Clinics                                                    | no.              | 25                  | 26        | 26        | 27     | 26     |
| Aid posts                                                  | no.              | 2,743               | 2,691     | 2,655     | 2,602  | 2,401  |
| Housing provided for employees                             | no.              | 13,969              | 14,110    | 13,918    | 13,805 | 14,439 |
| Infrastructure area                                        | ha               | 9,025               | 8,718     | 8,508     | 8,326  | 7,873  |
| CSR and Community Program                                  |                  |                     |           |           |        |        |
| Contribution to CSR <sup>5</sup>                           | IDR billion      | 81.2                | 76.1      | 57.8      | 43.9   | 40.8   |

# EY has performed limited assurance procedures on these figures

<sup>3</sup> The 4,159 smallholders are from 10 KKPA programs. In 2023, we added a new program, bringing the total to 11. This has not yet increased the number of smallholders as the program is still in its early stages

<sup>4</sup> Figures for Number of Smallhodlers Trained have been restated

<sup>5</sup> Figures for CSR have been restated across the years to reflect the scope expansion to the entire group of operations in Indonesia

PILLAR 2 Deliver Positive Environmental Impacts

Environmental and Operations [GRI 302-1, 302-2, 303-3, 303-4, 303-5, 306-3, 306-4, 305-1, 305-2, 305-4, 13.1.2, 13.1.3, 13.1.5, 13.6.2, 13.7.4, 13.7.5, 13.7.6, 13.8.4, 13.8.5][SASB FB-AG-110a.1, FB-AG-130a.1, FB-AG-140a.1]

| Category/Indicator                                      | Measurement Unit     | FY2024     | FY2023     | FY2022        | FY2021     | FY2020 |
|---------------------------------------------------------|----------------------|------------|------------|---------------|------------|--------|
| GHG Emissions (GHG Protocol - Group level) <sup>6</sup> |                      |            |            |               |            |        |
| Total FLAG Emissions                                    | MT CO <sub>2</sub> e | 33,020,436 | 34,535,529 | 36,903,939    | 38,850,522 |        |
| Scope 1 Emissions by Region                             | MT CO <sub>2</sub> e | 1,617,783  | 1,634,788  | 1,679,388     | 1,668,989  |        |
| Indonesia                                               | MT CO <sub>2</sub> e | 1,617,783  | 1,634,788  | 1,679,388     | 1,668,989  |        |
| Asia ex-Indonesia                                       | MT CO <sub>2</sub> e | 0          | 0          | 0             | 0          |        |
| Europe                                                  | MT CO <sub>2</sub> e | 0          | 0          | 0             | 0          |        |
| Others                                                  | MT CO <sub>2</sub> e | 0          | 0          | 0             | 0          |        |
| Scope 1 Emissions by Business Segment                   | MT CO <sub>2</sub> e | 1,617,783  | 1,634,788  | 1,679,387.56  | 1,668,989  |        |
| Oil palm plantations                                    | MT CO <sub>2</sub> e | 1,617,783  | 1,634,788  | 1,679,387.56  | 1,668,989  |        |
| Palm oil mills                                          | MT CO <sub>2</sub> e | 0          | 0          | 0             | 0          |        |
| Midstream and downstream                                | MT CO <sub>2</sub> e | 0          | 0          | 0             | 0          |        |
| Others                                                  | MT CO <sub>2</sub> e | 0          | 0          | 0             | 0          |        |
| Scope 3 (Within Target Boundary)                        | MT CO <sub>2</sub> e | 31,402,653 | 32,900,741 | 35,224,551.88 | 37,181,532 |        |
| Cat 01. Purchase goods and services                     | MT CO <sub>2</sub> e | 31,402,653 | 32,900,741 | 35,224,551.88 | 37,181,532 |        |
| Total Non-FLAG Emissions                                |                      | 7,377,037  | 8,537,414  | 6,781,004     | 8,311,207  |        |
| Scope 1 Emissions by Region                             | MT CO <sub>2</sub> e | 2,456,437  | 2,536,300  | 1,916,503     | 2,388,015  |        |
| Indonesia                                               | MT CO <sub>2</sub> e | 2,282,607  | 2,362,677  | 1,758,097     | 2,202,930  |        |
| Asia ex-Indonesia                                       | MT CO <sub>2</sub> e | 130,138    | 124,628    | 113,376       | 119,548    |        |
| Europe                                                  | MT CO <sub>2</sub> e | 43,693     | 48,995     | 45,030        | 65,536     |        |
| Others                                                  | MT CO <sub>2</sub> e | 0          | 0          | 0             | 0          |        |
| Scope 1 Emissions by Business Segment                   | MT CO <sub>2</sub> e | 2,456,437  | 2,536,300  | 1,916,503     | 2,388,015  |        |
| Oil palm plantations                                    | MT CO <sub>2</sub> e | 0          | 0          | 0             | 0          |        |
| Palm oil mills                                          | MT CO <sub>2</sub> e | 55,230     | 60,826     | 68,961        | 92,502     |        |
| Midstream and downstream                                | MT CO <sub>2</sub> e | 2,293,532  | 2,382,030  | 1,747,353     | 2,185,557  |        |
| Others                                                  | MT CO <sub>2</sub> e | 107,676    | 93,444     | 100,189       | 109,956    |        |

