



GENTING
PLANTATIONS



S U S T A I N A B I L I T Y R E P O R T 2 0 2 3

Genting Plantations Berhad (197701003946)

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Basis of This Report

Genting Plantations Berhad is pleased to present our Sustainability Report which encapsulates our sustainability progress and issues material to both our stakeholders and the Group.

This Report outlines our Environmental, Social and Governance (“ESG”) performance in 2023 and details our sustainability achievements and initiatives implemented in our business strategies and operations. Additionally, it provides insights into the risks and opportunities of our operations encompassing ESG and economic challenges in the year under review. In driving our business forward sustainably, our decisions and actions are anchored on strategies, robust frameworks and initiatives that are aligned with the Group’s Four-Pillared Sustainability Agenda.

Reporting Scope and Boundary

01

This Report covers the Group’s operations where the Company has management control of, including the Plantation Division, Downstream Manufacturing Division, Property Division and Agriculture Technology (“AgTech”) Division. Unless otherwise specified, the boundary of this Report includes all the operations mentioned.

Comparative historical data are also provided where applicable and we have set, monitored and disclosed relevant targets and key performance indicators to the best of our ability in this Report.

Genting Plantations Berhad’s Board of Directors has endorsed this Report on 8 March 2024. The GHG figure underwent ISCC external audit, and other selected data has been verified by Internal Audit. While it is not externally assured, the Group will seek for third party assurance in the coming years.

Guidelines and Standards

02

This Report has been prepared with reference to the Global Reporting Initiative (“GRI”) Universal Standards 2021. It also complies with Bursa Malaysia’s Main Market Listing Requirement’s Enhanced Sustainability Reporting Requirements.

Materiality Assessment

03

The content of this Report was prepared based on the material matters identified through our materiality assessment. We conducted a materiality review in 2023 to ensure that our material matters remain relevant.

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

Reporting Period

04

The reporting period of this Report focuses on our sustainability activities for the financial year ended 31 December 2023 unless state otherwise.

Feedback

05

Genting Plantations encourages our stakeholders to provide feedback and comments for us to further improve our sustainability practices and reporting. Suggestions or feedback can be submitted to: gpinfo@gentingplantations.com

Forward-looking Statements

This Report encompasses forward-looking statements related to the Group’s direction, strategies, current and future initiatives, tied to our financial and non-financial performance. The use of terms like ‘expects,’ ‘targets,’ ‘intends,’ ‘anticipates,’ ‘believes,’ ‘estimates,’ ‘projects,’ ‘should’ and or any other similar terms and expressions does not guarantee the future operating or financial performance of the Group as they are relevant to the current landscape. These statements are subject to potential risks and unforeseen consequences where actual results may differ materially due to global, national and regional economic and social conditions.

Notes:

- The term “Genting Plantations” refers to Genting Plantations Berhad, and the terms “we”, “us”, “our”, “Group”, “Organisation”, “GENP” and “the Company” refer to Genting Plantations and are applicable to its direct or indirect subsidiaries as a group.
- Additional information relating to GENP which is not incorporated herein can be found in our Integrated Annual Report 2023 (“IAR 2023”) and disclosures available on our website. www.gentingplantations.com

Message from the President & Chief Operating Officer

“As we navigate the complexities of the 21st century, the imperative for sustainable development has never been more pronounced. At Genting Plantations Berhad, our commitment to sustainability is not just a corporate responsibility; it is a fundamental aspect of our business strategy and a key driver of our long-term success.”

Dear Stakeholders,

In 2023, we continued to push the boundaries of what is possible in sustainability, guided by our four-pillared Sustainability Agenda: Environment, Community, Workplace and Marketplace. Our efforts this past year reflect an unceasing commitment to environmental stewardship, social responsibility and ethical governance, laying a solid foundation for sustainable growth and value creation for all our stakeholders.



MANAGING OUR CARBON FOOTPRINT

As a responsible plantation company, we acknowledge the clarion call to reduce our carbon footprint as we grow our business. Our journey towards achieving carbon neutrality by 2030 is marked by significant strides in ensuring no deforestation activities and promoting environmental and biodiversity conservation initiatives. This commitment is also extended to our supply chain, whereby our suppliers are required to comply with both our Sustainability Policy and Environmental Policy. We endorse the ‘No Deforestation, No Peat and No Exploitation’ (“NDPE”) agenda having incorporated the relevant elements into our operational practices since 2015. This ensures that our palm products are not restricted in countries that support the NDPE agenda.

On the same note, we have been making concerted efforts to reduce our operational environmental footprint, where possible. Over the years, we have put in place various initiatives to reduce consumption of energy and natural resources. These measures include using renewable energy from oil palm biomass where possible, implementing sustainable water practices such as rainwater harvesting, as well as recycling biomass by-products as part of our waste management measures. This promotes a circular economy while reducing total waste output. As an advocate of environmental stewardship, we are constantly exploring opportunities to integrate sustainable practices into our operations so as to minimise negative environmental impacts of our operations.



Message from the President & Chief Operating Officer

KEEPING OUR PEOPLE SAFE

The year under review also saw us advancing our social impacts, whereby we continued embedding sustainable practices in our human resource management. In prioritising the health and safety of our employees, strict discipline is instilled at worksites to ensure our workers wear Personal Protective Equipment (“PPE”) at all times. Our Occupational Safety and Health (“OSH”) Policy is also prominently displayed at strategic locations within our workplaces as reminders, to ensure safety awareness among our workers. In addition, various safety-related training sessions were conducted during the year for employees and workers. It is noteworthy to mention that the recognition of Genting Indah Estate as a 2nd Place winner in the National OSH Excellent Awards 2022 underscores our resolute commitment to workplace safety and health standards.

Keeping our people safe and well supports our commitment to upholding human rights and labour rights, both of which are fundamental aspects of our organisation.

UPHOLDING TRACEABILITY, INTEGRITY AND GOOD GOVERNANCE

As we enhance our market presence, our resolve to conduct business with integrity, transparency and accountability remains. Through sustainable certifications and adherence to best practices, we ensure that our products meet the highest standards of sustainability and quality. Our engagement with stakeholders, from customers to suppliers, is driven by a shared vision for a sustainable future, reinforcing our commitment to responsible business practices. We are committed to no exploitation and ensuring a responsible supply chain. This is evident in our 100% traceability to plantation initiatives, a testament to our dedication to sustainability at every level of our operations. Our suppliers are also mandated to undergo a risk assessment process which includes environmental, social and governance (“ESG”) criteria, apart from attaining certifications from the Roundtable on Sustainable Palm Oil (“RSPO”), Malaysian Sustainable Palm Oil (“MSPO”) and the Indonesian Sustainable Palm Oil (“ISPO”).

Demonstrating high standards of integrity and good governance is integral to our responsibility in upholding ethical business practices and achieving sustainable growth. We maintain our zero-tolerance approach towards bribery and corruption and remain guided by our Anti-Bribery and Corruption System Policy (“ABCS Policy”). We ensure that our zero-tolerance for bribery and corruption is entrenched across our business activities and ingrained in our workforce and suppliers.

In 2023, two risk assessment exercises related to corruption were conducted, and I am pleased to put on record that there were no significant risks of corruption and neither were there any confirmed incidents of corruption found. We will continue to uphold the highest standards of integrity and ensure compliance to our ABCS Policy in our organisation and supply chain.

Going Forward

As we look to the years ahead, we are confident that learning from past lessons alongside the progress made thus far stand us in good stead in addressing challenges henceforth. Our journey towards sustainability is evolving, driven by innovation, collaboration and a sense of responsibility towards the planet and its people.

In closing, I would like to thank all stakeholders and our workforce for the steadfast support and commitment to our sustainability journey. Together, we certainly can forge ahead and move towards achieving the Group’s end-goal of creating a sustainable future for all.

Thank you.

TAN WEE KOK

8 March 2024

Genting Plantations Berhad at A Glance

This section summarises our commitments and achievements in 2023, as well as outlines our targets for managing the Company's sustainability risks and opportunities.

PEOPLE & COMMUNITY

Commitment: No Exploitation

- Target**
- Ensure workers, local communities and smallholders are not exploited in the production of palm oil
 - Ensure commitment to No Exploitation adopted in entire supply chain by 2025

- 2023 Progress**
- Provided decent living wages
 - Living quarters upgraded in 2023
 - Ensured food and water security in workers' housing
 - Conducted FPIC on any new development
 - Organised frequent smallholder engagement
 - Assisted successfully and increased the number of smallholders supplying to Genting Jambongan Oil Mill in obtaining RSPO certification
 - Resolved 93% of issues through regular workers committee meeting
 - Established and implemented an independent grievance mechanism, "Careline" supported by an independent third party
 - Secured commitment from Fresh Fruit Bunch ("FFB") suppliers on No Forced Labour Compliant

Commitment: Diversity & Inclusion

- | | |
|---|---|
| <p>Target</p> <ul style="list-style-type: none"> • No discrimination and equal opportunities • Increase numbers of women in management and Board | <p>2023 Progress</p> <ul style="list-style-type: none"> • 23% women in management • 20% women in Board • Improvement in workforce appraisal methodology |
|---|---|

Commitment: Community Investments

- | | |
|---|---|
| <p>Target</p> <ul style="list-style-type: none"> • Ensure livelihood, food and water security • Educate future generations | <p>2023 Progress</p> <ul style="list-style-type: none"> • Provided jobs to locals wherever possible • Supported 32 schools in and close to our operations in Malaysia and Indonesia • Awarded scholarships – 15 undergraduates received Tan Sri (Dr.) Lim Goh Tong Endowment Fund |
|---|---|

Commitment: Safety & Health

- | | |
|--|---|
| <p>Target</p> <ul style="list-style-type: none"> • Zero Fatality • Reduce High Consequence Work-Related Injury ("HCWRI") Rate • Reduce Recordable Work-Related Injury ("RWRI") Rate • Eradicate Work-Related Ill Health | <p>2023 Progress</p> <ul style="list-style-type: none"> • Fatality Rate: 0.04 per one million man-hours worked • HCWRI Rate: 0.05 per one million man-hours worked • RWRI Rate: 11.24 per one million man-hours worked • 92% attended ABCs training, improving risk management and controls to further reduce incidences affecting workforce safety & health |
|--|---|

ENVIRONMENTAL COMMITMENT

Commitment: No Deforestation & No Peat

- | | |
|--|---|
| <p>Target</p> <ul style="list-style-type: none"> • Ensure that the development of land are not detrimental to areas with High Conservation Value ("HCV"), High Carbon Stock ("HCS") or peat of any depth | <p>2023 Progress</p> <ul style="list-style-type: none"> • Monitored about 35,000 ha of conservation areas inclusive of HCV & HCS areas via satellite remote sensing and drone • Conducted HCV and HCS review on new land to be developed • No HCV, HCS or peat area was cleared in 2023 • Monitored and tracked 10% of our FFB suppliers proactively, implementing a robust "No Deforestation & No Peat" policy across our supply chain. |
|--|---|

Commitment: Climate Change

- | | |
|---|--|
| <p>Target</p> <ul style="list-style-type: none"> • Achieve Group Carbon Neutrality by 2030 • Optimise energy use intensity • Optimise inorganic fertiliser • Reduce GHG emissions year to year | <p>2023 Progress</p> <ul style="list-style-type: none"> • GHG Total: 188,944 tCO₂eq • Generated 264.32 MJ/mt energy intensity in our estates • Supplemented inorganic fertiliser with biomass • Encouraging progress of research and development for biofertiliser • Installed belt press plant to reduce GHG |
|---|--|

Commitment: Water Stewardship

- | | |
|---|---|
| <p>Target</p> <ul style="list-style-type: none"> • Ensure water safety security and its risk management • Reduce water-use intensity by 2050 • Reduce Biochemical Oxygen Demand ("BOD") and Chemical Oxygen Demand ("COD") values by 2050 • Establish annual targets to reduce water consumption by 1% | <p>2023 Progress</p> <ul style="list-style-type: none"> • Conducted water risk analysis • Measured and optimised water-use intensity |
|---|---|

Commitment: Integrated Pest Management

- | | |
|--|--|
| <p>Target</p> <ul style="list-style-type: none"> • No prophylactic use of pesticides • Comply with RSPO P&C 2018 requirement on the use of WHO Class 1A and 1B including paraquat • Total ban on usage of chemicals listed under the Stockholm Convention and Rotterdam Convention | <p>2023 Progress</p> <ul style="list-style-type: none"> • Banned procurement and application of chemicals listed under Stockholm and Rotterdam Conventions • Phased out the use of paraquat in the Group's Malaysia operations • Ongoing research and development of biocontrol agents |
|--|--|

Commitment: Zero Burning

- | | |
|--|--|
| <p>Target</p> <ul style="list-style-type: none"> • Committed to Zero Burning • Committed to fight fires | <p>2023 Progress</p> <ul style="list-style-type: none"> • Abided strictly with the Group's Zero Burning Policy • No open burning cases in 2023 • Invested significantly in establishing fire hotspot monitoring and firefighting awareness and training programmes • Conducted training for local communities yearly • Conducted socialisation programmes with local communities and smallholders • Secured commitment to GENP's Zero Burning Policy from FFB suppliers supplying to GENP mills |
|--|--|

Genting Plantations Berhad at A Glance

GOVERNANCE

Commitment: Board Leadership and Effectiveness

- Target**
- Ensuring sustainable long-term growth
- 2023 Progress**
- Established ESG-related KPI for Senior Management
 - Zero bribery and corruption cases

SUSTAINABILITY CERTIFICATIONS

Commitment: RSPO

- | | |
|--|---|
| Target | 2023 Progress |
| <ul style="list-style-type: none"> 100% Certified | <ul style="list-style-type: none"> 100% certified in Malaysia 95,115 ha/242,965 ha, 39.15% Certified 2,902 ha/22,254 ha (13.04% plasma schemes) 23/32 estates 9/13 oil mills 1/1 refinery 2/2 biodiesel plants |

Commitment: ISCC

- | | |
|--|---|
| Target | 2023 Progress |
| <ul style="list-style-type: none"> 100% Certified | <ul style="list-style-type: none"> 100% Certified (Malaysia) |

Commitment: MSPO

- | | |
|--|---|
| Target | 2023 Progress |
| <ul style="list-style-type: none"> 100% Certified | <ul style="list-style-type: none"> 100% Certified (Malaysia) |

Commitment: ISPO

- | | |
|--|---|
| Target | 2023 Progress |
| <ul style="list-style-type: none"> 100% Certified | <ul style="list-style-type: none"> 5/12 Perseroan Terbatas, 42% Certified (Indonesia) 3/6 oil mills |

SUSTAINABLE SUPPLY CHAIN

Commitment: Traceability to Mill (CPO Suppliers)

- | | |
|--|--|
| Target | 2023 Progress |
| <ul style="list-style-type: none"> 100% | <ul style="list-style-type: none"> 100% |

Commitment: Traceability to Plantation (FFB Suppliers)

- | | |
|--|--|
| Target | 2023 Progress |
| <ul style="list-style-type: none"> 100% by 2026 | <ul style="list-style-type: none"> 99.77% |

Commitment: Traceability to Plantation – External Mills

- | | |
|--|--|
| Target | 2023 Progress |
| <ul style="list-style-type: none"> 100% by 2030 | <ul style="list-style-type: none"> 84.06% |

EXTERNAL RATINGS



SPOTT

Overall score 78.3%, Ranked 24 out of 100 companies

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



MSCI ESG Ratings

“In 2023, Genting Plantations Berhad received a rating of BB (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment.”

MSCI ESG Research provides MSCI ESG Ratings on global public and a few private companies on a scale of AAA (leader) to CCC (laggard), according to exposure to industry-specific ESG risks and the ability to manage those risks relative to peers.

About Genting Plantations Berhad

WE STRIVE:

To become a leader in the plantation industry.

To embark aggressively onto value-added downstream manufacturing activities which are synergistic to our core business.

To enhance return on the company land bank through property development activities.

To adopt a market-driven and customer-oriented approach, with emphasis on product quality and diversity.

To strengthen our competitive position by adopting new technologies and innovations.

**OUR
VISION**

**OUR
CORE
VALUES**



Hardwork

Accomplish tasks with vigour and commitment

Honesty

Integrity drives attitude and action

Harmony

Practise teamwork and communicate efficiently to achieve goals

Loyalty

Faithful to duty and committed to the company

Compassion

Demonstrate empathy and kindness towards others

As people are the key to achieving the Company's vision, we are committed to develop our employees and create a highly motivating and rewarding environment for them.



How Genting Plantations Creates Value

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

With a customer-oriented and market-driven approach to creating and sustaining value, our Group has made significant strides in innovation and business activities. These efforts continuously support our vision to become a leader in the plantation industry, driving transformation through agriculture technology and unlocking value through property development.

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

GENTING PLANTATIONS' SIX CAPITALS OF VALUE CREATION

<p>Financial Capital </p>	<p>Manufactured Capital </p>	<p>Intellectual Capital </p>
<p>Funds available to Genting Plantations for the management and provision of assets obtained via financing such as equity, debt, grants, or any money generated through Genting Plantations' business operations or investments</p>	<p>All plantation areas, refinery, biodiesel plants, properties, buildings, and infrastructure owned and managed by Genting Plantations</p>	<p>All of Genting Plantations' knowledge-based intangible assets, including all developments made under biotechnology, Big Data, artificial intelligence ("AI"), and agricultural technology ("AgTech")</p>
<p>Natural Capital </p>	<p>Human Capital </p>	<p>Social and Relationship Capital </p>
<p>All renewable and non-renewable natural resources used and managed by Genting Plantations including water, air, land, biodiversity, and health of ecosystems</p>	<p>Total workforce employed by Genting Plantations, along with their competencies, capabilities and expertise, aligned with how they support Genting Plantations' long-term strategic value creation</p>	<p>The relationships held between Genting Plantations and institutions such as communities, stakeholders, governing bodies and other intersecting networks within the Group</p>

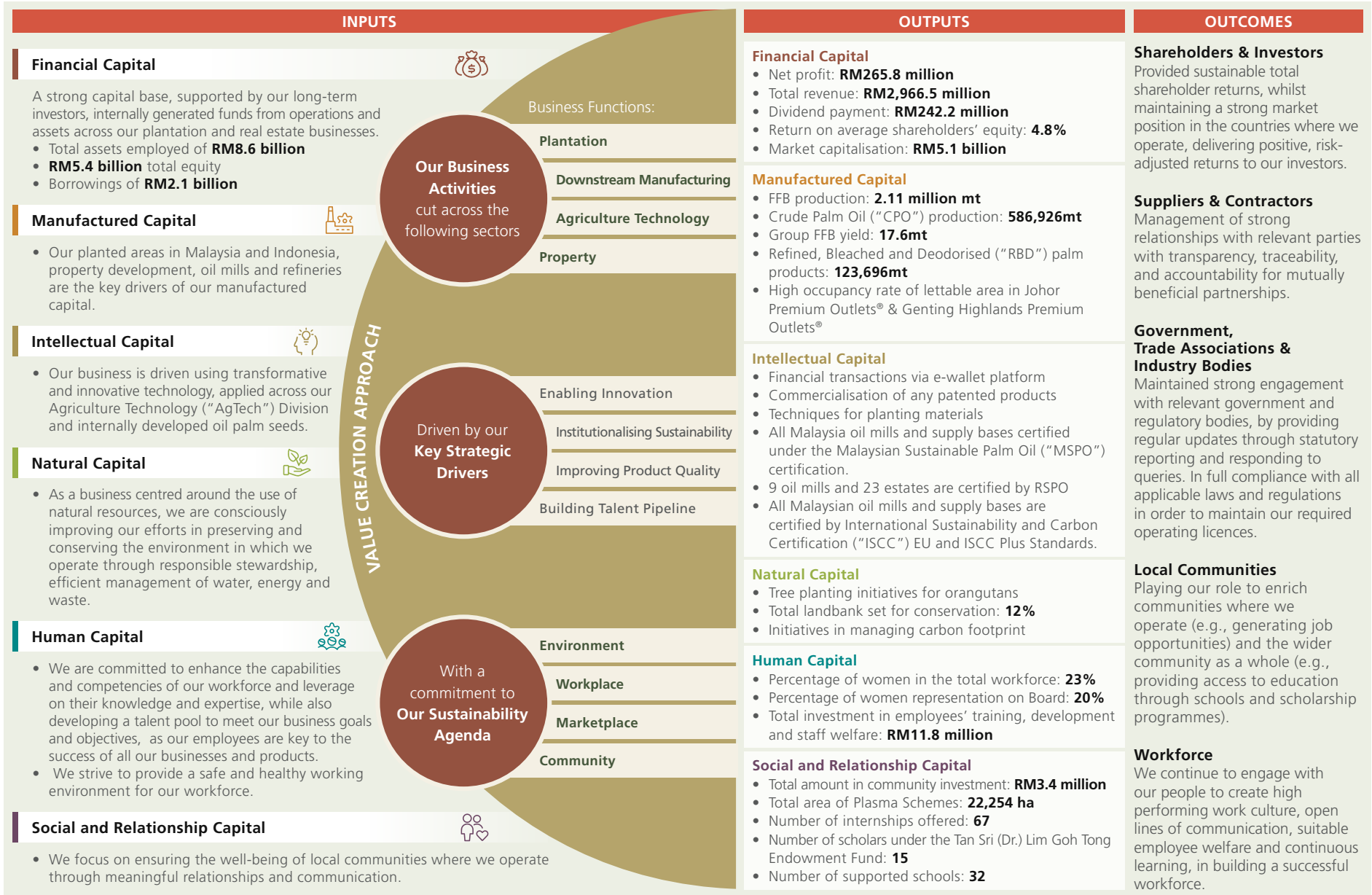
We have made substantial progress in our sustainability initiatives with our Four-Pillared Sustainability Agenda as well as the United Nations Sustainable Development Goals covering Environmental, Social, and Governance ("ESG") aspects. Our multi-capital approach to value creation is driven by our strategic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

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

How Genting Plantations Creates Value

OUR CORE VALUES

- HARDWORK
- HONESTY
- HARMONY
- LOYALTY
- COMPASSION



Our Presence

Plantation Division



Our Plantation Division's operations encompass both plantation and FFB processing activities. Our oil palm estates span across Malaysia and Kalimantan in Indonesia, with a total landbank of 243,000 hectares (including Plasma schemes). Our Group operates 13 palm oil mills in Malaysia and Indonesia; one in Peninsular Malaysia, six in Sabah and six in Indonesia.

