



ROOTED IN SUSTAINABILITY BUILT FOR RESILIENCE

MUSIM MAS SR2025
SUSTAINABILITY PERFORMANCE DATA

Musim Mas 2021–2025 Sustainability Performance Data



General Disclosures

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

Category/Indicator	Measurement Unit	FY2025	FY2024	FY2023	FY2022	FY2021
Group Level						
Revenue	USD billion	10.0	8.2	8.9	10.8	10.0
Global operations	no. of countries	14	13	13	13	13
Upstream						
Total Managed Land	ha	180,058	180,014	179,299		
Sumatra	ha	68,019	67,987	68,065		
Kalimantan	ha	112,039	112,026	111,233		
Total Planted Area	ha	126,406	124,464	124,397	124,657	123,998
Sumatra	ha	56,399	54,944	55,376	56,272	56,282
Kalimantan	ha	70,007	69,520	69,021	68,385	67,716
Nucleus Planted Area	ha	119,664	118,032	118,080	118,452	118,121
Sumatra	ha	52,290	51,123	51,653	52,616	52,762
Kalimantan	ha	67,374	66,909	66,427	65,837	65,359
Scheme Smallholder Planted Area	ha	6,742	6,431	6,317	6,205	5,877
Sumatra	ha	4,109	3,820	3,723	3,656	3,521
Kalimantan	ha	2,633	2,611	2,594	2,549	2,356

General Disclosures

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

Category/Indicator	Measurement Unit	FY2025	FY2024	FY2023	FY2022	FY2021
Total FFB Produced by Own Plantations	MT	2,573,382	2,476,423	2,588,611	2,870,186	2,713,542
Nucleus	MT	2,452,635	2,358,218	2,461,614	2,727,498 ¹	2,578,755
FFB yield – own plantations	MT FFB/ha	22.95	22.19	22.60	24.65	23.55
Scheme smallholders	MT	120,747	118,205	126,997	142,688	134,787
FFB yield – scheme smallholders	MT FFB/ha	19.40	19.51	21.55	24.64	21.51
Total FFB Processed by Musim Mas Mills	MT	3,467,169	3,394,187	3,321,203	3,844,924	3,725,397
Nucleus	MT	2,452,635	2,358,218	2,461,614	2,727,498	2,578,755
Scheme smallholders	MT	120,747	118,205	126,997	142,688	134,787
Third-party FFB suppliers	MT	891,893	916,336	731,686	974,297	1,011,853
Independent smallholders – direct	MT	1,894	1,428	906	441	2
Total mills	no.	18	18	18	18	18
CPO produced	MT	773,728	752,356	756,800	865,683	843,293
Extraction rate – CPO	%	22.32	22.17	22.79	22.51	22.64
PK produced	MT	206,059	196,604	196,840	224,179	214,126
Extraction rate – PK	%	5.94	5.79	5.93	5.83	5.75
CPO yield	MT CPO/ha	5.56	5.28	5.42	5.86	5.68
Midstream and Downstream						
CPO sourced by refineries	MT	5,223,625	5,368,929	5,740,617	6,320,292	6,468,782

1 FY2022 FFB data from own plantations has been restated.

Impact Area: Sustainable Production at Musim Mas



Certification

Category/Indicator	Measurement Unit	FY2025	FY2024	FY2023	FY2022	FY2021
Upstream						
RSPO-certified area – own plantation area	ha	146,923	146,923	146,923	146,923	146,924
RSPO-certified area – scheme smallholder area	ha	6,327	6,163	6,163	6,039	5,956
RSPO-certified mills	no.	15	15	15	15	15
CSPO produced, including scheme smallholder volumes	MT	593,807	570,054	602,107	755,780	727,662
CSPK produced, including scheme smallholder volumes	MT	150,616	142,253	151,462	188,930	182,458
ISPO-certified PTs	no.	17	17	17	15	11
ISCC-certified business units	no.	16	19	25	25	23
Midstream and Downstream						
CSPO sourced - SG/IP	MT	792,107	366,402	520,198	387,548	375,058
CSPO sourced - MB	MT	490,547	580,174	449,712	415,645	518,347
CSPKO sourced - SG/IP	MT	185,535	70,949	54,337	47,796	47,880
CSPKO sourced - MB	MT	231,371	248,727	123,632	132,987	162,165