<sup>6</sup> All past year group level GHG emissions have been restated due to the adoption of GHG Land Sector and Removal guidance.

| Category/Indicator                                     | Measurement Unit     | FY2024  | FY2023  | FY2022  | FY2021  | FY2020 |
|--------------------------------------------------------|----------------------|---------|---------|---------|---------|--------|
| Scope 2 (Market-Based) Emissions by Region             | MT CO <sub>2</sub> e | 430,564 | 444,609 | 451,182 | 424,774 |        |
| Indonesia                                              | MT CO <sub>2</sub> e | 348,283 | 360,413 | 362,598 | 335,641 |        |
| Asia ex-Indonesia                                      | MT CO <sub>2</sub> e | 19,512  | 22,838  | 21,744  | 23,371  |        |
| Europe                                                 | MT CO <sub>2</sub> e | 62,668  | 61,295  | 66,805  | 65,732  |        |
| Others                                                 | MT CO <sub>2</sub> e | 100     | 62      | 36      | 30      |        |
| Scope 2 (Market-Based) Emissions by Business Segment   | MT CO <sub>2</sub> e | 430,564 | 444,609 | 451,182 | 424,774 |        |
| Oil palm plantations                                   | MT CO <sub>2</sub> e | 0       | 0       | 0       | 0       |        |
| Palm oil mills                                         | MT CO <sub>2</sub> e | 0       | 0       | 0       | 0       |        |
| Midstream and downstream                               | MT CO <sub>2</sub> e | 425,946 | 433,824 | 428,625 | 409,396 |        |
| Others                                                 | MT CO <sub>2</sub> e | 4,618   | 10,784  | 22,557  | 15,378  |        |
| Scope 2 (Location-Based) Emissions by Region           | MT CO <sub>2</sub> e | 428,359 | 442,222 | 448,577 | 422,112 |        |
| Indonesia                                              | MT CO <sub>2</sub> e | 348,283 | 360,413 | 362,598 | 335,641 |        |
| Asia ex-Indonesia                                      | MT CO <sub>2</sub> e | 19,512  | 22,838  | 21,744  | 23,371  |        |
| Europe                                                 | MT CO <sub>2</sub> e | 60,463  | 58,909  | 64,200  | 63,070  |        |
| Others                                                 | MT CO <sub>2</sub> e | 100     | 62      | 36      | 30      |        |
| Scope 2 (Location-Based) Emissions by Business Segment | MT CO <sub>2</sub> e | 428,359 | 442,222 | 448,577 | 422,112 |        |
| Oil palm plantations                                   | MT CO <sub>2</sub> e | 0       | 0       | 0       | 0       |        |
| Palm oil mills                                         | MT CO <sub>2</sub> e | 0       | 0       | 0       | 0       |        |
| Midstream and downstream                               | MT CO <sub>2</sub> e | 423,748 | 431,442 | 426,028 | 406,746 |        |
| Others                                                 | MT CO <sub>2</sub> e | 4,610   | 10,780  | 22,549  | 15,366  |        |

| Category/Indicator                                                        | Measurement Unit                | FY2024     | FY2023     | FY2022     | FY2021     | FY2020 |
|---------------------------------------------------------------------------|---------------------------------|------------|------------|------------|------------|--------|
| Scope 3 (Within Target Boundary)                                          | MT CO <sub>2</sub> e            | 4,490,036  | 5,556,505  | 4,413,319  | 5,498,418  |        |
| Cat 01. Purchased goods and services                                      | MT CO <sub>2</sub> e            | 1,942,662  | 2,195,273  | 1,810,815  | 2,346,461  |        |
| Cat 02. Capital Goods                                                     | MT CO <sub>2</sub> e            |            |            |            |            |        |
| Cat 03. Fuel-and-energy-related activities (not included in Scope 1 or 2) | MT CO <sub>2</sub> e            | 526,379    | 528,368    | 457,886    | 594,295    |        |
| Cat 04. Upstream transportation and distribution                          | MT CO <sub>2</sub> e            | 509,235    | 1,103,479  | 546,004    | 1,194,374  |        |
| Cat 05. Waste generated in operations                                     | MT CO <sub>2</sub> e            | 219,152    | 231,687    | 29,107     | 65,621     |        |
| Cat 06. Business travel                                                   | MT CO <sub>2</sub> e            |            |            |            |            |        |
| Cat 07. Employee commuting                                                | MT CO <sub>2</sub> e            |            |            |            |            |        |
| Cat 08. Upstream leased assets                                            | MT CO <sub>2</sub> e            |            |            |            |            |        |
| Cat 09. Downstream transportation and distribution                        | MT CO <sub>2</sub> e            | 307,296    | 435,729    | 447,015    | 211,034    |        |
| Cat 10. Processing of sold products                                       | MT CO <sub>2</sub> e            | 985,312    | 1,061,970  | 1,122,492  | 1,086,632  |        |
| Cat 11. Use of sold products                                              | MT CO <sub>2</sub> e            |            |            |            |            |        |
| Cat 12. End of life treatment of sold products                            | MT CO <sub>2</sub> e            |            |            |            |            |        |
| Biogenic CO2 Emissions                                                    | MT CO <sub>2</sub> e            | 4,001,380  | 4,792,174  | 5,414,164  | 5,570,594  |        |
| GHG emissions from Land Use Change                                        |                                 |            |            |            |            |        |
| Own operations (Scope 1)                                                  | MT CO <sub>2</sub> e            | 1,517,625  | 1,533,520  | 1,576,037  | 1,570,385  |        |
| Supplier operations (Scope 3)                                             | MT CO <sub>2</sub> e            | 28,463,855 |            |            |            |        |
| Group GHG Emissions Intensity                                             | MT CO <sub>2</sub> e/MT Product | 2.44       | 2.38       | 2.33       | 4.38       |        |
| Total Emissions (FLAG + Non-FLAG)                                         | MT CO <sub>2</sub> e            | 40,397,473 | 43,072,943 | 43,684,943 | 47,161,728 |        |
| MT product produced                                                       | MT                              | 16,528,200 | 18,093,445 | 18,711,119 | 10,759,065 |        |