Downstream Manufacturing Division



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

Agriculture Technology ("AgTech") Division



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

Property Division



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



PENINSULAR MALAYSIA

Plantation

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

Oil Mill

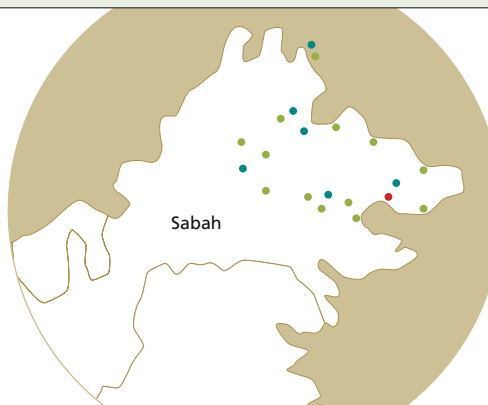
- Genting Ayer Item Oil Mill

Property

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

AgTech

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



SABAH

Plantation

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

- Genting Landworthy Estate
- Genting Layang Estate

Oil Mill

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

Downstream Manufacturing

- Genting Integrated Biorefinery Complex



INDONESIA

Plantation

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

Oil Mill

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

Property

- Sentul City Land

Our Sustainability Approach

The Group's sustainability management is anchored on our Four-Pillared Sustainability Agenda ("Agenda"). The Agenda serves as an overarching framework to ensure the progress and success of our sustainability journey. It is embedded across all functions and employees. Additionally, it is also extended to business partners and in the regions which we operate in.

We strive to achieve a balance between all four pillars in our execution methods. We firmly believe that this approach not only creates sustainable value for our stakeholders but also strategically manages our risks.

Environment



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

Marketplace



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

Community

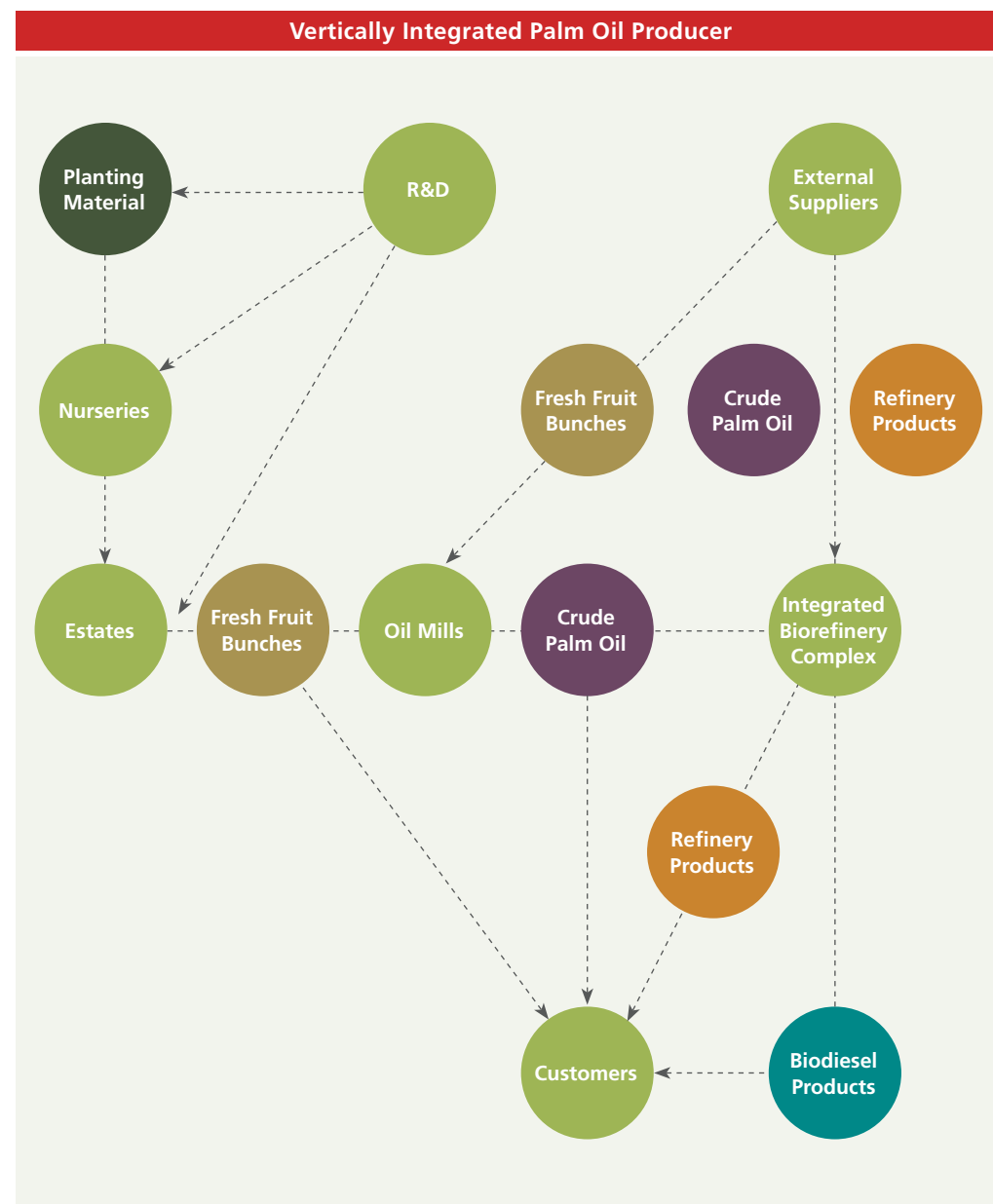


- To build mutually beneficial relationship with the communities where we operate and with society at large through active engagement
- To enrich the communities where we operate

Workplace



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



Our Governance

COMMITTED TO VALUE CREATION AND PRESERVATION BY UPHOLDING GOOD GOVERNANCE

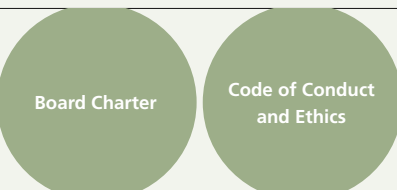
The Group has established effective measures in advocating strong corporate governance principles across our operations.

To this end, our operations adhere to frameworks and policies that prioritise good governance in all decision-making processes, reflecting our commitment to accountability and transparency.

In creating sustainable value for our stakeholders, we are guided by our Core Values



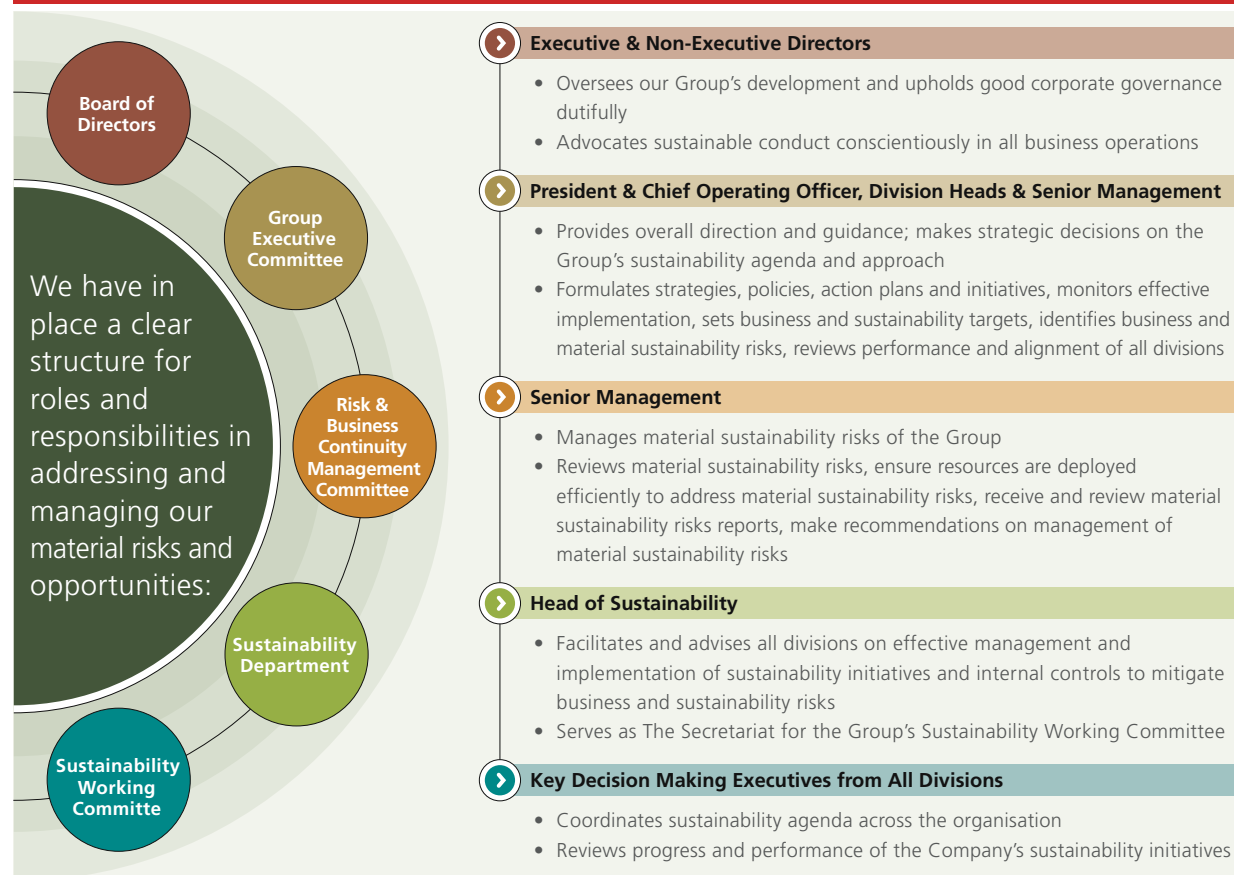
We also recognise the need to comply with the Company's corporate governance standards and best practices



Our Board of Directors ("Board"), composed of individuals who possess the required expertise, professional experience and vision, competently fulfils their fiduciary responsibilities and guides the Group to operate in the best interests of all stakeholders.

We recognise that a robust sustainability governance structure is imperative for the Group to achieve its objectives and at the same time, effectively manage our social and environmental risks associated with our operations.

Sustainability Governance Structure of Genting Plantations Berhad



In accordance with the structure, the Board and Senior Management take on a proactive role in overseeing the progress of our sustainability agenda and assessing the Company's risk and opportunities. On a yearly basis, we conduct an evaluation of their effectiveness and performance to ensure that we continuously maintain ethical practices and good governance standards throughout our operations.

Our Governance

“

Leading the way for value creation and preservation through good governance


Performance Measurement

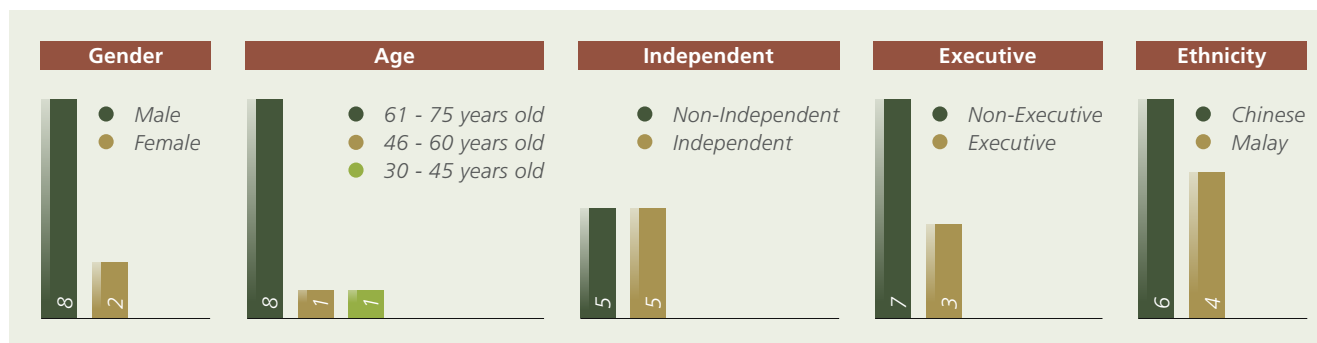
The Board and Senior Management are appraised annually for their efforts in steering the Company's sustainability agenda and management of its risks and opportunities.

➔ For further information on the Directors' profile, please refer to pages 23 to 32 of the IAR 2023.



EXPERIENCED AND EFFECTIVE LEADERSHIP

<p>01</p> <p>GEN. DATO' SERI DIRAJA TAN SRI (DR.) MOHD ZAHIDI BIN HJ ZAINUDDIN (R)</p> <p><i>Chairman/Non-Independent Non-Executive Director</i></p>	<p>02</p> <p>TAN SRI LIM KOK THAY</p> <p><i>Deputy Chairman and Executive Director/Non-Independent Executive Director</i></p>	<p>03</p> <p>DATO' SRI TAN KONG HAN</p> <p><i>Chief Executive and Executive Director/Non-Independent Executive Director</i></p>	<p>04</p> <p>DATO' INDERA LIM KEONG HUI</p> <p><i>Deputy Chief Executive and Executive Director/Non-Independent Executive Director</i></p>
<p>05</p> <p>MR CHING YEW CHYE</p> <p><i>Non-Independent Non-Executive Director</i></p>	<p>06</p> <p>MR YONG CHEE KONG</p> <p><i>Independent Non-Executive Director</i></p>	<p>07</p> <p>TAN SRI DATO' SRI ZALEHA BINTI ZAHARI</p> <p><i>Independent Non-Executive Director</i></p>	<p>08</p> <p>DATO' MOKTAR BIN MOHD NOOR</p> <p><i>Independent Non-Executive Director</i></p>
<p>09</p> <p>MS LOH LAY CHOON</p> <p><i>Independent Non-Executive Director</i></p>	<p>10</p> <p>GENERAL TAN SRI DATO' SRI PANGLIMA TS. HAJI ZULKIFLI BIN HAJI ZAINAL ABIDIN (R)</p> <p><i>Independent Non-Executive Director</i></p> <div style="text-align: center;">  <p>100% of our Board Members are Malaysians</p> </div>		



Our Contribution Towards The United Nations Sustainable Development Goals

As a palm oil company, we remain committed to supporting the United Nations (“UN”) Sustainable Development Goals (“SDGs”). These goals call for swift global action and offer a comprehensive and integrated framework for tackling the most critical issues confronting humanity.

We focus our efforts on the global goals where we can make the most strategic and meaningful contributions. Our material sustainability matters have been aligned with the relevant SDG indicators and we are committed to actively identifying and implementing strategies to successfully achieve the goals that directly impact our operations.

Our contributions are based on six selected SDGs which have been determined through an analysis. These goals are aligned with our business strategy, key strengths and influence, as they are relevant and central to our business. Furthermore, these goals empower us to operate in a manner that maximises our ability to contribute to a diverse range of other goals.

The six SDGs are:



SDG 1: No Poverty



Malaysia and Indonesia have made significant strides in improving welfare and living standards of their citizens, but poverty remains a persistent problem that calls for innovative alleviation strategies. GENP, as a responsible corporate citizen, remains steadfast in reducing poverty by providing job opportunities, integrating smallholders, and investing in community-oriented programmes to cater to vulnerable members of society. We are also committed to upholding the rights of local and indigenous communities. This can be achieved by ensuring that our suppliers complete thorough impact assessments and comply with the Free, Prior, Informed Consent (“FPIC”) protocols where applicable.

Our Contribution Towards The United Nations Sustainable Development Goals

SDG 3: Good Health and Well-Being



We adhere to the strictest health and safety regulations to protect the well-being of our employees. We reaffirm our dedication to their good health by offering a wide range of benefits to our employees. We will continue with initiatives to raise health awareness among our employees, including about the importance of adhering to safety protocol when dealing with respiratory viruses which include COVID-19.

SDG 8: Decent Work and Economic Growth



The palm oil sector offers numerous employment opportunities, especially in rural areas, driving economic growth. We ensure fair work opportunities, respect human rights and maintain a secure working environment. GENP is unwavering in our commitment to offering fair and decent work opportunities, while also respecting human and labour rights and upholding a safe working environment. This is to ensure that our supply chain and operations positively impact our employees.

SDG 12: Responsible Consumption and Production



Responsible consumption and production practices are crucial for preserving natural resources and minimising environmental and health impacts. We have adopted a holistic approach that leverages natural solutions and biological controls to manage pests. We renew our commitment to actively guiding our suppliers to improve processes and align with sustainability goals.

SDG 13: Climate Action



GENP is dedicated to a Zero Burning Policy and acknowledges the importance of environmental stewardship. Our top priority is to implement long-term strategies that help neighbouring villages and communities stay fire-free. We have partnered with conservation organisations for habitat restoration and wildlife monitoring and have updated their Climate Risk Impact and Mitigation Plan since 2021.

SDG 15: Life on Land



Forests are crucial for ecosystem services, biodiversity and Indigenous communities' livelihoods. We have been steadfastly dedicated to preserving forest areas for several years. Our commitment extends to nurturing and protecting the forests and ecosystems in which we operate. GENP is deeply committed to this endeavour, employing a multifaceted approach, including High Carbon Stock and High Conservation Value areas across our operations. We collaborate with local communities and NGOs to enhance and safeguard forests through various initiatives, and are actively involved in conserving orangutan populations through partnerships with the Borneo Orangutan Survival Foundation and Bringing Back Our Rare Animals.

Engaging With Our Stakeholders

GENP places a high priority on establishing meaningful engagements with stakeholders to cultivate mutual respect, obtain valuable insights, and propel progress towards vital sustainability objectives.

We acknowledge the crucial role of stakeholder engagement in developing enduring solutions to the challenges faced by our industry, and thus, we participate in individual and collective initiatives with key stakeholders and industry peers to effect transformative and systemic change.



Stakeholder	Engagement Channels	Key Material Issues	GENP's Efforts
A Workforce	1, 2, 3	<ul style="list-style-type: none"> Environmental Matters Human Rights & Labour Standards 	Pg. 39-49 Pg. 19-31
B Shareholders & Investors	1, 2, 3	<ul style="list-style-type: none"> Human Rights & Labour Standards Environmental Matters Governance, Ethics & Integrity 	Pg. 19-31 Pg. 39-49 Pg. 32-35
C Local Communities	1, 2, 3	<ul style="list-style-type: none"> Human Rights & Labour Standards Environmental Matters Supply Chain Management 	Pg. 19-31 Pg. 39-49 Pg. 35-38
D Industry Groups	1, 2, 3, 4	<ul style="list-style-type: none"> Environmental Matters Fire Commitment and Management Governance, Ethics & Integrity 	Pg. 39-49 Pg. 45 Pg. 32-35
E Government, Trade Associations & Industry Bodies	1, 2, 3, 4	<ul style="list-style-type: none"> Human Rights & Labour Standards Environmental Matters Governance, Ethics & Integrity 	Pg. 19-31 Pg. 39-49 Pg. 32-35
F Non-Governmental Organisations (NGOs)	1, 2, 3, 4	<ul style="list-style-type: none"> Governance, Ethics & Integrity Environmental Matters Human Rights & Labour Standards 	Pg. 32-35 Pg. 39-49 Pg. 19-31
F Customers	1, 2, 3, 4	<ul style="list-style-type: none"> Supply Chain Management Governance, Ethics & Integrity Fire Commitment and Management 	Pg. 35-38 Pg. 32-35 Pg. 45
H Suppliers & Contractors	1, 2, 3	<ul style="list-style-type: none"> Supply Chain Management Governance, Ethics & Integrity Health & Safety 	Pg. 35-38 Pg. 32-35 Pg. 26-31

Means of Engagement

Type	Medium of Engagement	Frequency
1 Formal Meeting	Meetings, Annual/Extraordinary General Meeting, Dialogues, Townhall Sessions, Audit, Inspections, Annual Appraisals	Periodical, scheduled
2 Informal Communication	Telephone, Messaging Services, Physical visits, Emails	As and when necessary
3 Direct Communication	Notices, Memorandum, Campaigns, Emails, Letters, Assessments, Survey (Sustainability/Employee), Forms, One to One Interviews or Meetings	As and when necessary
4 Public Disclosure	Annual Report, Sustainability Report, Website, Media/Press release, Financial and Quarterly Reports	Periodical, as and when necessary

Our Approach to Materiality

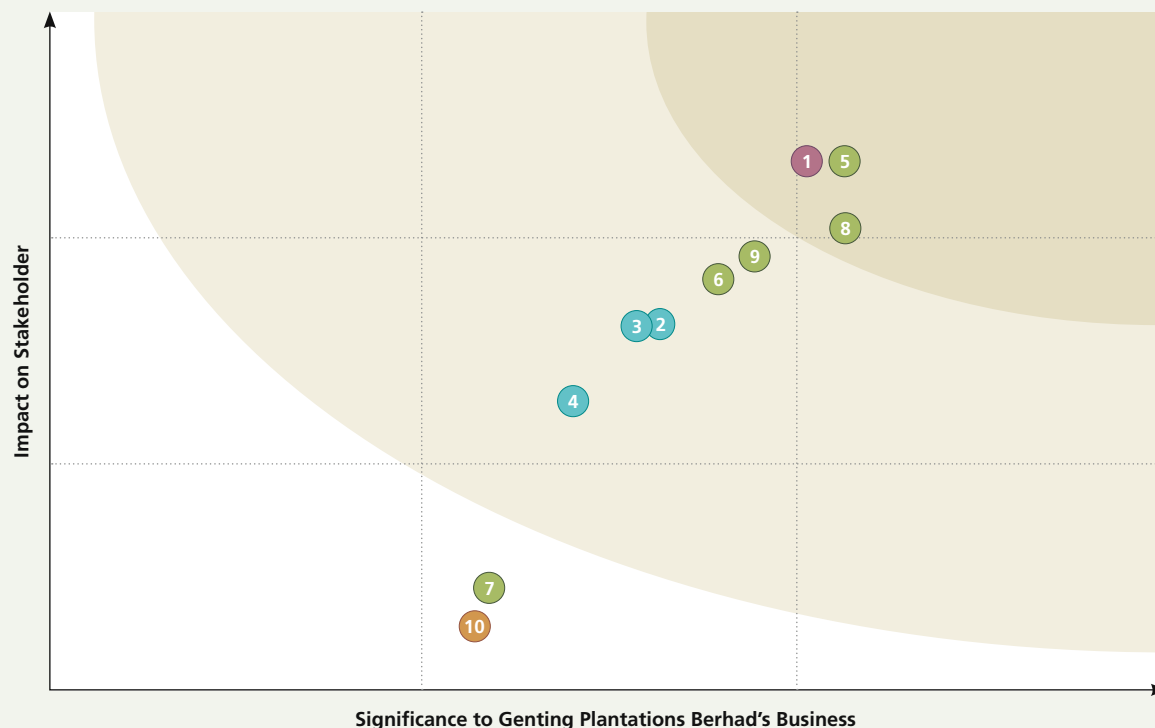
As an organisation that grows responsibly, we are aware of the environmental, social and governance impacts of our business operations and activities. In line with our Four-Pillared Sustainability Agenda, we strive to minimise the adverse impacts of our value chain to continually create value for our business and stakeholders.

As such, we determine the material issues that are significant to us and to our stakeholders, so as to capitalise on opportunities and mitigate and minimise risks. These material matters are reviewed on a regular basis to ensure that they remain relevant and aligned with our corporate strategy, evolving stakeholder expectations, market trends and the relevant UN SDGs.

