

Our Approach to Sustainability

About This Statement

We are proud to present our sustainability statement for the financial year ended 31 December 2024 (FY2024).

This statement provides detailed insight into our strategies, initiatives and outcomes across key ESG topics, emphasising the key role that sustainability plays in securing our long-term strength and competitiveness as an organisation.

This statement is sub-divided into three sections:

Economic



Refer to page 44.

Environmental



Refer to page 52.

Social



Refer to page 70.



Ladang Bukit Belian.

Reporting Boundary & Scope

The disclosures within this statement cover our core operations across West and East Malaysia, including palm oil cultivation, Fresh Fruit Bunch (“FFB”) processing, and Crude Palm Oil (“CPO”) and palm kernel marketing, which collectively contribute close to 100% of our revenue.

Reporting Framework

This statement has been prepared in accordance with Bursa Malaysia Securities Berhad’s (“Bursa Malaysia”) Sustainability Reporting Guide (3rd edition).

In addition, we have strived to align our disclosures with the United Nations Sustainable Development Goals (“UNSDGs”), underlining our commitment to contributing to the global sustainable development agenda.

Assurance

The information in this statement has been verified internally by Internal Audit to ensure accuracy and reliability. Our external assurance provider, BSI Services Malaysia Sdn Bhd, has also reviewed specific data to provide and engage limited assurance and confirm the statement’s alignment with recognised industry standards.

Feedback & Contact Point

We value our stakeholders’ feedback on our sustainability initiatives and reporting standards. To share your input, please contact us at: info@thplantations.com

Our Approach to Sustainability

Sustainability Governance

Leadership

The Board of Directors sets the tone for sustainability at THP Group, guiding our strategic direction and diligently overseeing our wide-ranging initiatives.

In leading our sustainability agenda, the Board is supported by the Board Audit, Risk & Governance Committee (“BARGC”), the Chief Executive Officer (“CEO”) and the Sustainability Committee (“SC”), thereby ensuring that sustainability strategies are translated into effective and impactful execution at all levels.

BARGC’s roles include:

- 1 To review sustainability matters to ensure that the Company’s business operations are aligned and comply with the ESG requirements set by the relevant stakeholders.
- 2 To review and provide directions on the status of any ESG issues in THP operations.
- 3 To review and provide directions on any changes in ESG compliance in line with market requirements.
- 4 To review the Sustainability Disclosures (reporting) as required by Bursa Malaysia.
- 5 To assess climate change-related issues such as climate risks and opportunities, and climate disclosures.
- 6 To delegate responsibility to the SC to supervise and manage the overall sustainability implementation across the organisation.

Our CEO is responsible for:

- 1 Regularly updating the Board on our sustainability performance.
- 2 Reviewing updates from the SC, and providing input to these updates, pertaining to our sustainability initiatives and the preparation of our annual sustainability statement.

The SC, which was established on 26 November 2020, is chaired by the CEO and comprises Heads of Departments from across THP Group, bringing together a wealth of collective knowledge and expertise towards cohesively delivering our business and sustainability goals.

The SC’s mandate includes:

- 1 Executing the board’s strategic sustainability direction by ensuring seamless integration and alignment with the Company’s overall strategies.
- 2 To ensure and monitor the implementation and understanding of sustainability policy at all levels in THP.
- 3 To coordinate the action plan and decision related to sustainability among departments efficiently.
- 4 Deliberating on all sustainability-related matters during regular meetings, guided by the direction and recommendations of the Chairman.

Our Approach to Sustainability



Sustainability Department

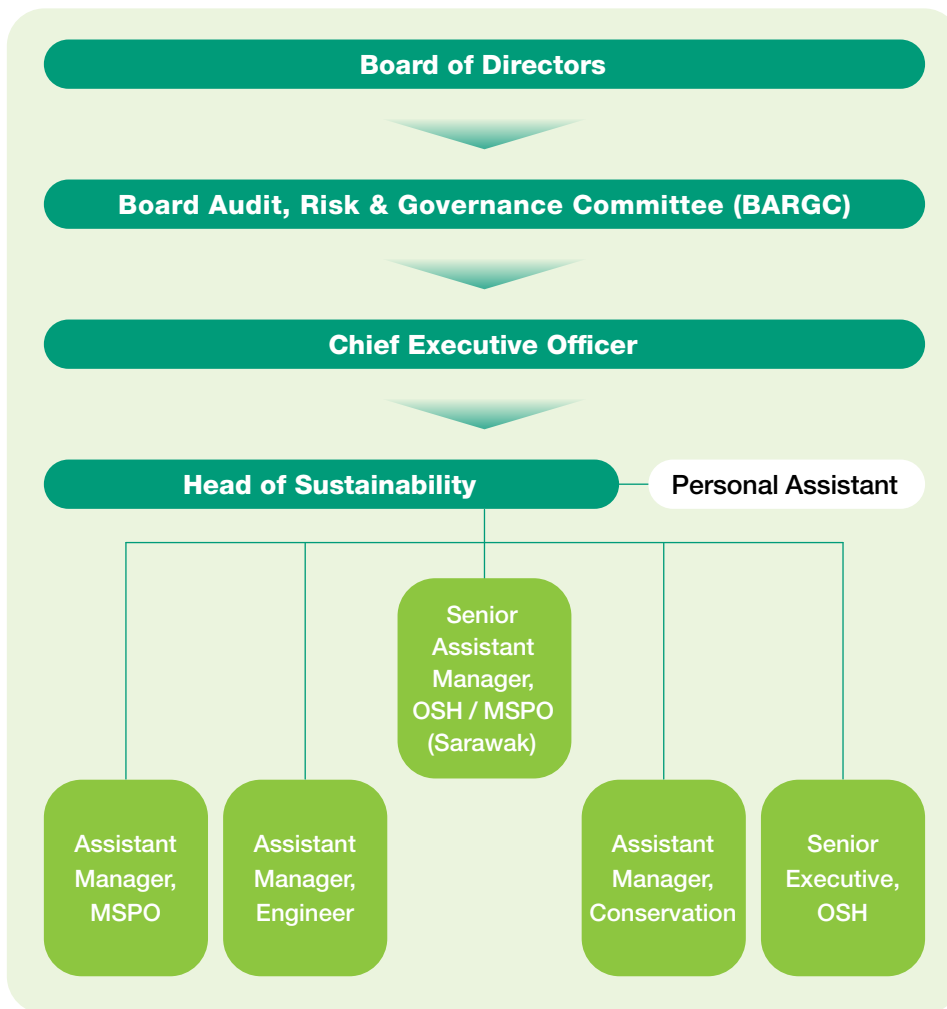
In response to heightened stakeholder and regulatory demands pertaining to sustainability, we established the standalone Sustainability Department ("SD") in November 2020.

Reporting directly to the CEO, the SD is organised into the three following units:

- 1 MSPO Certification/Sustainability Unit – Ensures compliance with MSPO standards across all operations.
- 2 Occupational Safety and Health ("OSH") Unit – Implements OSH management systems in alignment with relevant policies, laws and regulations.
- 3 Conservation and Biodiversity Unit – Develops and implements comprehensive conservation and biodiversity management strategies to further environmental protection, ensuring compliance with environmental regulations.

Our Approach to Sustainability

The SD is, in turn, led by the Head of Sustainability, who is responsible for managing and overseeing the implementation of sustainability initiatives across the organisation. In doing so, the Head of Sustainability works closely with the CEO and the Board, and is assisted by key personnel across THP Group, as detailed below.



Group Sustainability Policy

In FY2024, we enhanced our sustainability management structure with the appointment of an Assistant Manager (Conservation), who is tasked with advancing conservation initiatives and environmental stewardship across THP Group. To integrate sustainability across THP Group, we incorporated a revised, Board-approved Group Sustainability Policy on 26 November 2020. This comprehensive policy aligns with the agricultural industry's No Deforestation, No Peat, No Exploitation (NDPE) commitments and the MSPO standards, providing a robust framework for operations that drive sustainable, long-term ESG impact alongside business success.

The policy is pillared on three key focus areas, under which we have established the following commitments:

Human Rights and Social Commitments

- Uphold human rights.
- Maintain a safe and healthy workplace.
- Enhance employee welfare and support career development.
- Respect and uphold land rights.
- Create shared value for local and national-level development.

Environmental Responsibility Commitments

- Manage waste, effluent, and air emissions responsibly.
- Protect neighbouring water resources.
- Implement zero-burning practices.
- Promote biodiversity and conservation.
- Adhere to our NDPE commitments.
- Ensure efficient use of resources.

Ethical Business Commitments

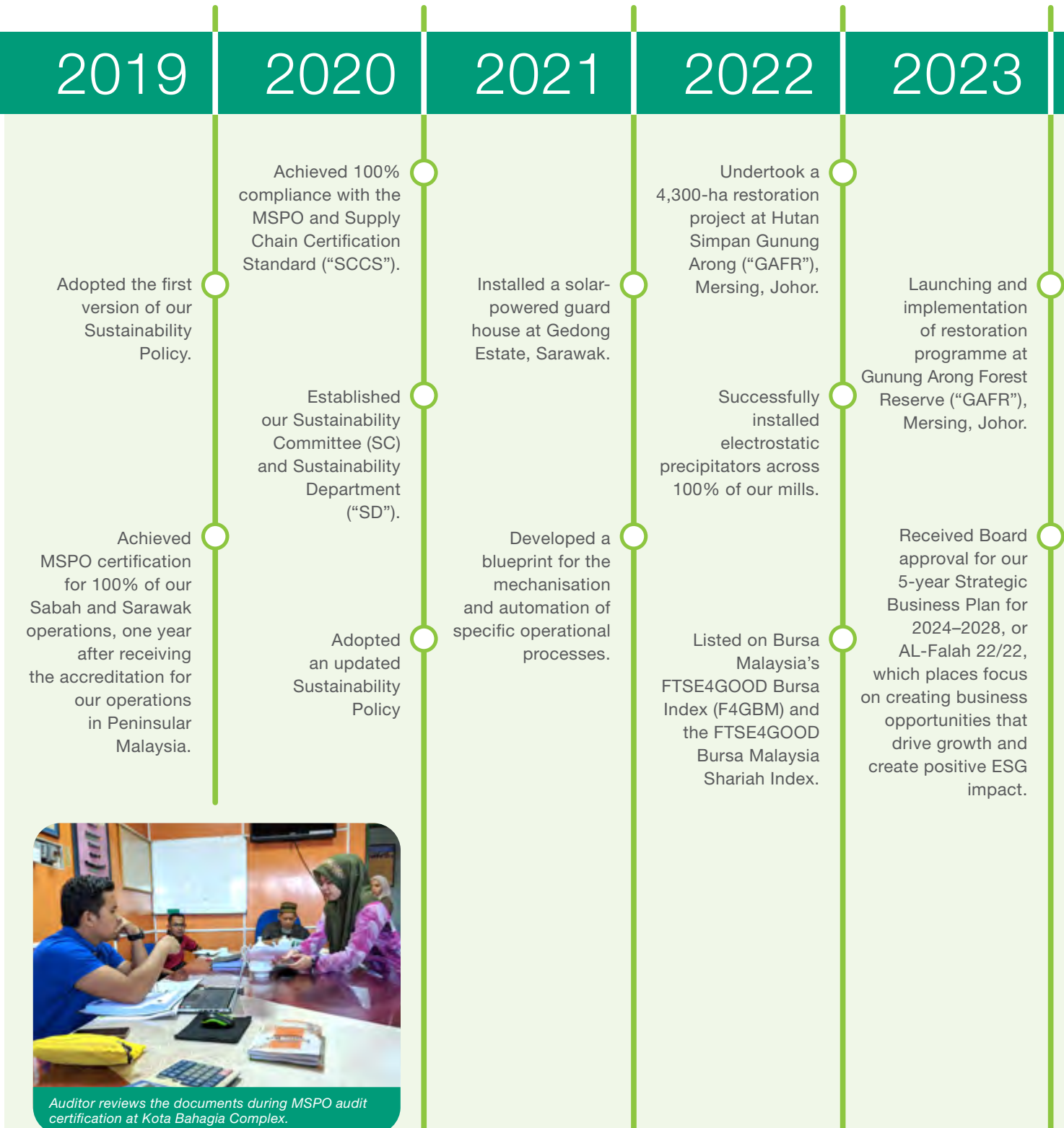
- Adhere to responsible procurement practices.
- Ensure supply chain traceability.
- Uphold corporate integrity.



The Group Sustainability Policy is publicly accessible on our corporate website:
<https://thplantations.my/>

Our Approach to Sustainability

Our Sustainability Milestones



Our Approach to Sustainability

2024

Environmental

Appointed a Conservation Officer to enhance our conservation initiatives.

Recognised as a Malaysian Palm Oil Green Conservation Foundation ("MPOGCF") Strategic Partner.

Signed a Shareholders' Agreement with Cenergi RE Sdn. Bhd. to install an on-grid biogas plant at Bukit Lawiang Mill under the Feed-In Tariff ("FIT") programme.

Introduced Electrical Vehicles ("EV") in our estate operations.

Engaged with local non-governmental organisations ("NGO's") to address human-wildlife conflicts.

Social

Appointed 36 OSH Coordinators across all operating units to strengthen our OSH practices.

Recognised as an anchor company under the Vendor Development Programme by the Malaysian Ministry of Entrepreneur and Cooperatives Development ("MECD").

Established a Community Learning Centre ("CLC") in Sabah for the children of Indonesian workers.

Economic

Revised our Whistleblowing Policy to enhance reporting mechanisms and protection for whistleblowers.

Appointed a Certified Integrity Officer (CeIO) to further strengthen our stance against unethical business practices.

Established a Corruption Risk Assessment ("CRA") Plan through the Integrity Governance Unit (IGU) to reinforce our anti-corruption framework.

Adopted the new THP Anti-Corruption Policy Statement.

Signed organisation-wide Corruption-Free Pledge with the Malaysian Anti-Corruption Commission ("MACC").



Recognised as a Malaysian Palm Oil Green Conservation Foundation (MPOGCF) Strategic Partner in Resort World Awana Hotel, Genting Highland.

Our Approach to Sustainability

Stakeholder Engagement

Our approach to sustainability is centred on creating holistic, shared value that benefits both our business and stakeholders, thereby building the foundation for sustainable and equitable advancement.

Through regular engagements, we gain insight into our stakeholders' specific expectations and needs, empowering the development of strategies and approaches that deliver mutual benefit.