| Category/Indicator                                         | Measurement Unit       | FY2024    | FY2023    | FY2022    | FY2021    | FY2020    |
|------------------------------------------------------------|------------------------|-----------|-----------|-----------|-----------|-----------|
| Energy (Upstream) <sup>7</sup>                             |                        |           |           |           |           |           |
| Total Energy Consumption                                   | GJ                     | 7,068,249 | 7,179,459 | 8,026,541 | 7,536,508 |           |
| Energy Consumption from Non-Renewable Sources              | GJ                     | 394,960   | 359,488   | 383,991   | 370,031   |           |
| B30 biodiesel                                              | GJ                     | 13,785    | 324,888   | 353,707   | 343,647   |           |
| B35 biodiesel                                              |                        | 344,670   |           |           |           |           |
| Diesel                                                     | GJ                     | 3,688     | 3,341     | 2,267     | 3,620     |           |
| Petrol                                                     | GJ                     | 32,817    | 31,259    | 28,017    | 22,764    |           |
| Energy Consumption from Renewable Sources                  | GJ                     | 6,673,289 | 6,819,971 | 7,642,550 | 7,166,477 | 5,190,706 |
| Palm kernel shell (PKS)                                    | MT                     | 47,931    | 49,031    | 48,255    | 44,913    | 31,240    |
|                                                            | GJ                     | 722,802   | 739,384   | 727,686   | 677,289   | 471,103   |
| Palm fiber                                                 | MT                     | 802,276   | 818,158   | 937,001   | 885,565   | 721,617   |
|                                                            | GJ                     | 5,507,044 | 5,682,198 | 6,522,253 | 6,078,182 | 4,719,603 |
| Biogas from POME                                           | million m <sup>3</sup> | 63.55     | 56.79     | 55.26     | 59.68     |           |
|                                                            | GJ                     | 443,443   | 398,389   | 392,612   | 411,006   |           |
| Energy Intensity                                           | GJ/MT CPO              | 7.45      | 7.53      | 7.36      | 7.13      |           |
| Surplus Electricity Generated from Biogas Exported to Grid | MWh                    | 33,774    | 25,242    | 26,589    | 33,901    | 31,988    |
| Conservation                                               |                        |           |           |           |           |           |
| Total Conservation Area                                    | ha                     | 29,189    | 28,513    | 28,460    | 28,453    | 28,210    |
| Total HCV area                                             | ha                     | 21,011    | 20,766    | 20,766    | 20,766    | 20,766    |
| Total HCS area                                             | ha                     | 1,850     | 1,843     | 1,846     | 1,846     | 1,846     |
| Other                                                      | ha                     | 6,328     | 5,904     | 5,848     | 5,841     | 5,598     |
| Managed Peat                                               |                        |           |           |           |           |           |
| Planted area                                               | ha                     | 35,078    | 35,081    | 35,254    | 35,254    | 35,273    |
| Conserved area                                             | ha                     | 4,611     | 4,611     | 4,253     | 4,253     | 4,253     |
| Fire Incidents                                             |                        |           |           |           |           |           |
| Hotspots within concession                                 | no.                    | 334       | 394       | 97        | 87        | 151       |
| Fires within concession                                    | no.                    | 22        | 42        | 3         | 9         | 11        |
| Hotspots surrounding concession area                       | no.                    | 713       | 1,423     | 146       | 326       | 289       |
| Fires surrounding concession area                          | no.                    | 134       | 616       | 25        | 90        | 71        |
| Fire trainings conducted                                   | no.                    | 140       | 150       | 127       | 161       | 144       |
| Fire Free Village Program (FFVP) villages                  | no.                    | 76        | 75        | 74        | 74        | 75        |
| FFVP village area                                          | ha                     | 498,513   | 457,513   | 450,769   | 450,769   | 468,569   |