We conduct comprehensive materiality assessment periodically to identify our material issues and gain insights from our internal and external stakeholders on the ESG impacts of our operations. Our last in-depth materiality assessment was held in 2022. In 2023, we conducted a desktop validation to align our material issues with local, regional and global industry peers, as well as top megatrends and top risks. To ensure our material issues are benchmarked against the latest reporting requirements and standards, they were mapped against the relevant GRI Topic Standards, GRI 13: Agriculture, Aquaculture and Fishing sector standards, Sustainability Accounting Standards Board (SASB) and the UN SDGs.

Based on the findings of the validation, we maintained eight material matters and added 'Community Empowerment' as a new material matter, reflecting the importance of creating economic and social impacts for the local communities where we operate. 'Smallholder Inclusion', which has been identified as a prioritised material matter in most industry peers' sustainability reports, was elevated as a top material matter. Concurrently, 'Health and Safety' was incorporated into 'Upholding Human Rights & Labour Standards', encompassing all topics related to employee safety, wellness, diversity and learning and development. We also renamed Water to Water Management to highlight our holistic approach in managing water consumption.

Our 10 material matters are plotted on a materiality matrix to show the significance of each material matter to our business and our stakeholders.





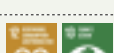







- | Workplace | Marketplace | Environment | Community |
|---|-------------------------------------|---|--------------------------|
| 1 Upholding Human Rights & Labour Standards | 2 Responsible Supply Chain/Sourcing | 5 No Deforestation, Conservation & Biodiversity | 10 Community Empowerment |
| | 3 Governance, Ethics & Integrity | 6 Water Management | |
| | 4 Smallholder Inclusion | 7 Energy Management | |
| | | 8 Emissions Management | |
| | | 9 Effluents & Waste Management | |

Our Approach to Materiality

OUR MATERIAL TOPICS

We have mapped our 10 material matters against the relevant GRI indicators and UN SDGs to ensure our disclosures comply with global reporting standards and contribute to the global goals. In addition, we aligned the material issues with our sustainability targets and risk management to better track our progress, enabling us to enhance our sustainability strategy whenever necessary.

Genting Plantations' 10 Material Topics					
Material Topic	UNSDG	Priority	GRI	GRI Standard Material Topics	Risk Management
Governance, Ethics & Integrity		Medium	205 308	Anti-corruption Supplier Environmental Assessment	<ul style="list-style-type: none"> Ensuring zero corruption practices and conformance to policies and regulations across our value chain
Responsible Supply Chain/Sourcing		Medium	204 301	Procurement Practices Materials	<ul style="list-style-type: none"> Identifying economic, environmental and social risks associated with our third-party suppliers
Smallholder Inclusion		Medium	203	Indirect Economic Impacts	<ul style="list-style-type: none"> Implementing measures to support livelihoods of smallholders
No Deforestation, Conservation & Biodiversity		High	304	Biodiversity	<ul style="list-style-type: none"> Protecting HCV and HCS areas to safeguard natural habitats of endangered species Prohibiting new development on HCV and HCS areas, peat development and zero burning in all activities Extending biodiversity practices throughout our entire supply chain
Effluents & Waste Management		Medium	303 306	Water and Effluents Waste	<ul style="list-style-type: none"> Reducing BOD and COD levels to enhance water quality by 2050 Striving towards carbon neutrality by 2030
Water Management		Medium	303	Water and Effluents	<ul style="list-style-type: none"> Protecting and optimising our water management system Utilising surface water and rainwater harvesting
Energy Management		Low	302	Energy	<ul style="list-style-type: none"> Optimising our energy management, cutting operational costs and improving energy security through biofuel and non-renewable energy Reducing energy consumption at our operating units in Sabah and Indonesia Striving towards carbon neutrality by 2030
Emissions Management		High	305	Emissions	<ul style="list-style-type: none"> Striving towards carbon neutrality by 2030
Upholding Human Rights & Labour Standards		High	401 402 403 404 405 406 407 408 409 411	Employment Labour Management Relations Occupational Health and Safety Training and Education Diversity and Equal Opportunity Non-discrimination Freedom of Association and Collective Bargaining Child Labour Forced or Compulsory Labour Rights of Indigenous Peoples	<ul style="list-style-type: none"> Prohibiting harassment and discrimination according to our policies Striving towards ZERO HARM among employees by reducing fatalities and accidents Aiming to migrate OSHMS to the ISO 45001 in line with the OSH Master Plan 2024, by 2025 Aiming to meet national OSH standards, embracing self-regulation practices and enhancing workers' knowledge on hazards and risk control.
Community Empowerment		Low	413	Local Communities	<ul style="list-style-type: none"> Managing human-wildlife conflicts and preventing hunting and poaching of endangered wildlife Preventing forest fires and discouraging the use of fires in agriculture among farmers Providing guidance to farmers on sustainable farming practices

Our Corporate Citizenship



UPHOLDING HUMAN RIGHTS & LABOUR STANDARDS



We uphold the fundamental principle of human rights that every individual deserves to be treated with dignity and respect irrespective of gender, socioeconomic status or religious beliefs. We expect not just employees but also our partners, providers, suppliers and customers to uphold human rights.

We are committed to leading with our values and upholding human rights while adhering to local and national laws and international standards. We seek to constantly evaluate our progress and incorporate the lessons learned into our operations. We strive to abide by internationally recognised standards and best practices and be cognisant of the constitutional rights and laws in the regions where we operate.

Human rights policies throughout the organisation are governed by the Group's dedicated Sustainability Department team, which is well-versed in human rights and how they relate to our operations. We identify key focus areas to address relevant issues and implement control and management solutions. We implement a targeted approach to community and labour rights, seeking input from stakeholders to mitigate potential liabilities and identify opportunities for improvements related to human rights. We engage in a progressive dialogue to assess our stakeholders' level of preparedness and progress in meeting human rights requirements and to ensure that everyone, especially those in the supply chain, understands our expectations for compliance with human rights standards. We offer them support as needed to implement the best human rights practices.

The Group's management conducted regular evaluations of our human rights performance through reviews of current practices, engagement with human rights defenders, and the results of social impact assessments at all of our operations. Following the review, the management team implemented the necessary corrective action plans. They also informed the Board of Directors of the Group's compliance with this commitment and provided oversight.

Our Corporate Citizenship

In 2023, there were zero confirmed cases of non-compliance. We conducted regular reviews and engaged with suppliers to ensure their compliance to human rights practices. Additionally, high-risk suppliers identified by the Group were given a grace period of six months to rectify any issues and develop corrective action plans to improve their practices.

There were zero cases of non-compliance in 2023.



RESPECTING THE RIGHTS OF INDIGENOUS AND LOCAL COMMUNITIES

We respect the customary rights of indigenous and local communities, as well as their legal and customary land tenure rights. We have made our commitments to the UN Declaration on the Rights of Indigenous Peoples and the ILO Convention on Indigenous and Tribal Peoples (No. 169) and Free, Prior and Informed Consent ("FPIC"). We recognise the importance of sustainability and prioritise the protection and promotion of human rights, particularly in relation to our oil palm plantation activities.

No development or expansion of our operations is permitted without obtaining the FPIC from indigenous and local communities on their land. Our method for conducting FPIC involves the establishment of communication channels with individual landowners, local communities and designated representatives of the local community. The Group has implemented procedures to ensure the FPIC process is conducted with due diligence and efficiency.

In instances of land disputes, the Group works to resolve them amicably through open dialogue. We follow legal ownership and best practices in accordance with the RSPO's FPIC Consent Guide for RSPO Members.

Any compensation for lost benefits or relinquishing rights is negotiated voluntarily and agreed upon by the communities. We shall follow our conflict resolution procedures as well as applicable social principles and practices to settle any open or unresolved disputes with communities. Additionally, we will conduct a Social Impact Assessment ("SIA") every five years to understand community needs and mitigate conflicts.

RESPECTING AND UPHOLDING EMPLOYEE RIGHTS

We place significant importance on protecting employee rights in our operations. This includes providing safe and healthy working conditions, treating employees fairly and upholding their right to a fair living wage.

Our commitment to upholding our labour rights for our employees entails the following:

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

Our Corporate Citizenship

Free



A self directed process by those affected to voluntarily giving consent

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

Informed



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

Prior



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

Consent



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

The Group’s policies, procedures and practices which demonstrate its commitment to these principles, are consistent with the UN SDG 8 - Decent Work and Economic Growth.

The Group conducts regular audits and assessments to ensure compliance with local and international laws and regulations, taking swift action to address any identified issues. Furthermore, the Group actively engages its workforce and other stakeholders to solicit feedback and continuously refine its approach to labour rights.

NO FORCED, HUMAN TRAFFICKING AND DEBT BONDAGE LABOUR

We take a strong stance against any form of forced labour, exploitation, human trafficking, sexual harassment or abuse, contract substitution, debt bondage, and the holding of identification documents by employees or our third-party vendors. We provide secure lockers for all employees to store their personal documents and belongings. We also have established procedures for the recruitment of foreign workers to ensure proper control as well as oversight.

The Company conducted direct recruitment, covering all recruitment fees. We also conducted due diligence and support documentation processes to guarantee that there are no recruitment fees charged by the recruitment agencies we hire. Employment agreements and contracts are provided in both English and the worker’s native language to ensure that all parties are fully informed and understand the terms, while posters detailing worker’s benefits and terms are displayed in the workplace and hostel areas.

In 2023, there were zero cases of violations of human rights, and concurrently the group has addressed 913 feedback channeled through the careline since its inception in 2022. We have taken appropriate actions accordingly.

Our Corporate Citizenship

OUR WORKFORCE

At GENP, we highly value our employees and workers as we believe that they are the cornerstones of our growth and success. We remain committed to upholding best practices in labour rights, cultivating a culture rooted in shared values and treating all employees with respect and dignity. In line with the UN SDG 1 - No Poverty and SDG 8 - Decent Work and Economic Growth, our Group strives to eradicate poverty by 2030, eliminating forced labour, child labour, modern slavery and human trafficking by 2025.

As our human capital represent our organisation, we invest significant efforts to embrace diversity and inclusion, enhance employee capabilities and skills, protect labour rights, boost talent attraction and retention and ensure that our workforce are fairly compensated. We aspire to build strong and positive relations with them, addressing their needs and providing a safe and conducive work environment, enabling our people to excel and thrive throughout their journey with us.

FOSTERING DIVERSITY AND INCLUSION

The Group values a diverse and inclusive workforce to drive creativity, innovation and good decision-making within the organisation. To this end, we have implemented various policies and programmes to attract, develop and sustain a diverse workforce, ensuring equal opportunities for all our employees, regardless of gender, age, race, religion, disability, socio-economic background or nationality.

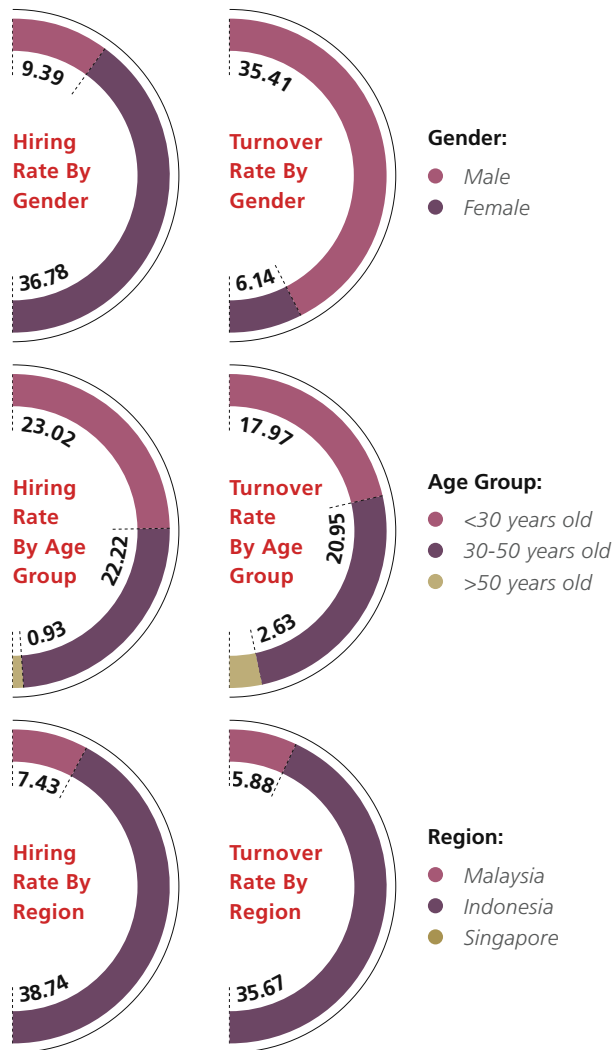
We actively support cultural diversity and strive to create an inclusive work culture through employee engagement and development initiatives. The Group strictly prohibits harassment or discrimination, and this is reflected in our established policies and committees. Each operating unit has a dedicated Gender Committee, tasked with protecting the rights and welfare of women in our workforce. This is vital as we have more women in management and research and development roles compared to our industry peers. We continue to empower the women in our organisation to be actively involved in all aspects of our operations.

In 2023, we conducted various training and awareness activities to support a gender-diverse and inclusive working environment. These initiatives include programmes such as sexual harassment training.

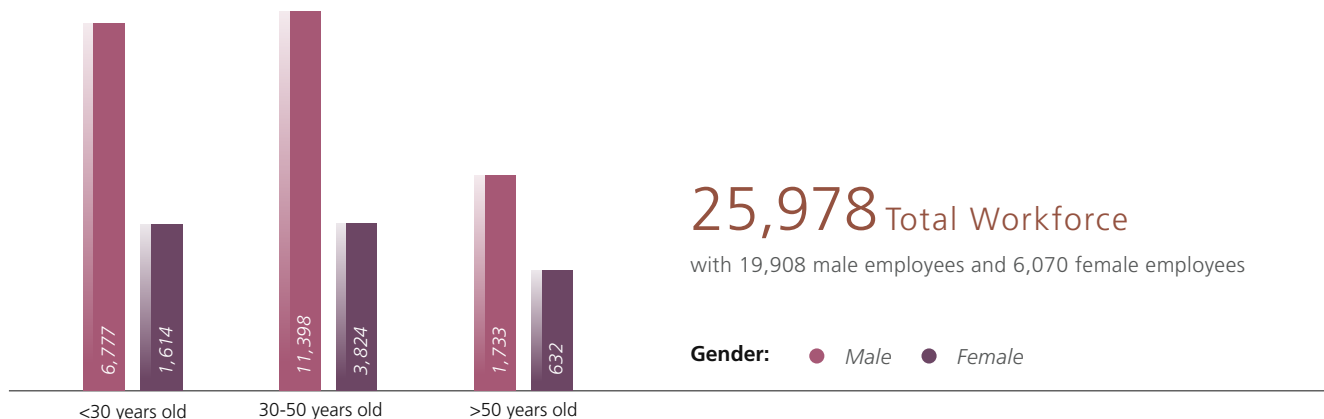
Our Corporate Citizenship

EMPLOYEE PERFORMANCE DATA

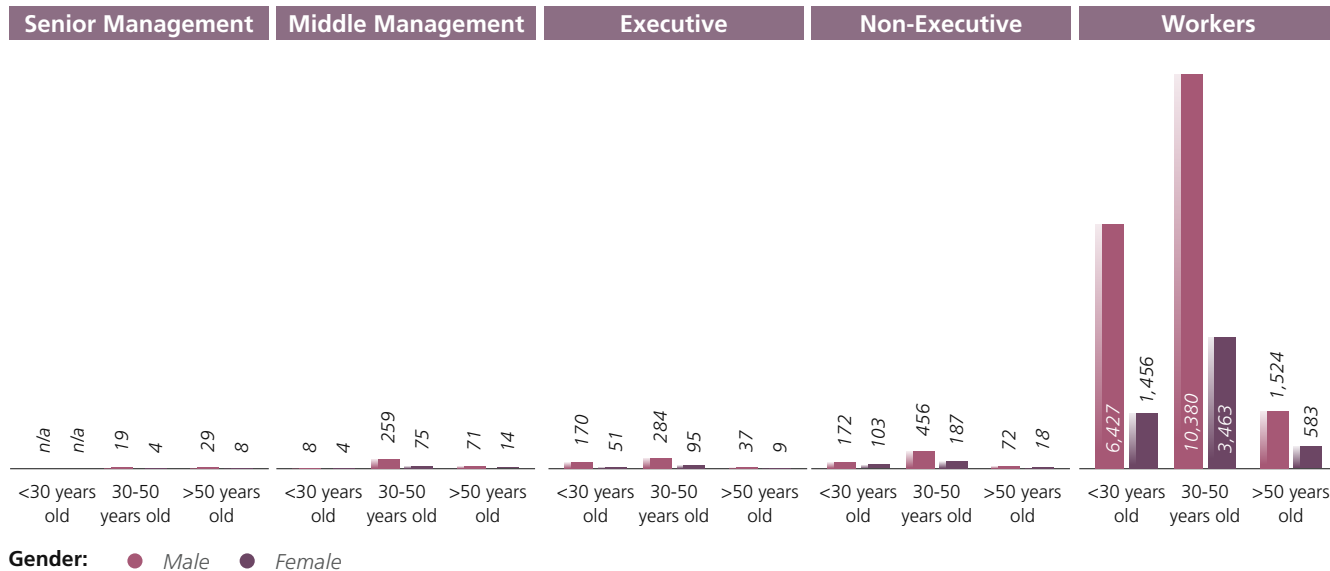
Hiring And Turnover Rate



Workforce By Gender & Age Group

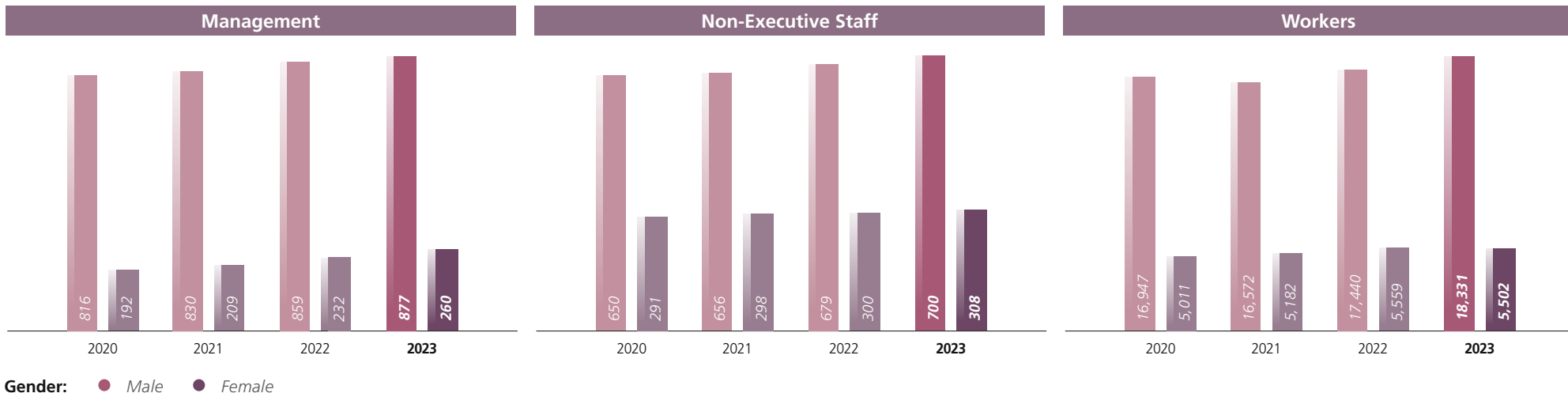


Workforce By Work Category

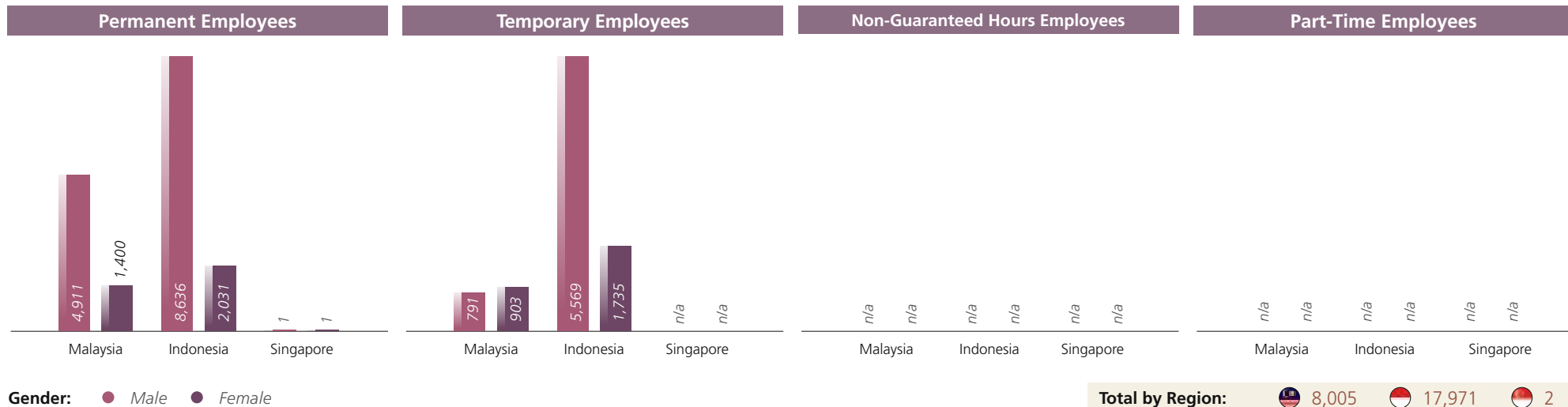


Our Corporate Citizenship

Workforce by Work Category and Gender



Workforce by Employment Category



Total by Region: 8,005 17,971 2

Our Corporate Citizenship

TALENT ATTRACTION & RETENTION

We prioritise the recruitment of locals to foster shared values with communities in areas where we operate, stimulating the local economy and enhancing female representation in the industry, thereby providing direct access to job security.

Our talent acquisition is conducted through diverse channels such as career fairs, career talks, advertising, our corporate website and internships. All employees are selected, assessed and promoted based on their qualifications, skills and performance.

MEETING OUR WORKERS' NEEDS

We value the commitment and dedication of our diverse workforce, and this extends to our workers. As a responsible employer, we strive to look after the needs of our workers, to motivate them, compensate them for their labour and ensure that their basic living needs are met.

PROVIDING DECENT WAGES & BENEFITS

We adhere to the principles outlined in the RSPO Guidance for implementing a Decent Living Wage ("DLW"), with the objective of enabling workers and their families to achieve a respectable standard of living. We ensure that the wages and employment conditions for our employees and workers meet or exceed legal minimum wage standards. In addition, we provide supplementary benefits such as healthcare, childcare, housing, electricity, clean water, educational support for children and transportation.