Stakeholder Groups & Engagement Platforms

Shareholders

Engagement Platforms:

- Annual General Meetings ("AGMs")
- Quarterly announcements

Stakeholder Concerns

- Management Discussion & Analysis – pages 17 to 31
- Product Quality & Operational Efficiency – pages 44 to 47
- Audited Financial Statements – pages 161 to 245

Directors

Engagement Platforms:

- Quarterly and special Board meetings
- Quarterly and special Board Committee meetings

Stakeholder Concerns

- Governance & Ethics – pages 49 to 51
- Corporate Governance Overview Statement – pages 116 to 139
- Statement of Risk Management & Internal Control – pages 140 to 146

Management

Engagement Platforms:

- Operational and ad-hoc meetings

Stakeholder Concerns

- Product Quality & Operational Efficiency – pages 44 to 47
- Traceability & Supply Chain Management – page 48
- Effluent & Water Discharge – pages 66 to 67
- Waste Management – pages 60 to 61
- Water Management – pages 68 to 69
- Human Rights – pages 76 to 77
- OSH – pages 70 to 75
- Employee Welfare & Development – pages 78 to 82

Employees

Engagement Platforms:

- Our 'open-door' policy
- Our Company intranet
- Special briefings
- Employee bulletins
- Training and development programmes

Stakeholder Concerns

- Governance & Ethics – pages 49 to 51
- Human Rights – pages 76 to 77
- OSH – pages 70 to 75
- Employee Welfare & Development – pages 78 to 82

Our Approach to Sustainability

Stakeholder Groups & Engagement Platforms *(continued)*

Customers

Engagement Platforms:

- Regular emails and in-person correspondence

Stakeholder Concerns

- Product Quality & Operational Efficiency – pages 44 to 47
- Traceability & Supply Chain Management – page 48
- Governance & Ethics – pages 49 to 51
- Biodiversity & Conservation – pages 52 to 58
- NDPE Commitments – page 59
- Local Communities/Community Investment – pages 83 to 84

Local Communities

Engagement Platforms:

- Informal grievance channels
- Community-based programmes
- Land management schemes

Stakeholder Concerns

- Effluent & Water Discharge – pages 66 to 67
- Biodiversity & Conservation – pages 52 to 58
- Local Communities/Community Investment – pages 83 to 84
- Land Rights – page 85

Local Authorities

Engagement Platforms:

- Monthly, annual and special reports
- Meetings and dialogues

Stakeholder Concerns

- Governance & Ethics – pages 49 to 51
- Effluent & Water Discharge – pages 66 to 67
- Waste Management – pages 60 to 61
- Water Management – pages 68 to 69
- Human Rights – pages 76 to 77
- OSH – pages 70 to 75

As our sustainability journey has progressed, we have identified gaps in the scope of our stakeholder engagement efforts. In response to these gaps, and to align with MSPO certification requirements, we have since introduced new engagement channels including stakeholder meetings at each of our operational complexes and launched dedicated grievance channels which allow stakeholders to formally raise concerns about our practices and any suspected incidents.



High Impact Performance & Enhancement Training and Workshop at Bukit Lawang, Kluang Johor.

Our Approach to Sustainability

Material Matters

Our material matters represent the ESG issues that impacted our ability to deliver sustainable values for our stakeholders and business.

We identified our material matters through materiality assessments in 2017. Since 2017, we have carried out the following exercises within materiality:

2017

Materiality Efforts

- Conducted a full-scale materiality assessment referencing Bursa Malaysia's Sustainability Reporting Guide involving:
 - Our internal stakeholders (i.e., the Board, Management and our employees);
 - All our external stakeholder groups (i.e., shareholders, customers, local communities and local authorities).
- Identified and prioritised seven key stakeholder groups and 11 material matters.
- Reviewed the identified stakeholder groups and material matters through the SC, and received Board endorsement.

2020

Materiality Efforts

- Reviewed our materiality matrix and stakeholders list through focus group sessions with our customers.
- Identified one new material matter - NDPE Commitments - to bring our total to 12, while reaffirming the relevance of our existing material matters.

2021

Materiality Efforts

- Reviewed our materiality matrix and stakeholders list through focus group sessions with two external stakeholder groups (management and local communities).
- Identified two additional material matters - GHG Emissions and Land Rights - to bring our total to 14, while reaffirming the relevance of our existing material matters.

2023

Materiality Efforts

- Conducted a limited-scale materiality review which referenced Bursa Malaysia's Sustainability Reporting Guide, and benchmarked our material matters against local and regional peers.
- Concluded that all 14 existing material matters remained aligned with our strategic priorities and stakeholder expectations.

We conducted a limited-scale materiality review in FY2023, which reaffirmed that our 14 material matters remain aligned with our strategic priorities and stakeholder expectations. Furthermore, no significant changes were identified in our business model or operations, underscoring the continued relevance of our sustainability framework.

As such, our materiality matrix, which plots each material matter's significance to our business and our stakeholders, remains unchanged.

Our Approach to Sustainability

Materiality Matrix



Risk Management

We employ a thorough approach to risk management which is designed to ensure that all potential threats to our businesses are systematically identified and responses implemented in line with our Group-wide governance standards.

Our risk management process, guided by the MCCG 2021, enables us to identify and address potential risks effectively. It is complemented by an Enterprise Risk Management ("ERM") framework that integrates sustainability into key risk categories, including environment, strategy, compliance, corporate, financial and operational.

To keep risks within our defined risk appetite, designated risk owners and the Risk and Compliance Department monitor our identified risks on an ongoing basis, providing updates to the BARGC and the SC.



For more details, please refer to the Statement on Risk Management and Internal Control ("SORMIC") in our Annual Report 2024, from pages 140 to 146.

Our Approach to Sustainability

Sustainability Framework

The UNSDGs comprise 17 “Global Goals” that are central to building a more sustainable, equitable and prosperous world for all.

As a responsible corporate citizen, we have aligned our sustainability efforts to the UNSDGs, identifying specific goals that we aim to contribute towards our initiatives and actions. In Malaysia, the Twelfth Malaysia Plan (“12MP”), which spans from 2021 to 2025, sets the direction to improve the country’s Prosperity, Inclusivity and Sustainability. In doing this, we strive to create a sustainability-centric culture at THP Group that inspires our employees to further their efforts for the greater good.

Economic

- 1 Resetting the Economy
- 2 Strengthening Security, Well-Being and Inclusivity
- 3 Advancing Sustainability

UNSDGs:



Environmental

- 3 Advancing Sustainability

UNSDGs:



Social

- 1 Resetting the Economy
- 2 Strengthening Security, Well-Being and Inclusivity










UNSDGs:



Our Approach to Sustainability

Sustainability Performance Scorecard

Our sustainability performance scorecard provides a clear and concise overview of our progress in achieving key sustainability goals, uniting our teams behind a cohesive plan to drive long-term value.

Material Matters	Targets	Current Progress Against Targets
Economic		
1 Governance & Ethics (Anti-Corruption Practices)	Zero incidents of corruption annually	Zero incidents of corruption across our business operations in FY2024 
Environmental		
1 Waste Management	Reutilise up to 80% of biomass residue annually	Reutilised 84% of biomass residue in our operations in FY2024 
2 Water Management	Maintain water consumption rate below 1.5 m ³ /MT FFB annually	Water consumption rate of 1.47 m ³ /MT in FY2024 
3 GHG Emissions	Our total carbon footprint is 160,598 mt CO ₂ e. The details are as below: <ul style="list-style-type: none"> Scope 1: 157,907 mt CO₂e Scope 2: 2,063 mt CO₂e Scope 3: 628 mt CO₂e 	2024 is our baseline 
Social		
1 Human Rights	Zero substantiated complaints concerning human rights violations annually	Zero complaints concerning human rights violations in FY2024 
2 Safety & Health	Zero fatalities annually	One fatality in FY2024 Total number of accidents reduced by 20% compared to the previous year LTIR has dropped by 46% 
Legend: Progress tracking  On track to meeting set target.  Falling short on meeting target for one year; review current practices.  Falling short on meeting target for more than two years; review and revise target (if necessary).		

Economic



> Crude Palm Oil.

Product Quality & Operational Efficiency

Why It Matters

Prioritising the production of responsibly sourced, high-quality products is key to driving long-term success.

By consistently meeting customer expectations and optimising our operations, we engender the trust and preference of buyers, thereby strengthening our ability to achieve our goals and secure our sustainability as a business.

Our Approach

Ensuring Customer Satisfaction

We are committed to fostering strong partnerships with our customers through regular engagement, addressing their needs and discussing shared challenges. By working closely with our customers in this way, we are better positioned to develop solutions that drive their continued satisfaction.

At the same time, we recognise that the quality of our CPO and palm kernel is key to customer satisfaction. To optimise product quality, each batch is meticulously measured and monitored against stringent internal benchmarks aligned with the Standard Quality Grade of the Malaysian Standards – MS814:2007 for CPO and MS236:2007 for palm kernel.

Performance of CPO & Palm Kernel

CPO

Free Fatty Acid ("FFA") (%)



Internal Target: ≤ 5.00

Deterioration of Bleachability Index ("DOBI")



Internal Target: ≥ 2.30

Moisture & Impurities ("M&I") (%)



Internal Target: < 0.25

PK

Moisture (%)



Internal Target: < 7.00

Dirt & Shell (%)



Internal Target: < 6.00

Economic

Driving Economic Performance

At the heart of our business strategy lies a commitment to robust economic performance and business growth.

By staying ahead of market trends, maintaining strong financial health, embracing technological advancements and proactively managing risks, we position ourselves to capitalise on growth opportunities as they arise, generating value that we then distribute to our stakeholders through taxes, salaries, benefits, dividends and investments.

In FY2024, we achieved RM882 million in revenue through our core activities, including investment holdings, oil palm cultivation, FFB processing and the marketing of CPO, PK and FFB within Malaysia. Our performance was further strengthened by several key initiatives during the year that played a pivotal role in our success. These included the AL-Falah 22/22 strategy, which aligns our operations with our goals of efficiency, sustainability and profitability, and the newly-implemented High-Performance Impact Training programme, which strives to enhance the capabilities of our workforce to drive improvements to our financial performance.

Economic Performance

Item	2022 (RM)	2023 (RM)	2024 (RM)
Economic value generated (i.e. revenue and other income)	891,550,000	773,285,000	882,020,000
Economic value distributed			
- Operating costs	569,719,000	484,971,000	555,387,000
- Employee wages and benefits	127,551,000	158,582,000	150,315,000
- Payments to providers of capital (i.e. dividends and financing costs)	84,317,000	88,120,000	82,426,000
- Payments to government (i.e. tax)	57,229,000	33,470,000	54,579,000
- Community investments	-	119,600	54,000
Economic value retained	52,734,000	8,022,400	39,259,000

Note:

Number of beneficiaries for community investments in 2024 is 304.

Enhancing Good Agricultural Practices

In our plantation operations, we adhere to SOP for GAP. These procedures focus on key areas such as efficient water management, site-specific fertilisation, IPM, effective weed control and the removal of unproductive palms. Together, these practices aid us in optimising field productivity and ensuring sustainable agricultural operations.

In FY2024, we further enhanced these practices to promote sustainable and efficient plantation management. Updated protocols were introduced to manage major pests such as rats, Ganoderma and Tirathaba, while improvements to weevil hatchery management optimised our pollination processes, leading to increased crop production and operational efficiency.

Economic

In FY2024, we undertook several key projects that balance our productivity with environmental responsibility

INITIATIVE 1: PLANTING MATERIALS AND SEEDS

- We continued our work in planting materials and seeds as part of our replanting programme, providing estates with the support they need to drive optimal productivity.

INITIATIVE 2: INDIGENOUS MICROORGANISM APPLICATION

- We implemented an updated SOP for applying indigenous microorganisms (“IMO”) before transplanting seedlings to improve soil health and support stronger, healthier plants.

INITIATIVE 3: SLOW-RELEASE FERTILISER TRIALS

- We began testing the use of slow-release fertilisers in immature areas to optimise nutrient use and reduce environmental impact.

INITIATIVE 4: EFB APPLICATION

- We refined our SOP on the usage of EFB to enhance soil structure, retain moisture and boost nutrient levels, making it a more effective tool for improving soil health.

INITIATIVE 5: RAT CONTROL USING BARN OWLS

- We prioritised the use of barn owls (*Tyto alba*) as a natural, eco-friendly method to manage rat populations on our estates.
- In cases of severe infestations, first-generation rat bait is used as a backup measure, but only when necessary, ensuring a balanced approach that protects barn owls and minimises chemical use.



Barn owl spotted at Ladang Sungai Mengah, Pahang.

Economic

Advancing Research & Development

Research and Development (“R&D”) plays a crucial role within our Agronomy Department, driving innovations that enhance both yield quality and quantity in an environmentally sustainable manner.

Our efforts are spearheaded by our dedicated R&D team, comprising four skilled professionals, who focus on optimising productivity through fertiliser recommendations, plantation research and other activities.

In line with our goal of becoming an integrated and sustainable plantation company, we will continue to invest in R&D and maintain our internal quality controls, as we explore new areas of agricultural practice to improve yields and produce high-quality products.

R&D Budget**Annual expenditure budget for R&D (RM million)**

2022	1.3
2023	2.0
2024	1.2

MSPO Certification

Given our position as a producer of CPO and PK with an extensive network of business relationships, we have the responsibility to improve and drive the adoption of sustainable practices across our supply chain.

The MSPO standards define clear expectations of our operations in the following areas:

- 1 Management commitment and responsibility
- 2 Transparency
- 3 Compliance with legal requirements
- 4 Social responsibility, safety and employment conditions
- 5 Environment, natural resources, biodiversity and ecosystem services
- 6 Best practices
- 7 Development and new plantings.



The Head of Agronomy provided a briefing on the management of upkeep and maintenance to the Sungai Buan's estate management during the agronomy team's visit to the estate.

As of December 2023, all our estates and mills in Peninsular Malaysia have undergone the MSPO recertification process for the next five years, while those in Sabah and Sarawak underwent the process in 2024.

To uphold the required standards, we have implemented rigorous procedures covering key areas such as management responsibility, transparency, legal adherence, social responsibility, environmental stewardship, best practices and responsible development.

In addition to this, we have increased the support we provide to our stakeholders, and particularly our FFB suppliers, to obtain the MSPO certification for their business. Through this, we not only open growth opportunities for our partners but further strengthen the resilience of our supply chain for the long term.