<sup>7</sup> Energy data from FY2021 have been restated due to a change in the reporting approach for biogas energy

| Category/Indicator                               | Measurement Unit                    | FY2024              | FY2023   | FY2022   | FY2021   | FY2020   |
|--------------------------------------------------|-------------------------------------|---------------------|----------|----------|----------|----------|
| Fertilizer Usage                                 |                                     |                     |          |          |          |          |
| Matured area – Sumatra                           | MT/ha                               | 1.44                | 1.42     | 1.46     | 1.54     | 1.63     |
| Immature area – Sumatra                          | MT/ha                               | 1.76                | 2.08     | 2.82     | 2.83     | 2.64     |
| Matured area – Kalimantan                        | MT/ha                               | 2.43                | 2.42     | 2.40     | 2.28     | 2.08     |
| Immature area– Kalimantan                        | MT/ha                               | 1.46                | 1.28     | 1.28     | 1.40     | 1.54     |
| Total inorganic fertilizer use                   | MT                                  | 143,096             | 149,813  | 145,503  | 148,121  | 154,697  |
| Pesticide Usage (Group Level) <sup>8</sup>       |                                     |                     |          |          |          |          |
| Active Ingredient per hectare planted            | Kg of active ingredient/ha          | 1.78                | 1.45     | 1.08     | 1.62     | 2.10     |
| Water Usage (Group Level) <sup>9</sup>           |                                     |                     |          |          |          |          |
| Group water intensity                            | m <sup>3</sup> /MT product produced | 1.17                | 0.95     | 0.92     | 1.74     |          |
| Total water withdrawal                           | ML                                  | 29,842              | 26,724   | 26,881   | 30,568   | 29,263   |
| Total water discharge                            | ML                                  | 10,498              | 9,610    | 9,722    | 11,859   | 8,672    |
| Total water consumption                          | ML                                  | 19,344              | 17,114   | 17,159   | 18,709   | 20,591   |
| Water Usage (RSPO-Certified Upstream Units)      |                                     |                     |          |          |          |          |
| Plantations                                      | ML                                  | 721.09              | 634.07   | 523.51   | 315.34   | 197.45   |
| Mills                                            | ML                                  | 3,240.69            | 3,269.92 | 3,850.38 | 3,538.32 | 3,550.92 |
| Mill water usage intensity                       | m <sup>3</sup> /MT FFB processed    | 1.13 <sup>#</sup>   | 1.12     | 1.17     | 1.13     | 1.17     |
| Quality of Effluent Discharged (Upstream)        |                                     |                     |          |          |          |          |
| Average BOD levels river discharge – Sumatra     | mg/l                                | 57.99 <sup>#</sup>  | 59.26    | 55.45    | 61.08    | 52.07    |
| Average BOD levels river discharge – Kalimantan  | mg/l                                | 32.61 <sup>#</sup>  | 31.27    | 49.44    | 29.05    | 23.37    |
| Average BOD levels land application – Sumatra    | mg/l                                | 55.11 <sup>#</sup>  | 63.42    | 52.56    | 45.42    | 47.08    |
| Average BOD levels land application – Kalimantan | mg/l                                | 55.49 <sup>#</sup>  | 58.64    | 47.61    | 34.13    | 31.99    |
| Average COD levels river discharge – Sumatra     | mg/l                                | 200.71 <sup>#</sup> | 191.35   | 165.71   | 170.24   | 151.65   |
| Average COD levels river discharge – Kalimantan  | mg/l                                | 139.38 <sup>#</sup> | 170.24   | 199.98   | 139.13   | 115.76   |
| Average COD levels land application – Sumatra    | mg/l                                | 190.80 <sup>#</sup> | 217.88   | 165.32   | 152.83   | 144.71   |
| Average COD levels land application – Kalimantan | mg/l                                | 188.19 <sup>#</sup> | 205.11   | 149.39   | 156.67   | 148.61   |

<sup>#</sup> EY has performed limited assurance procedures on these figures.

<sup>8</sup> This figure includes herbicides, fungicides, insecticides, and other pesticide categories.

<sup>9</sup> Data reporting periods have been restated to align with financial years. Previously, financial year reporting covered the preceding year's performance to align with CDP submission cycles. All figures have also been restated.

| Category/Indicator                                      | Measurement Unit | FY2024    | FY2023    | FY2022    | FY2021    | FY2020    |
|---------------------------------------------------------|------------------|-----------|-----------|-----------|-----------|-----------|
| Average Phosphorus and Nitrogen Levels in Water Courses |                  |           |           |           |           |           |
| P-level inlet – Sumatra                                 | mg/l             | 0.05      | 0.05      | 0.08      | 0.08      | 0.67      |
| P-level outlet – Sumatra                                | mg/l             | 0.06      | 0.07      | 0.09      | 0.09      | 1.05      |
| P-level inlet – Kalimantan                              | mg/l             | 0.05      | 0.08      | 0.06      | 0.06      | 0.02      |
| P-level outlet – Kalimantan                             | mg/l             | 0.05      | 0.07      | 0.07      | 0.06      | 0.01      |
| N-level inlet – Sumatra                                 | mg/l             | 5.12      | 5.52      | 5.17      | 4.95      | 2.71      |
| N-level outlet – Sumatra                                | mg/l             | 5.49      | 5.44      | 5.33      | 5.22      | 2.86      |
| N-level inlet – Kalimantan                              | mg/l             | 5.39      | 4.10      | 3.74      | 2.01      | 2.22      |
| N-level outlet – Kalimantan                             | mg/l             | 5.41      | 3.98      | 3.79      | 2.36      | 2.06      |
| Quantity of Effluent Discharged (Upstream)              |                  |           |           |           |           |           |
| Treated Effluent Discharge for Land Application         |                  |           |           |           |           |           |
| Sumatra                                                 | ML               | 972       | 984       | 1,183     | 996       | 1,030     |
| Kalimantan                                              | ML               | 1,559     | 1,273     | 1,376     | 1,108     | 1,183     |
| Treated Effluent Discharge to Waterways                 |                  |           |           |           |           |           |
| Sumatra                                                 | ML               | 75        | 98        | 122       | 133       | 207       |
| Kalimantan                                              | ML               | 14        | 29        | 127       | 174       | 135       |
| Total Organic Waste Reused                              |                  |           |           |           |           |           |
| EFB                                                     | MT               | 23,569    | 17,917    | 19,200    | 20,319    | 19,561    |
| POME                                                    | m3               | 2,531,121 | 2,256,498 | 2,559,117 | 2,103,680 | 2,213,371 |
| Decanter solids                                         | MT               | 39,010    | 40,315    | 47,480    | 45,956    | 64,633    |
| Boiler ash                                              | MT               | 31,727    | 29,692    | 30,731    | 25,123    |           |