The following table lists benefits for full-time employees and additional benefits for those based at our estates and oil mill:

Benefits for Full-Time Employees at Genting Plantations Berhad	Additional Benefits for Our Workforce Based at Our Estates and Oil Mill	
	MY	INA
Salary Increment & Bonus	✓	✓
Life Insurance	✓	–
Health Care & Dental Coverage	✓	✓
Disability/Invalidity Coverage	✓	✓
Annual Leave	✓	✓
Parental Leave	✓	✓
Retirement Provision	✓	✓
Interest Free Car Loan	✓	–
Scholarship, Training & Enrichment Provision	✓	✓
Travel Related Benefits	✓	✓
Financial Relief for Bereavements	✓	✓
Staff Discounts	✓	✓
Long Service Awards	✓	✓
Free Housing	✓	✓
Subsidised Water & Electricity	✓	✓
Transportation to Work	✓	✓
Medical Care & Supporting Facilities	✓	✓
Creches for Infants & Toddlers	✓	✓
Basic Education Facilities for Children	✓	✓
Recreational Facilities	✓	✓
Places of Worship	✓	✓
Training & Awareness Programmes	✓	✓
Recognition for Highly Productive Workers	✓	✓
Cultural & Religious Celebrations	✓	✓

Our Corporate Citizenship

Moreover, in Malaysia, we ensure payslips are provided in both English and the worker's native language. These payslips clearly indicate all the necessary details, and all operating mills and derivatives comply with the legal requirements for overtime pay and reasonable working hours. Our inclusive benefit packages are developed to meet the needs and expectations of our employees, ensuring that they possess ample resources to maintain a basic yet respectable standard of living.

FAIR WORKING HOURS

We are committed to providing all employees with fair working hours and adequate periods of rest. Measures have been implemented across our operating units to prevent the imposition of excessive working hours. To date, there have been no instances of observed excessive working hours in our operations. Overtime is exclusively offered to the relevant workforce in compliance to legal regulations and compensation is provided.

HEALTH AND SAFETY

As our people are our most valued assets, the safety and health of our employees, contractors, suppliers, stakeholders and communities in areas where we operate are vital to our overall success. We are committed to integrating the best safety practices into our daily operations and activities. We strictly adhere to the Group's Occupational Safety and Health ("OSH") policy, aiming for continuous improvements in our operations with the ultimate goal of achieving "Zero Harm" to our employees. To uphold this commitment, our OSH policy, which was recently reviewed in July 2023 by the President & Chief Operating Officer, is displayed at strategic locations within our premises and offices to ensure awareness among our employees.

During the year, as part of our commitment to safety, training sessions and safety exercises were conducted across all our operations. Workers are mandated to wear appropriate Personal Protective Equipment ("PPE") at applicable periods. The oversight of OSH management and performance falls under the purview of Senior Management who report directly to the Board of Directors. Additionally, Safety and Health Committees enforce stringent measures and protocols at all our operating sites. This comprehensive approach underscores our commitment to maintaining a safe and healthy work environment for all associated with GENP.

OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT SYSTEM

At GENP, our commitment to OSH is steered by our Occupational Safety and Health Management System ("OSHMS"), aimed at achieving zero accidents and optimising OSH performance. Our operational sites in Malaysia and Indonesia have successfully established, implemented and maintained the OSHMS, ensuring compliance with the respective legal requirements of both countries we operate in.

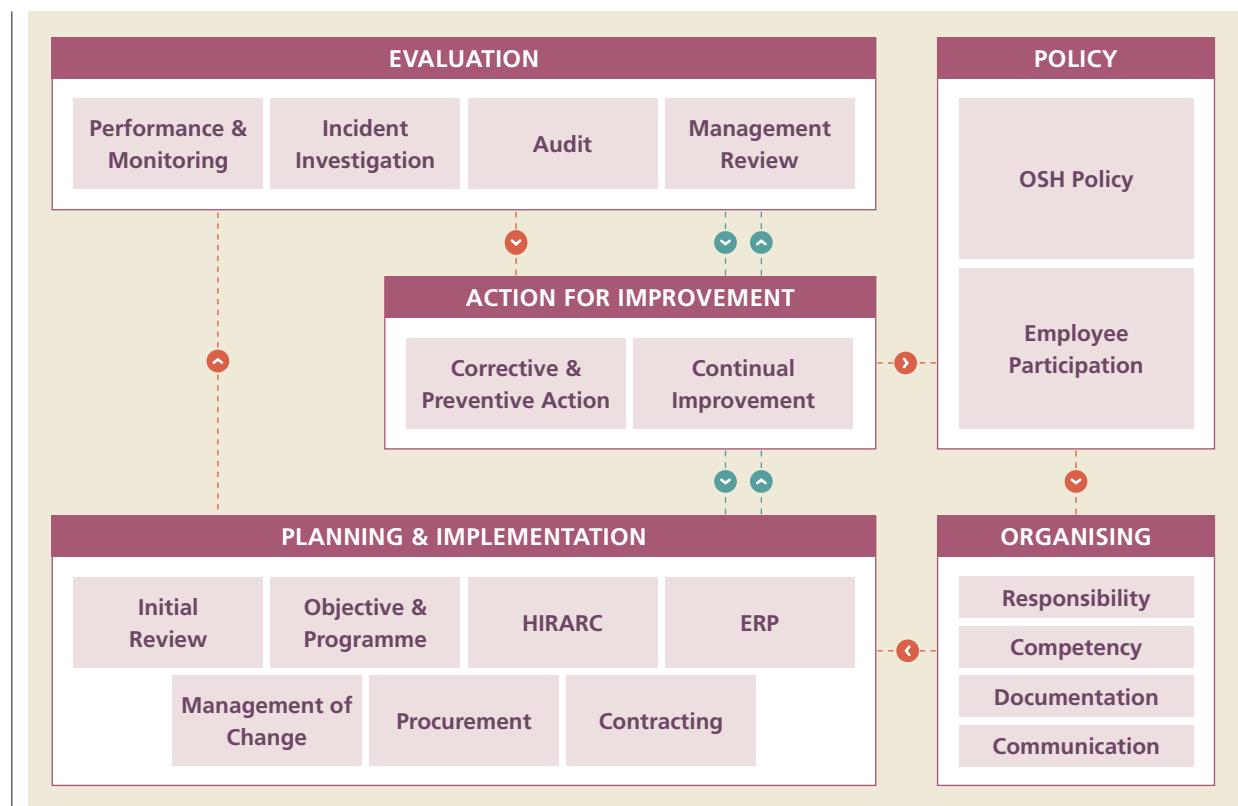
This includes adherence to the following:

- Occupational Safety and Health Act ("OSHA") 1994
- Factory Machinery Act 1967
- Indonesian Labour Law No.13 2003

Further to that, GENP is in the midst of migrating from the current OSHMS 1722:2011 to ISO 45001:2018, in line with the authorities' adoption of the latter standards.

Our Corporate Citizenship

In relation to the development of the Group's OSHMS, it adheres to the guidelines set forth by the Department of Occupational Safety and Health ("DOSH") Malaysia. This guideline ensures continuous and substantial improvements in OSH practices. Comprising five essential elements – policy, organisation, planning and implementation, evaluation and action for improvement, the OSHMS is a comprehensive framework designed to facilitate a systematic approach to OSH. The interrelation between these elements is depicted in the illustration below:



Additionally, our OSHMS is a comprehensive framework that encompasses all work levels, activities and workplaces within the company. This includes contractors and suppliers conducting work-related activities on our premises. Each operating unit is assigned a Safety Health Officer responsible for overseeing the effective management of the system. Documented within the Genting Plantations OSH Manual, this system is accessible at all GENTP operating units.

The manual outlines important work systems and practices, ensuring a thorough understanding of aspects such as:

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

GENP's OSH Manual is applicable to all employees and workers throughout their tenure with the company. Additionally, all contractors and suppliers conducting activities on GENP's premises must strictly adhere to the guidelines outlined in the OSH Manual. In instances where a specific operating unit necessitates a unique work process, a tailored Standard Operating Procedure ("SOP") is developed to complement the OSH Manual for that particular work process.

Furthermore, we are currently in the process of transitioning our existing OSHMS to the ISO 45001, aligning with the OSH Master Plan 2024. Adopting a Plan-Do-Check-Act approach, ISO 45001 encourages worker participation in the OSHMS and emphasises risk prevention. This involves identifying all potential risk factors and establishing a more defined hierarchy of controls for hazard identification. We target to complete this migration either by the end of 2024 or in mid-2025. We believe that this initiative will contribute to a reduction in lost-time injuries and workplace incidents, while enhancing the involvement of leadership and workers in achieving our OSH objectives.

Our Corporate Citizenship

DOSH ANNUAL OSH COMPLIANCE AUDIT

In the year under review, DOSH Melaka conducted the annual OSH compliance audit for GENTP's operating unit located in Melaka on 20 September 2023. The audit was conducted at Genting Tebong Estate, aiming to evaluate its compliance with the Occupational Safety and Health Act 1994 and Noise Regulations 2019.

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

CHEMICAL HEALTH RISK ASSESSMENT

In 2023, we conducted a supplementary to the existing Chemical Health Risk Assessment ("CHRA") at the division of Genting Tebong Estate namely Genting Cheng Division, Repah Division and See Kee Division. The assessment was conducted on 9 and 10 January 2023.

The objective of the CHRA is to further empower these divisions to make informed decisions regarding control measures, employee training, exposure monitoring and health surveillance activities. This is crucial for protecting the health of GENTP's employees who may encounter hazardous chemicals in the workplace.

The assessment was conducted by a qualified "Assessor" who is a competent person registered with DOSH Malaysia and ensured compliance with the OSHA 1994 and the Use and Standard of Exposure of Chemicals Hazardous to Health ("USECHH") Regulations 2000. The CHRA Reports were compiled and finalised in February 2023.

OSH TRAINING, INDUCTION AND AWARENESS

As our workforce are our most valuable assets, we conduct OSH training programmes to cater to the distinct skills and knowledge requirements of various employee groups. These programmes take into consideration factors such as job responsibilities, inherent risks and specific exposures associated with each role.

At management level, our training centred on safe work procedures ("SWP"), legal requirements, guidelines and the Industrial Code of Practice ("ICOP"). We also provided induction programmes for newly hired workers at our operations, encompassing our OSH policy, duties of employee and employer, accident reporting, safety awareness and common accidents and injuries at the workplace.

In addition, we also provided training to prepare our workers for the enforcement of the Occupational Safety and Health (Amendment) Act 2022. GENTP's Safety and Health Officers ("SHO") organised an internal training programme for our operational sites located in Sabah and Peninsular Malaysia. The training aimed to enhance knowledge on the amended aspects and provide insight into the Self-Regulatory approach in accordance with the Occupational Safety and Health (Amendment) Act 2022.

In the year under review, GENTP successfully organised 44 OSH training sessions, participated by a total of 574 employees/workers. This initiative reflects our commitment to providing targeted and comprehensive training to protect the safety of our employees, aligning with their specific roles and responsibilities within the organisation. The following is a list of internal OSH training conducted by our SHO for operating units in West Malaysia:

Topics	No. of Participants
Accident Investigation and Reporting	126
ICOP on OSH Risk Management	30
Basic Understanding of Noise Regulation	12
Functions of Safety and Health Committee	126
Basic Understanding of Occupational Safety and Health (Amendment) Act 2022	48
Basic Understanding of Hazard Identification	126
OSH Induction for New Estate Workers	42
OSH Induction for New Workers (Township – Landscape Maintenance & Upgrading – Property Division)	7
OSH Orientation Programme at Head Office	12
Safety Alert – Lightning Strike and Safety Tips	45

Our Corporate Citizenship

Moreover, we conducted internal and external training to ensure our staff is well-prepared to handle emergencies. This included training provided by PPE suppliers who focused on enhancing knowledge on safety measures applicable to working in confined spaces. We also participated in a joint-venture emergency drill organised by the POIC Emergency Mutual Aid (“PEMA”) led by the Lahad Datu Fire Department.

In August 2023, GENP also organised an OSH Week to celebrate our achievement of reaching 1,000,000 manhours without a single Lost Time Injury (“LTI”) in Malaysia. The three-day event featured various activities, including awareness talks, sports events, tele-matches and an emergency fire drill, promoting safety and enhancing employee engagement. The following talks were conducted by four government and private bodies:



Benefits for Contributors, Self-Employed Individuals and Homemakers

(Pertubuhan Keselamatan Sosial - PERKESO)



Latest Amendments to the Occupational Safety and Health Act

(Department of Occupational Safety and Health - DOSH)



Traffic Law and Regulations

(Royal Malaysia Police - Traffic Enforcement and Investigation Department)



Ergonomics

(i-Borneo Clinic and Surgery - Occupational Health Doctor)

OSH WEEK 2023: EMBEDDING A SAFE WORK CULTURE IN GENP

In partnership with DOSH Johor and Genting Sri Gading Estate, OSH Week 2023 aimed to educate all within GENP on OSH-related issues to promote a safe and healthy work culture. Participated by approximately 50 from DOSH Johor and 40 from GENP, the event was themed “A Safe and Healthy Working Environment is a Fundamental Right.” The event featured a presentation on “OSHMP25: Best Practices for the Agricultural Sector”, a talk on ‘Johor Occupational Accident Statistics’ and a certificate presentation to 20 company representatives by DOSH Johor for their participation in the Compliance Support programme. There was also a prize presentation to the winners of the ‘OSH Best Practice Competition for the Johor Palm Oil Plantation Sector 2023.’

GENTING INDAH ESTATE ACCORDED 2ND PLACE IN NATIONAL OSH EXCELLENT AWARDS 2022

In October 2023, Genting Indah Estate (Sabah Region 2) was awarded 2nd Place in the National OSH Excellent Awards 2022. Organised by the National Council of Occupational Safety and Health (“NCOSH”), the National OSH Awards acknowledges outstanding performance and achievements across various sectors and industries in promoting health and safety within the workplace.

Our Corporate Citizenship

EMPLOYEE HEALTH AND HEALTHCARE FACILITIES

GENP conducts training and health programmes periodically to enhance the health, safety and welfare of employees, workers and contractors. Given the diverse tasks our workers undertake, such as harvesting, operating heavy machinery and transporting goods, any lapses in health or safety protocols could impact our people and operations.

To support our employees, the company provides basic health clinics and dispensaries at most of our estates. These facilities are equipped with trained and qualified medical personnel, offering first aid response and basic medical attention for both occupational and non-occupational needs.

Additionally, we strictly comply with regulatory requirements by conducting periodic health and medical assessments for employees exposed to work conditions with health risks. This includes operations involving exposure to hazardous chemical and excessive noise in the workplace, with all relevant assessment costs covered by the company.

In line with our commitment to UN SDGs for preventing non-communicable and communicable diseases, these facilities are accessible to local communities surrounding our remote establishments. For emergencies and severe cases, the company provides transportation to the nearest medical facility for treatment. At GENP, we consider access to healthcare a fundamental right and thus, we are dedicated to ensuring our workforce remains safe, healthy, motivated and productive. As of 2023, GENP has 19 health facilities in Malaysia and 23 in Indonesia, staffed by 19 Malaysian and 48 Indonesian medical personnel, respectively.

EMPLOYEE HEALTH SURVEILLANCE PROGRAMME

Health surveillance involves examinations and investigations to detect exposure levels and early biological effects and responses. This includes biological and effect monitoring, medical surveillance, enquiries about symptoms of occupational poisoning or disease, and a review of records and occupational history.

Guided by the Occupational Safety and Health Act ("OSHA") 1994 – USECHH Regulations 2000, an assessment is imperative to protect employees exposed or likely to be exposed to hazardous chemicals. The health surveillance programme is administered by an Occupational Health Doctor ("OHD"), conducting tests such as skin examinations, lung function tests and medical assessments, including blood pressure, blood glucose and urine tests.

GENP adheres to regulatory requirements, conducting health and medical assessments for employees exposed to work conditions with work-related ill health risks. This includes operations exposing workers to hazardous chemicals and excessive noise, with the company covering assessment costs. The Estate Hospital Assistant ("EHA") or Medical Assistant ("MA") is qualified to conduct physical inspections and manage occupational diseases, overseeing dispensaries located within estates and providing access to monitoring and health-related data.

When a worker has been identified with exposure to hazardous chemicals or a medical condition due to exposure, the worker is removed from any work based on medical findings or the opinion of a medical practitioner or OHD. Additionally, pregnant or breastfeeding employees are prohibited from engaging in work that may expose them to hazardous chemicals.

Estate facilities include shower rooms, clean water and containers for food, while all workers handling chemicals are provided Personal Protective Equipment ("PPE"). Additionally, workers undergo training on SOPs for handling chemicals and participate in awareness programmes on the importance of preventing occupational poisoning and disease. Any workers experiencing early symptoms or signs of disease are required to report to the management.

Our Corporate Citizenship

OCCUPATIONAL, SAFETY AND HEALTH PERFORMANCE

GENP is committed to upholding the safety and health of all employees and workers by prioritising measures to ensure a safe workplace. Our primary objective is to establish a “Zero Harm” environment, guided by the OSHMS which is aligned with the company’s OSH policy and regulatory requirements, including the Occupational Safety and Health Act (“OSHA”) 1994.

In the year under review, the accident rate within our operations increased compared to previous years due to two fatal accidents that occurred in Sabah Region 2. The fatality cases involved a worker struck by lightning and a tractor driver struck by an object. The accident statistics and total lost man days at GENP’s operations in West Malaysia and Sabah are detailed below:

Operating Unit	Total Accident Cases	Total Fatal Cases	Total Lost Man Days	Total Average Workers
Plantation West Malaysia	16	0	108	1,511
Sabah Region 1	10	0	62	1,985
Sabah Region 2	9	2	12,077	3,205
Processing Department	4	0	190	664
AgTech	3	0	41	68
Property	0	0	0	37
Downstream Manufacturing	0	0	0	153
GENP (Head Office)	0	0	0	223
GPOS (Sabah)	0	0	0	73
GPRC	1	0	0	86
JPO & GHPO	0	0	0	43
TOTAL	43	2	12,478	8,053

Comparison	Per 1,000 workers	Per 3,000 workers	Per 5,000 workers	Per 7,000 workers	Per 8,000 workers
National Accident Rate	2.13	6.29	10.65	14.91	17.04
GENP Group					5.6

Accident Rate Formula

National Accident Rate formula

$$\text{Accident Rate} = \frac{\text{Total of accident case} \times 1,000}{\text{Total Average Worker}}$$

GENP’s accident rate based on the National Accident Rate formula

$$\text{Accident Rate} = \frac{\text{Total of accident case (45)} \times 1,000}{\text{Total Average Worker (8,053)}} = 5.6$$

Note: GENP’s accident statistics as of 31 December 2023

In 2023, GENP achieved an accident rate of 5.6, which is lower than the National Accident Rate. The majority of accidents reported within our operations involved our Plantation division and Processing department, comprising minor incidents related to harvesting, such as injuries from thorn pricks, cuts from sharp tools, slips, trips and falling from heights.

To enhance our OSH performance, GENP is committed to surpassing current safety standards and meeting the objectives outlined in the OSH master plan. Our goal is to attain national OSH standards, striving towards zero accidents and embracing self-regulation practices. Going forward, GENP will continue to improve our OSHMS and enhance workers’ knowledge on hazards and risk control management.

Corporate Stewardship



ABCS POLICY

GENP upholds professional and ethical business practices in compliance with its ABCS Policy, which took effect in 2020, in alignment with the Malaysian Anti-Corruption Commission Act 2009. This policy reinforces our zero-tolerance stance on bribery and corruption. Moreover, the ABCS Policy is inclusive as it is applicable to all employees at all levels including directors to uphold the highest governance standards at GENP.

Our Code, which complements the ABCS Policy, establishes clear behavioural standards for our people and fosters an ethical work environment. In essence, these two policies detail procedures for conflict of interests, information confidentiality, corruption, bribery, discrimination and abuse of power. Every employee is required to sign a statement affirming their understanding and observance to both the Code and ABCS Policy.

Moreover, the Code and ABCS Policy are also incorporated into new hire orientations, underscoring the significance of these policies. This ensures that everyone, including new employees, comprehends their importance in preserving GENP's core values. Attendance at training sessions is compulsory for all employees to ensure their familiarity with and adherence to ABCS-related policies. Additionally, employees must sign an Integrity Pledge, underscoring the significance of maintaining the company's anti-bribery measures and complying with anti-corruption laws. As an integral part of their responsibilities, they are also obligated to disclose any potential conflicts of interest.

The Group remains vigilant on any breach of our integrity and conducts an internal audit review of the ABCS at least once a year to evaluate the compliance among departments in the Company and to identify areas of improvement. Additionally, in the last two years, every member of our Board of Directors has actively participated in ABCS training sessions.

In 2023, GENP conducted two comprehensive reviews including a thorough risk assessment related to corruption across 92% of our operations. The findings of the assessments showed that there were zero significant corruption risks and incidents of corruption within the organisation. There were also zero confirmed incidents of corruption in 2023.

GOVERNANCE, ETHICS & INTEGRITY



GENP is committed to maintaining strong governance practices and fulfilling our responsibility as a conscientious business. Within our operations, we have established measures and mechanisms to embody the principles of good governance and adhere to the associated standards.

This includes the implementation of three key policies namely:

- Anti-Bribery and Corruption System Policy ("ABCS Policy")
- Code of Conduct and Ethics ("Code")
- Whistleblower Policy

These policies and frameworks play a pivotal role in enhancing GENP's accountability and transparency. Moreover, they serve as a strategic response to effectively mitigate governance and ethical risks associated with GENP's business activities.

Corporate Stewardship

GENP ANTI-BRIBERY AND CORRUPTION SYSTEM

Top Level Commitment



- Group-wide ABCS Policy
- Applicable to all stakeholders

Communication & Training



- ABCS information available online
- ABCS training for employees

Whistleblower Policy



- Whistleblowing procedures & guidelines
- Investigation by Whistleblower Hotline Committee

Record Keeping



- Records of adequate measures taken to address corruption risks
- Documentation prescribed by ABCS Compliance Officer

Monitoring & Review



- Annual internal audit
- Material findings presented to the Board

Risk Assessment



- Reviewing risk exposures and remedial actions
- Comprehensive assessment once every 3 years

ABCS TRAINING

GENP is committed to conducting our business professionally and ethically, with the highest standards of integrity; upholding all applicable laws in relation to antibribery and corruption. Non-compliance within the company will be treated seriously and may result in disciplinary action, suspension, dismissal and if warranted, legal proceedings against the employee.

In 2023, GENP conducted comprehensive anti-bribery and anti-corruption training involving 100% of the Company's workforce, including the Board of Directors, management groups and employees. We ensure that all new employees have received training on anti-bribery and anti-corruption within their first year of employment.

GENP also provides additional training whenever necessary, covering various forms of corruption, red flags as well as individual roles in the Company's anti-corruption efforts. During the year, we conducted an anti-bribery and anti-corruption training to enhance understanding of our policies and procedures to emphasise our stance in combatting bribery and corruption.

ANTI-BRIBERY AND CORRUPTION TRAINING & ASSESSMENT

- No. of Board of Directors Informed on Anti-Corruption Policies and Procedures: **10**
- Percentage of Board of Directors Informed on Anti-Corruption Policies and Procedures: **100%**
- No. of Employees Informed on Anti-Corruption Policies and Procedures: **1,063**
- Percentage of Employees Informed on Anti-Corruption Policies and Procedures: **100%**
- Percentage of operation assessed for corruption-related risks: **71%**
- No. of employees who received training on anti-corruption: **979**
- Percentage of employees who received training on anti-corruption: **92%**
- Initiatives or programmes implemented for anti-corruption training (e.g. e-module on anti-corruption): **Online training, video and post test of training**

Note: This data has been verified by Internal Audit.