Environmental and Climate

[GRI 302-1, 302-3, 303-3, 303-4, 303-5, 305-1, 305-2, 305-3, 305-4, 306-4 , 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	FY2025	FY2024	FY2023	FY2022	FY2021
GHG emissions (GHG Protocol - Group level)						
Total FLAG Emissions	MT CO ₂ e	28,505,461	33,020,344	34,535,458	36,694,574	38,850,444
Scope 1 Emissions by Region	MT CO ₂ e	1,658,270	1,617,691	1,634,717	1,679,339	1,668,912
Indonesia	MT CO ₂ e	1,658,270	1,617,691	1,634,717	1,679,339	1,668,912
Asia ex-Indonesia	MT CO ₂ e	0	0	0	0	0
Europe	MT CO ₂ e	0	0	0	0	0
Others	MT CO ₂ e	0	0	0	0	0
Scope 1 Emissions by Business Segment	MT CO ₂ e	1,658,270	1,617,691	1,634,717	1,679,339	1,668,912
Oil palm plantations	MT CO ₂ e	1,658,270	1,617,691	1,634,717	1,679,339	1,668,912
Palm oil mills	MT CO ₂ e	0	0	0	0	0
Midstream and downstream	MT CO ₂ e	0	0	0	0	0
Other	MT CO ₂ e	0	0	0	0	0
Scope 3 Emissions (Within Target Boundary)	MT CO ₂ e	26,847,191	31,402,653	32,900,741	35,224,552	37,181,532
Cat 01. Purchased goods and services	MT CO ₂ e	26,847,191	31,402,653	32,900,741	35,224,552	37,181,532
Scope 3 Emissions (Inventory)	MT CO ₂ e	27,213,453	32,396,425	36,243,516	35,740,688	37,333,257
Cat 01. Purchased goods and services	MT CO ₂ e	27,213,453	32,396,425	36,243,516	35,740,688	37,333,257
Total Non-FLAG Emissions	MT CO ₂ e	7,437,355	7,377,829	8,537,199	6,816,090	8,222,403
Scope 1 Emissions by Region	MT CO ₂ e	2,265,442	2,439,743	2,536,091	1,915,572	2,386,690
Indonesia	MT CO ₂ e	2,094,926	2,265,913	2,362,468	1,757,166	2,201,606
Asia ex-Indonesia	MT CO ₂ e	130,061	130,138	124,628	113,376	119,548

Environmental and Climate

[GRI 302-1, 302-3, 303-3, 303-4, 303-5, 305-1, 305-2, 305-3, 305-4, 306-4 , 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	FY2025	FY2024	FY2023	FY2022	FY2021
Europe	MT CO ₂ e	40,455	43,693	48,995	45,030	65,536
Others	MT CO ₂ e	0	0	0	0	0
Scope 1 Emissions by Business Segment	MT CO ₂ e	2,265,442	2,439,743	2,536,091	1,915,572	2,386,690
Oil palm plantations	MT CO ₂ e	0	0	0	0	0
Palm oil mills	MT CO ₂ e	54,883	55,230	60,825	68,961	92,502
Midstream and downstream	MT CO ₂ e	2,107,922	2,284,961	2,381,825	1,746,426	2,184,236
Others	MT CO ₂ e	102,637	99,553	93,441	100,185	109,953
Scope 2 (Market-Based) Emissions by Region	MT CO ₂ e	467,253	445,194	444,609	451,182	424,774
Indonesia	MT CO ₂ e	381,597	362,913	360,413	362,598	335,641
Asia ex-Indonesia	MT CO ₂ e	19,579	19,512	22,838	21,744	23,371
Europe	MT CO ₂ e	65,990	62,668	61,295	66,805	65,732
Others	MT CO ₂ e	87	100	62	36	30
Scope 2 (Market-Based) Emissions by Business Segment	MT CO ₂ e	467,253	445,194	444,609	451,182	424,774
Oil palm plantations	MT CO ₂ e	0	0	0	0	0
Palm oil mills	MT CO ₂ e	0	0	0	0	0
Midstream and downstream	MT CO ₂ e	461,617	440,576	433,824	428,625	409,396
Others	MT CO ₂ e	5,635	4,618	10,784	22,557	15,378
Scope 2 (Location-Based) Emissions by Region	MT CO ₂ e	465,238	442,989	442,222	448,577	422,112
Indonesia	MT CO ₂ e	381,597	362,913	360,413	362,598	335,641
Asia ex-Indonesia	MT CO ₂ e	19,579	19,512	22,838	21,744	23,371

Environmental and Climate

[GRI 302-1, 302-3, 303-3, 303-4, 303-5, 305-1, 305-2, 305-3, 305-4, 306-4 , 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	FY2025	FY2024	FY2023	FY2022	FY2021
Europe	MT CO ₂ e	63,975	60,463	58,909	64,200	63,070
Others	MT CO ₂ e	87	100	62	36	30
Scope 2 (Location-Based) Emissions by Business Segment	MT CO ₂ e	465,238	442,989	442,222	448,577	422,112
Oil palm plantations	MT CO ₂ e	0	0	0	0	0
Palm oil mills	MT CO ₂ e	0	0	0	0	0
Midstream and downstream	MT CO ₂ e	459,616	438,378	431,442	426,028	406,746
Others	MT CO ₂ e	5,622	4,610	10,780	22,549	15,366
Scope 3 Emissions (Within Target Boundary)	MT CO ₂ e	4,704,660	4,492,893	5,556,499	4,449,336	5,410,939
Cat 01. Purchased goods and services	MT CO ₂ e	1,764,178	1,942,662	2,195,273	1,779,191	2,346,461
Cat 02. Capital Goods	MT CO ₂ e					
Cat 03. Fuel-and-energy-related activities (not included in Scope 1 or 2)	MT CO ₂ e	518,656	529,236	528,362	457,836	506,816
Cat 04. Upstream transportation and distribution	MT CO ₂ e	528,594	509,235	1,103,479	554,378	1,194,374
Cat 05. Waste generated in operations	MT CO ₂ e	229,630	219,152	231,687	83,427	65,621
Cat 06. Business travel	MT CO ₂ e					
Cat 07. Employee commuting	MT CO ₂ e					
Cat 08. Upstream leased assets	MT CO ₂ e					
Cat 09. Downstream transportation and distribution	MT CO ₂ e	350,350	307,296	435,729	447,220	211,034
Cat 10. Processing of sold products	MT CO ₂ e	1,313,253	985,312	1,061,970	1,127,283	1,086,632
Cat 11. Use of sold products	MT CO ₂ e					
Cat 12. End of life treatment of sold products	MT CO ₂ e					