PILLAR 3

Build Relationships with Suppliers, Customers and Stakeholders

Supply Chain [GRI 13.23.3]

| Category/Indicator                                                 | Measurement Unit | FY2024              | FY2023    | FY2022    | FY2021    | FY2020    |
|--------------------------------------------------------------------|------------------|---------------------|-----------|-----------|-----------|-----------|
| Upstream Sourcing                                                  |                  |                     |           |           |           |           |
| FFB volumes processed by own mills                                 |                  |                     |           |           |           |           |
| Musim Mas plantations                                              | MT               | 2,358,218           | 2,461,614 | 2,727,498 | 2,578,755 | 2,546,003 |
| Scheme smallholders                                                | MT               | 118,205             | 126,997   | 142,688   | 134,787   | 114,064   |
| Third-party FFB suppliers and independent smallholders via traders | MT               | 916,336             | 731,686   | 974,297   | 1,011,853 | 896,642   |
| Independent smallholder – direct                                   | MT               | 1,428               | 906       | 441       | 2         |           |
| Third-party supplier plantations                                   | no.              | 2                   | 3         | 2         | 2         |           |
| Independent smallholders via traders                               | no.              | 16,035 <sup>#</sup> | 16,269    | 16,450    | 14,457    | 11,401    |
| Midstream Sourcing                                                 |                  |                     |           |           |           |           |
| CPO supplier mills (excluding Musim Mas mills)                     | no.              | 650                 | 547       | 553       | 535       | 558       |
| CPO Supply Volume by Source                                        |                  |                     |           |           |           |           |
| Musim Mas mills                                                    | %                | 13.7                | 12.9      | 12.9      | 13.1      | 15.3      |
| Supplier mills                                                     | %                | 85.6                | 85.8      | 85.9      | 85.6      | 83.9      |
| Intermediary traders                                               | %                | 0.7                 | 1.3       | 1.2       | 1.3       | 0.8       |
| CPO Supply Volume by Country                                       |                  |                     |           |           |           |           |
| Indonesia                                                          | %                | 92.7                | 92.0      | 92.7      | 94.4      | 92.4      |
| Malaysia                                                           | %                | 6.9                 | 7.5       | 6.4       | 5.5       | 6.6       |
| Other                                                              | %                | 0.4                 | 0.5       | 0.9       | 0.1       | 1.0       |
| Traceability from Refinery Level                                   |                  |                     |           |           |           |           |
| Traceability to mill                                               | %                | 100 <sup>*</sup>    | 100       | 100       | 100       | 100       |
| Overall traceability to plantation (TTP)                           | %                | 98 <sup>*</sup>     | 98        | 97        | 94        | 83        |
| TTP for supplier mills                                             | %                | 97                  | 98        | 96        | 93        | 80        |

<sup>#</sup> EY has performed limited assurance procedures on these figures  
<sup>\*</sup> Figures independently verified by Control Union (Malaysia) Sdn. Bhd. See the verification statement for [TTP](#)

| Category/Indicator                                                | Measurement Unit | FY2024            | FY2023 | FY2022 | FY2021 | FY2020 |
|-------------------------------------------------------------------|------------------|-------------------|--------|--------|--------|--------|
| Supplier Engagement                                               |                  |                   |        |        |        |        |
| Supplier mills that have attended NDPE workshops                  | %                | 85.3              | 96.3   | 92.9   | 93.6   | 76.1   |
| Supplier mills that have submitted NDPE commitments               | %                | 89.9 <sup>#</sup> | 98.5   | 96.5   | 92.5   | 96.9   |
| Suppliers that have completed the Musim Mas Self-Assessment Tools | %                | 77.6              | 81.9   | 84.1   | 77.3   | 60.5   |
| Cumulative Grievances Raised and Closed                           |                  |                   |        |        |        |        |
| Third-party Suppliers (Cumulative Since FY2019)                   |                  |                   |        |        |        |        |
| Raised                                                            | no.              | 74                | 70     |        |        |        |
| Closed                                                            | no.              | 59                | 49     |        |        |        |
| Active                                                            | no.              | 15                | 21     |        |        |        |
| Musim Mas Own Operations (Cumulative Since FY2019)                |                  |                   |        |        |        |        |
| Raised                                                            | no.              | 6                 | 5      |        |        |        |
| Closed                                                            | no.              | 5                 | 5      |        |        |        |
| Active                                                            | no.              | 1                 | 0      |        |        |        |