GENP's Anti-Bribery And Anti-Corruption Guide*



No gifts can be offered or accepted for any business advantage



Donations and sponsorships strictly follow GENP's policies



No political contribution as a general rule



Prohibition of any facilitation payment or extortion payment



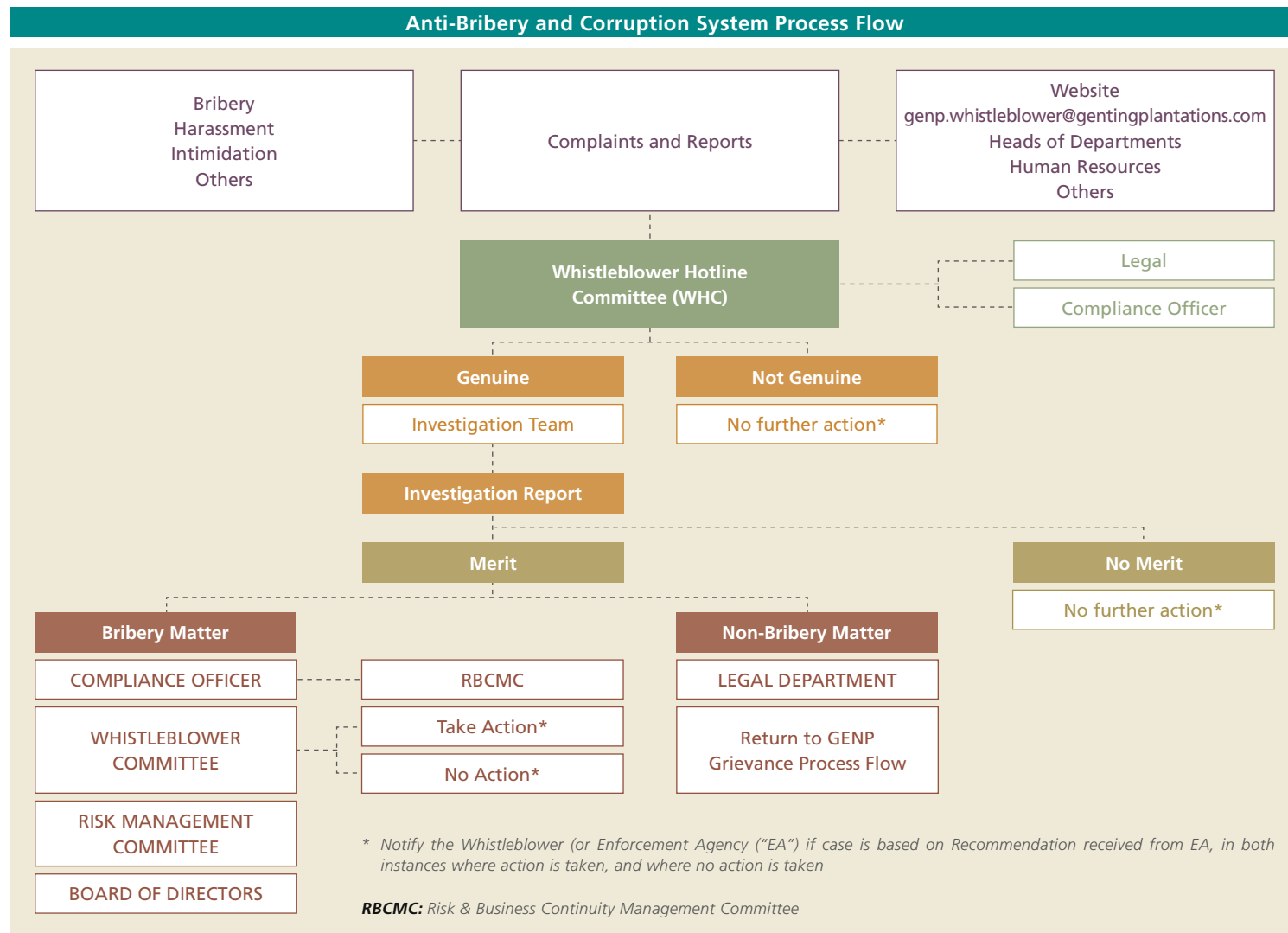
Hospitality and entertainment given/received must be unsolicited

Corporate Stewardship

WHISTLEBLOWER POLICY

GENP is dedicated to upholding the highest ethical standards and fostering accountability throughout our operations. To reinforce this commitment, we have instituted a Whistleblower Policy. Individuals who observe potential breaches of GENP's policies on bribery and corruption are urged to utilise our whistleblowing channel. The channel provides clear guidance on when, how and to whom concerns can be raised, ensuring a transparent reporting process.

When a complaint or violation of the ABCS is reported, whistleblowers can be confident that a thorough investigation will take place. The Whistleblower Hotline Committee ("WHC"), consisting of representatives from the Legal Department and the ABCS Compliance Officer, ensures the confidentiality of the whistleblower. If the complaint holds merit or originates from an Enforcement Agency, the Whistleblower Committee ("WBC") will assemble to process, investigate and recommend necessary actions. GENP maintains a firm stance against non-ethical business conduct, imposing disciplinary measures such as dismissal or legal proceedings against internal parties involved.



Corporate Stewardship

Every operational unit in our organisation bears the responsibility of understanding challenges related to anti-corruption within their domain. Our Code is designed to foster transparency, as we encourage employees to openly report any suspicions of wrongdoing or malpractice they observe within the company through our dedicated whistleblower channel. Our anti-corruption commitment also covers the practices and business activities of our stakeholders.

Our ABCS Policy is widely communicated to stakeholders and is an integral component of contracts signed with suppliers, buyers and contractors. In every new business engagement, GENP mandates that new suppliers acknowledge and commit to adhering to the Company's ABCS Policy.

DATA PRIVACY AND SECURITY

Employees' information is maintained in two systems in GENP; SAP HR system and plantation payroll system. Both systems are controlled by user ID and only users who are authorised to edit and/or view employees' data can access the employee module.

The access is periodically reviewed and is audited by PWC, the Groups external auditors, yearly. As for SAP, one of the modules in the payroll system is the employee self-service portal. This portal allows employees to view their payroll and leave record. It is controlled by respective employee's own password.

In addition to user/employee authorisation control, the SAP HR and plantation payroll systems are protected by firewall and VPN connectivity. Databases are encrypted in secured servers, and all company desktops and laptops are installed with Antivirus.

To date, there were no incidences of major security threats, cyber-attacks, or system failures reported.

RESPONSIBLE SUPPLY CHAIN/SOURCING



The Group believes that sustainability practices impact both the present and the future and is steadfast in embedding sustainability as a shared responsibility among our workforce and supply chain. We enforce stringent standards for all our suppliers, ensuring that they adopt best practices to foster a shared commitment to upholding a robust and sustainable supply chain.

GENERAL EXPECTATIONS FOR GENP'S SUPPLIERS & CONTRACTORS



Legal Obligations

Suppliers are obligated to adhere to all applicable laws, legal requirements, directives, guidelines and other relevant clauses in any contract with GENP



Responsible Sourcing

Suppliers are required to ensure that their products and services are procured responsibly in accordance with relevant national regulations as well as regional and international standards



Work on GENP Premises

Suppliers who operate in our premises or facilities are required to adhere to our applicable policies and procedures



Certifications

Suppliers are required to furnish certifications such as MSPO, ISPO, ISCC, RSPO or other relevant accreditations. As goodwill, suppliers must invest in efforts to obtain these certifications within a reasonable period of time



Information Disclosure

Suppliers must provide disclosures pertaining to their labour, health and safety, environmental practices, business activities and structure, and financial status and performance benchmarked against existing industry practices



Cooperation

GENP may require our suppliers to submit information requests or audits to verify their adherence to these responsibilities. While we aim to collaborate with our suppliers to enhance conditions, we reserve the right to terminate the relationship with any supplier that does not fulfil these obligations

Corporate Stewardship

EMBEDDING TRACEABILITY PRACTICES

Supplier Review

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

FFB Handling Procedure

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

Supply Chain Compliance Roadmap

To implement the traceability compliance for all suppliers registered in GENP supply chain as well as the compliance roadmap programme for suppliers yet to achieve full compliance

Grievance Handling Mechanism

To communicate all grievances from stakeholders and external parties

Monitoring, Reporting and Verification of Compliance

To perform ongoing assessment, reporting and verification of registered suppliers to ensure continued compliance to GENP's traceability requirements

Traceability empowers us to track and verify the origins of our palm oil products. We remain committed to transparency by informing our customers that our raw material comes from sustainable and responsible sources. We mitigate sustainability risks within our supply chain by identifying potential economic, environmental and social risks associated with our third-party suppliers.

Our suppliers are encouraged to progress in their practices in line with our sustainability requirements, which is to obtain the relevant certifications of the RSPO, MSPO and Indonesian Sustainable Palm Oil ("ISPO").

In 2023, GENP reaffirmed its commitment to no deforestation and actively monitored 10% of our FFB suppliers who share our commitment. Deforestation is tracked through a mapping system, which complies with EUDR, enhancing our responsible sourcing practices across the entire supply chain as per our Supplier Code of Business Conduct, in line with customer and end-user expectations.

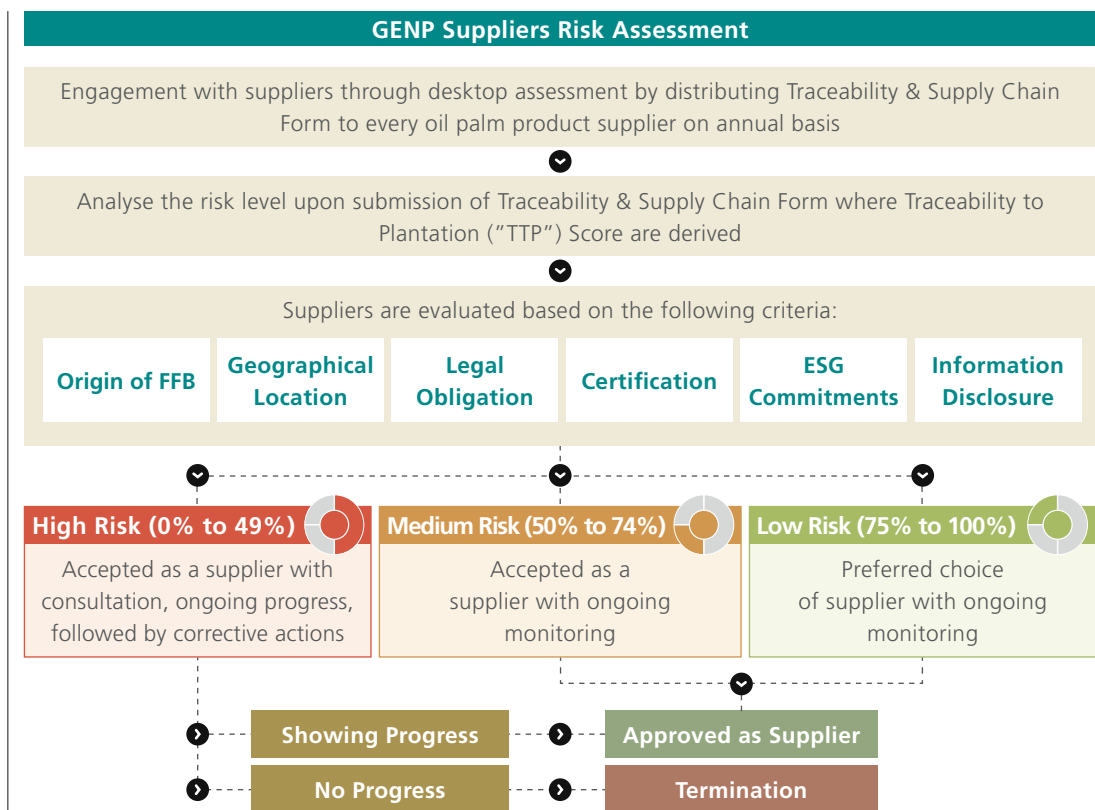
For more information on traceability, please refer to pages 65 to 67.

Corporate Stewardship

ENFORCING ETHICAL SUPPLIER STANDARDS

Our corporate values guide us in ensuring that we take a responsible and an ethical approach in producing our products and services, safeguarding human rights and the environment. To this end, we are inclined to build relationships with suppliers who adopt the same vision, similar operating standards and approaches in managing their respective suppliers and vendors.

These suppliers refer to raw materials and product suppliers, and those who complement our operations including third-party labour recruitment agencies, contractors, logistics and transportation and other providers. We also incorporate our policies into legally binding agreements with our suppliers where applicable.



EVALUATING OUR SUPPLIERS

We regularly engage with our suppliers to advance the Group's sourcing strategy and sustainable palm oil production journey. Our Supplier Engagement Programme for our Fresh Fruit Bunch ("FFB") and Crude Palm Oil ("CPO") suppliers stands as a crucial measure in enhancing our sustainability performance within our business operations, enabling us to continuously enhance our supply chain.

We engage our suppliers via:

Various channels including meetings, questionnaire reviews, traceability forms and consultation. These include:

- Assessing their compliance with various standards including health and safety, workers' rights, human rights, commitment to 'No Deforestation, No Peat, No Exploitation' principles, proper governance, compliance with local regulations, and our expectations for adherence to sustainable palm oil policies
- Conducting on-site visits and due diligence for our FFB suppliers to measure their commitment to responsible agricultural practices and sustainable palm oil practices
- Reviewing FFB suppliers' readiness to obtain certifications such as the RSPO, MSPO and ISPO

This year, the following number of suppliers were screened based on environmental criteria:

- 99% (490 of 492) of FFB suppliers for both Malaysia and Indonesia
- 100% (33) of CPO suppliers for Malaysia

The assessments found that there were zero complaints with regards to deforestation in both our operations and our suppliers.

SUPPORTING LOCAL SUPPLIERS

In 2023, we engaged a total of 1,714 suppliers with 99.71% of our procurement spending allocated to local suppliers across our operations in Malaysia and Indonesia. Local suppliers are businesses located within the respective country.



Note: This data has been verified by Internal Audit.

Corporate Stewardship

NON-COMPLIANCE REMEDIATION STRATEGY

In our commitment to upholding all relevant rules, regulations and standards regarding oil palm plantations, we acknowledge the possibility of occasional instances of non-compliance beyond our control, despite the implementation of strict standard operating procedures. Hence, we have developed a comprehensive recovery plan with a multi-faceted strategy to address such incidents. This approach, detailed in the accompanying infographics, allows us to effectively mitigate and minimise sustainability risks within our supply chain. We offer a grace period of six months for non-compliant parties before conducting a follow-up review. Additionally, we have established a dedicated programme, specifically addressing forced labour concerns, to engage and assist high-risk suppliers in achieving compliance.

Determining High-risk Suppliers



- Through our assessment and desktop analysis, we categorise high-risk suppliers as those that fail to comply with NDPE
- These suppliers will undergo additional scrutiny and involvement in a time-constrained action plan to establish compliance with our sourcing requirements and commitments

Identifying Shortcomings



- Our first step is to engage with the identified supplier, as cutting ties or eliminating the supplier from our supply chain is not a long-term solution
- Suspected violations of sustainability practices and any shortcomings are treated with the utmost seriousness and investigated accordingly
- During investigation, all purchases from the identified supplier or supply chain may be temporarily suspended to aid the investigation process

Responding to Confirmed Allegations



- We require the supplier to provide an account of the situation by conducting assessments and due diligence
- The supplier is obligated to provide a detailed plan for corrective measures and submit the case to RSPO's grievance channel for palm suppliers
- We will continue engaging with the supplier and other stakeholders to enhance operations
- However, if the supplier failed to show any progress following the engagement, we will ultimately stop procuring from the supplier

GENTING PLANTATIONS' OWN MILLS

During the year under review, we processed:

- An estimated 2,111,620 metric tons of FFB, of which 99.77% were sourced in accordance to certified environmental and sustainable standards
- Yielded 586,926 metric tons of crude palm oil and 113,579 metric tons of palm kernel

We currently do not operate any kernel crushing facilities, and all palm kernels are sold to external crushing plants.

SMALLHOLDER INCLUSION



In ensuring continuous sustainable value creation for our business and stakeholders, it is vital to incorporate ESG considerations into our company's investment strategy. This includes contributing to a just transition towards a sustainable future by maximising the social and economic opportunities presented by climate change. This enables us to meet the growing demand from investors and buyers who prioritise ESG considerations over product pricing or specifications.

As an oil palm plantation company, oil palm smallholders play a crucial role in our supply chain. As part of our effort to embed sustainability into our supply chain, we assist oil palm smallholders in attaining the mandatory MSPO and the voluntary RSPO. In 2023, we provided technical assistance, training and financial assistance to three smallholders from Jambongan Island to obtain RSPO certification in 2023. We aim to extend our assistance to smallholders in other areas going forward.

Further to that, we are currently working with a non-governmental organisation, Wild Asia Group Scheme, to equip smallholders with the necessary technical assistance, training and capacity building required to obtain certifications. We also provide guidance to small farmers to improve their agronomic practices.

Our Environmental Responsibility



We have spearheaded numerous innovative initiatives aimed at the conservation of forests, preservation of biodiversity and mitigation of adverse environmental impacts. We remain committed to responsible forest management, combatting desertification, reversing land degradation and preventing biodiversity loss.

NAVIGATING OUR CLIMATE CHALLENGES

The imminent threat of climate change has become an increasingly urgent concern for businesses worldwide, and GENP is no exception. As a plantation company, we are aware of how climate change directly impacts our operations, leading to a rise in incidents such as fires, floods and biological stresses affecting our oil palms.

Our approach to no deforestation, conservation and biodiversity is guided by the RSPO's New Planting Procedure ("NPP") and our Sustainability Policy. To address and adapt to these risks, we are also committed to our established Environmental Policy. Additionally, we have formulated a comprehensive climate action plan, overseen by our Board of Directors and Senior Management. This plan aims to minimise the environmental impacts across our operations and supply chain, while also reviewing resource consumption to promote sustainability. In cases where certain risks are deemed unavoidable, we have implemented measures to manage them through various adaptation strategies. Sustainability risk is one of the top risks that we must address in quarterly meetings. The Risk and Business Continuity Management Committee is in charge of sustainability-related matters and the Committee's Chairman attends training on sustainability, in compliance with requirements by Bursa Malaysia. We recognise that climate impacts such as droughts and floods will affect our production, and as such, we strive to mitigate climate change impacts by employing good agronomic practices and efficient water management.

We believe that our proactive efforts in this area will not only help to mitigate the effects of climate change but also position us as an organisation that is capable of handling the risks associated with this global challenge.

NO DEFORESTATION, CONSERVATION & BIODIVERSITY



As a plantation company, our commitment to environmental stewardship is crucial in preserving and conserving biodiversity. Over the years, the Group has placed emphasis on ensuring that our operations are conducted efficiently and sustainably for the long term.

Our Environmental Responsibility

DRIVING CONSERVATION FOR A GREENER FUTURE

The Group's steadfast commitment to environmental stewardship is evident in continuous efforts to conserve and protect biodiversity within our operational zones. Initiatives were implemented to protect the natural habitats of critically endangered species, ensuring the integrity of High Conservation Value ("HCV") and High Carbon Stock ("HCS") areas, and minimising our carbon footprint.

Our conservation initiatives are aligned with the objectives of the UN SDG 15, which aims to safeguard, restore and sustainably use terrestrial ecosystems, forests and biodiversity. In pursuit of this goal, the Group has embraced principles at our plantation operations, including a prohibition on new development in HCV and HCS areas, a ban on peat development at any depth and a commitment to zero burning in all activities.

In the year under review, we implemented initiatives to enhance traceability to plantations, enabling the identification of geographical locations of all our estates. We also monitored all HCV and HCS areas and collaborated with NGOs such as HUTAN and Borneo Rhino Alliance ("BORA") to enhance biodiversity and conservation in our estates. Going forward, we will continue to implement existing practices and also extend them to our entire supply chain.

MANAGING ECOLOGICAL IMPACTS

GENP upholds the principle of 'No Deforestation' and actively participates in protecting diverse ecosystems and biodiversity within and around our operational landscapes. We refrain from clearing land in HCV and HCS areas. Additionally, we endorse the 'No Deforestation, No Peat and No Exploitation' ("NDPE") agenda, incorporating essential elements of this agenda into our operational practices since 2015. This ensures that our palm products are not restricted in countries that support the NDPE agenda.

ZERO DEFORESTATION

At GENP, we are deeply committed to environmental conservation and the protection of natural ecosystems. By implementing rigorous policies and procedures, we ensure that our operations and supply chains remain free from activities that contribute to deforestation. This includes conducting thorough assessments prior to any land clearing activities and prioritising the protection of valuable flora and fauna in new developments. Furthermore, our collaboration with all fresh fruit bunch (FFB) suppliers ensures that none of the processed batches at our mills

contribute to deforestation. In 2023, GENP reaffirmed its commitment to zero land-clearing activities and actively monitored 10% of our FFB suppliers who share our dedication. Should any supplier be found engaging in land clearing after the cutoff date set by EUDR, we will initiate reforestation efforts in response to any instances of deforestation thereafter.

Our compliance with the RSPO's NPP and the HCS approach ensures that we refrain from developing in HCV, HCS or peatland areas. Key assessments within the NPP cover soil suitability, topographical surveys, social and environmental impacts, HCV and HCS evaluations, stakeholder engagement, land use change analyses and greenhouse gas assessments. Only licensed HCV and HCS assessors accredited by the HCV Resource Network's Assessor Licensing Scheme are engaged to conduct these assessments. This requirement is also extended to our third-party suppliers and plasma scheme smallholders. The NPP report undergoes a 30-day public consultation on the RSPO's website, and planting and development only commences with RSPO's approval upon completion of the NPP.

In addition, we adopt RSPO's Principles and Criteria and comply with Indonesian laws. Environmental Impact Assessments ("EIA") and HCV assessments are conducted prior to any plantation development. To separate deforestation and land-use development, we initiated HCS assessments in 2016, to identify areas for protection, distinguishing them from lands with low-carbon and biodiversity values that may be developed. Our approach prioritises local community rights, incorporating enhanced Free Prior and Informed Consent procedures and respecting community land use and livelihoods. This involves community participation on land-use planning, conservation planning for identified HCS forest areas and integration with mapped community land use, HCV areas, peatlands and riparian areas.

To date, approximately 21,095 hectares of land have been identified as HCV areas and are protected and maintained in their natural state. These HCV sites are mapped, established and marked with signage and monitored by trained personnel to ensure ongoing protection and conservation. We strictly prohibit illegal activities such as hunting, poaching, encroachment and burning on these sites. In addition, management and wildlife monitoring plans are implemented to protect rare and endangered species.

We continue to collaborate with local NGOs and state wildlife agencies, conduct staff training and explore potential translocation options for endangered species to minimise human-wildlife conflicts at our sites.