Environmental and Climate

[GRI 302-1, 302-3, 303-3, 303-4, 303-5, 305-1, 305-2, 305-3, 305-4, 306-4 , 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	FY2025	FY2024	FY2023	FY2022	FY2021
Scope 3 Emissions (Inventory)	MT CO ₂ e	4,934,720	4,754,610	6,008,648	4,795,550	5,751,002
Cat 01. Purchased goods and services	MT CO ₂ e	1,801,156	1,999,597	2,350,448	1,839,970	2,371,333
Cat 02. Capital Goods	MT CO ₂ e	79,932	77,669	122,829	97,082	104,776
Cat 03. Fuel-and-energy-related activities (not included in Scope 1 or 2)	MT CO ₂ e	518,656	529,236	528,362	457,836	506,816
Cat 04. Upstream transportation and distribution	MT CO ₂ e	528,594	509,235	1,103,479	554,378	1,194,374
Cat 05. Waste generated in operations	MT CO ₂ e	229,630	219,152	231,687	83,427	65,621
Cat 06. Business travel	MT CO ₂ e	612	695	685	1,556	609
Cat 07. Employee commuting	MT CO ₂ e	12,314	14,436	14,220	12,623	12,205
Cat 08. Upstream leased assets	MT CO ₂ e	6,319	6,319	6,325	6,375	1,385
Cat 09. Downstream transportation and distribution	MT CO ₂ e	350,350	307,296	435,729	447,220	211,034
Cat 10. Processing of sold products	MT CO ₂ e	1,313,253	985,312	1,061,970	1,127,283	1,086,632
Cat 11. Use of sold products	MT CO ₂ e	63,263	96,669	145,894	162,367	191,440
Cat 12. End of life treatment of sold products	MT CO ₂ e	30,642	8,995	7,020	5,434	4,776
Biogenic CO ₂ Emissions	MT CO ₂ e	3,691,049	4,017,644	4,792,677	5,415,469	5,572,039
GHG Emissions from Land Use Change						
Own operations (Scope 1)	MT CO ₂ e	1,571,012	1,517,625	1,533,520	1,576,037	1,570,385
Supplier operations (Scope 3)	MT CO ₂ e	24,341,621	28,463,855			
Group GHG Emissions Intensity	MT CO ₂ e /MT Product	1.90	2.44	2.38	2.33	4.38
Total Emissions (FLAG + Non-FLAG)	MT CO ₂ e	35,942,816	40,398,174	43,072,657	43,510,664	47,072,848
Total Scope 1 Emissions	MT CO ₂ e	3,923,712	4,057,434	4,170,808	3,594,912	4,055,603

Environmental and Climate

[GRI 302-1, 302-3, 303-3, 303-4, 303-5, 305-1, 305-2, 305-3, 305-4, 306-4 , 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	FY2025	FY2024	FY2023	FY2022	FY2021
Total Scope 2 Emissions (Market-based)	MT CO ₂ e	467,253	445,194	444,609	451,182	424,774
Total Scope 3 Emissions	MT CO2e	31,551,851	35,895,546	38,457,240	39,464,571	42,592,471
MT product produced	MT	18,927,319	16,528,200	18,093,445	18,711,119	10,759,065
Energy (Upstream) ²						
Total Energy Consumption	GJ	6,939,585	7,068,249	7,179,459	8,026,541	7,536,508
Energy Consumption from Non-Renewable Sources	GJ	390,161	394,960	359,488	383,991	370,031
B30 biodiesel	GJ	1,017	13,785	324,888	353,707	343,647
B35 biodiesel	GJ	59,600	344,670			
B40 biodiesel	GJ	291,405				
Diesel	GJ	4,710	3,688	3,341	2,267	3,620
Petrol	GJ	33,429	32,817	31,259	28,017	22,764
Energy Consumption from Renewable Sources	GJ	6,549,423	6,673,289	6,819,971	7,642,550	7,166,477
Palm kernel shell (PKS)	MT	42,972	47,931	49,031	48,255	44,913
	GJ	648,013	722,802	739,384	727,686	677,289
Palm fiber	MT	797,970	802,276	818,158	937,001	885,565
	GJ	5,437,626	5,507,044	5,682,198	6,522,253	6,078,182
Biogas from POME	million m ³	66.50	63.55	56.79	55.26	59.68
	GJ	463,784	443,443	398,389	392,612	411,006
Energy Intensity	GJ/MT CPO	7.08	7.45	7.53	7.36	7.13
Surplus Electricity Generated from Biogas Exported to Grid	MWh	36,217	33,774	25,242	26,589	33,901