<sup>#</sup> EY has performed limited assurance procedures on these figures

IUCN Red List of Threatened Species Identified at Musim Mas regions of operations

As of December 2024 [GRI 304-4]

| IUCN Status           |                                                                                     | Common Name                 | Common Name (English)                               | Scientific Name                                         | Type    |
|-----------------------|-------------------------------------------------------------------------------------|-----------------------------|-----------------------------------------------------|---------------------------------------------------------|---------|
| Critically Endangered |    | Cucak Rawa                  | Straw-headed Bulbul                                 | <i>Pycnonotus zeylanicus</i>                            | Bird    |
|                       |                                                                                     | Biuku / Tuntong Sungai      | Southern River Terrapin                             | <i>Batagur affinis</i>                                  | Reptile |
|                       |                                                                                     | Kura-kura Sungai Kalimantan | Malaysian Giant Turtle / Malayan Giant Turtle       | <i>Orlitia borneensis</i>                               | Reptile |
| Endangered            |  | Bangau Bluwok               | Milky Stork                                         | <i>Mycteria Cinerea</i>                                 | Bird    |
|                       |                                                                                     | Bangau Storm                | Storm's Stork                                       | <i>Ciconia stormi</i>                                   | Bird    |
|                       |                                                                                     | Cica Daun Besar             | Greater Green Leafbird                              | <i>Chloropsis sonnerati</i>                             | Bird    |
|                       |                                                                                     | Empuloh Janggut             | Grey-cheeked Bulbul                                 | <i>Alophoixus bres</i>                                  | Bird    |
|                       |                                                                                     | Julang Jambul Hitam         | Wrinkled Hornbill                                   | <i>Rhabdotorrhinus corrugatus</i>                       | Bird    |
|                       |                                                                                     | Bekantan                    | Proboscis Monkey                                    | <i>Nasalis larvatus</i>                                 | Mammal  |
|                       |                                                                                     | Beruk                       | Southern Pig-tailed Macaque / Pig Tailed Macaque    | <i>Macaca nemestrina</i>                                | Mammal  |
|                       |                                                                                     | Kalong Besar                | Large Flying-fox                                    | <i>Pteropus vampyrus</i>                                | Mammal  |
|                       |                                                                                     | Kukang Sunda                | Greater Slow Loris / The Sunda Slow Loris           | <i>Nycticebus coucang</i>                               | Mammal  |
|                       |                                                                                     | Monyet Ekor Panjang         | Long-tailed Macaque / Common Long-tailed Macaque    | <i>Macaca fascicularis</i>                              | Mammal  |
|                       |                                                                                     | Monyet Kacamata             | Dusky Langur / Dusky Leaf Monkey                    | <i>Trachypithecus obscurus</i>                          | Mammal  |
|                       |                                                                                     | Owa Kalimantan              | Bornean White-bearded Gibbon / Bornean Agile Gibbon | <i>Hylobates albibarbis</i>                             | Mammal  |
|                       |                                                                                     | Owa Ungko                   | Agile Gibbon                                        | <i>Hylobates agilis</i>                                 | Mammal  |
|                       |                                                                                     | Siamang                     | Siamang                                             | <i>Symphalangus syndactylus / Hylobates syndactylus</i> | Mammal  |
|                       |                                                                                     | Tapir Asia                  | Malay Tapir                                         | <i>Tapirus indicus</i>                                  | Mammal  |
|                       |                                                                                     | Kura-kura Batok             | Southeast Asian Box Turtle                          | <i>Cuora amboinensis</i>                                | Reptile |
|                       |                                                                                     | Kura-kura Duri              | Spiny Turtle                                        | <i>Heosemys spinosa</i>                                 | Reptile |
|                       |                                                                                     | Kura-kura pipi putih        | Black Marsh Turtle                                  | <i>Siebenrockiella crassicollis</i>                     | Reptile |
|                       |                                                                                     | Senyulong / Buaya Sepit     | False Gharial                                       | <i>Tomistoma schlegelii</i>                             | Reptile |