Our Environmental Responsibility

PRESERVING PEATLANDS

We strive to protect peatlands, prohibiting any new development on them, irrespective of depth. This commitment aligns with RSPO standards and is non-negotiable for all entities in our supply chain, including smallholders in plasma schemes.

As we recognise the value of peatlands that are vital for carbon storage and the mitigation climate change, we are aware that improper management can result in severe ecological consequences. To this end, our pledge is to preserve this ecosystem.

We have identified 7,741.82 hectares of peatland, of which 7,331.74 hectares were developed for oil palm cultivation before 2009, representing 3% of our total landbank.

Since 2009, we have refrained from expanding oil palm cultivation on peatlands and where feasible, we plan to decrease the area of planted peatlands. We will continue to rehabilitate these areas to enhance their capacity for carbon dioxide sequestration. To ensure proper peatland management, we implemented best practices, controlling water levels to prevent fires, degradation and subsidence, in line with RSPO Best Management Practices.

BIODIVERSITY: PRESERVING NATURE'S LEGACY

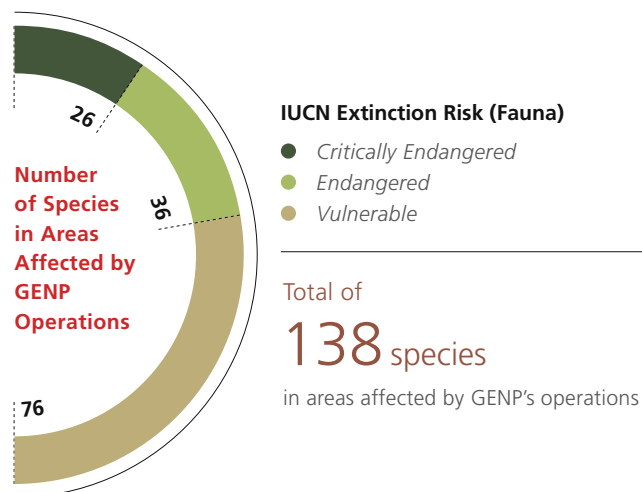
Biodiversity is the cornerstone of GENP's operations. Protecting the biological diversity in our operations is crucial to safeguard the continuity of both plant and animal species, genetic diversity and the balance of natural ecosystems.

These ecosystems play a pivotal role in providing clean water and air as well as strengthening food security and human health. Therefore, we refrain from developing HCV and HCS areas and peatlands. We also implement efforts to conserve and protect the natural ecosystem and habitats that harbour endangered, rare and threatened species.

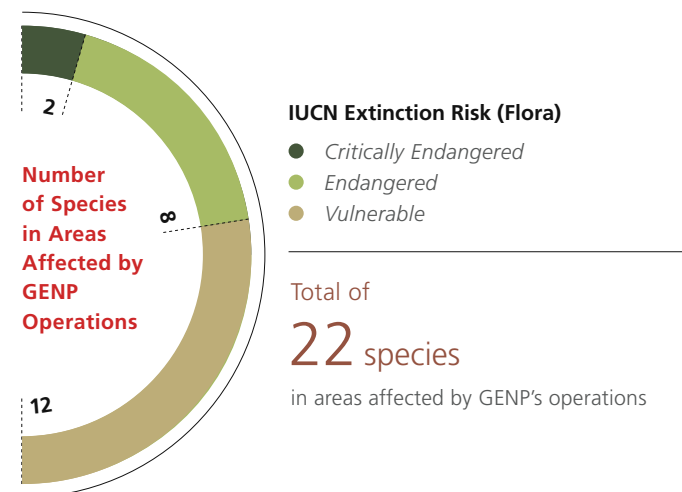
PROTECTING WILDLIFE IN OUR CONSERVATION AREAS

We have identified various wildlife species within our operations, encompassing reptiles, birds, mammals and plants listed on the International Union for Conservation of Nature (IUCN) Red List of Threatened Species. In pursuit of this, we will persist in recognising crucial habitats and species residing within our concessions by developing management plans to ensure their survival.

List of Fauna Species Affected by GENP's Operations



List of Flora Species Affected by GENP's Operations



Our Environmental Responsibility

OUR CONSERVATION AND RESTORATION PROJECTS

TENEGANG GROUP OF ESTATES

Since 2021, the Group has collaborated with Borneo Rhino Alliance Berhad (“BORA”) to restore and enrich habitats with orangutan food plants at Genting Layang Estate, Genting Tenegang Estate and Genting Tanjung Estate. The initial planting in 2021 was an experiential restoration, assessing daily planting capacities, identifying potential logistical or technical challenges and determining the planting intensity per hectare.

2022: 64 tangkol survived

- As of December 2023, restoration plantings have been carried out in several restoration sites within Genting Plantations estates: (1) Sg. Tenegang Besar; (2) Bukit Garib; (3) Ladang 15; (4) Sg. Layung Pisut; (5) Ladang 8.
- As of October 2023, 274 figs were planted along the riparian restoration area. Another 200 Tangkol seedlings were delivered to Layang Estate restoration nursery and have been planted by the estate worker.
- Tenegang Estate Riparian, a total of 28 Berembang (*Sonneratia caseolaris*) were planted within the flood-prone restoration area which includes wildings, cuttings and pneumatophores. Berembang is selected due to their waterlogged natural habitat and provides nutritious fruits for frugivorous mammals and birds within the riparian habitat, also fish.
- As of November 2023, a total of 30 Berembang seedlings were planted within the swampy area of Ladang 8, Genting Lokan Estate.

GENTING WILDLIFE CORRIDOR

GENP continues to oversee and safeguard the buffer zones within our plantations, through a collaborative initiative with HUTAN’s reforestation team. The team is actively engaged to revitalise critical wildlife habitats in the Lower Kinabatangan, with the overarching objective of reinstating a fully operational forest ecosystem along the Kinabatangan River.

A noteworthy undertaking initiative is the Keruak Wildlife Corridor, encompassing a 110-acre expanse close to the village of Sukau, generously allocated by GENP. The team strategically planted indigenous tree seedlings among disused palm trees, facilitating the gradual restoration of the area to its natural forest state.

We also conducted training programmes for local nursery operators, empowering the community and offering alternative income sources. We continue to be committed to finding strategies that create positive impacts on local communities and the environment.

As of January-August 2023 HUTAN report:

- A total of 71,086 trees were planted at Genting Wildlife Corridor from 2019 to 2023
- A total of 2,750 saplings of 19 species were planted in 2023

WILDLIFE MONITORING

We have stringent policies to deter any illegal or inappropriate hunting activities involving all species, including those classified as endangered or threatened on the IUCN Red List within our concession areas. We are steadfast in our commitment to protecting and conserving the biodiversity of the region, ensuring diverse species thrive for the benefit of future generations.

BORNEO PYGMY ELEPHANT

GENP is committed to the preservation of the Borneo Pygmy Elephant, a species facing a precarious status with a limited population on the island of Borneo, classified as Endangered on the IUCN Red List. Acknowledging the prevalent issue of human-wildlife conflicts, particularly involving elephants in the Sabah region where our operations are situated, we have established a strategic partnership with Seratu Aatai, HUTAN and Sabah Wildlife Department (“SWD”) to address these concerns within the Keruak Wildlife Corridor.

Our Environmental Responsibility

EMISSIONS MANAGEMENT



As there is growing emphasis on sustainable and climate-resilient practices within the oil palm industry, GENTING PLANTATIONS strives to step up efforts to reduce its contribution to global warming.

To this end, we invest in efforts to reduce air emissions to minimise the release of substances into the atmosphere, such as greenhouse gases ("GHG"), ozone-depleting substance ("ODS"), nitrogen oxides ("NO"), sulphur oxides ("SO") and other significant pollutants. Some GHGs like methane, act as air pollutants, negatively impacting ecosystems, air quality, agriculture and affect the health of humans and animals.

To reduce our carbon emissions, GENTING PLANTATIONS implements initiatives to track CO₂ emissions throughout the Group and its supply chain, benchmarked against our 2016 baseline. Our approach comprises assessing emissions from raw material procurement to product logistics, striving to strike a balance between reducing GHG emissions and sustaining our business activities.

As a corporate entity, GENTING PLANTATIONS aims to achieve Carbon Neutrality for the entire Group by 2030. This ambitious goal will be realised through the implementation of projects aimed at reducing GHG emissions within our operations, coupled with strategic investments in carbon offset initiatives. The Group believes that these measures will significantly mitigate the impacts of global warming.

MITIGATING OUR CARBON EMISSIONS

In navigating our journey towards Carbon Neutrality, GENTING PLANTATIONS plans to progressively reduce emissions in all its operating units by establishing year-on-year emission reduction targets.

This proactive approach reflects GENTING PLANTATIONS's commitment to environmental sustainability and its contribution to the broader efforts aimed at addressing climate change. In 2023, we implemented these initiatives to achieve this goal:

- Improving oil mill systems, implementing GHG reducing systems, establishing a methane gas capture plant and zero discharge system
- Exploring and adopting cleaner energy sources
- Identifying and monitoring pollutants and implementing plans to mitigate pollutants
- Implementing a waste management plan which adopts the 3R's and disposal based on levels of toxicity and hazard
- Monitoring effluents and discharges and ensuring compliance to regulations
- Improving estate systems such as estimating carbon stock for new plantings, identifying sources of emissions from development, enhancing fire prevention control measures, managing plantings on peatlands and improving and controlling the use of fertiliser and pesticides

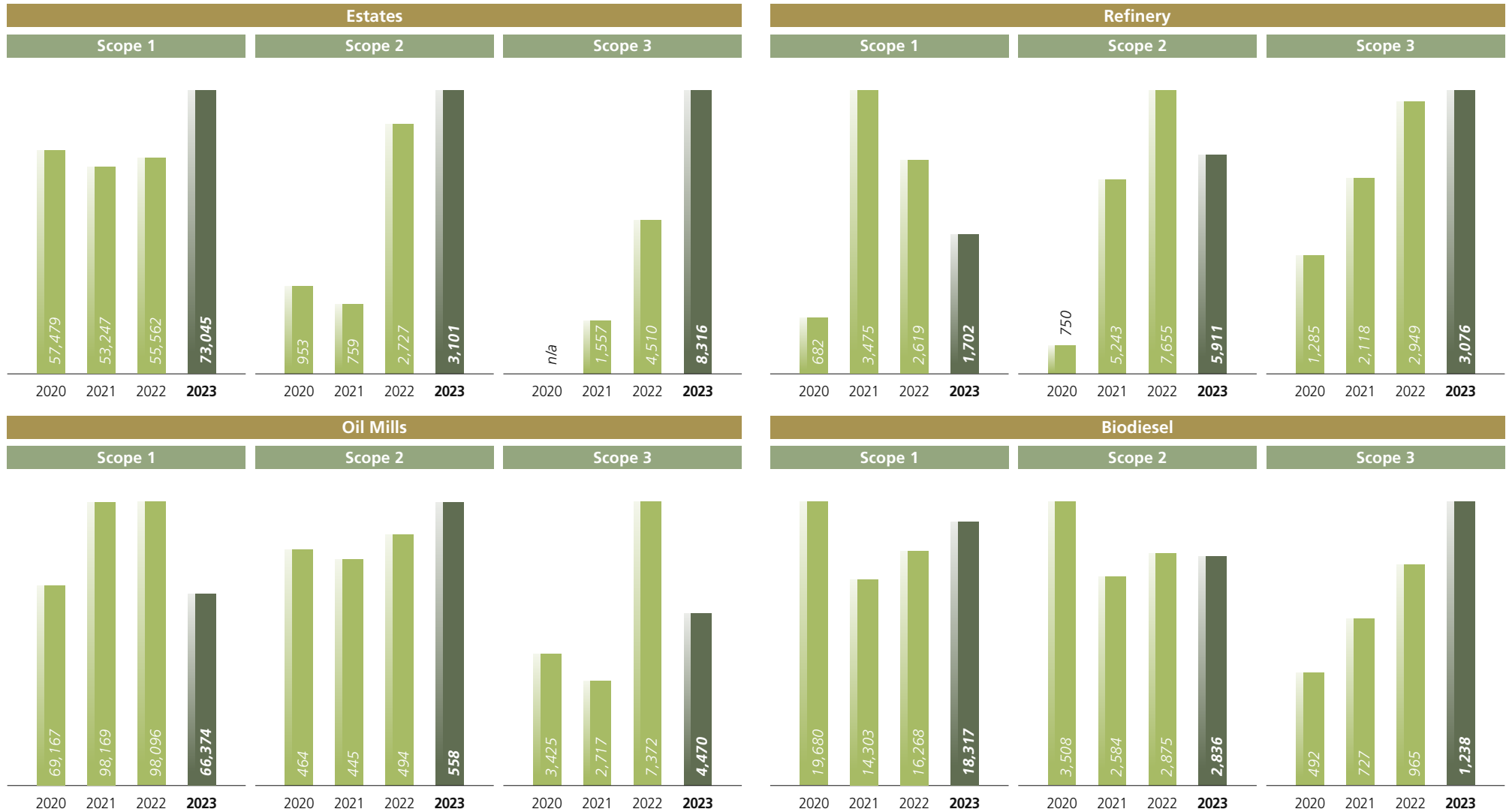
GENTING PLANTATIONS's Genting Jambongan Oil Mill, which was commissioned in 2014, holds the distinction of being Malaysia's first zero discharge palm oil mill.

Additionally, our GHG emissions in our Malaysian operations are assessed using toolkits aligned with the calculation methodology guided by the European Union's Renewable Energy Directive. These data points are verified externally during the Group's annual International Sustainability and Carbon Certification re-certification audits. RSPO-certified oil mills and derivatives undergo additional measurement of GHG emissions using RSPO's PalmGHG toolkit.

Measuring and reducing emissions generated in our operations is crucial to tackle climate change. As we recognise the growing impact of human activities on the environment, it is important to prioritise quantifying and cutting down GHG emissions. Tracking the amount and sources of our emissions is key to developing strategies to mitigate climate change.

Our Environmental Responsibility

GHG EMISSIONS (tCO₂eq)



Note: This data has been verified by the ISCC External Audit.

Our Environmental Responsibility

ZERO BURNING

GENP strictly upholds its Zero Burning Policy and employs various measures to prevent fires from occurring across its landholdings. This includes the use of fire monitoring towers, patrols, drones and satellites for continuous surveillance. In Indonesia, the organisation enhances firefighting capabilities through ongoing training, maintaining a robust inventory of equipment and establishing additional wells and water reserves in fire-prone areas. Additionally, regular audits, testing and scheduled maintenance are conducted to ensure the effectiveness of firefighting systems and equipment.

We conducted continuous training for fire response teams, both internally and in collaboration with Manggala Agni. Meanwhile, ground personnel conducted fire patrols during medium- to high-risk periods as indicated by the Fire Danger Rating system. To foster cooperation with local communities, the organisation engaged in discussions, promoting its Zero Burning Policy, sharing information on fire prevention, dangers of slash-and-burn practices, the importance of preventing forest fires and sustainable farming practices without the use of fire. Desa Peduli Api sessions involved relevant stakeholders and the implementation of strategic communication efforts such as signages to promote zero burning for the benefit of local communities and employees.

Despite our best efforts, fires may occasionally occur in our concessions, especially during the dry season. The majority of these incidents are due to fires outside our concession areas, brought in by wind or due to the topography of the land. These fires are attributed to agricultural activities carried out by small-scale farmers and local communities who practice slash-and-burn practices. We continue to document the occurrence of each fire including details such as images, the location, actions taken and the cause and duration of fires. In the year under review, we had zero fires reported within our operations in Malaysia and 441 fires at our operations in Indonesia.

Country & Location	RSPO Hotspot	GENP Hotspot	Actual Fire Incidence & Extinguished	Hectareage Affected (ha)
MALAYSIA	0	0	0	0
INSIDE CONCESSION	0	0	0	0
Own Estate	0	0	0	0
OUTSIDE CONCESSION	0	0	0	n/a
Community Land	0	0	0	n/a
INDONESIA	139	716	441	808.6
INSIDE CONCESSION	126	594	336	666.46
Own Estate	24	113	39	215.21
Community Land	102	481	297	451.25
OUTSIDE CONCESSION	13	122	105	142.13
Plasma	0	63	5	8.9
Community Land	13	59	100	133.24
Forest	0	0	0	0
TOTAL	139	716	441	808.6

Note: This data has been verified by Internal Audit.

Our Environmental Responsibility

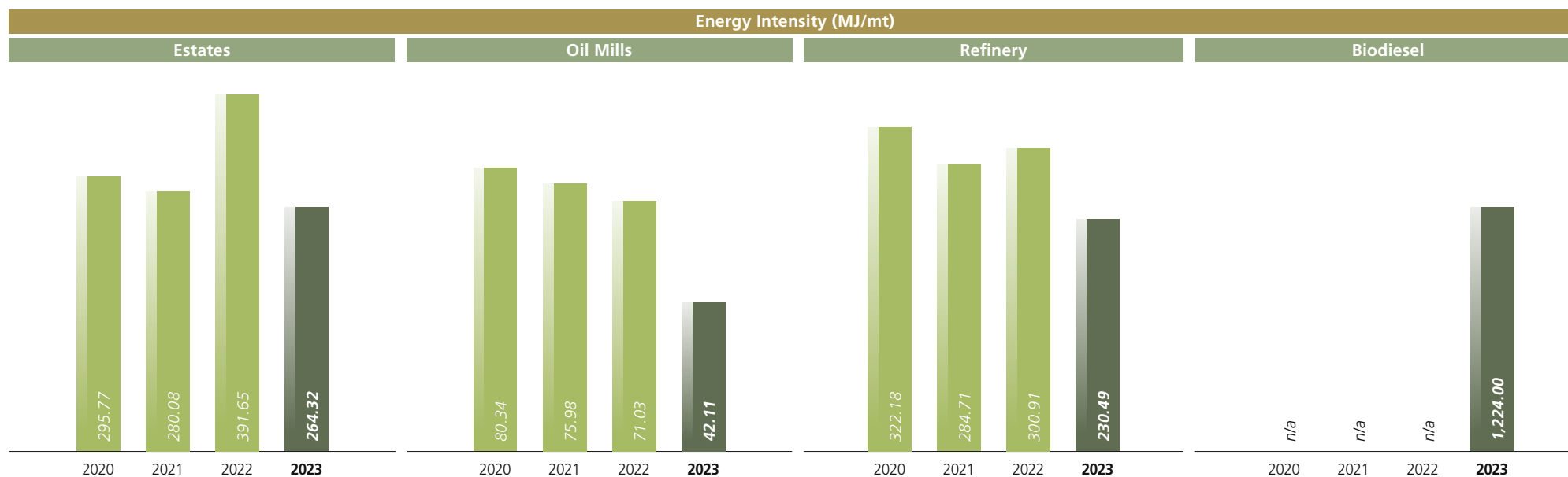
ENERGY MANAGEMENT



At GENP, we believe that the responsible use of energy and renewable sources is vital, not just for tackling climate change but also to lessen the overall impact our operations have on the environment. Optimising our energy management also helps cut operational costs, improves energy security and supports sustainable business practices.

The Group adopts a comprehensive approach to meet its energy requirements, integrating both sustainable and conventional sources of energy. Renewable energy is derived from oil palm biomass products such as palm fibres, palm kernel shells and empty fruit bunches, serving as fuel at our oil mills and downstream facilities. A portion of this biomass is employed for heating purposes at our refinery and as such, the generated energy is not recorded.

Conversely, non-renewable energy sources such as gasoline, diesel and natural gas are utilised for transportation, power generation and heating, either produced on-site or procured from utility providers. Our contractors, primarily transporters, also consume energy in the form of diesel. Notably, energy consumption is high at our remote operating units, especially in Sabah and Indonesia, where diesel generators are essential for supplying electricity to our operations, workers' quarters and facilities.



Our Environmental Responsibility

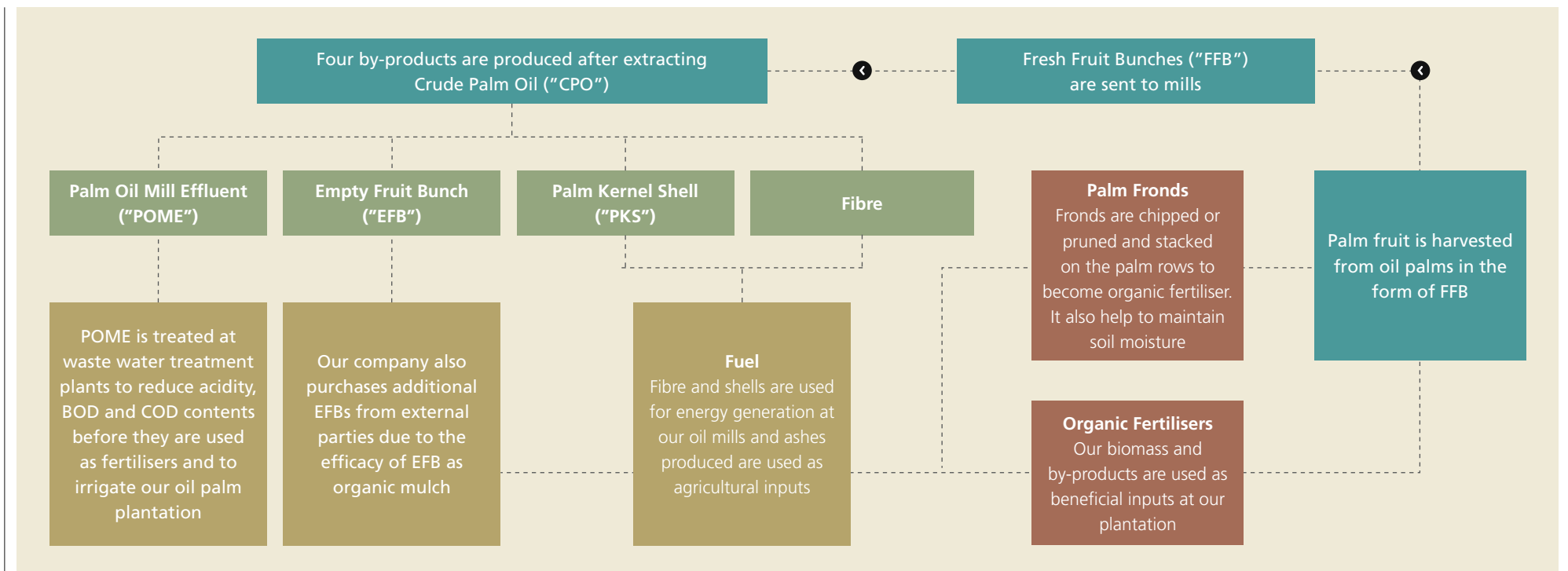
EFFLUENTS AND WASTE MANAGEMENT



WASTE AND HAZARDOUS MATERIAL MANAGEMENT

Effective waste management is crucial in safeguarding the environment and the health and wellbeing of the local communities surrounding our operations. We adhere to all applicable regulations, ensuring the safe disposal of various waste types, such as domestic, agricultural, biomass and industrial by-products to mitigate negative environmental and social impacts of our activities.