2 Energy data from FY2021 have been restated due to a change in the reporting approach for biogas energy.

Environmental and Climate

[GRI 302-1, 302-3, 303-3, 303-4, 303-5, 305-1, 305-2, 305-3, 305-4, 306-4 , 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	FY2025	FY2024	FY2023	FY2022	FY2021
Conservation						
Total Conservation Area	ha	29,221	29,189	28,513	28,460	28,453
Total HCV area	ha	21,011	21,011	20,766	20,766	20,766
Total HCS area	ha	1,850	1,850	1,843	1,846	1,846
Other	ha	6,360	6,328	5,904	5,848	5,841
Managed Peat						
Planted area	ha	35,060	35,078	35,081	35,254	35,254
Conserved area	ha	4,611	4,611	4,611	4,253	4,253
Fire Incidents						
Hotspots within concession	no.	373	334	394	97	87
Fires within concession	no.	15	22	42	3	9
Hotspots surrounding concession area	no.	536	713	1,423	146	326
Fires surrounding concession area	no.	57	134	616	25	90
Fire trainings conducted	no.	133	140	150	127	161
Fire Free Village Program (FFVP) villages	no.	76	76	75	74	74
FFVP village area	ha	492,325	498,513	457,513	450,769	450,769
Fertilizer Usage						
Matured area – Sumatra	MT/ha	1.33	1.44	1.42	1.46	1.54
Immature area – Sumatra	MT/ha	1.84	1.76	2.08	2.82	2.83
Matured area – Kalimantan	MT/ha	2.44	2.43	2.42	2.40	2.28
Immature area – Kalimantan	MT/ha	1.22	1.46	1.28	1.28	1.40

Environmental and Climate

[GRI 302-1, 302-3, 303-3, 303-4, 303-5, 305-1, 305-2, 305-3, 305-4, 306-4 , 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	FY2025	FY2024	FY2023	FY2022	FY2021
Total inorganic fertilizer use	MT	149,871	143,096	149,813	145,503	148,121
Inorganic fertilizer use across planted area	MT/ha	1.19	1.15	1.20		
Pesticide Usage (Group Level) ³						
Active Ingredient per Hectare Planted	Kg of active ingredient/ha	1.91	1.78	1.45	1.08	1.62
Water Usage (Group Level)						
Group Water Intensity	m³/MT product produced	1.07	1.17	0.95	0.92	1.74
Total water withdrawal	ML	32,315	29,842	26,724	26,881	30,568
Total water discharge	ML	11,971	10,498	9,610	9,722	11,859
Total water consumption	ML	20,343	19,344	17,114	17,159	18,709
Water Usage (RSPO-Certified Upstream Units)						
Plantations	ML	627.80	721.09	634.07	523.51	315.34
Mills	ML	3,260.17	3,240.69	3,269.92	3,850.38	3,538.32
Mill water usage intensity	m³/MT FFB processed	1.12 [#]	1.13	1.12	1.17	1.13
Quality of Effluent Discharged (Upstream)						
Average BOD levels river discharge – Sumatra	mg/l	48.83 [#]	57.99	59.26	55.45	61.08
Average BOD levels river discharge – Kalimantan	mg/l	40.28 [#]	32.61	31.27	49.44	29.05
Average BOD levels land application – Sumatra	mg/l	56.53 [#]	55.11	63.42	52.56	45.42
Average BOD levels land application – Kalimantan	mg/l	54.60 [#]	55.49	58.64	47.61	34.13
Average COD levels river discharge – Sumatra	mg/l	187.02 [#]	200.71	191.35	165.71	170.24
Average COD levels river discharge – Kalimantan	mg/l	154.78 [#]	139.38	170.24	199.98	139.13

EY has performed limited assurance procedures on these figures.
3 This figure includes herbicides, fungicides, insecticides, and other pesticide categories.