| IUCN Status     | Common Name                        | Common Name (English)      | Scientific Name                                      | Type |
|-----------------|------------------------------------|----------------------------|------------------------------------------------------|------|
| Near Threatened | Asi besar                          | Rufous-crowned Babbler     | <i>Malacopteron magnum</i>                           | Bird |
|                 | Asi Topi Jelaga                    | Sooty-capped Babbler       | <i>Malacopteron affine</i>                           | Bird |
|                 | Bangau Sandang Lawe / Bangau Hitam | Asian Woollyneck           | <i>Ciconia episcopus</i>                             | Bird |
|                 | Bangau Tongtong                    | Lesser Adjutant            | <i>Leptoptilos javanicus</i>                         | Bird |
|                 | Beluk Jampuk                       | Barred Egle-owl            | <i>Bubo sumatranus</i>                               | Bird |
|                 | Berencet Besar                     | Large Wren-babbler         | <i>Turdinus macrodactyluspothera macrodactyla</i>    | Bird |
|                 | Betet Biasa                        | Red-breasted Parakeet      | <i>Psittacula alexandri</i>                          | Bird |
|                 | Burung Madu Leher Merah            | Red-throated Sunbird       | <i>Anthreptes rhodolaemus</i>                        | Bird |
|                 | Cabai Tungir Coklat                | Brown-backed Flowerpecker  | <i>Dicaeum everetti</i>                              | Bird |
|                 | Caladi Badok                       | Buff-necked Woodpecker     | <i>Meiglyptes tukki</i>                              | Bird |
|                 | Cekakak Hutan Melayu               | Rufous-collared Kingfisher | <i>Actenoides concretus</i>                          | Bird |
|                 | Celepuk Merah                      | Reddish Scops-owl          | <i>Otus rufescens</i>                                | Bird |
|                 | Cica Daun Kecil                    | Lesser Green Leafbird      | <i>Chloropsis cyanopogon</i>                         | Bird |
|                 | Cipoh Jantung                      | Green lora                 | <i>Aegithina viridissima</i>                         | Bird |
|                 | Ciung Air Pong Pong                | Fluffy-backed Tit-babbler  | <i>Macronus ptilosus</i>                             | Bird |
|                 | Cucak Gunung                       | Orange-spotted Bulbul      | <i>Pycnonotus bima</i>                               | Bird |
|                 | Cucak Kelabu                       | Grey-bellied Bulbul        | <i>Ixidia cyaniventris / Pycnonotus cyaniventris</i> | Bird |
|                 | Cucak Rumbai-tungging              | Puff-backed Bulbul         | <i>Euptilotus eutilotus / Pycnonotus eutilotus</i>   | Bird |
|                 | Elang Ikan Kecil                   | Lesser Fish-eagle          | <i>Ichthyophaga humilis</i>                          | Bird |
|                 | Elang Ikan Kepala Kelabu           | Grey-headed Fish-eagle     | <i>Ichthyophaga ichthyaetus</i>                      | Bird |
|                 | Enggang Klihingan                  | Bushy-crested Hornbill     | <i>Anorrhinus galeritus</i>                          | Bird |
|                 | Kadalan Beruang                    | Black-bellied Malkoha      | <i>Phaenicophaeus diardi</i>                         | Bird |
|                 | Kadalan Saweh                      | Chestnut-bellied Malkoha   | <i>Phaenicophaeus sumatranus</i>                     | Bird |
|                 | Kucica Ekor Kuning                 | Rufous-tailed Shama        | <i>Copsychus pyrrropygus / Trichixos pyrrropygus</i> | Bird |
|                 | Luntur Diard                       | Diard's Trogon             | <i>Harpactes diardii</i>                             | Bird |

| IUCN Status     | Common Name                          | Common Name (English)          | Scientific Name                                           | Type    |
|-----------------|--------------------------------------|--------------------------------|-----------------------------------------------------------|---------|
| Near Threatened | Luntur Kasumba                       | Red-naped Trogon               | <i>Harpactes kasumba</i>                                  | Bird    |
|                 | Madi Hijau Kecil                     | Green Broadbill                | <i>Calyptomena viridis</i>                                | Bird    |
|                 | Nuri Tanau                           | Blue-rumped Parrot             | <i>Psittinus cyanurus</i>                                 | Bird    |
|                 | Pelanduk Dada Putih                  | White-chested Babbler          | <i>Pellorneum rostratum / Trichastoma rostratum</i>       | Bird    |
|                 | Pelatuk Kumis Kelabu                 | Chequer-throated Yellownape    | <i>Chrysophlegma humii</i>                                | Bird    |
|                 | Pelatuk Raffles                      | Olive-backed Woodpecker        | <i>Chloropicoides rafflesii / Dinopium rafflesii</i>      | Bird    |
|                 | Pentis Kumbang                       | Scarlet-breasted Flowerpecker  | <i>Prionochilus thoracicus</i>                            | Bird    |
|                 | Perenjak Sayap Garis / Perenjak Jawa | Bar-winged Prinia              | <i>Prinia familiaris</i>                                  | Bird    |
|                 | Pergam Hijau                         | Green Imperial Pigeon          | <i>Ducula aenea</i>                                       | Bird    |
|                 | Poksai Mantel                        | Sunda Laughingtrush            | <i>Garrulax palliatus</i>                                 | Bird    |
|                 | Raja Udang Kalung Biru               | Malay Blue-banded Kingfisher   | <i>Alcedo peninsulae</i>                                  | Bird    |
|                 | Sempur Hujan Darat                   | Black-and-yellow Broadbill     | <i>Eurylaimus ochromalus</i>                              | Bird    |
|                 | Sepah Tulin                          | Fiery Minivet                  | <i>Pericrocotus igneus</i>                                | Bird    |
|                 | Sikatan Melayu                       | Malay Blue-flycatcher          | <i>Cyornis turcosus</i>                                   | Bird    |
|                 | Sikatan Rimba Dada Kelabu            | Grey-chested Jungle-flycatcher | <i>Cyornis umbratilis</i>                                 | Bird    |
|                 | Takur Tutut                          | Red-crowned Barbet             | <i>Psilopogon rafflesii / Megalaima rafflesii</i>         | Bird    |
|                 | Takur Warna-warni                    | Red-throated Barbet            | <i>Psilopogon mystacophanos / Megalaima mystacophanos</i> | Bird    |
|                 | Tangkar Ongklet                      | Crested Jay                    | <i>Platylophus galericulatus</i>                          | Bird    |
|                 | Tepus Kaban                          | Black-throated Babbler         | <i>Stachyris nigricollis</i>                              | Bird    |
|                 | Tepus Tunggir Merah                  | Chestnut-rumped Babbler        | <i>Stachyris maculata</i>                                 | Bird    |
|                 | Udang Punggung-Merah                 | Oriental Dwarf-kingfisher      | <i>Ceyx erithaca / Ceyx rufidorsa</i>                     | Bird    |
|                 | Jelarang bilalang                    | Pale Giant Squirrel            | <i>Ratufa affinis</i>                                     | Mammal  |
|                 | Musang Belang                        | Banded Civet                   | <i>Hemigalus derbyanus</i>                                | Mammal  |
|                 | Kura-kura Bergerigi                  | Asian Leaf Turtle              | <i>Cyclemys dentata</i>                                   | Reptile |