In FY2024, we advanced our compliance efforts by aligning with the updated MSPO standard, the MS2530:2022 series. Additionally, by Q3 2024, all Assistant Managers overseeing estates and mills had completed the necessary training to ensure adherence to the new standards.

Economic



> Fresh Fruit Bunch at Kota Bahagia Mill.

Traceability & Supply Chain Management

Why It Matters

Adopting responsible and sustainable sourcing practices enables us to achieve our business goals while reducing negative environmental impacts and supporting equitable outcomes for local communities and people.

This approach creates long-term value for the environment and communities we serve while meeting the expectations of our stakeholders.

Our Approach

Supporting MSPO SCCS Compliance

We are committed to achieving full traceability at every stage of FFB production, from the planting of seedlings to the harvesting and transportation of FFB. Similarly, at our palm oil mills, we ensure the traceability of our CPO and PK across the entire production process, encompassing FFB receipt, mill processing, transportation and delivery. These measures are essential for maintaining compliance with the MSPO SCCS, which is renewed every five years for all our mills.

Advancing Fair & Sustainable Sourcing Principles

We have institutionalised fair and transparent procurement practices, ensuring that all potential suppliers, including participants in our Vendor Development Initiative (VDI) are treated equally.

Our Procurement Department oversees the supplier selection process based on clearly defined criteria, such as vendor resources, capabilities, as well as the quality and suitability of requested resources. To uphold accountability and impartiality, our procurement activities are governed by strict internal controls, including limits of authority and approvals by the Tender Committee.

Aligned with our commitment to fostering a responsible and resilient supply chain, sustainability is integrated into every stage of our procurement process – from pre-qualification and supplier registration to annual performance evaluations. All suppliers, both new and existing, are expected to meet our established sustainability standards, which cover ethical practices, health and safety, environmental management and respect for human rights.

In addition, we carry out detailed supplier sustainability assessments that cover key environmental and social criteria. In FY2024, 0.7% of our major suppliers were subjected to the assessment.

Procurement Assessments

Item	2022	2023	2024
Suppliers screened using environmental criteria (%)	Nil	3	0.7
Number of suppliers assessed for environmental impacts	Nil	51	13
Suppliers screened using social criteria (%)	Nil	3	0.7
Number of suppliers assessed for social impacts	Nil	51	13

Economic



> "Majlis Ikrar Bebas Rasuah" at Dewan Lembaga Tabung Haji.

Governance & Ethics

Why It Matters

Robust governance frameworks, ethical practices and strong cybersecurity measures are essential to our long-term health as a business.

Together, they provide clear principles, structures and processes that guide decision-making and behaviour, strengthening our foundation for growth and resilience.

Our Approach

Spearheading a Culture of Anti-Corruption

Governing Framework

We adhere to the enhanced corporate governance requirements and standards outlined in the Malaysian Code on Corporate Governance 2021, Bursa Malaysia's Main Market Listing Requirements and Bursa Malaysia's Corporate Governance Guide, which form the foundation of our governance practices.

Our strong stance against corruption forms a key pillar of our approach. Through measures such as operational limits of authority, mandatory declarations of conflicts of interest for all Directors and employees, and our open-door policy, we strive to maintain a workplace that is free from corruption in all its forms.

To institutionalise our standards in governance, we have implemented a Code of Ethics and Conduct. The Code aligns us with all applicable laws, rules and regulations while providing a structured framework for employees to follow regarding business conduct. Additionally, the Code outlines disciplinary procedures applicable to both management and employees, reinforcing our commitment to a culture of ethical excellence.

Integrity

Integrity is the foundation of our ethical practices, guiding every aspect of our operations. Through targeted initiatives and ongoing engagement, we strive to create a workplace that consistently upholds the highest ethical standards.

In FY2024, we conducted integrity awareness sessions for our Board and Heads of Departments, focusing on corporate liability under Section 17A of the MACC Act 2009. Facilitated by an MACC officer, the session on 24 July 2024 emphasised the critical role of ethical leadership and accountability in combating corruption.

Reinforcing this commitment, our Board, management and employees collectively reaffirmed their dedication to transparency and ethical practices by signing the Corruption-Free Pledge with the MACC on 12 November 2024.

During the year, one incident of suspected misconduct was reported and is currently under investigation, reflecting our commitment to diligently addressing any potential breaches to our standards.

Economic

Additional initiatives carried out in FY2024 included:

- 1 An anti-corruption briefing on 12 November 2024 by the Director of the MACC in Kuala Lumpur, providing insights into managing conflicts of interest.
- 2 A talk on 28 November 2024 by an officer from Institut Integriti Malaysia ("IIM"), focusing on ways to foster integrity in the workplace.
- 3 The sharing of integrity-related articles via our Centralised Document Centre and THP Bulletin to reinforce ethical practices.

Whistleblowing

Our Whistleblowing Policy plays a vital role in furthering ethical practices across THP Group.

The policy provides all employees and stakeholders with a secure and accessible platform to report any suspected violations of our ethical standards, nurturing a culture where people feel emboldened to speak up and convey their concerns without fear of retaliation.

In FY2024, we revised the policy to strengthen our reporting mechanisms and enhance protection for whistleblowers. A new Whistleblowing Channel, independently managed by an independent third-party, was also launched to ensure impartiality and confidentiality, with these additions communicated

to employees through an awareness programme held on 6 August 2024.

Complementing the revised policy, our IGU is tasked with enhancing our anti-corruption measures and conducting integrity awareness programmes across our headquarters (HQ), estates and mills, building the practical know-how necessary to uphold our stringent standards.

Corruption Risk Assessments

To further strengthen our anti-corruption framework, we implemented our CRA Plan in FY2024. This plan provides the basis for corruption risks to be effectively identified, evaluated and mitigated, and is reinforced by the adoption of the new THP Anti-Corruption Policy Statement, reinforcing our zero-tolerance approach to corruption.

As part of this initiative, a three-day CRA Workshop was held in January 2024, involving Heads of Departments and their deputies. The workshop identified 102 potential corruption risks, which were documented in a risk register and presented to the Board for approval on 17 October 2024.

Complementing these initiatives, various awareness materials, including posters and buntings, were displayed across our offices and operations during the year, covering topics such as whistleblowing channels, the THP Anti-Corruption Policy Statement and our policy on the giving and receiving of gifts.

Anti-Corruption

Item	2022	2023	2024
Number of confirmed corruption incidents	0	0	0 ³
Percentage of operations assessed for corruption-related risks	N/A	N/A	100% ¹
Employee Category	2022 ²	2023	2024
Percentage of employees who have received training on anti-corruption			
- Management	N/A	79	87
- Executive	N/A	75	86
- Non-Executive/Technical	N/A	29	51

Notes:

¹ As we only began undergoing corruption risk assessments in FY2024, previous data is unavailable.

² As we only began undergoing training on anti-corruption in FY2023, previous data is unavailable.

³ One case reported and still under investigation.



Corruption Risk Assessment Workshop at Ibis Hotel on 9-11 January 2024.

Enhancing Cybersecurity & Data Privacy

Disaster Recovery

We recognise the central role that building a resilient and secure digital environment plays in driving the trust of our stakeholders. With this in mind, we continue to invest in enhancing network security, strengthening data privacy measures and building a culture of cyber awareness that permeates the entire organisation.

Our Information Technology Disaster Recovery Plan (“IT DRP”), which was introduced in 2020, is central to these efforts. Developed in alignment with Malaysia’s Personal Data Protection Act (“PDPA”) 2010, the General Data Protection Regulation (“GDPR”) and the Asia Pacific Economic Cooperation (“APEC”) Privacy Framework, the IT DRP forms the cornerstone of our robust cybersecurity framework. It ensures compliance with regulatory requirements across all regions we operate in, and is fully integrated into our operations and processes.

During the year, our IT disaster recovery process was significantly improved with the introduction of encrypted tunnelling, offering users a secure method of accessing critical systems during disaster recovery scenarios. This enhancement strengthens our ability to protect sensitive data and maintain operational integrity during potential disruptions.

Data Management

Managing data and security is a key component of our ERM framework. We prioritise lawful data collection and maintain transparency about how data is gathered, used and secured, with regular reviews conducted to ensure that our data privacy and security controls remain effective and resilient.

For contractors and suppliers, we obtain necessary consent and securely store their data on our Contractor Management System (“CMS”), with access restricted to authorised personnel. User

activities are continuously monitored to prevent unauthorised access or misuse. Additionally, a robust data retention and destruction policy ensures data is retained only as long as necessary and securely disposed of when no longer required.

Network Security

Building on these efforts, FY2024 saw a significant focus on strengthening network security through several strategic initiatives aimed at safeguarding our digital infrastructure.

We enhanced security measures within the Microsoft 365 platform by integrating advanced features of Trend Vision One, a comprehensive threat management solution. This upgrade improved our capability to monitor activities, detect anomalies and prevent unauthorised access, fostering a more secure operating environment. Our firewall security policies also underwent a thorough review and upgrade to align with the latest security standards and patches, bolstering the firewall’s ability to counter evolving cyber threats.

To address phishing risks, meanwhile, we introduced a phishing-security testing programme, equipping users with the skills to differentiate genuine emails from phishing or spyware attempts. As part of this initiative, all external emails are now tagged with clear identifiers to help users recognise their origins and authenticity.

Cybersecurity			
Item	2022	2023	2024
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0

Our Environmental Stewardship



> Conservation area at Bukit Bellian Estate.

Biodiversity & Conservation

Why It Matters

Safeguarding local ecosystems and their biodiversity is essential to maintain environmental balance and promoting sustainable development.

As an industry player, we have a responsibility to minimise our impact on habitats in the vicinity of our operations and their surrounding ecosystems.

Our Approach

Preserving Riparian Reserves

Riparian reserves are crucial conservation areas that lie between land and rivers, providing habitats for a wide variety of plants and animals. Their protection is also crucial to maintaining soil health and water quality in surrounding areas.

We have established buffer zones and riparian reserves within our plantations, covering 597.85 ha. Additionally, we use legume cover crops ("LCCs") within our reserves to prevent soil erosion, control weeds and enhance the fertility of the soil, further strengthening these important areas.

During FY2024, we focused on maintaining and preserving our riparian reserves in line with MSPO requirements, striving to be seen as a positive example for environmental protection within our industry.



Riparian reserve at Ladang Gunung Sumalayang, Kluang Johor.

Our Environmental Stewardship

Conducting Environmental Impact Assessments

Before starting any replanting exercise, we carry out thorough Environmental Impact Assessments in line with Malaysian Department of Environment (“DOE”) requirements, using independent third-party consultants.

Key factors considered in the EIAs include:

- 1 Soil erosion, slope stability and soil conditions.
- 2 Water and noise pollution.
- 3 Loss of flora, fauna and their habitats.
- 4 Waste disposal.
- 5 Impacts of replanting and abandoned land.
- 6 Socioeconomic and ecological effects.
- 7 Safety and health concerns.
- 8 Peat soil subsidence.

The results of these assessments are reported to the DOE, ensuring all considerations are accounted for before replanting begins. Decisions on replanting are influenced by the age of the palms (yields drop below 15 MT/ha for palms over 25 years old), palm height (harvesting becomes difficult for palms over 45 feet) and areas where soil quality has degraded due to flooding or root diseases.

Managing Our Peatlands

We cultivate only on peatland designated by the Malaysian government for agricultural development, adhering to strict guidelines to ensure sustainable use.

Recognising the fragile nature of peatland, we adhere to specific processes to ensure responsible development. Our Agronomy team provides valuable technical and advisory support here, focusing on practices that maintain water levels at optimal ranges and drain excess water to prevent peat degradation. These measures are essential for preserving the long-term health and productivity of the land.

By the end of FY 2024, we owned 44,749.27 ha of peatland, of which 14,924.84 ha was unplanted and contributed to biodiversity and conservation areas.

Integrated Pest Management

Pest management is an essential aspect of oil palm cultivation, ensuring healthy yields and protecting plantations from damage. To balance this necessity with our conservation efforts, we prioritise IPM strategies that minimise chemical usage. Our approach focuses on incorporating bio-pesticides and bio-control agents, tailored to the specific needs of each estate, to effectively manage pests while supporting environmental sustainability.

Our efforts include:

- 1 Using *Tyto alba*, commonly referred to as barn owls, to control rat populations.
- 2 Shredding felled trunks into chips of acceptable size to suppress the breeding of rhinoceros beetles.
- 3 Planting beneficial plants that provide shelter and food for predators and parasitoids of the pest.
- 4 Using *Bacillus thuringiensis*, a soil-dwelling bacterium, against insect pests such as *Tirathaba rufivena* and bagworm larvae.

Our Environmental Stewardship

Restoration Programme in Gunung Arong Forest Reserve, Mersing, Johor

In FY2024, we made significant progress on our initiative to restore the vital coastal forest and peatland ecosystems of GAFR in Mersing, Johor.

- **8 canal blocks were constructed** in FY2024.
- **11 Piezometers were installed.** Regular patrollings and data recordings were undertaken to monitor fire risk levels, with a low water table reading indicating that the peatland is getting dry and a higher risk of fire.
- **Establishment of community forest fire patrollers** in GAFR, who have played a crucial role in preventing fires in GAFR. The team conducts patrols and monitors the GAFR area four times per week.
- **Installed 8 forestry enactment signages, 4 FDRS signages, and 3 Peatland Fire Risk Markers** with piezometers at GAFR to enforce regulations and provide early fire risk warnings with real-time groundwater level data.



Installed 8 forestry enactment signages, 4 FDRS signages and 3 Peatland Fire Risk Markers.



Established a community of forest fire patrollers.

- Wildlife monitoring in GAFRC using **camera traps** confirmed active wildlife presence, emphasising its role as a sanctuary for local species.
- **Planted 1,600 trees** with local communities in FY2024, moving towards the 4,600-tree goal.
- **Organised an expedition to assess GAFR's peat swamp, freshwater swamp, and mangrove forests**, involving 137 researchers from universities, government, and NGOs.



Wildlife monitoring in GAFRC using camera traps.



An expedition to assess GAFR'S peat swamp, freshwater swamp and mangrove forests.

Our Environmental Stewardship

- **Established a nursery** producing over 3,000 trees for planting in degraded areas. Local communities also visited Raja Musa Forest Reserve and Pulau Tanjung Surat to learn about peatland conservation.
- Promoted GAFR through events such as Ocean Conservation Workshop in Mersing, Independence Day Exhibitions at Kg. Padang Endau and Kg. Semaloi, and Mersing International Conservation Day, showcasing initiatives such as peatland rehabilitation, water table monitoring, and fire prevention.
- Management team and key stakeholders **visited GAFR** to align efforts, monitor progress, and share insights.
- Trained local communities and smallholders on best oil palm practices for peat soil.