Environmental and Climate

[GRI 302-1, 302-3, 303-3, 303-4, 303-5, 305-1, 305-2, 305-3, 305-4, 306-4 , 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	FY2025	FY2024	FY2023	FY2022	FY2021
Average COD levels land application – Sumatra	mg/l	172.91 [#]	190.80	217.88	165.32	152.83
Average COD levels land application – Kalimantan	mg/l	173.45 [#]	188.19	205.11	149.39	156.67
Average Phosphorus and Nitrogen Levels in Water Courses						
P-level inlet – Sumatra	mg/l	0.06	0.05	0.05	0.08	0.08
P-level outlet – Sumatra	mg/l	0.10	0.06	0.07	0.09	0.09
P-level inlet – Kalimantan	mg/l	0.09	0.05	0.08	0.06	0.06
P-level outlet – Kalimantan	mg/l	0.09	0.05	0.07	0.07	0.06
N-level inlet – Sumatra	mg/l	4.91	5.12	5.52	5.17	4.95
N-level outlet – Sumatra	mg/l	5.89	5.49	5.44	5.33	5.22
N-level inlet – Kalimantan	mg/l	3.58	5.39	4.10	3.74	2.01
N-level outlet – Kalimantan	mg/l	3.33	5.41	3.98	3.79	2.36
Quantity of Effluent Discharged (Upstream)						
Treated Effluent Discharge for Land Application						
Sumatra	ML	967	972	984	1,183	996
Kalimantan	ML	1,579	1,559	1,273	1,376	1,108
Treated Effluent Discharge to Waterways						
Sumatra	ML	79	75	98	122	133
Kalimantan	ML	83	14	29	127	174

EY has performed limited assurance procedures on these figures.

Environmental and Climate

[GRI 302-1, 302-3, 303-3, 303-4, 303-5, 305-1, 305-2, 305-3, 305-4, 306-4 , 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	FY2025	FY2024	FY2023	FY2022	FY2021
Total Organic Waste Reused						
EFB	MT	26,783	23,569	17,917	19,200	20,319
POME	m ³	2,546,324	2,531,121	2,256,498	2,559,117	2,103,680
Decanter solids	MT	35,010	39,010	40,315	47,480	45,956
Boiler ash	MT	26,306	31,727	29,692	30,731	25,123

Human Rights⁴

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

Our Workforce

Category/Indicator	Measurement Unit	FY2025	FY2024 ⁵	FY2023	FY2022	FY2021
Group Level by Gender	no.	37,865	40,346	39,721	38,814	37,681
Male	no.	30,289	32,008	31,567	30,702	29,542
Female	no.	7,576	8,338	8,154	8,112	8,139
Permanent Employees by Country	no.	32,653	35,727	33,136	32,195	31,080
Indonesia	no.	30,891	31,185	31,271	30,331	29,263
Malaysia ⁶	no.	238	245	242	240	240
Singapore	no.	344	364	353	353	350
Others	no.	1,180	1,256	1,270	1,271	1,227

4 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.

5 FY2024 and FY2023 figures have been restated to reflect the restatements in Malaysia employee data.

6 Malaysia human resource data for FY2024 and FY2023 have been restated.

Human Rights⁴

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

Category/Indicator	Measurement Unit	FY2025	FY2024 ⁵	FY2023	FY2022	FY2021
Temporary Employees by Country	no.	5,212	7,296	6,585	6,619	6,601
Indonesia	no.	5,191	7,272	6,574	6,619	6,601
Malaysia	no.	0	0	0	0	0
Singapore	no.	0	0	0	0	0
Others	no.	21	24	11	0	0
Upstream (Indonesia Only)						
Total Employees by Gender	no.	22,579	23,974	23,862	23,061	22,083
Male	no.	17,182	18,048	18,127	17,307	16,275
Female	no.	5,397	5,926	5,735	5,754	5,808
Total Senior Management by Gender	no.	4	14	12	14	14
Male	no.	4	14	12	14	14
Female	no.	0	0	0	0	0
Total Management by Gender	no.	86	78	85	76	81
Male	no.	84	74	81	74	79
Female	no.	2	4	4	2	2
Total Staff by Gender	no.	1,111	1,295	1,262	1,132	1,179
Male	no.	847	1,027	985	864	907
Female	no.	264	268	277	268	272
Total Workers by Gender	no.	21,378	22,587	22,503	21,839	20,809
Male	no.	16,247	16,933	17,049	16,355	15,275
Female	no.	5,131	5,654	5,454	5,484	5,534

Human Rights⁴

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

Category/Indicator	Measurement Unit	FY2025	FY2024 ⁵	FY2023	FY2022	FY2021
Midstream and Downstream (Indonesia Only)						
Total Employees by Gender	no.	11,576	12,438	12,023		
Male	no.	10,896	11,649	11,170		
Female	no.	680	789	853		
Total Senior Management by Gender	no.	6	5	5		
Male	no.	6	5	5		
Female	no.	0	0	0		
Total Management by Gender	no.	115	102	99		
Male	no.	95	80	75		
Female	no.	20	22	24		
Total Staff by Gender	no.	3,317	3,577	3,601		
Male	no.	2,752	2,927	2,894		
Female	no.	565	650	707		
Total Workers by Gender	no.	8,138	8,754	8,318		
Male	no.	8,043	8,637	8,196		
Female	no.	95	117	122		
Others (Indonesia Only)						
Total Employees by Gender	no.	1,927	2,045	1,960		
Male	no.	1,040	1,061	1,023		
Female	no.	887	984	937		