We have in place a comprehensive system that promotes a circular economy, as we strive to minimise waste to landfill in our operations.



Our Environmental Responsibility

WASTEWATER

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

Commencing in 2025, some mills will utilise methane capturing technology to reduce emissions and mitigate environmental impact. We also aim to attain our long-term goal of reducing BOD and COD levels to enhance water quality by 2050. Additionally, our objective is to manage the by-products of palm oil production responsibly and to minimise any adverse effects on the environment through implementation of stringent protocols:

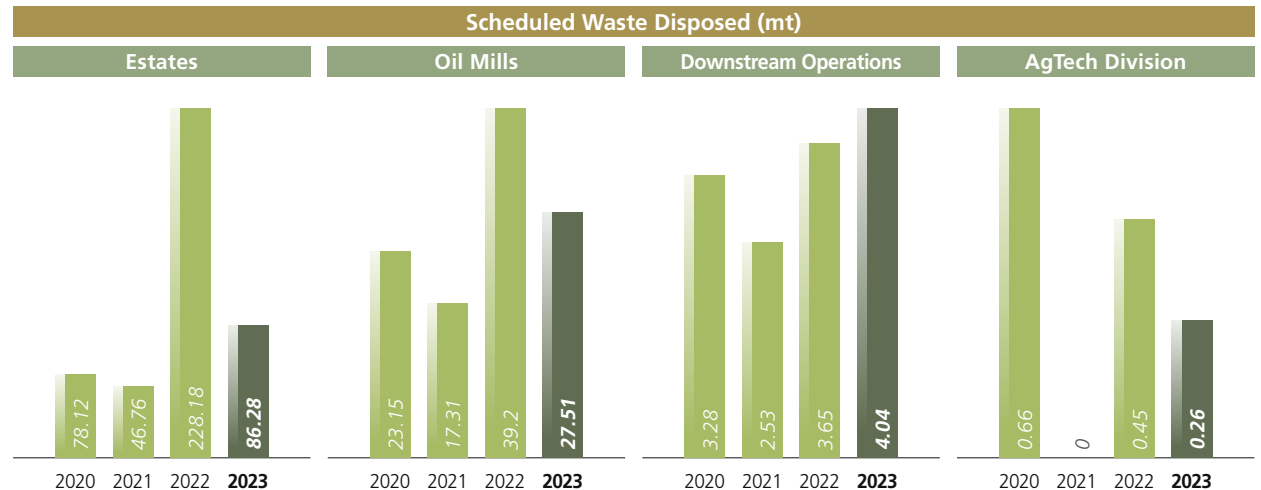
- To mitigate GHG emissions, belt-press facilities have been installed across all oil mills in Malaysia
- Executed a range of POME management strategies, including treatment, land application and composting, all geared towards the beneficial repurposing of POME as a fertiliser
- Utilised POME as a soil amendment to enrich the soil with moisture, nutrients and organic matter, offering a sustainable alternative to inorganic fertilisers
- Treated effluents actively from our downstream processes to prevent groundwater pollution and minimise impacts on aquatic life

BIOMASS BY-PRODUCTS, PRODUCTION AND USE

The incorporation of biomass by-products into our waste management practices is an essential principle, offering dual benefits of recycling and energy retrieval. This aids GENP in diminishing the total waste output. In the specific context of oil palm cultivation and milling, the capacity to recycle waste biomass not only presents a valuable opportunity for resource utilisation but also resonates with our economic and sustainability objectives. During the year under review, we achieved the recycling of 1.4 million metric tons of biomass.

SCHEDULED WASTE MANAGEMENT

At GENP, we prioritise compliance with regulations to ensure the secure and efficient management of Scheduled Wastes (“SW”). We meticulously follow the guidelines set by the Malaysia Department of Environment (“DOE”), including the Malaysia Environmental Quality (Scheduled Waste) Regulations 2005 (Amendment) 2007 and the Indonesian Peraturan Pemerintah PP Nomor 22 Tahun 2021. GENP ensures the collection and disposal of SWs align with the comprehensive guidelines established by the DOE. This approach guarantees that our waste management procedures are in line with industry standards. Our commitment extends to safeguarding the well-being of communities and the natural surroundings, aligning with the DOE’s guidelines.



Note: This data has been verified by Internal Audit.

Our Environmental Responsibility

WATER MANAGEMENT

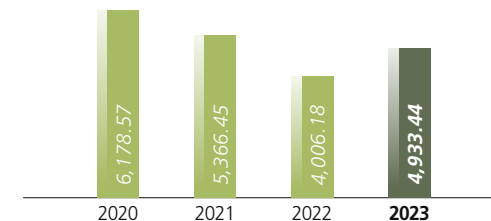


OUR WATER FOOTPRINT

GENP is dedicated to implementing a sustainable water management strategy, with the goal of decreasing water use intensity by 2050. We are cognisant of the importance of adapting our water management strategies to the existing land conditions, topography and climate fluctuations through various water conservation practices, including the construction of water catchments, riparian buffer zones and drainage systems.

Additionally, in flood-prone areas, we built bunds, water gates and pumps to mitigate risks. Moreover, we have established water treatment plants to cater to the needs of our workers in locations lacking access to treated potable water, ensuring a reliable supply of clean and safe drinking water.

TOTAL VOLUME OF WATER USED (m³)



WATER-USE INTENSITY

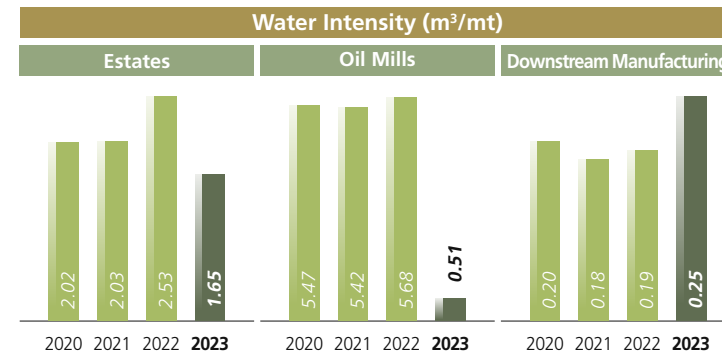
GENP continues to enhance the accuracy and precision of its water utilisation measurement systems and baselines. As the scope and parameters of water usage in operations, especially derivatives, continue to evolve, a more accurate assessment of water-use intensity is anticipated in the coming years. It is important to highlight that our oil mills and downstream operations have already achieved substantial progress in optimising and reducing their water-use intensity. In 2023, our water intensity reduced by 34.78% at the estates and 91% at our oil mills. However, water intensity at downstream manufacturing increased.

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

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

GENP remains resolute in implementing sustainable water practices, thereby ensuring efficient management of resources within its oil mill facilities. Our water comes from municipal water supply, and hence, we do not share surface or ground water sources such as rivers, lakes and wells with the local communities. We stand by our commitment to always ensure access to clean and safe drinking water for our workers.

The water management practices in our GENP oil mills are a clear demonstration of our commitment to responsible water usage. With the integration of rainwater harvesting, innovative technologies and water-saving practices, we have been able to optimise water usage and reduce our water consumption. The complex's architecture, particularly its specialised roofing structures, facilitates rainwater collection and channels into reservoirs. Additionally, the incorporation of water-saving technologies such as automatic pumps, steam management systems and zero dilution systems have enhanced the overall water efficiency.



Our Community Impact



COMMUNITY EMPOWERMENT



We strive to foster shared values with the communities in areas where we operate as we are aware that our business activities can impact the rights and livelihoods of local communities. We believe that this approach is mutually beneficial for both GENTP and the local communities surrounding our operations and therefore, we invest efforts to collaborate closely with them, conducting activities in a manner that respects their rights and promotes shared values.

As a corporate citizen, we strive to conduct our operations in a responsible and sustainable manner, generating long-term benefits for both our business and the communities in areas where we operate. Additionally, we recognise that it is our duty to provide support to local communities as a means to giving back to society. In 2023, we invested RM3.4 million in the community where we operate, impacting 35 entities, including schools and social bodies.

GENP supports communities in the following areas:

PROVIDING ESSENTIAL INFRASTRUCTURE

We construct and maintain critical infrastructure such as roads and bridges in areas that lack adequate connectivity.

EDUCATIONAL SUPPORT

We provide basic education for the children of our workforce and local communities. This involves offering educational opportunities through operational funding or scholarships and actively establishing creches and schools from pre-school to secondary education. The Group also has established the Tan Sri (Dr) Lim Goh Tong Endowment Fund, which is our undergraduate scholarship programme for deserving individuals.

Type of School	Region	Number of Schools
Sekolah Kebangsaan Jenis Tamil	Peninsular Malaysia	4
Humana Schools	Sabah	11
Continuous Learning Centre	Sabah	5
Tabika Kemas	Kalimantan Tengah	4
Sekolah Dasar	Kalimantan Tengah	1
Sekolah Menengah Pertama	Kalimantan Tengah	1
Tabika Kemas	Kalimantan Selatan	6
TOTAL	Malaysia & Indonesia	32

EMPOWERING LOCAL ECONOMIES

We strive to stimulate the economic growth of local communities by providing them with job opportunities and procuring materials and services from local entrepreneurs whenever possible.

DRIVING SUSTAINABLE PRACTICES

GENP conducts awareness programmes to advocate for sustainable practices, especially for those who work in the natural environment. These initiatives encompass managing human-wildlife conflicts, raising awareness on the critical importance of preventing hunting and poaching of endangered wildlife, preventing forest fires and discouraging the use of fires in agriculture. Given that many local communities rely on farming for their essential dietary needs and income, the Group collaborates with local farmers, guiding them on sustainable farming practices to enhance food security and minimise adverse environmental impacts.

Our Sustainability Data

COMPANY OVERVIEW

COMPANY	GENTING PLANTATIONS BERHAD
Parent Company	GENTING BERHAD
Divisions	Plantation Division AgTech Division Property Division Downstream Manufacturing Division
Landbank (hectares)	Malaysia – 64,424 (including Property Development) Indonesia – 178,918 (including Property Development and Plasma schemes)
Number of Plantations	33
Number of Oil Mills <i>Total processing capacity</i>	13 725 mt/hour
Number of Refinery <i>Total processing capacity</i>	1 600,000 mt/year
Number of Biodiesel Plants <i>Total processing capacity</i>	2 300,000 mt/year
Number of Biotechnology Units	2
Number of Research Centre	1
Number of Property Township Development	3
Number of Premium Outlets®	2
Number of Workforce	25,978

Our Sustainability Data

OUR MEMBERSHIP, ASSOCIATION & ALLIANCE

Organisation	Programme	Operating Unit	Location
Roundtable on Sustainable Palm Oil	<ul style="list-style-type: none"> Global multistakeholder initiative for sustainable palm oil 	Genting Plantations Berhad	Malaysia & Indonesia
Malaysian Palm Oil Association	<ul style="list-style-type: none"> Growers collective agenda & initiatives 	Genting Plantations Berhad	Malaysia
Malaysian Estate Owners Association	<ul style="list-style-type: none"> Growers collective agenda & initiatives 	Genting Plantations (WM) Sdn. Bhd.	Peninsular Malaysia
Malaysian Biodiesel Association	<ul style="list-style-type: none"> National biodiesel initiatives 	Genting Biodiesel Sdn Bhd, SPC Biodiesel Sdn Bhd.	Malaysia
Humana Child Aid Society Sabah	<ul style="list-style-type: none"> Education of foreign workers' children 	Genting Plantations Berhad	Sabah, Malaysia
WWF	<ul style="list-style-type: none"> Kinabatangan River of Life 	Genting Plantations Berhad	Sabah, Malaysia
Sabah Wildlife Department	<ul style="list-style-type: none"> Lower Kinabatangan Wildlife Corridor 	Genting Plantations Berhad	Sabah, Malaysia
Sabah Wildlife Department & HUTAN - KOCP	<ul style="list-style-type: none"> Keruak Wildlife Corridor Project 	Genting Plantations Berhad	Sabah, Malaysia
Gabungan Pengusaha Kelapa Sawit Indonesia (GAPKI)	<ul style="list-style-type: none"> Growers collective agenda & initiatives 	Genting Plantations Berhad	Indonesia
Balai Konservasi Sumber Daya Alam (BKSDA), Kalimantan Tengah	<ul style="list-style-type: none"> Biodiversity management and monitoring Socialisation of biodiversity conservation to workforce and surrounding communities 	PT Dwie Warna Karya, PT Susantri Permai, PT Kapuas Maju Jaya, PT GlobalIndo Agung Lestari, PT United Agro Indonesia	Central Kalimantan, Indonesia
Borneo Orangutan Survival Foundation (BOSF)	<ul style="list-style-type: none"> Orangutan conservation & handling project 	PT Susantri Permai, PT United Agro Indonesia	Central Kalimantan, Indonesia
Tropenbos	<ul style="list-style-type: none"> The Green Livelihood Alliance 	PT Sawit Mitra Abadi	Pangkalan Telok Villages, West Kalimantan, Indonesia
Yayasan Inisiasi Alam Rehabilitasi Indonesia (YIARI)	<ul style="list-style-type: none"> Training for Orangutan Conflict Mitigation 	PT Sawit Mitra Abadi, PT Citra Sawit Cemerlang	West Kalimantan, Indonesia
Balai Konservasi Sumber Daya Alam (BKSDA) Kalimantan Barat	<ul style="list-style-type: none"> Biodiversity management & monitoring Socialisation of biodiversity conservation to workforce and surrounding communities 	PT Sawit Mitra Abadi, PT Sepanjang Intisurya Mulia, PT Citra Sawit Cemerlang, PT Surya Agro Palma, PT Agro Abadi Cemerlang	West Kalimantan, Indonesia
Manggala Agni	<ul style="list-style-type: none"> Training on fire prevention, fire management and handling of fires in emergency situations Mapping of fire prone areas 	Indonesian operating units	West Kalimantan, Central Kalimantan, South Kalimantan, Indonesia
Palm Oil Refiners Association of Malaysia (PORAM)	<ul style="list-style-type: none"> Refiners collective agenda & initiatives 	Genting MusimMas Refinery	Sabah, Malaysia
Bringing Back Our Rare Animals (BORA)	<ul style="list-style-type: none"> Restoration Planting in the Tenegang Groups of Estates 	Genting Plantations Berhad	Sabah, Malaysia

Our Sustainability Data

FLORA INVENTORY UNDER IUCN RED LIST OF THREATENED SPECIES

IUCN Status	Scientific Name	Common Name	Family
Vulnerable (VU)	<i>Dipterocarpus costatus</i>	Keruing	Dipterocarpaceae
Endangered (EN)	<i>Dipterocarpus grandiflorus</i>	Keruing	Dipterocarpaceae
Vulnerable (VU)	<i>Dryobalanops aromatica</i>	Keladan	Dipterocarpaceae
Endangered (EN)	<i>Dryobalanops beccarii</i>	Keladan/Kayu Kapur	Dipterocarpaceae
Vulnerable (VU)	<i>Durio kutejensis</i>	Durian Burung/Peukawai	Bombacaceae
Vulnerable (VU)	<i>Eusideroxylon zwageri</i>	Ulin/Belian	Lauraceae
Critically Endangered (CR)	<i>Gonystylus bancanus</i>	Ramin	Thymelaeaceae
Vulnerable (VU)	<i>Hopea mengarawan</i>	Merawan/Bengkirai Ulin/Telur	Dipterocarpaceae
Vulnerable (VU)	<i>Hopea sangal</i>	Gagil	Dipterocarpaceae
Vulnerable (VU)	<i>Shorea acuminatissima</i>	Meranti Pakit/Meranti Putih	Dipterocarpaceae
Vulnerable (VU)	<i>Shorea balangeran</i>	Kahoi	Dipterocarpaceae
Endangered (EN)	<i>Shorea brunescens</i>	Meranti Asam (Kuning)	Dipterocarpaceae
Endangered (EN)	<i>Shorea dasyphylla</i> Foxw.	Meranti Putih	Dipterocarpaceae
Endangered (EN)	<i>Shorea fagueteria</i>	Bunyit	Dipterocarpaceae
Vulnerable (VU)	<i>Shorea falcifera</i>	Meranti Pakit	Dipterocarpaceae
Endangered (EN)	<i>Shorea falcifera</i> . Dyer	Meranti Pakit	Dipterocarpaceae
Vulnerable (VU)	<i>Shorea inappendiculata</i>	Selangan batu	Dipterocarpaceae
Vulnerable (VU)	<i>Shorea johorensis</i>	Seraya Majau	Dipterocarpaceae
Endangered (EN)	<i>Shorea lamellata</i>	Maharun/Meranti	Dipterocarpaceae
Vulnerable (VU)	<i>Shorea smithiana</i>	Tengkawang layar/ Meranti Merah	Dipterocarpaceae
Endangered (EN)	<i>Shorea stenoptera</i> Burck.	Tengkawang	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea teysmanniana</i>	Meranti Buaya	Dipterocarpaceae

Note: This data has been verified by Internal Audit.

FAUNA INVENTORY UNDER IUCN RED LIST OF THREATENED SPECIES

IUCN Status	Scientific Name	Common Name	Family
REPTILE			
Critically Endangered (CR)	<i>Batagur baska</i>	Tuntong	Geoemydidae
Endangered (EN)	<i>Caretta caretta</i>	Penyu tempayan	Carettochelyidae
Endangered (EN)	<i>Chelonia mydas</i>	Penyu hijau	Cheloniidae
Critically Endangered (CR)	<i>Crocodylus siamensis</i>	Buaya siam	Crocodylidae
Critically Endangered (CR)	<i>Dermochelys coriacea</i>	Penyu belimbing	Dermochelyidae
Critically Endangered (CR)	<i>Eretmochelys imbricata</i>	Penyu sisik	Cheloniidae
Vulnerable (VU)	<i>Lepidochelys olivacea</i>	Penyu ridel	Cheloniidae
Vulnerable (VU)	<i>Ophiophagus hannah</i>	King Kobra	Elapidae
Endangered (EN)	<i>Orlitia borneensis</i>	Kura-kura gading	Geoemydidae
Endangered (EN)	<i>Tomistoma schlegelii</i>	Buaya Senyulong	Crocodylidae
Vulnerable (VU)	<i>Ophiophagus hannah</i>	Ular Tedung Selar	Elapidae
Vulnerable (VU)	<i>Varanus komodoensis</i>	Biawak komodo, Ora	Varanidae
MAMMAL			
Vulnerable (VU)	<i>Aonyx cinerea</i>	Oriental small-clawed otter	Mustelidae
Vulnerable (VU)	<i>Arctictis binturong</i>	Binturong	Viverridae
Critically Endangered (CR)	<i>Axis kuhlii</i>	Rusa Bawean	Cervidae
Critically Endangered (CR)	<i>Bos javanicus</i>	Banteng, Tembadau	Bovidae
Vulnerable (VU)	<i>Capricornis sumatraensis</i>	Kambing Sumatera	Bovidae
Endangered (EN)	<i>Catopuma badia</i>	Borneo Bay cat	Felidae
Vulnerable (VU)	<i>Cervus timorensis</i>	Rusa Jawa	Cervidae
Vulnerable (VU)	<i>Cervus unicolor</i>	Rusa sambar	Cervidae
Endangered (EN)	<i>Chimarrogale phaeura</i>	Cecurut Air Himalaya	Soricidae
Vulnerable (VU)	<i>Crocidura baluensis</i>	Cecurut Kinabalu	Soricidae
Endangered (EN)	<i>Cuon alpinus</i>	Ajag	Canidae
Endangered (EN)	<i>Cynogale bennettii</i>	Musang air	Viverridae
Critically Endangered (CR)	<i>Dicerorhinus sumatrensis</i>	Badak sumatera	Rhinocerotidae
Vulnerable (VU)	<i>Diplogale hosei</i>	Musang gunung	Viverridae
Critically Endangered (CR)	<i>Elephas maximus sumatranus</i>	Gajah sumatera	Elephantidae

Our Sustainability Data

FAUNA INVENTORY UNDER IUCN RED LIST OF THREATENED SPECIES (CONT'D)

IUCN Status	Scientific Name	Common Name	Family
MAMMAL			
Vulnerable (VU)	<i>Haeromys pusillus</i>	Tikus Ranai Kecil	Muridae
Vulnerable (VU)	<i>Helarctos malayanus</i>	Beruang madu	Ursidae
Endangered (EN)	<i>Hylobates agilis</i>	Owa Ungko Sumatera	Hylobatidae
Endangered (EN)	<i>Hylobates albibarbis</i>	Owa Ungko Borneo	Hylobatidae
Endangered (EN)	<i>Hylobates klossii</i>	Owa Ungko Mentawai	Hylobatidae
Endangered (EN)	<i>Hylobates lar</i>	Owa Lar	Hylobatidae
Endangered (EN)	<i>Hylobates moloch</i>	Owa Jawa	Hylobatidae
Endangered (EN)	<i>Hylobates muelleri</i>	Owa Kalawat	Hylobatidae
Endangered (EN)	<i>Symphalangus syndactylus</i>	Siamang	Hylobatidae
Vulnerable (VU)	<i>Lutra perspicillata</i>	Berang-berang	Mustelidae
Endangered (EN)	<i>Lutra sumatrana</i>	Lutra Sumatera	Mustelidae
Vulnerable (VU)	<i>Macaca fascicularis</i>	Monyet Ekor Panjang (Kera)	Cercopithecidae
Vulnerable (VU)	<i>Macaca nemestrina</i>	Monyet Beruk	Cercopithecidae
Critically Endangered (CR)	<i>Macaca pagensis</i>	Beruk Mentawai	Cercopithecidae
Vulnerable (VU)	<i>Macaca siberu</i>	Beruk Siberut	Cercopithecidae
Critically Endangered (CR)	<i>Manis javanica</i>	Trenggiling	Manidae
Vulnerable (VU)	<i>maxomys rajah</i>	Tikus-Duri Coklat	Muridae
Vulnerable (VU)	<i>maxomys whiteheadi</i>	Tikus-Duri Ekor Pendek	Muridae
Endangered (EN)	<i>Nasalis larvatus</i>	Bekantan kahau	Cercopithecidae
Vulnerable (VU)	<i>Neofelis diardi</i>	Sunda clouded leopard	Felidae
Vulnerable (VU)	<i>Neofelis nebulosa</i>	Macan Dahan	Felidae
Vulnerable (VU)	<i>Nesolagus netscheri</i>	Kelinci Sumatera	Leporidae
Vulnerable (VU)	<i>Niviventer cremoriventer</i>	Tikus Pohon Ekor Polos	Muridae
Vulnerable (VU)	<i>Nycticebus coucang</i>	Malu-malu	Lorisidae
Vulnerable (VU)	<i>Nycticebus menagensis</i>	Bornean slow loris	Lorisidae
Critically Endangered (CR)	<i>Panthera tigris sumatrae</i>	Harimau Sumatera	Felidae
Endangered (EN)	<i>Pardofelis badia</i>	Kucing merah	Felidae
Vulnerable (VU)	<i>Pardofelis marmorata</i>	Kucing Batu	Felidae