Ocean Conservation Workshop in Mersing to promote GAFR.



Management team and key stakeholders visited GAFR.



Training for local communities and smallholders.

Overall, our activities for GAFR in FY2024 have largely been implemented as planned, achieving significant successes in rehabilitation and conservation. Key accomplishments include the installation of fire risk signage, the establishment of a community nursery, and increased local engagement, while the growing involvement of local community members reflects their strong interest and commitment.

Biodiversity & High Conservation Value (“HCV”) Training: Strengthening Sustainability

In FY2024, we conducted a HCV training session at Ladang Sungai Tenegang, Lahad Datu, Sabah. The programme brought together participants from across our oil palm estates in the Sabah region, as well as local smallholders from Lahad Datu.

The training provided participants with a deeper understanding of the latest HCV guidelines under the MSPO certification framework, emphasising the importance of biodiversity conservation in plantation operations. It emphasised the critical role of biodiversity conservation in plantation management, equipping participants to integrate these principles into their daily operations while ensuring alignment with our Sustainability Policy. The programme also included field activities, such as biodiversity assessments within plantation areas, to provide hands-on experience.

Our Environmental Stewardship

This training not only strengthened the capabilities of our staff but also empowered local smallholders to adopt responsible practices, in line with our efforts to promote sustainability across the Malaysian palm oil industry.



Session on HCV identification and monitoring in oil palm plantation.

Guidelines for Biodiversity-Friendly Plantation Workshop

In FY2024, the second “Guidelines for Biodiversity-Friendly Plantation” workshop was held in Royal Belum State Park, Perak, as part of an effort to develop a comprehensive manual for biodiversity-friendly plantation practices. A collaboration between government agencies, local universities and NGOs, the workshop focused on refining guidelines to promote biodiversity conservation while ensuring sustainable plantation management. It highlighted the importance of collaboration among stakeholders, including communities, researchers, and conservation groups, to create solutions that benefit both the environment and local livelihoods.



Exploring Biodiversity: The participants exploring the Royal Belum Forest to study ecosystems, assess conservation areas, and observe local flora and fauna in their natural habitat.

Supporting Coexistence with Elephants

We have furthered our efforts to support harmonious coexistence with wildlife by collaborating with local NGOs and other plantation companies in Johor. Under this coalition, we were involved in workshops, meetings and discussions aimed at unearthing collaborative and sustainable solutions for better human-elephant interactions in the state.

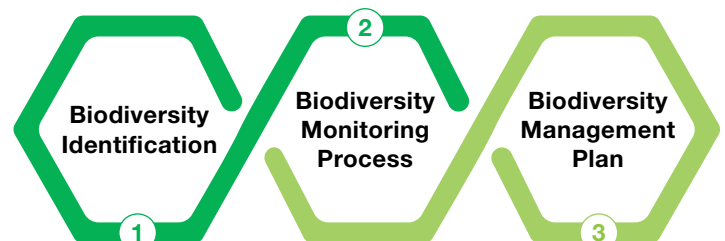
To enhance these efforts, four camera traps have been installed at our estate in Kluang, Johor, to monitor elephant movements and document other wildlife species. These tools provide valuable insights into wildlife behaviour, helping us to develop more effective conservation strategies.



A focus group discussion addressing the elephant situation in Johor, emphasising conservation efforts, habitat management, and human-wildlife coexistence strategies.

Biodiversity Risk Assessments

In FY2024, all of our estates underwent internal biodiversity risk assessments to ensure compliance with MSPO standards. The assessment process, which is carried out annually, is conducted by the operations team of each estate, who also lead in identifying, monitoring and managing biodiversity risks.



Our Environmental Stewardship

Based on the assessments conducted, over 1,500 ha of land has been designated as protected areas within our estates. These areas serve as habitats for around 40 plant and animal species, identified according to the International Union for Conservation of Nature (IUCN) Red List of Threatened Species and detailed below.

Identified Species	NE (Not Evaluated)	DD (Deficient Deficient)	LC (Least Concern)	NT (Near Threatened)	VU (Vulnerable)	EN (Endangered)	CR (Critically Endangered)	CO (Collapsed)
Fauna								
1. Sumatran Rhinoceros							●	
2. Banteng						●		
3. Asian Elephant						●		
4. Orang Utan						●		
5. Sambar Deer					●			
6. Sun Bear					●			
7. Clouded Leopard					●			
8. Bearded Pig					●			
9. Crocodylus Porosus						●		
10. Dogania Sublpna						●		
11. Macacafascicularis						●		
12. Amaurornis Phoenicurus						●		
13. Copsychus Malabaricus						●		
14. Pythyhton Reticulatus						●		
15. Varanus Salvator						●		
16. Ayuthia Spectabile						●		
17. Ceyxazureus						●		
18. Acridotheres Tristis						●		
19. Cuculidae						●		
20. Paradoxurus Hermaphroditus						●		

Our Environmental Stewardship

Identified Species	NE (Not Evaluated)	DD (Deficient Deficient)	LC (Least Concern)	NT (Near Threatened)	VU (Vulnerable)	EN (Endangered)	CR (Critically Endangered)	CO (Collapsed)
Fauna (cont'd)								
21. Limnonectes Malesianus						●		
22. Hylarana Erythraea						●		
23. Pomponia Adusta						●		
24. Hymenopus Coronatus						●		
25. Phaenopharos Struthioneus						●		
26. Coturnix						●		
27. Tragulus Javanicus						●		
28. Ophiophagus						●		
29. Malayemys Macrocephala						●		
Flora								
30. Caryota No			●					
31. Cycas				●				
32. Zingiberaceae				●				
33. Nenga Spp				●				
34. Nepenthaceae				●				
35. Cymbidium Orchid				●				
36. Bird's Nest Fern				●				
37. Shores Teysmanniana						●		
38. Cengal						●		
39. Belian					●			
40. Keruing					●			
41. Senduduk						●		

Our Environmental Stewardship



> Conservation area at Sungai Kerian Estate.

NDPE Commitments

Why It Matters

By preventing deforestation, protecting peatlands and ensuring the fair treatment of people and communities, we contribute to a more equitable and sustainable future, both for our business and the industry as a whole.

Our Approach

Upholding the NDPE Commitments

The following NDPE commitments – detailed in our Sustainability Policy – balance our economic activities with the need to protect the planet and uphold human rights, thereby aligning with the global agenda for sustainable development.

No Deforestation

- We protect areas with HCV and High Carbon Stock (“HCS”) by following recognised national and international best practices.
- Any plantation development must identify and safeguard HCV areas and HCS forests, using international best practice guidance.
- Where possible, we collaborate with experts and local communities to explore opportunities for natural forest restoration.

No New Development on Peat

- We do not allow new development on peatland, regardless of its depth.
- Existing plantations on peat are managed using strict Best Management Practices (“BMP”) in line with national standards, industry guidelines and recommendations from the Malaysian Palm Oil Board (“MPOB”).
- Peatland management follows good agricultural practices laid out in our policies and SOPs.
- Where feasible, we work with experts and local communities to restore peatland areas.

No Exploitation of People and Local Communities

We are committed to supporting the sustainable development of people and local communities by:

- Respecting human rights.
- Providing a safe and healthy workplace.
- Supporting employee welfare and career development.
- Honouring land rights and ensuring fair treatment of land owners.

Our Environmental Stewardship



> Empty Fruit Bunch application at Bukit Lawang Estate.

Waste Management

Why It Matters

By responsibly managing waste and maximising the reuse of by-products, we reduce our environmental impact and contribute to the circular economy.

Our Approach

Managing Hazardous & Non-Hazardous Waste

We are committed to upholding responsible waste management by adhering to environmental regulations and implementing best practices for disposal. Our waste management strategy includes both scheduled (hazardous) and non-hazardous waste, ensuring compliance with Malaysia's Environmental Quality (Scheduled Wastes) Regulations 2005. Under these regulations, hazardous waste can only be maintained on-site for no more than 180 days and cannot exceed 20 MT at any given time.

On average, we generate less than 10 MT of waste per month across our sites. For hazardous waste, we work with third-party contractors endorsed by the DOE to ensure proper disposal, closely monitoring collection records provided by these contractors and submitting detailed reports to the DOE on a monthly basis. For non-hazardous and domestic waste, meanwhile, we engage licensed waste collectors to ensure appropriate disposal methods are used.

Our newer mills feature advanced processing technology designed to improve operational efficiency and reduce waste generation. Looking ahead, we aim to enhance our waste management efforts by tracking and reporting our total domestic waste collected with the aim of driving progressive improvement over time.

Waste Generation & Disposal

Item	2024
Waste Generated (MT)	462,616
Total waste diverted from disposal (%)	84
Total waste directed to disposal (%)	16

Note:

Waste source: EFB, shells, fibres, scheduled (hazardous) waste and non-hazardous waste.

Our Environmental Stewardship

Reutilising Biomass Residue

We transform biomass residue, a by-product of processing FFB into CPO and PK, into fuel and natural fertilisers, creating a sustainable resource that can be used within our operations and beyond.

How We Reuse Biomass Residue

EFBs:

- Used as natural fertilisers in our West Malaysian plantations through mulching.
- Incinerated to produce bunch ash (Sarawak mills only), which is then used to fertilise peatlands.

Shells:

- Used as fuel for boiler systems.
- Sold to other plantations or industries as a renewable fuel source.

Fibres:

- Used as fuel for boiler systems.

Total Biomass Residue Amount Produced (MT)

EFBs	222,047.85
Shells	78,665.36
Fibres	160,876.11

Total Biomass Residue Amount Reutilised (MT)

EFBs	147,383.57
Shells	78,665.36
Fibres	160,876.11



Fibres from palm oil used as fuel for boiler systems.

Our Environmental Stewardship



> Solar panel at guard house, Ladang Sungai Buan.

GHG Emissions

Why It Matters

Climate change poses significant risks to ecosystems, economies and communities worldwide, and the onus is upon us to be a part of the solution.

As a player in the oil palm sector, which has been subject to considerable scrutiny from regulators and the general public, it is vital that we take a proactive approach to addressing climate change and its impacts.

Our Approach

In our commitment to addressing climate change and reducing our GHG emissions, we are guided by our Environmental Policy and our Climate Transition Strategy, which is integrated within the AL-Falah Strategic Business Plan.

Our Climate Transition Strategy focuses on three strategic pillars of our decarbonisation journey:

Pillar 1: Managing Our Emissions

Effort: Improving energy efficiency at our premises

Energy Efficiency

(Strategic Business Plan: AL-Falah 22/22)

- Boiler and turbine replacement contract awarded for Bukit Lawang Mill.

Effort: Integrating sustainable practices into our developments

- Implemented the Industrialised Building System ("IBS") for housing projects on peatlands in Sarawak to reduce environmental impact.



Solar panel at Ladang Sungai Tenegang, Sabah.

Our Environmental Stewardship

Pillar 2: Investing in Low Emissions and Green Technologies

- Installing solar panels at office buildings, guardhouses, nurseries, loading ramps, stores and street lighting.

Effort: Alignment to SDG Goals

On-Grid Biogas Plant

(Strategic Business Plan: AL-Falah 22/22)

- Shareholders' Agreement signed with Cenergi RE.
- Preliminary works initiated, with completion targeted in 2026.

Biomass Waste Utilisation

- Utilising fibres and palm kernel shells as fuel for renewable energy ("RE").

Solar Panels

(Strategic Business Plan: AL-Falah 22/22)

- Installation of rooftop solar panels in Sabah Region.

Electrical Vehicles

- Exploring the use of electric vehicles ("EVs") at Ladang Bukit Lawiang with the purchase of two Badang electric-powered mechanical buffaloes.



Pillar 3: Leveraging Partnerships and Collaborations

- Collaborating with a local NGO over a seven-year project (2022-2029) to restore 4,300 ha of the degraded GAFR in Johor, focusing on conserving its biodiversity and ecosystems through nature-based solutions.
- Carbon sink will increase through re-vegetation and tree planting activities.

Task Force on Climate-related Financial Disclosures ("TCFD") Recommendations

We are enhancing our internal capabilities to address the recommendations of the TCFD, enabling us to manage critical climate-related risks and opportunities more strategically and comprehensively.

Our Environmental Stewardship

Energy Management

Energy Consumption

In FY2024, we utilised 197,890 GJ of energy, marking a 7% decrease compared to FY2023 that underscores the effectiveness of our energy conservation initiatives.

Item	2023 (GJ)	2024 (GJ)
Non-Renewable Energy Fuel (Purchased & Consumed)	5,601.55	2,564.75
Non-Renewable Energy Electricity (Purchased)	3,744.14	6,371.73
Renewable Energy Fuel (Purchased / Acquired & Consumed)	153,917.28	157,752.56
Total Renewable Energy (Generated)	49,970.81	31,201.06
Total Energy	213,233.78	197,890.10

Managing Our GHG Emissions

We have adopted a range of strategies to reduce and remove our GHG emissions including:

- 1 Setting up of biogas plant.
- 2 Installing rooftop solar panels at our mills, estates and office buildings.
- 3 Upgrading our boilers and turbines to be more energy efficient.
- 4 Utilising fibres and palm kernel shells as fuel for renewable energy (RE).
- 5 Exploring electric vehicles (EVs) at our estates.
- 6 Improving our operational processes - including better peatland management, optimised waste management, and more - to reduce unnecessary emissions.
- 7 Strictly adhering to our zero-burning policy.

A key component of our emissions reduction strategy is the construction of biogas plant at our mill. This facility capture

methane emissions and convert them into energy, providing a resource while reducing operational costs. Recognising the substantial investment required, we are taking a measured, long-term approach to their implementation.

GHG Data Collection Training

During the year, we engaged an expert consultant to conduct four GHG data collection workshops across our operations in Peninsular Malaysia, Sarawak and Sabah, and at our HQ.

Completed by Q3 2024, these workshops covered:

- 1 An introduction to GHG emissions and climate change.
- 2 Frameworks and methodologies for GHG inventories tailored to our operations.
- 3 Data collection processes and workflows for our staff.

The workshops aimed at strengthening staff expertise and understanding, empowering more effective GHG data management and supporting our broader climate action initiatives.