Human Rights⁴

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

Category/Indicator	Measurement Unit	FY2025	FY2024 ⁵	FY2023	FY2022	FY2021
Total Senior Management by Gender	no.	14	20	18		
Male	no.	13	19	17		
Female	no.	1	1	1		
Total Management by Gender	no.	172	176	164		
Male	no.	92	100	95		
Female	no.	80	76	69		
Total Staff by Gender	no.	1,428	1,561	1,481		
Male	no.	697	677	636		
Female	no.	731	884	845		
Total Workers by Gender	no.	313	288	297		
Male	no.	238	265	275		
Female	no.	75	23	22		
Midstream and Downstream (Global Excluding Indonesia)						
Total Employees by Gender	no.	1,027	1,078	1,083		
Male	no.	850	849	851		
Female	no.	177	229	232		
Total Senior Management by Gender	no.	2	5	4		
Male	no.	2	5	4		
Female	no.	0	0	0		

Human Rights⁴

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

Category/Indicator	Measurement Unit	FY2025	FY2024 ⁵	FY2023	FY2022	FY2021
Total Management by Gender	no.	85	62	59		
Male	no.	72	52	49		
Female	no.	13	10	10		
Total Staff by Gender	no.	417	448	474		
Male	no.	288	279	293		
Female	no.	129	169	181		
Total Workers by Gender	no.	523	563	546		
Male	no.	488	513	505		
Female	no.	35	50	41		
Others (Global Excluding Indonesia)						
Total Employees by Gender	no.	756	811	793		
Male	no.	321	401	396		
Female	no.	435	410	397		
Total Senior Management by Gender	no.	6	5	9		
Male	no.	6	5	8		
Female	no.	0	0	1		
Total Management by Gender	no.	210	221	218		
Male	no.	125	145	141		
Female	no.	85	76	77		

Human Rights⁴

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

Category/Indicator	Measurement Unit	FY2025	FY2024 ⁵	FY2023	FY2022	FY2021
Total Staff by Gender	no.	524	543	538		
Male	no.	177	223	222		
Female	no.	347	320	316		
Total Workers by Gender	no.	16	42	28		
Male	no.	13	28	25		
Female	no.	3	14	3		
Upstream, Midstream, Downstream and Others (Indonesia Only)						
Total Employees by Age Group	no.	36,082	38,457	37,845		
Under 30	no.	12,634	15,878	14,682		
30 – 50	no.	21,265	20,986	21,483		
Over 50	no.	2,183	1,593	1,680		
Total Senior Management by Age Group	no.	24	39	35		
Under 30	no.	0	0	0		
30 – 50	no.	4	15	10		
Over 50	no.	20	24	25		
Total Management by Age Group	no.	373	356	348		
Under 30	no.	0	1	1		
30 – 50	no.	268	262	255		
Over 50	no.	105	93	92		

Human Rights⁴

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

Category/Indicator	Measurement Unit	FY2025	FY2024 ⁵	FY2023	FY2022	FY2021
Total Staff by Age Group	no.	5,856	6,433	6,344		
Under 30	no.	2,419	3,139	3,049		
30 – 50	no.	3,240	3,118	3,131		
Over 50	no.	197	176	164		
Total Workers by Age Group	no.	29,829	31,629	31,118		
Under 30	no.	10,215	12,738	11,632		
30 – 50	no.	17,753	17,591	18,087		
Over 50	no.	1,861	1,300	1,399		
Midstream and Downstream (Global Excluding Indonesia)						
Total Employees by Age Group	no.	1,027	1,078	1,083		
Under 30	no.	168	194	201		
30 – 50	no.	685	730	741		
Over 50	no.	174	154	141		
Total Senior Management by Age Group	no.	2	5	4		
Under 30	no.	0	0	0		
30 – 50	no.	0	1	1		
Over 50	no.	2	4	3		
Total Management by Age Group	no.	85	62	59		
Under 30	no.	0	1	0		
30 – 50	no.	53	39	39		
Over 50	no.	32	22	20		

Human Rights⁴

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

Category/Indicator	Measurement Unit	FY2025	FY2024 ⁵	FY2023	FY2022	FY2021
Total Staff by Age Group	no.	417	448	474		
Under 30	no.	53	59	63		
30 – 50	no.	288	325	349		
Over 50	no.	76	64	62		
Total Workers by Age Group	no.	523	563	546		
Under 30	no.	115	134	138		
30 – 50	no.	344	365	352		
Over 50	no.	64	64	56		
Others (Global Excluding Indonesia)						
Total Employees by Age Group	no.	756	811	793		
Under 30	no.	60	88	83		
30 – 50	no.	506	535	528		
Over 50	no.	190	188	182		
Total Senior Management by Age Group	no.	6	5	9		
Under 30	no.	0	0	0		
30 – 50	no.	1	0	1		
Over 50	no.	5	5	8		
Total Management by Age Group	no.	210	221	218		
Under 30	no.	6	2	1		
30 – 50	no.	112	127	133		
Over 50	no.	92	92	84		