| IUCN Status           | Common Name               | Common Name (English)                                                       | Scientific Name                                           | Type    |
|-----------------------|---------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------|---------|
| <div>Vulnerable</div> | Betet Ekor Panjang        | Long-tailed Parakeet                                                        | <i>Belocercus longicaudus / Psittacula longicauda</i>     | Bird    |
|                       | Bubut Teragop             | Short-toed Coucal                                                           | <i>Centropus rectunguis</i>                               | Bird    |
|                       | Cerek Besar               | Grey Plover                                                                 | <i>Pluvialis squatarola</i>                               | Bird    |
|                       | Elang Wallace             | Wallace's Hawk Eagle                                                        | <i>Nisaetus nanus / Spizaetus nanus</i>                   | Bird    |
|                       | Julang emas               | Wreathed Hornbill                                                           | <i>Rhyticeros undulatus / Aceros undulatus</i>            | Bird    |
|                       | Kangkareng Hitam          | Black Hornbill                                                              | <i>Anthracoceros malayanus</i>                            | Bird    |
|                       | Kerak Kerbau              | Javan Myna                                                                  | <i>Acridotheres javanicus</i>                             | Bird    |
|                       | Kuau Raja                 | Great Argus                                                                 | <i>Argusianus argus</i>                                   | Bird    |
|                       | Punai Bakau               | Cinnamon-headed Green-pigeon                                                | <i>Treron fulvicollis</i>                                 | Bird    |
|                       | Punai Besar               | Large Green-pigeon                                                          | <i>Treron capellei</i>                                    | Bird    |
|                       | Puyuh Hitam               | Black Partridge                                                             | <i>Melanoperdix niger</i>                                 | Bird    |
|                       | Rangkong Badak            | Rhinoceros Hornbill                                                         | <i>Buceros rhinoceros</i>                                 | Bird    |
|                       | Rangkong Papan            | Great Hornbill                                                              | <i>Buceros bicornis</i>                                   | Bird    |
|                       | Sempidan Biru             | Crested Fireback                                                            | <i>Lophura ignita</i>                                     | Bird    |
|                       | Tiong Batu Kalimantan     | Bornean Bristlehead                                                         | <i>Pityriasis gymnocephala</i>                            | Bird    |
|                       | Babi Berjenggot           | The Bornean Bearded Pig                                                     | <i>Sus barbatus</i>                                       | Mammal  |
|                       | Berang-Berang Cakar Kecil | Asian Small-clawed otter / Oriental Small-clawed Otter / Small-clawed Otter | <i>Aonyx cinereus / Aonyx cinerea / Amblonyx cinereus</i> | Mammal  |
|                       | Beruang madu              | Sun Bear                                                                    | <i>Helarctos malayanus</i>                                | Mammal  |
|                       | Kedih                     | Thomas's Langur                                                             | <i>Presbytis thomasi</i>                                  | Mammal  |
|                       | Lutung Kelabu             | Silvery Lutung                                                              | <i>Trachypithecus cristatus</i>                           | Mammal  |
|                       | Lutung Merah              | Red Langur / Maroon Langur                                                  | <i>Presbytis rubicunda</i>                                | Mammal  |
|                       | Rusa Sambar               | Sambar / Sambar Deer                                                        | <i>Rusa unicolor / Cervus unicolor</i>                    | Mammal  |
|                       | Tarsius bangsa            | Horsfield's Tarsier / Bornean Tarsier                                       | <i>Cephalopachus bancanus / Tarsius bancanus</i>          | Mammal  |
|                       | Bulus                     | Asiatic Softshell Turtle                                                    | <i>Amyda cartilaginea</i>                                 | Reptile |
|                       | Kura-Kura Tempurung Lunak | Chinese Softshell Turtle                                                    | <i>Pelodiscus sinensis</i>                                | Reptile |
|                       | Ular Kobra / Ular Anang   | King Cobra                                                                  | <i>Ophiophagus hannah</i>                                 | Reptile |