Our Environmental Stewardship

Our Carbon Footprint

FY2024 marks the baseline for measuring our carbon footprint across Scope 1, 2 and 3 of GHG emissions, establishing a benchmark to track progress and assess impact. To ensure alignment with our strategic objectives and sustainability priorities, our AL-Falah 22/22 framework will guide future mitigation strategies.

GHG Emissions

Item	2022	2023	2024
Scope 1 Emissions (tCO ₂ e)	N/A	N/A	157,907
Scope 2 Emissions (tCO ₂ e)	N/A	N/A	2,063
Scope 3 Emissions (tCO ₂ e)	N/A	N/A	628
Average Total GHG Emissions (tCO₂e/MT)	N/A	N/A	160,598

Scope 3: For business travel and employee commuting only

Boiler Emissions

We closely monitor emissions from our mill boilers through our Continuous Emissions Monitoring System (CEMS), which ensures compliance with local environmental regulations and provides real-time updates to the DOE. Furthermore, to enhance transparency, we installed closed-circuit television (CCTV) systems in FY2024 to continuously monitor emissions from boiler chimneys, allowing both mill managers and head office teams to access live video feeds as needed.

As of FY2024, all our mills are equipped with Electrostatic Precipitator, ensuring effective management of dust and smoke opacity. This proactive step positions us to not only meet but exceed future regulatory requirements for detailed reporting on dust particles and smoke opacity.

Boiler Emissions

For the past three years, all our mills have consistently operated within smoke opacity regulatory limits, demonstrating the success of our dust and smoke management practices.

Mill	Regulatory Limits (%)	Smoke Opacity Readings (%)/Year		
		2022	2023	2024
Bukit Lawiang, Johor	20	18.00	18.00	18.00
Kota Bahagia, Pahang	20	12.98	2.05	9.78
Sungai Tenegang, Sabah	20	3.98	5.92	5.84
Mamahat, Sabah	20	17.20	4.54	5.28
Raja Udang, Sarawak	20	21.90	29.00	4.70
Gedong, Sarawak	50	29.13	25.97	24.70

Our Environmental Stewardship



> Tertiary Effluent Treatment Plant at Sungai Tenegang Mill.

Effluent & Water Discharge

Why It Matters

Effective management of our effluent and water discharge drives regulatory compliance and preserves essential and shared natural resources, bringing benefits to local communities.

Our Approach

Managing Effluent Treatment

Treating POME is a vital part of processing FFB as untreated POME can have severe significant environmental impacts. Stringent internal controls and advances in technology have significantly improved how we manage and monitor the biochemical oxygen demand (“BOD”) of this by-product, ensuring better water quality and minimising environmental impact.

To ensure our effluents are treated to the highest standards before discharge, we have installed advanced Tertiary Effluent Treatment Plants (“TETPs”) at several of our mills. These systems play a key role in maintaining water quality within safe limits. Other mills are in the process of upgrading their systems to meet anticipated stricter regulations from the DOE.

Central to our treatment process is rigorous testing of effluent samples to ensure compliance with regulatory standards. Current laws mandate that BOD levels must not exceed 100 mg/l in West Malaysia, and 20 mg/l in Sarawak and Sabah’s Kinabatangan Basin. By consistently achieving levels well below these limits, we demonstrate responsible environmental stewardship.

In FY2024, we introduced several enhancements to improve how we manage effluents. By the end of the year, all our mills had implemented either ponding systems or advanced tertiary treatment technologies to handle POME. Ponding systems utilise natural biological processes to break down pollutants, while TETPs incorporate advanced technologies to further enhance the quality of treated effluent.

Bukit Lawiang Mill, in particular, has taken a significant step forward by signing a Shareholders’ Agreement with Cenergi RE to develop a biogas plant. This innovative facility is designed to improve the performance of its effluent treatment by capturing methane gas that would otherwise escape into the atmosphere. It will also reduce the BOD of the final effluent water before releasing it into the flatbed system. Construction is currently underway, with the project expected to be completed in 2026.

Our Environmental Stewardship

BOD Measurements

Over the past three years, we have consistently adhered to BOD limits in both West Malaysia (<100 mg/ℓ) and East Malaysia (<20 mg/ℓ). Notably, our Sungai Tenegang mill in Sabah continues to boast the lowest BOD measurement among our mills.

BOD Measurement (mg/ℓ)

Bukit Lawiang, Johor



Kota Bahagia, Pahang



Sungai Tenegang, Sabah



Mamahat, Sabah



Raja Udang, Sarawak



Gedong, Sarawak



Note:

² Low BOD levels recorded due to scheduled anaerobic pond maintenance, including desludging every two to five years to prevent sludge buildup.

POME Generation

Total POME generated (MT)



Our Environmental Stewardship



> Artificial Lake at the Gedong Complex Office.

Water Management

Why It Matters

Given the water-intensive nature of our plantation and mill operations, efficient water management is essential to reducing our environmental impacts and costs while maintaining productivity.

Our Approach

Optimising Our Water Usage

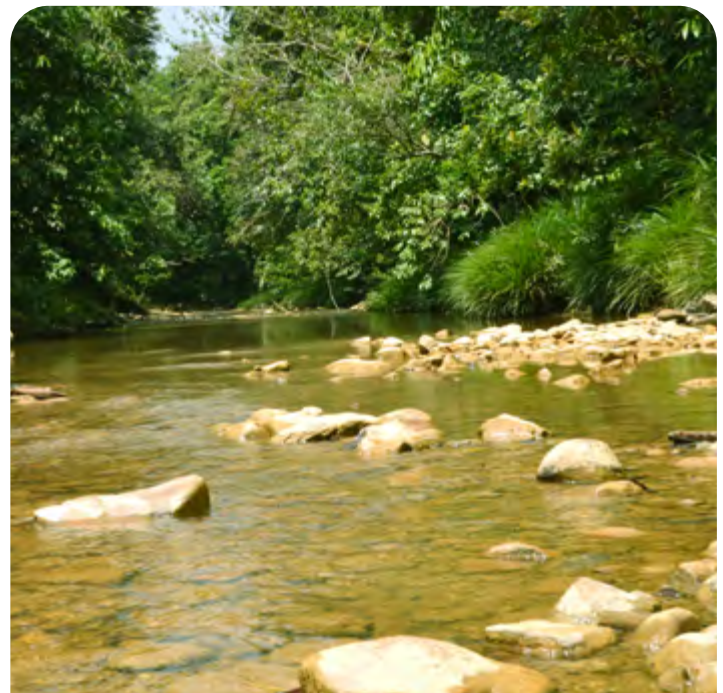
In our mills, where the processing of FFBs requires high-quality water, we treat natural water sources to meet operational standards.

Our water consumption consistently remains below 1.5 cubic metres per MT of FFB, a testament to the effectiveness of our current measures.

Protecting Our Waterways

Our mills and estates share rivers with local communities, making it our responsibility to ensure these vital waterways remain free from contamination caused by effluent and water discharge. To uphold this commitment, we conduct regular water quality testing at our mills, and submit monthly upstream and downstream water samples to accredited external laboratories for analysis, with the results reported to the DOE.

To date, there have been no recorded instances of water contamination in rivers near our operations. This positive outcome is due to rigorous monitoring processes, dedicated personnel and the expertise of a competent person overseeing our mill operations.



River at Ladang Sungai Karangan Bintulu, Sarawak.

Our Environmental Stewardship

Water Consumption

Water Consumption in Mill Operations ('000 litres)

Mill	2023	2024
Bukit Lawiang, Johor	267,380.00	296,810
Kota Bahagia, Pahang	159,473.00	189,963
Sungai Tenegang, Sabah	170,959.00	143,272
Mamahat Estate, Sabah	88,372.00	81,538
Raja Udang Estate, Sarawak	317,708.00	354,812
Gedong, Sarawak	172,139.70	283,359.30
Total	1,176,031.70	1,349,754.30

Total Volume of Water Used (megalitres)



Water Consumption Rate (m³/MT FFB)



Our Social Commitments



> Workers at Bukit Lawang Estate, Johor.

Safety & Health

Why It Matters

Prioritising the safety and health of our employees, workers and contractors is essential to protecting them from harm, boosting productivity and preserving the strength of our human capital.

Our Approach

Our OSH Policy and OSH for Chemical Substances Policy, which were recently updated, align with Malaysia's OSH Act 1994 and its 2022 amendment.

In FY2024, we distributed these updated policies to all estates and mills. Through the SOPs and standards contained within, we continue to ensure our employees receive proper gear, training and supervision while placing focus on preventing workplace accidents and hazards.

Facilitating Safety & Health Audits

Internal Audits

Our OSH unit conducts annual audits at all estates and mills to uphold workplace safety and health standards. These audits monitor the implementation of safety and health in accordance with the regulatory framework and provide recommendations for improvement.

Key focus areas of the audits include:

- 1 Reviewing OSH records and adherence to SOPs.
- 2 Assessing emergency response readiness and personal protective equipment ("PPE") quality.
- 3 Ensuring proper equipment and machinery maintenance.
- 4 Inspecting worksite infrastructure.

Audit findings are shared with Estate and Mill Managers, with corrective actions reviewed in the next audit cycle to drive ongoing improvements.

Our Social Commitments

In FY2024, the OSH unit completed compliance visits to all 31 estates and six mills to ensure alignment with Malaysia's OSH Act 1994 and enhance our safety systems.



Ensuring OSH practices are being complied at nursery.

DOSH Inspection

In line with the OSHA Amendment 2022, all our mills undergo inspections by Malaysia's Department of Occupational Safety and Health ("DOSH") every 15 months. These inspections include the Occupational Safety and Health Workplace Assessment ("OSHWA") and checks on critical machinery such as boilers, Unfired Pressure Vessels ("UPVs") and hoisting machines.

Appointing OSH Coordinators

In FY2024, we appointed 36 OSH Coordinators across our HQ, estates and mills in compliance with Section 29A of the OSH Act (Amendment) 2022, empowering a more systematic and effective approach to OSH across our operations.

Between January and October 2024, all appointed coordinators successfully completed the required OSH Coordinator course.



Hazard identification is a key element in OSH practices.

Managing Noise Levels

Noise Exposure Limits

We monitor noise levels at our estates and mills to ensure compliance with the Occupational Safety and Health (Noise Exposure) Regulations 2019.

To protect employees from excessive noise, we enforce strict guidelines including:

- 1 Daily Noise Exposure Level ("NEL") must not exceed 85 dB(A).
- 2 Peak Sound Pressure Level ("SPL") must not exceed 140 dB(C).
- 3 Maximum Sound Pressure Level ("SPL") must not exceed 115 dB(A) at any time.

Employees working in areas where NEL exceeds these limits are provided with earplugs to safeguard their hearing, in line with recommendations from DOSH's Noise Risk Assessment.

Annual Audiometric Tests

We also conduct annual audiometric tests for selected employees at all estates and mills, with employees chosen for testing based on our Noise Risk Assessment Report.

These audiometric tests:

- 1 Assess hearing across different frequencies and volumes to identify impairments.
- 2 Detect early signs of hearing loss, enabling timely action.
- 3 Track hearing changes, especially for those in high-noise environments.
- 3 Establish baseline records to monitor long-term hearing health.

The practices detailed above comply fully with the OSH Act (Noise Exposure) Regulations 2019.

Lost Time Injury Rate (LTIR)

To mitigate risks and maintain a safe working environment, we have strengthened our Hazard Identification, Risk Assessment

Our Social Commitments

and Risk Control (HIRARC) framework. This framework is reviewed annually and updated as necessary, especially after incidents, to ensure it remains effective. In addition, we have intensified worker training programmes and conducted targeted safety briefings, as detailed in the following subsection, to raise awareness and promote a proactive safety culture.

In 2024, our number of lost time injuries have decreased by 20% compared to the previous year. Additionally, our LTIR has dropped by 46%, partly due to enhanced efforts in awareness, training and continuous monitoring at all levels.

In FY2024, one work-related fatality occurred during operation due to the technical failure of a tractor. We take this incident very seriously and have conducted thorough investigations to identify the root causes. As a result, corrective actions have been implemented to enhance safety measures, and our procedures have been updated accordingly.

Work Injuries & LTIR

	2022			2023			2024		
	Employees	Contractors	Total	Employees	Contractors	Total	Employees	Contractors	Total
Total Hours Worked	12,293,348	707,217	13,000,565	11,814,153	753,855	12,568,008	16,860,674	1,582,809	18,443,483
Number of Fatalities	0	0	0	0	0	0	1	0	1
Number of Lost Time Injuries	238	10	248	377	2	379	297	5	302
Lost Time Incident Rate (LTIR) (%)	3.87	2.83	3.82	6.38	0.53	6.03	3.52	0.63	3.27

In 2024, a total of 6,269 participants were given various types of training on health and safety standards.

Number of workers and contractors trained on health and safety standards



Safety & Health Training

We provide our employees with a range of purpose-fit safety and health-related trainings to keep them updated on processes and foster a safety culture. All workers and employees are assigned specific training schedules according to their job function and are obligated to attend the trainings stipulated, with training participation rates monitored on an ongoing basis. Supporting this, our operation unit reviews training plans for improvement and ensure that we are meeting the needs of our employees and business.

Our Social Commitments

Our key annual training programmes for FY2024 are highlighted below.

Name of Training	Content of Training	Frequency of Training	Participants of Training
Training on Mechanisation	Safe operating procedures for mechanical handling	Once/year	Tractor drivers and harvesters/loaders
Emergency Response Action Plan Procedures (Accident, Chemical Spillage, Fire, Flood, Drowning, Animal Attack)	SOPs of Emergency Response Plan ("ERP")	Once/year	All management, employees & workers
Basic First Aider	Basic first aider training	Once/year	OSH Committee
Fire Extinguisher Safety & Fire Drill (Inspection & Training)	Potential sources of fire and fire management procedures	Once/year	All management, employees & workers
PPE Handling and Replacement Procedures	SOPs of PPE use	Five times/year	All management, employees & workers
SOP Training and Best Practices for Estates and Mill Operations	Briefing on our SOPs based on task/departments	Four times/year	All management, employees & workers
Noise Exposure Training	Training, instruction and information regarding noise exposure	Once/year	Any employees who are subjected to excessive noise in the Noise Risk Assessment (NRA)



Conducted annual training at our headquarters since 2022. In FY2024, 30 staff members attended and were certified as First Aiders.



BOMBA conducted fire safety briefings as part of the annual fire drill exercise.

Our Social Commitments

In FY2024, the following OSH-related trainings were introduced across our operations.