Human Rights⁴

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

Category/Indicator	Measurement Unit	FY2025	FY2024 ⁵	FY2023	FY2022	FY2021
Total Staff by Age Group	no.	524	543	538		
Under 30	no.	52	71	67		
30 – 50	no.	379	388	349		
Over 50	no.	93	84	62		
Total Workers by Age Group	no.	16	42	28		
Under 30	no.	2	15	15		
30 – 50	no.	14	20	12		
Over 50	no.	0	7	1		
New Hires by Gender						
Male	no.	9,873	9,795	9,511		
Female	no.	2,191	2,822	2,568		
Turnover by Gender						
Male	%	40.41	28.36	28.59		
Female	%	41.49	33.33	32.40		
New Hires by Age Group						
Under 30	no.	6,597	7,728	7,476		
30 – 50	no.	5,396	4,839	4,555		
Over 50	no.	71	50	48		

Human Rights⁴

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

Category/Indicator	Measurement Unit	FY2025	FY2024 ⁵	FY2023	FY2022	FY2021
Turnover by Age Group						
Under 30	%	56.24	41.20	41.10		
30 – 50	%	35.12	23.81	23.50		
Over 50	%	14.55	10.02	12.43		
New Hires by Business Segments						
Upstream	no.	7,952	9,339	8,864		
Midstream and downstream	no.	3,912	2,869	2,772		
Others	no.	200	409	443		
Turnover by Business Segments						
Upstream	%	47.05	36.96	35.87		
Midstream and downstream	%	34.65	18.61	20.11		
Others	%	14.89	13.31	16.24		

Safety and Health

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

Category/Indicator	Measurement Unit	FY2025	FY2024	FY2023	FY2022	FY2021
Indonesia ⁷						
Total accidents	no.	117	102	148	236	305
Total days lost to accidents	no.	6,933	1,691	8,719	2,603	3,100
Total working hours	million hours	65.90	40.15	39.69	38.79	37.82
Accident frequency rate (per 1 million working hours)		1.78	2.54	3.73	6.08	8.06

⁷ In 2025, we expanded our safety and health data collection to our Indonesian midstream and downstream operations.

Safety and Health

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

Category/Indicator	Measurement Unit	FY2025	FY2024	FY2023	FY2022	FY2021
Severity rate (average days lost per accident)		59.26	16.58	58.91	11.03	10.16
Total high-consequence accidents (excluding fatalities)	no.	2	6	4	3	2
Fatalities	no.	2	1	3	2	3
Midstream and Downstream (Excluding Indonesia)						
Total accidents	no.	2				
Total days lost to accidents	no.	7				
Total working hours	million hours	1.01				
Accident frequency rate (per 1 million working hours)		1.98				
Severity rate (average days lost per accident)		3.50				
Total high-consequence accidents (excluding fatalities)	no.	1				
Fatalities	no.	0	0			

Community Development and Empowerment

[GRI 203-1, 203-2, 13.22.3]

Category/Indicator	Measurement Unit	FY2025	FY2024	FY2023	FY2022	FY2021
Infrastructure and Services Provided ⁸						
YAK secondary schools	no.	3	3	3	3	3
YAK primary schools	no.	11	11	11	10	9
YAK kindergartens	no.	11	11	11	10	9
Childcare centres	no.	47	47	47	48	48
Total children living in plantations	no.	11,321	11,838	12,220	12,746	11,530

8 In 2025, we expanded data collection to midstream and downstream operations.

Community Development and Empowerment

[GRI 203-1, 203-2, 13.22.3]

Category/Indicator	Measurement Unit	FY2025	FY2024	FY2023	FY2022	FY2021
Clinics	no.	28	25	26	26	27
Aid posts	no.	3,285	2,743	2,691	2,655	2,602
Housing provided for employees	no.	14,364	13,969	14,110	13,918	13,805
Infrastructure area	ha	9,260	9,025	8,718	8,508	8,326
CSR and Community Program						
Total ⁹	IDR billion	73.61	87.38	76.11	53.53	47.94
Education & Youth Development	IDR billion	29.53	32.39			
Healthcare	IDR billion	1.59	1.31			
Climate & Environment	IDR billion	6.01	7.98			
Culture, Arts & Sports	IDR billion	25.74	39.15			
Community Development	IDR billion	10.74	6.55			

9 Figures for CSR have been restated across the years to reflect the scope expansion to the entire group of operations in Indonesia.

Impact Area: Responsible Sourcing



Supply Chain Overview

[GRI 13.23.3]

Category/Indicator	Measurement Unit	FY2025	FY2024	FY2023	FY2022	FY2021
Upstream Sourcing						
FFB Volumes Processed by Own Mills						
Musim Mas plantations	MT	2,452,635	2,358,218	2,461,614	2,727,498	2,578,755
Scheme smallholders	MT	120,747	118,205	126,997	142,688	134,787
Third-party FFB suppliers and independent smallholders via traders	MT	891,893	916,336	731,686	974,297	1,011,853
Independent smallholders – direct	MT	1,894	1,428	906	441	2
Third-party supplier plantations	no.	2	2	3	2	2
Independent smallholders via traders	no.	14,238 [#]	16,035	16,269	16,450	14,457
Midstream Sourcing						
CPO supplier mills (excluding Musim Mas mills)	no.	517	650	547	553	535
CPO Supply Volume by Source						
Musim Mas mills	%	14.7	13.7	12.9	12.9	13.1
Supplier mills	%	84.6	85.6	85.8	85.9	85.6
Intermediary traders	%	0.7	0.7	1.3	1.2	1.3
CPO Supply Volume by Country						
Indonesia	%	90.1	92.7	92.0	92.7	94.4
Malaysia	%	9.5	6.9	7.5	6.4	5.5

EY has performed limited assurance procedures on these figures.

Supply Chain Overview

[GRI 13.23.3]

Category/Indicator	Measurement Unit	FY2025	FY2024	FY2023	FY2022	FY2021
Other	%	0.4	0.4	0.5	0.9	0.1
Traceability from Refinery Level						
Traceability to mill	%	100*	100	100	100	100
Overall traceability to plantation (TTP)	%	98*	98	98	97	94
TTP for supplier mills	%	98	97	98	96	93
Supplier Engagement						
Supplier mills that have attended NDPE workshops	%	93.3	85.3	96.3	92.9	93.6
Supplier mills that have submitted NDPE commitments	%	97.7#	89.9	98.5	96.5	92.5
Suppliers that have completed the Musim Mas Self-Assessment Tools	%	92.4	77.6	81.9	84.1	77.3
Cumulative Grievances Raised and Closed						
Third-party Suppliers (Cumulative since FY2019)						
Raised	no.	74	74	70		
Closed	no.	62	59	49		
Active	no.	12	15	21		
Musim Mas Own Operations (Cumulative since FY2019)						
Raised	no.	6	6	5		
Closed	no.	5	5	5		
Active	no.	1	1	0		

* Figures independently verified by Control Union (Malaysia) Sdn. Bhd. See the verification statement for [TTPM](#) and [TTP](#) .

EY has performed limited assurance procedures on these figures

Impact Area: Thriving Smallholders and Landscapes



Category/Indicator	Measurement Unit	FY2025	FY2024	FY2023	FY2022	FY2021
Support for Smallholders						
Scheme Smallholders (KKPA and VDP)						
Number of smallholders under KKPA programs	no.	4,159 ^{#10}	4,159	4,159	4,144	4,044
Number of KKPA programs	no.	11 [#]	11	11	10	9
KKPA area	ha	7,736	7,736	7,814	6,783	6,445
Training provided under KKPA program	no.	316	229	135	157	111
Villages under VDP program	no.	32 [#]	32	32	31	29
VDP area	ha	254	254	242	232	210
Trainings provided under VDP program	no.	39	12	34	53	27
Gross Income for Smallholders	IDR million	400,358.8	341,766.6	300,124.8	390,214.8	
Gross income of smallholders under KKPA	IDR million	386,405.6	330,646.5	293,304.7	382,693.0	
Gross income of villages under VDP	IDR million	13,953.2	11,120.1	6,820.1	7,521.8	
Independent Smallholders						
Number of Smallholders Trained ¹¹						
Training for smallholders	no.	37,823 [#]	37,436	36,717	36,145	35,598
Training for trainers: Smallholders Hubs	no.	10,692 [#]	9,479	6,723	4,529	1,051
Village extension officers trained under Smallholders Hubs	no.	582	485	460	347	177

EY has performed limited assurance procedures on these figures.
10 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.
11 Figures for Number of Smallholders trained have been restated.

IUCN Red List of Threatened Species Identified at Musim Mas Regions of Operations

As of December 2025

[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
	Trenggiling	Sunda Pangolin	<i>Manis javanica</i>	Mammal
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
	Gelatik Jawa	Java Sparrow	<i>Padda oryzivora / Lonchura oryzivora</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

IUCN Red List of Threatened Species Identified at Musim Mas Regions of Operations

As of December 2025

[GRI 304-4]

IUCN Status	Common Name	Common Name (English)	Scientific Name	Type
Endangered	Owa Ungko	Agile Gibbon	<i>Hylobates agilis</i>	Mammal
	Siamang	Siamang	<i>Symphalangus syndactylus</i> / <i>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
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 Eagle-owl	<i>Bubo sumatranus</i>	Bird
	Berencet Besar	Large Wren-babbler	<i>Turdinus macrodactylus</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

IUCN Red List of Threatened Species Identified at Musim Mas Regions of Operations

As of December 2025

[GRI 304-4]

IUCN Status	Common Name	Common Name (English)	Scientific Name	Type
Near Threatened	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 bimaculatus</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
	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

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IUCN Status	Common Name	Common Name (English)	Scientific Name	Type
Near Threatened	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

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IUCN Status	Common Name	Common Name (English)	Scientific Name	Type
Near Threatened	Kura-kura Bergerigi	Asian Leaf Turtle	<i>Cyclemys dentata</i>	Reptile
	Ular Tikus	Javan Rat Snake	<i>Ptyas korros</i>	Reptile
Vulnerable	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
	Kacamata Biasa	Sangkar White-eye	<i>Zosterops melanurus</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

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IUCN Status	Common Name	Common Name (English)	Scientific Name	Type
Vulnerable	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 Bangka	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