ERGONOMICS TRAINED PERSONS FOR INITIAL ERGONOMICS RISK ASSESSMENT (ERA 1)

- Understand the fundamentals of ergonomic assessment methods for each risk factor.
- Conduct surveys on ergonomics-related injuries or musculoskeletal disorders among employees.
- Assess ergonomics risk factors for workplace activities based on DOSH ERA Guidelines.
- Prepare initial ergonomic risk assessment reports.



Conducted by regions in Peninsular Malaysia, Sarawak and Sabah, four individuals were certified as Ergonomics Trained Persons for ERA 1.

MANAGING HAZARDOUS CHEMICALS AT WORKPLACE TRAINING FOR USE AND STANDARD OF EXPOSURE OF CHEMICALS HAZARDOUS TO HEALTH (USECHH) REGULATORY COMPLIANCE

- Raise awareness on hazardous chemicals and their effects on worker health.
- Equip participants with knowledge and skills to improve chemical handling procedures in the workplace.
- Enhance understanding of OSH legislation related to chemicals and their application.



Conducted the "Managing Hazardous Chemicals at Workplace" training across Peninsular Malaysia, Sarawak and Sabah to enhance safety and compliance.

FOREIGN WORKERS SAFETY INDUCTION TRAINING

- Provide general information about Malaysia.
- Outline the benefits and compensations offered by the Social Security Organisation (SOCSO).
- Explain workplace legislation related to safety, health and the environment.



In collaboration with SOCSO and the National Institute of Occupational Safety and Health (NIOSH), forty foreign workers attended the Foreign Workers Safety Induction Training conducted at the Kota Bahagia Complex, Pahang.

Our Social Commitments

FARM MACHINERY TRACTOR DRIVING COURSE FOR CLASS H LICENSE

- Understand the concept of prudent driving and general vehicle guidelines.
- Introduce farm machinery and basic driving techniques.
- Learn safety regulations and measures for handling farm machinery before, during and after use.
- Gain skills for the safe operation of farm machinery.
- Conduct driving training and preparation for Class H driving tests.



In collaboration with PLASMA and MPOB, twenty local tractor drivers from THP estates in Peninsular Malaysia attended the training in Kratong, Pahang.

OFF-ROAD TRACTOR HANDLING TRAINING

- Teach proper and efficient techniques for driving tractors on various surfaces and under different conditions.
- Emphasise safety measures during tractor operation and related tasks.
- Provide fundamental knowledge of regular maintenance to ensure our tractors are safe and in good working condition.



Tractor drivers from all THP estates in Sarawak and Sabah attended trainings on tractor handling.

Our Social Commitments



> Interview Session for Indonesian Workforce Candidates.

Human Rights

Why It Matters

Human rights are integral to our values and form the foundation of our workforce's well-being and satisfaction which is essential to our success.

As a key component of our sustainability mandate, respecting and protecting the rights of all individuals ensures a fair and dignified working environment while fostering long-term business growth.

Our Approach

Upholding Human Rights

We are committed to upholding the human rights of all 6,337 of our employees and workers, both local and foreign.

This commitment is guided by our Human Capital (HC) Policies, which outline fundamental human rights principles, including:

- 1 Fair wages
- 2 No discrimination
- 3 No child labour
- 4 No compulsory or forced labour
- 5 Equal opportunity
- 6 Freedom of association
- 7 Workplace safety and health
- 8 Social protection
- 9 Employment security
- 10 Work-life balance

To ensure these principles are upheld, we continuously review and improve our practices and internal systems to mitigate any potential negative impacts.

Supporting Our Foreign Workforce

Hiring Process

We treat all workers fairly and equally, with particular attention given to foreign workers to ensure a smooth transition from their home countries. In doing so, we have instituted thorough hiring and worker welfare practices that strictly forbid foreign workers from being subjected to hidden fees.

The majority of our foreign workers are from Indonesia, with a smaller group from Bangladesh. In support of the Malaysian government, we participated in the Program Pertukaran Majikan Khas ("PTM") pilot project in collaboration with the Ministry of Human Resources ("MOHR") for Bangladeshi workers.

Our Social Commitments

The hiring process for this programme entails:

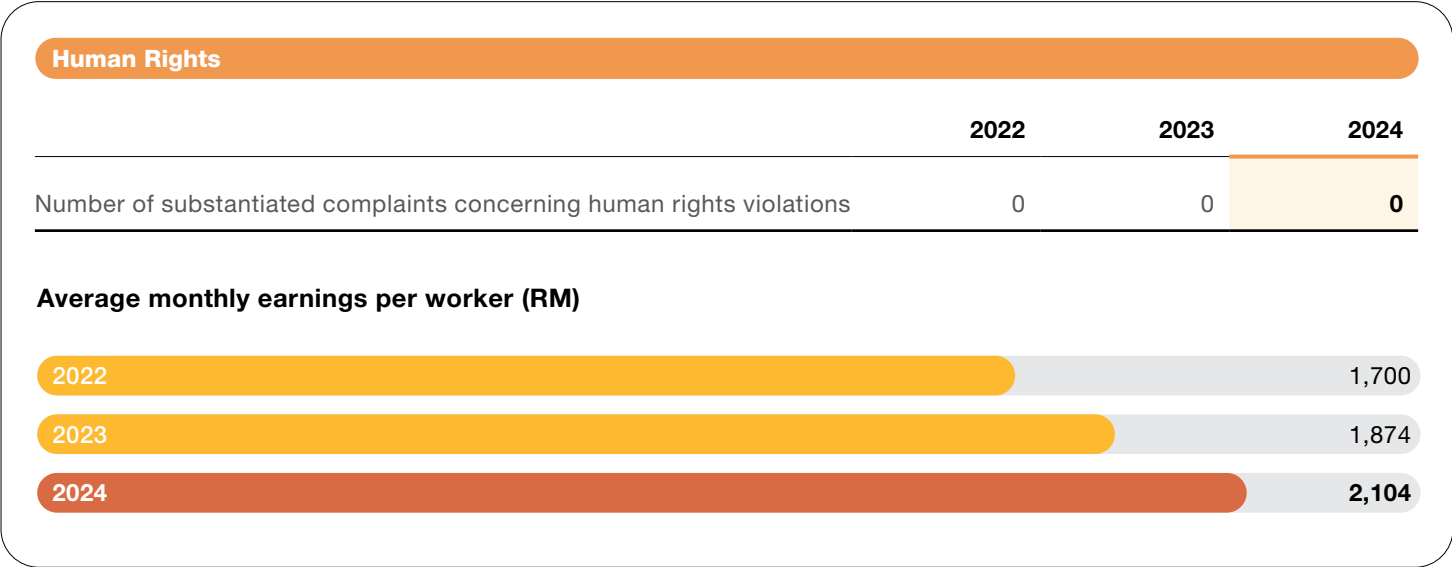


Worker Support & Compliance

We prioritise the welfare of our foreign workers by providing them with safe and secure accommodation near their worksites, with our workers quarters having been recently upgraded to ensure compliance with local laws and regulations and improve living conditions. Additionally, we have established welfare and sports facilities for estate and mill employees, aligning with International Labour Organization (“ILO”) standards.

In addition to this, we strictly adhere to Malaysia’s national minimum wage regulations. Since the minimum wage was set at RM1,500 per month under the Wage Order 2020 in April/May 2022, all workers across our estates have consistently earned above this threshold, reflecting our commitment to fair and equitable compensation.

Our Performance



Our Social Commitments



> Madani Career Carnival organised by MyFutureJobs Festival Ideas at Putrajaya.

Employee Welfare & Development

Why It Matters

Supporting our employees, both in terms of their welfare and professional development, is essential to building a highly-skilled, motivated and loyal team that drives our business forward.

By prioritising fair remuneration, career growth, skills training and employee well-being, we empower our people to align with our strategic goals, contributing to our long-term business growth and sustainability objectives.

Our Approach

Creating an Enabling Workforce

We are committed to creating a fair, inclusive and supportive environment for all employees, ensuring their well-being from recruitment to retirement. Guided by our updated Sustainability Policy, our approach prioritises equal opportunities for all, regardless of gender, race, religion, age or nationality, and fostering diversity and inclusion as part of our core values.

Wages & Career Progression

Once on board, employees benefit from competitive, gender-equal wages. Career progression, recognition and rewards are based solely on performance, fostering a merit-based work culture.

Employee Welfare & Benefits

We provide a comprehensive range of benefits to enhance employee well-being, career development and work-life balance. Beyond standard benefits like annual leave and life insurance, estate and mill workers receive housing, electricity, water, and transportation allowances. Additional support, including parental leave and activities promoting personal and spiritual well-being, ensures a holistic approach to employee welfare.

To address long-term needs, we contribute to the EPF and SOCSO on behalf of our employees, securing their financial stability. Most permanent employees also benefit from our Retirement Gratuity Scheme, which offers an attractive retirement package to ensure financial security in their later years.

Moreover, we organised various social and sporting events across our HQ, estates, and mills throughout the year to foster a greater sense of camaraderies amongst our team members.

Our Social Commitments

Employee Lifestyle Programmes 2024

13 January

THP Family Day 2024

2 February

Program Pengurusan Jenazah: Theory and Practical at Masjid At-Taqwa, Sungai Tenegang Complex

25 & 28 February

Hiking & Healing to Air Terjun Bertiga and Air Terjun Sipar Long Pias by THP Hikers, Sungai Tenegang Complex

21 March

Talk by Institute Pengajian Al-Quran (IPAQ)

16 - 17 August

Tabung Haji Sports Carnival 2024

1 July

Go Green campaign launched at our HQ

29 June

Archery competition featuring the Tandang Sari Traditional Archery Club (TSTAC) at THP Saribas Complex, organised by Sarawak Xtive

11 May

Workers' Day Celebration at Sungai Tenegang Estate

21 August

Talk on 'Hibah, Assests & Will'

7 September

Sports in Conjunction with Malaysia Day 2024 at Sarawak Region 1

12 September

IPAQ's class started at HQ

19 September

Maulidur Rasul Celebration, Ladang Sungai Merchong

Supporting Employee Upskilling

We provide our employees with a range of avenues to enhance their skills and knowledge, ranging from job rotations to mobility programmes and a wide range of role-specific, targeted training initiatives.

To enhance learning opportunities during the year, we prioritised in-house training programmes tailored to address specific skill gaps among employees. These efforts focused on non-technical areas, including compliance, leadership development and personal effectiveness.

For workers at our estates and mills, the management conducted internal training sessions covering specific job requirements. Additionally, a yearly Training Needs Analysis ("TNA") is conducted to identify and address skill gaps based on workers' routines and job categories.

In FY2024, the following trainings were conducted across our operations.

OSH Training

- Fire drill
- First aider
- PPE
- Safe work procedures

Environmental Training

- Waste handling
- Pollution control
- Recycled waste handling
- Scheduled waste handling
- Biodiversity

Operations Training

- Company Policies
- MSPO Awareness
- Company SOPs
- FFB harvesting
- FFB grading
- Field upkeep & maintenance
- Manuring
- Store handling
- Workshops

Our Social Commitments

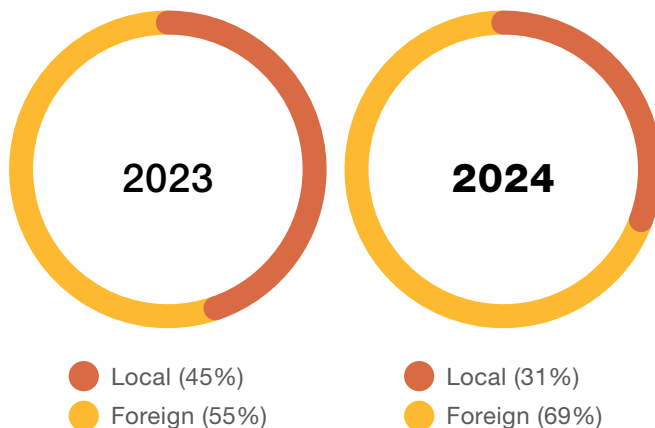
Training for Non-Technical Skills	Frequency of Training	Employees Who Attended the Training
MPOB Seminar & Training	Twice/year	Marketing, Agronomy and Estate
MAICSA & SSM	Twice/year	Secretarial Department
MPOC Market Forum 2024	Once/year	Marketing, Sustainability and Management
Basic Occupational First Aid	Once/year	Representative Department
Malaysia Anti-Corruption Academy (MACA)	Twice/year	Internal Audit Department
MAPA & Employment Law	Once/year	IT, HC and Management
Training conducted by Malaysian Institute of Accountants	Thrice/year	Finance Department
POC East Malaysia Palm & Lauric Oils	Once/year	Marketing Department
Training conducted by National Institute of Occupational Safety and Health ("NIOSH")	Once/year	Estate
Training conducted by Incorporated Society of Planters ("ISP")	Once/year	Mechanisation Unit

Employee Breakdown

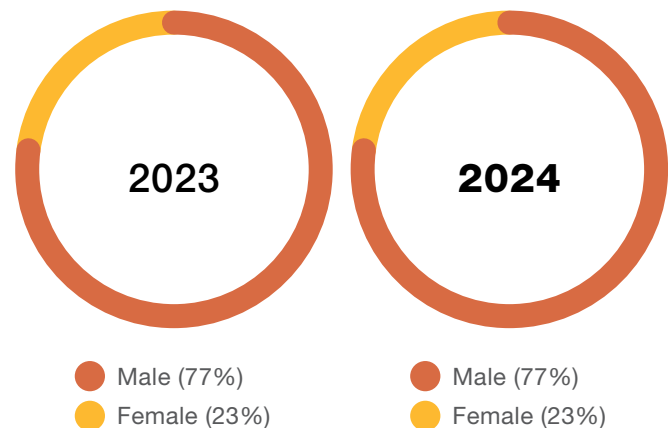
Total Number of Employees



Breakdown by Nationality (%)



Breakdown by Gender (%)



Our Social
Commitments

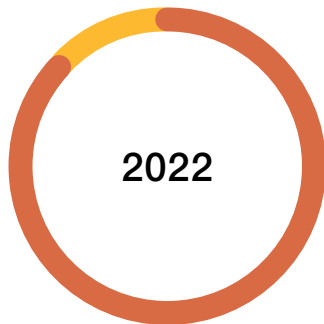
Employee Breakdown (continued)

Gender Breakdown by Employee Category	2022		2023		2024	
	Male %	Female %	Male %	Female %	Male %	Female %
Employee Category						
Management (Senior Management)	83	17	50	50	67	33
Employees (Management, Executives and Non-Executives)	74	26	73	27	72	28
Workers (Local)	80	20	78	22	79	21
Workers (Foreign)	72	28	77	23	77	23

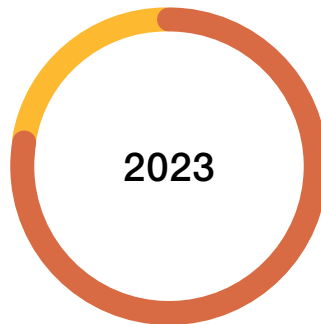
Age Breakdown by Employee Category	2022			2023			2024		
	<30 %	30-50 %	>50 %	<30 %	30-50 %	>50 %	<30 %	30-50 %	>50 %
Employee Category									
Management (Senior Management)	0	8	92	0	25	75	0	22	78
Employees (Management, Executives and Non-Executives)	10	71	19	11	70	19	11	68	21
Workers	30	58	12	32	58	10	30	60	10

Board Breakdown

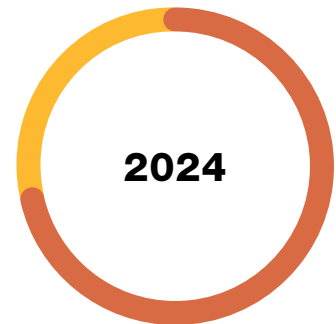
Breakdown by Gender (%)



Male (87%)
Female (13%)



Male (78%)
Female (22%)

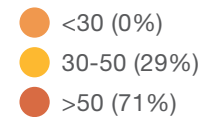
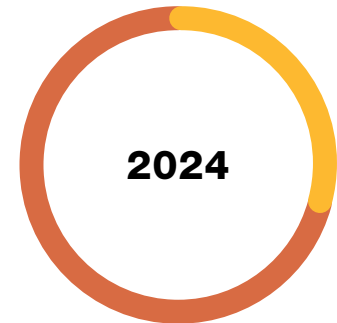
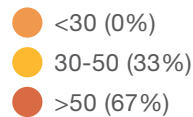
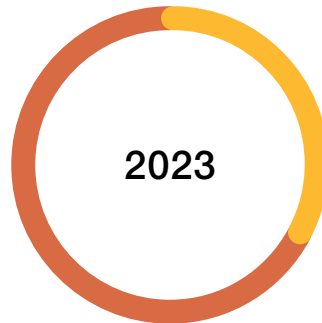
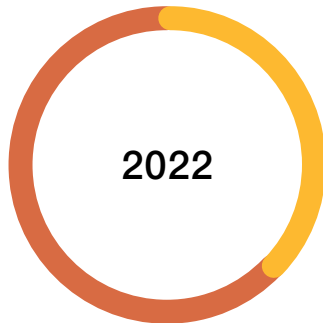


Male (71%)
Female (29%)

Our Social Commitments

Board Breakdown *(continued)*

Breakdown by Age Group (%)



Parental Leave

	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Total number of employees who took parental leave	2	3	1	1	16	9
Total number of employees who returned to work in the reporting year after utilising their parental leave	2	3	1	1	11	3

Training Hours

During the year, we recorded a notable increase in training hours compared to 2023, reflecting our commitment to fostering learning and development among employees at all levels.

Total Hours of Training by Employee Category	2022	2023	2024
Management	352	441	6,102
Employees	40	240	11,120
Workers	39,786	53,150	48,621

Employee Turnover

Employee Turnover by Employee Category	2022	2023	2024
Management	5	3	0
Employees	32	78	47
Workers	1,191	769	1,536

Our Social Commitments



> Vendor Development Programme with the Ministry of Entrepreneur Development and Cooperatives.

Local Communities/ Community Investment

Why It Matters

Building strong relationships with surrounding communities fosters trust, supports local development and strengthens our social licence to operate as a business.

By creating jobs and offering charitable aid, we also contribute to the socioeconomic advancement of Malaysians, including those from the areas where we operate.

Our Approach

We continue to build meaningful partnerships with local and indigenous communities, using our resources to support their development.

Our efforts align with national priorities to uplift youth, strengthen local economies and contribute to sustainable growth in the regions where we operate.

Promoting Local Entrepreneurship

Vendor Development Initiative

Our Vendor Development Initiative (“VDI”) empowers local communities by encouraging entrepreneurship and fostering business opportunities for local business owners. Through this programme, individuals from local communities are supported in establishing their own businesses and provided the skills and capabilities needed to become a business partner of THP Group. This leads to the sharing of economic value within their local communities, creating positive multipliers that benefit a wider range of people.

A key focus of the VDI is supporting Bumiputera contractors and ensuring their active participation in our supply chain. In FY2024, we awarded contracts worth RM117 million through the initiative, with 53% – valued at RM62 million – allocated to Bumiputera businesses.

Vendor Development Programme

In 2024, Lembaga Tabung Haji and SME Bank signed a Memorandum of Understanding (“MoU”), marked by an exchange ceremony on 8 August 2024 between MEDC and Syarikat Anchor Baharu Program Pembangunan Vendor (“PPV”), with the aim of fostering the growth of Bumiputera vendors in the manufacturing and services sectors.

As part of the LTH Group, we were appointed as an Anchor Company of the programme, under which we will collaborate with the government to strengthen the capacity and capabilities of vendor companies to drive their development and long-term success.

Our Social Commitments

Transforming Lives through Education

This year, we established the Indonesian Community Learning Centre (CLC) at the Sungai Tenegang Complex, Sabah, to provide quality education for the children of Indonesian workers.

Currently, the CLC serves more than 80 children aged 5 to 12, guided by three dedicated teachers. The curriculum adheres to Indonesia's national education standards, with adjustments to meet the unique needs of Indonesian children living in East Malaysia, thereby ensuring they receive a comprehensive and relevant education.



CLC at Ladang Sungai Tenegang.

Our Social Commitments



> Participants of NCR Land Development Programme at Semalatong Estate, Simunjan, Sarawak.

Land Rights

Why It Matters

Strengthening our partnerships with local landowners and supporting indigenous communities in our areas of operation is essential to fostering trust and collaboration.

By prioritising fair and inclusive land management, we ensure sustainable operations while maintaining our social licence to operate.

Our Approach

Empowering Indigenous Landowners

In Sarawak, many of our estates are run as part of a collaborative land management programme with indigenous communities, reflecting our commitment to respecting their rights and creating shared value through sustainable land use practices.

As participants in Sarawak’s Native Customary Rights (“NCR”) Land Development Programme, facilitated by the Sarawak Land Custody and Development Authority, we work closely with native landowners to develop and manage plantation lands. In return, landowners receive biannual leasehold payments and incentives based on the land under our management, providing them with a steady and equitable income stream.

In FY2024, 2,316 NCR landowners participated in the incentive payment programme, demonstrating ongoing efforts to promote shared land management and economic support for local indigenous communities. Payments were disbursed on schedule in May and December, coinciding with the Gawai and Christmas festivals.

Being close to local communities has enabled us to offer employment as machine operators and general workers within our plantations. These roles provide individuals with stable jobs and opportunities to develop practical skills in agriculture and machinery handling. By hiring locally, we support economic growth and help individuals gain valuable experience, fostering long-term career prospects. Our commitment to local employment strengthens community ties and ensures that the workforce remains familiar with the land and its operations, contributing to both productivity and sustainability.

To further support these efforts, we launched a comprehensive training programme in FY2024 focused on sustainable agricultural practices and land management. This initiative equips local community members with essential skills for sustainable farming, improving their livelihoods while fostering responsible environmental stewardship.

Incentives to Local Communities

	2022	2023	2024
Total number of beneficiaries	2,035	2,162	2,316
Incentives paid as part of land management (RM)	4,340,961	3,408,437	4,221,919

Performance Data Table

Indicator	Unit	2022	2023	2024	Targets
Economic Performance					
Economic value generated (ie., revenue and other income)	MYR	891,550,000.00	773,285,000.00	882,020,000	
Economic value distributed:					
- Operating Cost	MYR	569,719,000.00	484,971,000.00	555,387,000	
- Employee wages and benefits	MYR	127,551,000.00	158,582,000.00	150,315,000	
- Payment to providers of Capital (ie., dividend and financing cost)	MYR	84,317,000.00	88,120,000.00	82,426,000	
- Payment to government (ie., tax)	MYR	57,229,000.00	33,470,000.00	54,579,000	
- Community Investment	MYR	-	119,600.00	54,000	
Economic value retained	MYR	52,734,000.00	8,022,400.00	39,259,000	
Customer Satisfaction					
Free Fatty Acid (FFA) (%)	Percentage	3.95	3.79	3.74	≤5.00
Deterioration of Bleachability Index (DOBI)	Percentage	2.52	2.52	2.49	≥2.30
Moisture & Impurities (M&I) (%)	Percentage	0.15	0.16	0.16	<0.25
Moisture (%)	Percentage	6.19	6.33	6.28	<7.00
Dirt & Shell (%)	Percentage	4.86	4.80	5.99	<6.00
Research & Development					
Budget for R&D: Annual Expenditure	MYR ('000 000)	1.3	2.0	1.2	
Fair Procurement Practices					
Percentage of suppliers that were screened using environmental criteria	Percentage	Nil	3	0.7	
Number of suppliers assessed for environmental impacts	Number	Nil	51	13	
Percentage of suppliers that were screened using social criteria	Percentage	Nil	3	0.7	
Number of suppliers assessed for social impacts	Number	Nil	51	13	
Anti-Corruption Practices					
Number of confirmed corruption incidents	Number	0	0	0	
Completion Rate - Training					
Management Level	Percentage	Nil	79	87	
Executive	Percentage	Nil	75	86	
Non-executive/Technical staff	Percentage	Nil	29	51	
Cybersecurity & Data Protection					
Number of substantiated complaints concerning breaches in customer privacy or data loss	Number	0	0	0	
Waste Generation & Disposal					
Waste generated	Metric tonnes	Nil	Nil	462,616	Reutilised Biomass residue by 80%
Total waste diverted from disposal	Percentage	Nil	Nil	84	
Total waste directed to disposal	Percentage	Nil	Nil	16	

Performance
Data Table

Indicator	Unit	2022	2023	2024	Targets
Energy Consumption					
Non-renewable energy fuel (purchased & consumed)	GJ	Nil	5601.55	2,564.75	
Non-renewable energy electricity (purchased)	GJ	Nil	3,744.14	6,371.73	
Renewable energy (purchased/acquired & consumed)	GJ	Nil	153,917.28	157,752.56	
Total Renewable Energy (Generated)	GJ	Nil	49,970.81	31,201.06	
Total Energy	GJ	Nil	213,233.79	192,890.10	
GHG emissions					
Scope 1	tCO ₂ e	Nil	Nil	157,907	
Scope 2	tCO ₂ e	Nil	Nil	2,063	
Scope 3	tCO ₂ e	Nil	Nil	628	
Average total GHG emissions	tCO ₂ e	Nil	Nil	160,598	
Emissions from the Boilers					
KS Bukit Lawiang	Percentage	18.00	18.00	18.00	<20%
KS Kota Bahagia	Percentage	12.98	2.05	9.78	<20%
KS Sungai Tenegang	Percentage	3.98	5.92	5.84	<20%
KS Ladang Mamahat	Percentage	17.20	4.54	5.28	<20%
KS Ladang Raja Udang	Percentage	21.90	29.00	4.70	<20%
KS Gedong	Percentage	29.13	25.97	24.70	<50%
Palm Oil Mill Effluent ("POME") and Biological Oxygen Demand ("BOD") Measurements					
KS Bukit Lawiang	mg/L	54.00	54.00	52.00	<100 mg/L
KS Kota Bahagia	mg/L	80.00	70.00	84.00	<100 mg/L
KS Sungai Tenegang	mg/L	9.01	10.07	10.70	<20 mg/L
KS Ladang Mamahat	mg/L	13.68	9.55	13.58	<20 mg/L
KS Ladang Raja Udang	mg/L	6.07	15.38	14.78	<20 mg/L
KS Gedong	mg/L	13.60	18.20	18.05	<20 mg/L
Total POME generated	metric tonne	510,073	492,034	565,118.47	
Water Consumption					
Total Water Consumed at Mill Operations	(Megalitres)	1,274.074	1,176.032	1,349.754	
Health & Safety					
Employees					
Total Hours Worked	Hours	12,293,348.35	11,814,152.69	16,860,674	
Number of Fatalities	Number	0	0	1	
Number of Lost Time Injuries	Number	238	377	297	
Lost Time Incident Rate ("LTIR")	Rate	3.87	6.38	3.52	

Performance Data Table

Indicator	Unit	2022	2023	2024	Targets
Health & Safety					
Contractors					
Total Hours Worked	Hours	707,217.00	753,855	1,582,809	
Number of Fatalities	Number	0	0	0	
Number of Lost Time Injuries	Number	10	2	5	
Lost Time Incident Rate ("LTIR")	Rate	2.83	0.53	0.63	
Total					
Total Hours Worked	Hours	13,000,565	12,568,008	18,443,483	
Number of Fatalities	Number	0	0	1	
Number of Lost Time Injuries	Number	248	379	302	
Lost Time Incident Rate ("LTIR")	Rate	3.82	6.03	3.27	
Number of workers and contractors trained on health and safety standards	Number	5,754	6,282	6,269	
Supporting Our Foreign Workforce					
Average monthly earnings per worker	MYR	1,700	1874	2,104	
Our People					
Total No. of Employees (%) - Men					
Management (Senior Management)	Percentage	83	50	67	
Employees (Management, Executives and Non-Executives)	Percentage	74	73	72	
Workers (Local)	Percentage	80	78	79	
Workers (Foreign)	Percentage	72	77	77	
Total No. of Employees (%) - Women					
Management (Senior Management)	Percentage	17	50	33	
Employees (Management, Executives and Non-Executives)	Percentage	26	27	28	
Workers (Local)	Percentage	20	22	21	
Workers (Foreign)	Percentage	28	23	23	
Diversity, Equity & Inclusion					
Total no. of employees by gender (including workers)					
Male	Percentage	76	77	77	
Female	Percentage	24	23	23	
Total percentage of employees by age category					
Management (Senior Management Team as per current)					
Age under 30	Percentage	0	0	0	
Age 30-50	Percentage	8	25	22	
Age Above 50	Percentage	92	75	78	

Performance
Data Table

Indicator	Unit	2022	2023	2024	Targets
Diversity, Equity & Inclusion					
Total percentage of employees by age category					
Employees (Management, Executives and Non-Executives)					
Age under 30	Percentage	10	11	11	
Age 30-50	Percentage	71	70	68	
Age Above 50	Percentage	19	19	21	
Workers					
Age under 30	Percentage	30	32	30	
Age 30-50	Percentage	58	58	60	
Age Above 50	Percentage	12	10	10	
Total percentage of BOD by gender					
Male	Percentage	87	78	71	
Female	Percentage	13	22	29	
Total percentage of BOD by age					
Age under 30	Percentage	0	0	0	
Age 30-50	Percentage	37	33	29	
Age above 50	Percentage	63	67	71	
Benefits for Employees and Workers					
Total no. of employees who took parental leave					
Men	Number	2	1	16	
Women	Number	3	1	9	
Total no. of employees who returned to work in the reporting year after parental leave					
Men	Number	2	1	11	
Women	Number	3	1	3	
Career Development and Training					
Total Hours of Training					
Management	Hours	352	441	6,102	
Employees	Hours	40	240	11,120	
Workers	Hours	39,876	53,150	48,621	
Total number of employee turnover					
Management	Number	5	3	0	
Employees	Number	32	78	47	
Workers	Number	1191	769	1,536	
Serving the Local Communities and Land Rights					
Total amount of incentives paid to local communities, as part of land management	MYR	4,340,961	3,408,437	4,221,919	

Validated Data & Basis

- Table for Bursa

Indicator	Measurement Unit	2024
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Management	Percentage	87.00
Executive	Percentage	86.00
Non-executive/Technical Staff	Percentage	51.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
Bursa (Community/Society)		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	54,000.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	304
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Senior Management Under 30	Percentage	0.00
Senior Management Between 30-50	Percentage	22.00
Senior Management Above 50	Percentage	78.00
Management to Non-Executives Under 30	Percentage	11.00
Management to Non-Executives Between 30-50	Percentage	68.00
Management to Non-Executives Above 50	Percentage	21.00
Workers (Local & Foreign) Under 30	Percentage	30.00
Workers (Local & Foreign) Between 30-50	Percentage	60.00
Workers (Local & Foreign) Above 50	Percentage	10.00
Gender Group by Employee Category		
Senior Management Male	Percentage	67.00
Senior Management Female	Percentage	33.00
Management to Non-Executives Male	Percentage	72.00
Management to Non-Executives Female	Percentage	28.00
Workers (Local & Foreign) Male	Percentage	77.00
Workers (Local & Foreign) Female	Percentage	23.00
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	71.00
Female	Percentage	29.00
Under 30	Percentage	0.00
Between 30-50	Percentage	29.00
Above 50	Percentage	71.00

Validated Data & Basis - Table for Bursa

Indicator	Measurement Unit	2024
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	Megawatt	53,629.72
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	1
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	3.27
Bursa C5(c) Number of employees trained on health and safety standards	Number	6,269
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Management	Hours	6,102
Employees	Hours	11,120
Workers	Hours	48,621
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.00
Bursa C6(c) Total number of employee turnover by employee category		
Management	Number	0
Employees	Number	47
Workers	Number	1,536
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
Bursa (Supply chain management)		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	53.00
Bursa (Data privacy and security)		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
Bursa (Water)		
Bursa C9(a) Total volume of water used	Megalitres	1,349.754000
Bursa (Waste management)		
Bursa C10(a) Total waste generated	Metric tonnes	462,616.00
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	388,597.44
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	74,018.56
Bursa (Emissions management)		
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	157,907.00
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	2,063.00
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	628.00

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GRI Standard	Disclosure		Page Number
General Disclosures			
GRI 2: General Disclosures 2021	2-1	Organizational details	34
	2-2	Entities included in the organization’s sustainability reporting	35
	2-3	Reporting period, frequency and contact point	Annual Report 2024
	2-4	Restatements of information	N/a
	2-5	External assurance	1
	2-6	Activities, value chain and other business relationships	Corporate Structure AR2024
	2-7	Employees	76-82
	2-8	Workers who are not employees	76-82
	2-9	Governance structure and composition	Corporate Governance Statement in AR2024
	2-10	Nomination and selection of the highest governance body	Corporate Governance Statement in AR2024
	2-11	Chair of the highest governance body	Corporate Governance Statement in AR2024
	2-12	Role of the highest governance body in overseeing the management of impacts	34-35
	2-13	Delegation of responsibility for managing impacts	34-35
	2-14	Role of the highest governance body in sustainability reporting	34-35
	2-15	Conflicts of interest	Our Board Leadership in AR 2024
	2-16	Communication of critical concerns	38-39
	2-17	Collective knowledge of the highest governance body	34-35
	2-18	Evaluation of the performance of the highest governance body	Chairman Statement, CEO’s Management Discussion & Analysis.
	2-19	Remuneration policies	Board Nomination & Remuneration Committee Report
	2-20	Process to determine remuneration	130
	2-21	Annual total compensation ratio	N/a
	2-22	Statement on sustainable development strategy	42, 44-85
	2-23	Policy commitments	44-85

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GRI Standard		Disclosure	Page Number
General Disclosures			
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	44-85
	2-25	Processes to remediate negative impacts	44-85
	2-26	Mechanisms for seeking advice and raising concerns	49-51
	2-27	Compliance with laws and regulations	44-85
	2-28	Membership associations	N/a
	2-29	Approach to stakeholder engagement	38-40
	2-30	Collective bargaining agreements	N/a
Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	40-42
	3-2	List of material topics	40-42
Economic Performance			
GRI 201: Material Topics 2021	3-3	Management of material topics	45
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	45
Anti-Corruption			
GRI 3: Material Topics 2021	3-3	Management of material topics	49
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	50
	205-2	Communication and training about anti-corruption policies and procedures	50
	205-3	Confirmed incidents of corruption and actions taken	50
Health & Safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	70
GRI 403: Occupational Safety and Health 2018	403-1	Occupational health and safety management system	70-75
	403-4	Worker participation, consultation, and communication on occupational health and safety	70-75
	403-5	Worker training on occupational health and safety	72
	403-9	Work-related injuries	72
Cybersecurity & Data Protection			
GRI 3: Material Topics 2021	3-3	Management of material topics	51
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	51

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GRI Standard	Disclosure	Page Number
Climate Change		
GRI 3: Material Topics 2021	3-3 Management of material topics	62
GRI 302: Energy 2016	302-1 Energy consumption within the organization	64
	302-4 Reduction of energy consumption	64
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	65
	305-2 Energy indirect (Scope 2) GHG emissions	65
	305-3 Other indirect (Scope 3) GHG emissions	65
	305-5 Reduction of GHG emissions	65
Employee Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	78
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	82
	404-2 Programs for upgrading employee skills and transition assistance programs	80
Diversity, Equity & Inclusion		
GRI 3: Material Topics 2021	3-3 Management of material topics	78
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	80-82
Human Rights		
GRI 3: Material Topics 2021	3-3 Management of material topics	76
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	76-77
Supply Chain Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	48
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	83
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	48
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	48

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GRI Standard	Disclosure		Page Number
Waste Management			
GRI 3: Material Topics 2021	3-3	Management of material topics	60
GRI 306: Waste 2020	306-3	Waste generated	60
	306-4	Waste diverted from disposal	60
	306-5	Waste directed to disposal	60
Community Investment			
GRI 3: Material Topics 2021	3-3	Management of material topics	83
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	45
Water Management			
GRI 3: Material Topics 2021	3-3	Management of material topics	68
GRI 303: Water and Effluents 2018	303-5	Water consumption	69

Assurance Statement

In strengthening the credibility of our reporting, selected parts of this Sustainability Statement have been subjected to independent assurance in accordance with recognised assurance standards for selected indicators.

The scope, subject matter covered and conclusions (where applicable) are provided below:

Material Matters	Subject Matter	Scope	Conclusion
Type of Assurance: Independent Limited Assurance			
Governance and Ethics	Anti-Corruption Practices: a) Percentage of employees who have received training on anti-corruption by employee category. b) Percentage of operations assessed for corruption-related risks. c) Confirmed incidents of corruption and action taken. Cybersecurity & Data Protection: a) Number of substantiated complaints concerning breaches of customer privacy and loss of customer data.	Operations assessed: • Malaysia	Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter as presented in TH Plantations Berhad's Sustainability Statement has not been prepared and presented fairly, in all material respects, in accordance with the defined criteria in ISAE 3000 (Revised).
Water Management	a) Total volume of water used		
Employee Welfare and Development	Diversity, Equity & Inclusion: a) Percentage of employees by gender and age group for each employee category. b) Percentage of Directors by gender and age group.		
Type of Assurance: Limited Assurance (Internal Review)			
Product Quality & Operational Efficiency	Ensuring Customer Satisfaction Driving Economic Performance Advancing Research and Development	Operations assessed: • Malaysia	Based on Internal Audit review's on the process and evidence obtained, nothing has come to our attention that cause us to believe that the Subject Matter information for the financial ended 31 December 2024 with exceptions.
Traceability & Supply Chain Management	Advancing Fair and Sustainable Sourcing Principles		
Biodiversity & Conservation	Biodiversity Risk Assessment		
Waste Management	Managing Hazardous & Non-Hazardous Waste		
GHG Emissions	Reutilising Biomass Residue		
	Energy Management		
	Our Carbon Footprint		
	Boiler Emissions		
Effluent & Water Discharge	BOD Measurements		
	Total POME Generated		
Safety & Health	Lost Time Injury Rate (LTIR) Number of Workers and Contractors Trained on Health and Safety Standards Worker Support & Compliance a) Number of substantiated complaints concerning human rights violations b) Average monthly earnings per worker		
Employee Welfare & Development	a) Parental Leave b) Training Hours c) Employee Turnover		
Local Communities/Community Investment	Promoting Local Entrepreneurship		
Land Rights	Empowering Indigenous Landowners		



Please refer to page 97 for the Independent Limited Assurance Statement provided by BSI Sdn Bhd.

We will continue to improve our data accuracy and quality to strengthen our disclosures moving forward by ensuring that all indicators are subject to independent assurance within the next five years.

Independent Limited Assurance Statement



INDEPENDENT ASSURANCE OPINION STATEMENT

To the Directors of TH Plantations Berhad

Holds Statement No: SRA821288

The British Standards Institution (**BSI**) has conducted a limited assurance engagement on the sustainability information (described in the "Scope") in the Sustainability Statement 2024 of TH Plantations Berhad.

Scope

The scope of engagement agreed upon with TH Plantations Berhad includes the following:

The assurance covers the information of the following subject matters in the TH Plantations Berhad's Sustainability Statement for 2024.

1. Anti-Corruption
 - Percentage of employees who have received training on anti-corruption by employee category
 - Percentage of operations assessed for corruption related risks
 - Confirmed incidents of corruption and action taken
2. Diversity
 - Percentage of employees by gender and age group, for each employee category
 - Percentage of directors by gender and age group
3. Data Privacy and Security
 - Number of substantiated complaints concerning breaches of customer privacy and losses of customer data
4. Water
 - Total volume of water used

The selected information is reported in accordance with ISAE 3000 (Revised).

Independent Limited Assurance Statement

Opinion Statement

We have conducted a limited assurance engagement on the sustainability information described in the "Scope" above. Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Sustainability Information is not prepared, in all material respects, in accordance with ISAE 3000 (Revised).

Methodology

Our assurance engagements were carried out in accordance with ISAE3000 (Revised). Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top-level review of issues raised by external parties that could be relevant TH Plantations Berhad policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staffs on TH Plantations Berhad approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- document review of relevant systems, policies, and procedures where available.
- review of supporting evidence for claims made in the reports.
- visit of the headquarter office to confirm the data collection processes, record management and practices.

Responsibility

TH Plantations Berhad is responsible for the preparation and fair presentation of the sustainability information and report in accordance with the agreed criteria. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Independence, Quality Control and Competence

BSI is independent to TH Plantations Berhad and has no financial interest in the operation of TH Plantations Berhad other than for the assurance of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of TH Plantations Berhad only for the purposes of verifying its statements relating to the Scope above.

This independent assurance opinion statement is prepared on the basis of review by BSI of information presented to it by TH Plantations Berhad. In making this independent assurance opinion statement, BSI has assumed that all information provided to it by TH Plantations Berhad is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), and management systems and processes.

Independent Limited
Assurance Statement

Issue Date: 7 February 2025

For and on behalf of BSI:



Salmiah Hasbullah, Lead Assurer



Evelyn Chye, Managing Director BSI Malaysia

BSI Malaysia Suite 29.01, Level 29, The Gardens North Tower, Mid Valley City, Lingkaran Syed Putra, 59200 Kuala Lumpur, Malaysia.



Independent Limited Assurance Statement

Appendix A: Summary of Subject Matters Data for 2024 –TH Plantations Berhad

Subject Matters	2024	Units
Anti-Corruption		
A) Percentage of employees who have received training on anti-corruption by employee category		
• Management	87	%
• Executive	86	%
• Non-executive/Technical Staff	51	%
B) Percentage of operations assessed for corruption related risks	100	%
C) Confirmed incidents of corruption and action taken	0	Number
Diversity		
A) Percentage of employees by gender and age group, for each employee category		
Gender group by employee category:		
• Management (Senior Management) - Men	67	%
• Management (Senior Management) - Women	33	%
• Employees (Management, Executives and Non-Executives) - Men	72	%
• Employees (Management, Executives and Non-Executives) - Women	28	%
• Workers (Local) - Men	79	%
• Workers (Local) - Women	21	%
• Workers (Foreign) - Men	77	%
• Workers (Foreign) - Women	23	%
Total percentage by gender (All employees including workers):		
• Male	77	%
• Female	23	%
Age group by employee category		
• Management (Current Senior Management Team) - Under 30	0	%
• Management (Current Senior Management Team) - Between 30-50	22	%
• Management (Current Senior Management Team) - Above 50	78	%
• Employees (Management, Executives and Non-Executives) - Under 30	11	%
• Employees (Management, Executives and Non-Executives) - Between 30-50	68	%
• Employees (Management, Executives and Non-Executives) - Above 50	21	%
• Workers - Under 30	30	%
• Workers - Between 30-50	60	%
• Workers - Above 50	10	%
B) Percentage of directors by gender and age group		
• Male	71	%
• Female	29	%
• Under 30	0	%
• Between 30-50	29	%
• Above 50	71	%
Data Privacy and Security		
Number of substantiated complaints concerning breaches of customer privacy or losses of customer data	0	Number
Water		
Total volume of water used	1,349.754	ML