IUCN Status	Scientific Name	Common Name	Family
MAMMAL			
Vulnerable (VU)	<i>Petinomys genibarbis</i>	Whiskered flying squirrel	Sciuridae
Vulnerable (VU)	<i>Petinomys setosus</i>	Temminck's flying squirrel	Sciuridae
Vulnerable (VU)	<i>Petinomys vordermanni</i>	Vordermann's flying squirrel	Sciuridae
Critically Endangered (CR)	<i>Pongo pygmaeus</i>	Orang utan, Mawas	Hominidae
Endangered (EN)	<i>Presbytis comata</i>	Surili	Cercopithecidae
Vulnerable (VU)	<i>Presbytis frontata</i>	Lutung dahi putih	Cercopithecidae
Vulnerable (VU)	<i>Presbytis hosei</i>	Lutung Banggat	Cercopithecidae
Endangered (EN)	<i>Presbytis melalophos</i>	Lutung Simpai	Cercopithecidae
Endangered (EN)	<i>Presbytis potenziani</i>	Joja, Lutung Mentawai	Cercopithecidae
Vulnerable (VU)	<i>Presbytis thomasi</i>	Rungka	Cercopithecidae
Endangered (EN)	<i>Prionailurus planiceps</i>	Flat-headed cat	Felidae
Endangered (EN)	<i>Pteromyscus pulverulentus</i>	Smoky flying squirrel	Sciuridae
Vulnerable (VU)	<i>Ratufa affinis</i>	Tupai kerawak putih-Kuning	Sciuridae
Vulnerable (VU)	<i>Rheithrosciurus macrotis</i>	Tufted ground squirrel	Sciuridae
Critically Endangered (CR)	<i>Rhinoceros sondaicus</i>	Badak Jawa	Rhinocerotidae
Vulnerable (VU)	<i>Rusa unicolor</i>	Rusa	Cervidae
Critically Endangered (CR)	<i>Simias concolor</i>	Simpei Mentawai	Cercopithecidae
Vulnerable (VU)	<i>Sus barbatus</i>	Babi berjenggot	Suidae
Endangered (EN)	<i>Tapirus indicus</i>	Tapir, Cipan, Tenuk	Tapiridae
Vulnerable (VU)	<i>Tarsius bancanus</i>	Tarsius	Tarsiidae
Vulnerable (VU)	<i>Trachypithecus auratus</i>	Lutung Jawa	Cercopithecidae
Vulnerable (VU)	<i>Trachypithecus cristatus</i>	Lutung Kelabu	Cercopithecidae
AVES			
Endangered (EN)	<i>Pterodroma barau</i>	Petrel Baru	Procellariidae
Endangered (EN)	<i>Papasula abbotti</i>	Angsa-batu Christmas	Sulidae
Vulnerable (VU)	<i>Egretta eulophotes</i>	Kuntul Cina	Ardeidae
Endangered (EN)	<i>Gorsachius goisagi</i>	Kowak Jepang	Ardeidae
Vulnerable (VU)	<i>Mycteria cinerea</i>	Bangau bluwok	Ciconiidae

Our Sustainability Data

FAUNA INVENTORY UNDER IUCN RED LIST OF THREATENED SPECIES (CONT'D)

IUCN Status	Scientific Name	Common Name	Family
AVES			
Endangered (EN)	<i>Ciconia stormi</i>	Bangau Storm	Ciconiidae
Critically Endangered (CR)	<i>Pseudibis davisoni</i>	Ibis karau	Threskiornithidae
Endangered (EN)	<i>Platalea minor</i>	Ibis-sendok kecil	Threskiornithidae
Endangered (EN)	<i>Cairina scutulata</i>	Mentok rimba	Anatidae
Vulnerable (VU)	<i>Treron capellei</i>	Lengguak	Columbidae
Endangered (EN)	<i>Nisaetus bartelsi</i>	Elang Jawa	Accipitridae
Vulnerable (VU)	<i>Nisaetus nanus</i>	Elang Wallace	Accipitridae
Vulnerable (VU)	<i>Melanoperdix niger</i>	Puyuh hitam	Phasianidae
Vulnerable (VU)	<i>Arborophila orientalis</i>	Puyuh-gonggong biasa	Phasianidae
Vulnerable (VU)	<i>Lophura erythrophthalma</i>	Sempidan merah	Phasianidae
Vulnerable (VU)	<i>Lophura bulweri</i>	Sempidan Kalimantan	Phasianidae
Vulnerable (VU)	<i>Argusianus argus</i>	Kuau raja	Phasianidae
Vulnerable (VU)	<i>Polyplectron schleiermacheri</i>	Kuau-kerdil Kalimantan	Phasianidae
Vulnerable (VU)	<i>Pavo muticus</i>	Merak hijau	Phasianidae
Critically Endangered (CR)	<i>Vanellus macropterus</i>	Trulek Jawa	Charadriidae
Vulnerable (VU)	<i>Numenius madagascariensis</i>	Gajahan timur	Scolopacidae
Endangered (EN)	<i>Tringa guttifer</i>	Trinil Nordmann	Scolopacidae
Vulnerable (VU)	<i>Calidris tenuirostris</i>	Kedidi besar	Scolopacidae
Critically Endangered (CR)	<i>Eurynorhynchus pygmaeus</i>	Kedidi paruh-sendok	Scolopacidae
Critically Endangered (CR)	<i>Sterna bernsteini</i>	Dara-laut Cina	Laridae
Vulnerable (VU)	<i>Treron capellei</i>	Punai besar	Columbidae
Critically Endangered (CR)	<i>Cacatua sulphurea</i>	Kakatua jambul-kuning	Psittacidae
Vulnerable (VU)	<i>Centropus rectunguis</i>	Bubut teragop	Cuculidae
Vulnerable (VU)	<i>Centropus nigrorufus</i>	Bubut Jawa	Cuculidae
Vulnerable (VU)	<i>Otus sagittatus</i>	Celepuk besar	Strigidae
Vulnerable (VU)	<i>Otus angelinae</i>	Celepuk Jawa	Strigidae
Vulnerable (VU)	<i>Caprimulgus concretus</i>	Cabak kolong	Caprimulgidae
Critically Endangered (CR)	<i>Alcedo euryzona</i>	Raja-udang kalung-biru	Alcedinidae

IUCN Status	Scientific Name	Common Name	Family
AVES			
Vulnerable (VU)	<i>Aceros subruficollis</i>	Julang dompet	Bucerotidae
Vulnerable (VU)	<i>Rhyticeros undulatus</i>	Julang emas	Bucerotidae
Vulnerable (VU)	<i>Rhyticeros subruficollis</i>	Julang dompet	Bucerotidae
Vulnerable (VU)	<i>Anthracoceros malayanus</i>	Kangkareng hitam	Bucerotidae
Vulnerable (VU)	<i>Buceros rhinoceros</i>	Rangkong badak	Bucerotidae
Vulnerable (VU)	<i>Buceros bicornis</i>	Rangkong papan	Bucerotidae
Critically Endangered (CR)	<i>Rhinoplax vigil</i>	Rangkong gading	Bucerotidae
Vulnerable (VU)	<i>Mulleripicus pulverulentus</i>	Pelatuk kelabu-besar	Picidae
Vulnerable (VU)	<i>Pitta baudii</i>	Paok kepala-biru	Pittidae
Vulnerable (VU)	<i>Pitta nympha</i>	Paok bidadari	Pittidae
Critically Endangered (CR)	<i>Pycnonotus zeylanicus</i>	Cucak rawa	Pycnonotidae
Vulnerable (VU)	<i>Setornis criniger</i>	Empuloh paruh-kait	Pycnonotidae
Vulnerable (VU)	<i>Ptilocichla leucogrammica</i>	Berencet Kalimantan	Timaliidae
Vulnerable (VU)	<i>Cochoa azurea</i>	Ciung-mungkal Jawa	Turdidae
Critically Endangered (CR)	<i>Cyornis ruckii</i>	Sikatan Aceh	Muscicapidae
Vulnerable (VU)	<i>Cyornis caeruleus</i>	Sikatan biru-langit	Muscicapidae
Endangered (EN)	<i>S.m. melanopterus Oawa bagian barat dan Madura)</i>	Jalak putih	Sturnidae
Endangered (EN)	<i>S.m. tertius (Bali)</i>	Jalak putih	Sturnidae
Endangered (EN)	<i>S.m. tricolor Oawa ujung timur)</i>	Jalak putih	Sturnidae
Endangered (EN)	<i>Sturnus melanopterus</i>	Jalak putih	Sturnidae
Critically Endangered (CR)	<i>Leucopsar rothschildi</i>	Jalak Bali	Sturnidae
Critically Endangered (CR)	<i>Cissa thalassina</i>	Murai Hijau	Corvidae
Vulnerable (VU)	<i>Padda oryzivora</i>	Gelatik Jawa	Estrildidae
Critically Endangered (CR)	<i>Emberiza aureola</i>	Emberisa pundak-putih	Emberizidae
Vulnerable (VU)	<i>Ducula pickering</i>	Merpati Raja kelabu	Columbidae
Vulnerable (VU)	<i>Setornis criniger</i>	Merbah	Pycnonotidae
Vulnerable (VU)	<i>L. e. erythrophthalma</i>	Sempidan merah	Phasianidae
Vulnerable (VU)	<i>L. e. pyronota</i>	Sempidan merah	Phasianidae

Note: This data has been verified by Internal Audit.

Our Sustainability Data

BOD & COD LEVEL

Oil Mill & Refinery	Legal Limit (mg/L)		BOD				COD			
	BOD	COD	Final Discharge BOD Level (mg/L)				Final Discharge COD Level (mg/L)			
			2020	2021	2022	2023	2020	2021	2022	2023
GAIOM	500	NA	34	78	78	53	686	1,192	1,316	881
GIOM	20	NA	15	12	11	10	179	301	225	206
GJOM	n/a	NA	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
GMOM	20	NA	19	12	11	9	351	282	332	306
GSOM	500	NA	192	172	171	317	1,562	1,323	1,273	1,787
GTHOM	20	NA	8	6	10	11	502	333	345	423
GTOM	20	NA	12	8	9	10	116	85	96	145
GOM	5000	NA	93	56	57	76	430	260	239	143
MOM	5000	NA	186	221	254	312	895	1,024	782	1,281
GHOM	5000	NA	223	191	141	108	866	729	559	360
GLOM	5000	NA	n/a	n/a	n/a	140	n/a	n/a	n/a	479
COM	5000	NA	n/a	120	164	423	n/a	573	485	1,900
KIUOM	5000	NA	137	90	56	63	540	438	404	232
GMMR	n/a	200	n/a	n/a	50	50	134	56	200	200
GIB	n/a	200	n/a	4	8	11	200	129	166	56
SPC	n/a	200	n/a	3	9	11	200	115	172	56

Note: This data has been verified by Internal Audit.

BIOMASS USE (mt)

	2020	2021	2022	2023
Fibre – Energy Generation	327,781.02	664,030.02	359,185.70	461,951.20
EFB – Energy Generation	102,607.97	238,145.25	143,604.80	112,912.80
EFB - Heating	-	15,734.98	6,433.60	-
PKS – Energy Generation	61,821.15	41,947.00	70,119.40	94,818.50
PKS - Heating	9,261.82	8,093.40	4,010.00	2,498.30
EFB – Organic Mulch	355,994.40	384,308.40	312,386.20	513,138.12
EFB – Composting	36,527.20	37,903.16	131,752.76	40,094.59
Decanter Solid – Organic Fertiliser	78,155.98	180,145.84	152,733.28	138,410.74
Boiler Ash – Organic Fertiliser	20,125.92	17,928.65	26,439.67	127,984.76

Our Sustainability Data

WATER & EFFLUENT DISCLOSURE

Water Withdrawal		All Areas (MI)				Areas with water stress (MI)	
		2020	2021	2022	2023	2020 - 2023	
Water withdrawal by source	Surface Water	5,317.41	4,752.64	3,292.05	3,494.77	nil	
	Freshwater	Estates	869.16	877.57	887.83	1,309.82	nil
		Oil Mills	4,445.27	3,872.52	2,402.39	2,181.23	nil
		Downstream Manufacturing	-	-	0.00	0.00	nil
		AgTech Division	2.98	2.55	1.83	3.72	nil
	Other Water	All Operating Units	-	-	0.00	0.00	nil
	Produced Water	1,354.99	951.95	955.40	2,305.94	nil	
	Raw Palm Oil Mill Effluent (POME) (≥1,000 Wmg/L Total Dissolved Solids)	Oil Mills	1,315.55	905.01	935.40	2,294.11	nil
	Raw Downstream Manufacturing Effluent (≤1,000 mg/L Total Dissolved Solids)	Downstream Manufacturing	39.44	46.94	20	11.83	nil
	Third-Party Water	642.12	565.62	695.98	639.89	nil	
	Freshwater	Estates	434.05	399.81	499.74	166.42	nil
		Oil Mills	-	-	0	214.23	nil
		Downstream Manufacturing	203.79	161.46	189.02	256.32	nil
AgTech Division		4.28	4.34	7.22	2.92	nil	
Other Water	All Operating Units	-	-	0	0	nil	
TOTAL WATER WITHDRAWAL	Surface Water + Produced Water	7,314.52	6,270.21	4,943.43	6,440.60	nil	
Water Discharge		2020	2021	2022	2023	Areas with water stress (MI)	
Water discharge by destination	Land Application + Compost	704.12	623.63	885.20	1,053.83	n/a	
	Surface Water	427.55	275.79	46.65	450.41	nil	
	Third-Party Water	4.28	4.34	5.40	2.92	nil	
Water discharge by freshwater and other water	Freshwater (≤1,000 mg/L Total Dissolved Solids)	1,135.95	903.76	937.25	1,507.16	nil	
	Other Water (≥1,000 mg/l Total Dissolved Solids)	-	-	0.00	0.00	nil	
Water discharge by level of treatment	No treatment	7.26	6.89	7.08	2.92	nil	
	Treated Palm Oil Mill Effluent (POME)	1,090.24	850.63	1,006.13	1,053.83	nil	
	Treated Downstream Manufacturing Effluent	38.45	46.24	25.32	450.41	nil	
TOTAL WATER DISCHARGE	Land Application + Compost + Surface Water + Third-Party Water	1,135.95	903.76	937.25	1,507.16	nil	
Water Consumption		2020	2021	2022	2023	Areas with water stress (MI)	
Water Consumption	Changes in Storage (Rainfall/evaporation at POME ponds and Downstream Manufacturing's water treatment plants)	-223.32	-52.53	-23.55	-801.70	n/a	
	TOTAL WATER CONSUMPTION	6,178.57	5,366.45	4,006.18	4,933.44	nil	

Note: Water usage at our Property Division are excluded from this disclosure. Data for freshwater used in estates have revised to exclude Indonesia estates. The water usage figures year 2020 - 2022 for the estates were updated.

Our Sustainability Data

OUR ESTATES

No	Our Estates	Certifications				Titled Hectarage	HCV Hectarage	HCS Hectarage	Coordinates	
		RSPO	ISCC EU	MSPO	ISPO				Latitude	Longitude
1	Genting Bukit Sembilan Estate	YES	YES	YES		1,240.52	2.15	n/a	5.57639	100.68599
2	Genting Selama Estate	YES	YES	YES		1,830.14	9.97	n/a	5.22217	100.65699
3	Genting Tebong Estate	YES	YES	YES		3,006.96	45.29	n/a	2.45744	102.37597
4	Genting Tanah Merah Estate	YES	YES	YES		2,232.68	46.6	n/a	2.28165	102.56033
5	Genting Sri Gading Estate	YES	YES	YES		3,411.57	29.93	n/a	1.83829	103.01823
6	Genting Sungei Rayat Estate	YES	YES	YES		2,376.17	0.18	n/a	1.90404	103.01069
7	Genting Kulai Besar Estate	YES	YES	YES		2,427.09	35.06	n/a	1.61537	103.61098
8	Genting Sabapalm Estate	YES	YES	YES		4,360.33	8.91	n/a	5.96508	117.37411
9	Genting Indah Estate	YES	YES	YES		3,620.00	111.78	n/a	5.38571	116.93809
10	Genting Permai Estate	YES	YES	YES		2,560.00	29.9	n/a	5.36571	116.89455
11	Genting Kencana Estate	YES	YES	YES	n/a	2,001.70	56.99	n/a	5.37814	116.87827
12	Genting Mewah Estate	YES	YES	YES		3,296.44	45.54	n/a	5.51641	117.70783
13	Genting Lokan Estate^	YES	YES	YES		2,314.33	219.51	n/a	5.46899	117.74341
14	Genting Sekong Estate	YES	YES	YES		3,037.17	44.85	n/a	5.56328	117.81289
15	Genting Suan Lamba Estate	YES	YES	YES		3,639.62	12.76	n/a	5.94331	118.41242
16	Genting Jambongan Estate	YES	YES	YES		4,062.30	24.36	n/a	6.64973	117.45085
17	Genting Tanjung Estate	YES	YES	YES		4,345.12	187.92	n/a	5.42300	118.27331
18	Genting Bahagia Estate	YES	YES	YES		4,548.00	92.1	n/a	5.36375	118.27603
19	Genting Tenegang Estate	YES	YES	YES		3,652.54	83.32	n/a	5.34612	118.22561
20	Genting Landworthy Estate	YES	YES	YES		4,039.00	9.87	n/a	5.42039	118.30683
21	Genting Layang Estate	YES	YES	YES		2,077.41	172.05	n/a	5.42275	118.23426
22	PT Sepanjang Intisurya Mulia	YES			YES	14,555.00	1,233.13	18.31	-1.38105	110.49466
23	PT Sawit Mitra Abadi	YES			YES	9,374.13	1,068.54	272.18	-1.37527	110.41500
24	PT Surya Agro Palma	2025			2027	17,500.00	2,230.85	542.60	-0.30520	110.07491
25	PT Agro Abadi Cemerlang	2025			YES	8,770.91	301.51	301.51	-0.33904	110.21138
26	PT Citra Sawit Cemerlang	2025			2027	14,858.00	1,488.31	5,147.18	-1.25831	110.66450
27	PT Dwie Warna Karya	2025			2027	12,871.56	1,203.68	1,203.68	-0.86144	114.07528
28	PT Susantri Permai	2025	n/a	n/a	2027	15,176.08	1,696.51	1,696.51	-0.88881	113.93700
29	PT Kapuas Maju Jaya	2025			2027	18,509.76	2,428.37	2,428.37	-0.99519	114.19792
30	PT United Agro Indonesia	2025			2027	6,723.00	573.62	30.58	-2.56397	114.64756
31	PT GlobalIndo Agung Lestari	YES			YES	29,609.00	3,432.32	2,765.98	-2.59139	114.58978
32	PT Palma Agro Lestari Jaya	2025			2027	11,727.00	3,207.50	65.42	0.78417	111.47725
33	PT Kharisma Inti Usaha	2025			YES	19,211.73	961.97	4.92	-3.00178	114.93856

^ Genting Lokan Estate is certified with Genting Mewah Estate

Note: This data has been verified by Internal Audit.

Our Sustainability Data

OUR OIL MILLS, REFINERY & BIODIESEL PLANTS

No	Operating Unit Name	Certification/Standards					Processing Capacity	Coordinates	
		RSPO	ISCC EU	MSPO	ISPO	Others		Latitude	Longitude
1	Genting Ayer Item Oil Mill	IP	YES	YES			50 mt/hour	1.85671	103.21000
2	Genting Indah Oil Mill	MB	YES	YES			30 mt/hour	5.37565	116.93421
3	Genting Trushidup Oil Mill	MB	YES	YES			60 mt/hour	5.56328	117.81289
4	Genting Mewah Oil Mill	MB	YES	YES	n/a		45 mt/hour	5.51874	117.70772
5	Genting Tanjung Oil Mill	MB	YES	YES			80 mt/hour	5.42300	118.27331
6	Genting Sabapalm Oil Mill	MB	YES	YES			20 mt/hour	5.96508	117.37411
7	Genting Jambongan Oil Mill	MB	YES	YES		n/a	20 mt/hour	6.65167	117.44530
8	Mulia Oil Mill	MB			YES		90 mt/hour	-1.38232	110.47957
9	GlobalIndo Oil Mill	YES			YES		90 mt/hour	-2.584556	114.59528
10	Golden Hill Oil Mill	2025	n/a	n/a	2025		80 mt/hour	-0.34002	114.93686
11	Kharisma Inti Usaha Oil Mill	2025			YES		60 mt/hour	-3.00294	114.93686
12	Cemerlang Oil Mill	2025			2025		60 mt/hour	-0.34002	110.19107
13	Gemilang Oil Mill	2025			2025		40 mt/hour	-1.00967	114.27178
14	Genting MusimMas Refinery	SCCS	YES	YES	n/a	HALAL by JAKIM, KOSHER by KLBD, MESTland GMP by Ministry of Health Malaysia ("MOH"), HACCP by MOH and SIRIM	600,000 mt/year	5.01960	118.36864
15	Genting Biorefinery Sdn Bhd	SCCS	YES	YES		European Standards EN14214,	300,000 mt/year	5.02146	118.36873
16	SPC Biodiesel Sdn Bhd	SCCS	YES	YES		Malaysian Standards MS2008:2014		5.02946	118.36808

Our Sustainability Data

OUR OIL MILLS, REFINERY & BIODIESEL PLANTS (CONT'D)

No	Operating Unit Name	Number of FFB External Suppliers					% Percentage of FFB by Suppliers						
		Own Estates	Own Plasma	Estate (>500 ha)	Smallgrower (40-500 ha)	Smallholder (<40 ha)	Collection Centre/ Farmers' Cooperative	Own Estates	Own Plasma	Estate (>500 ha)	Smallgrower (40-500 ha)	Smallholder (<40 ha)	Collection Centre/ Farmers' Cooperative
1	Genting Ayer Item Oil Mill	5	-	-	-	-	-	100	-	-	-	-	-
2	Genting Indah Oil Mill	3	-	-	3	4	-	98.79	-	-	0.81	0.4	-
3	Genting Trushidup Oil Mill	2	-	7	18	46	4	68.86	-	4.62	19.92	5.58	1.03
4	Genting Mewah Oil Mill	1	-	6	8	133	2	58.12	-	14.35	8.34	17.63	1.55
5	Genting Tanjung Oil Mill	5	-	4	3	5	-	81.81	-	10.75	5.68	1.77	-
6	Genting Sabapalm Oil Mill	1	-	1	2	188	-	77.11	-	5.88	3.04	13.97	-
7	Genting Jambangan Oil Mill	1	-	-	2	6	-	88.08	-	-	10.49	1.42	-
8	Mulia Oil Mill	3	7	-	-	-	-	82.49	17.51	-	-	-	-
9	GlobalIndo Oil Mill	2	3	-	-	-	1	76.81	22.59	-	-	-	0.6
10	Golden Hill Oil Mill	2	2	-	-	-	3	93.38	4.94	-	-	-	1.68
11	Kharisma Inti Usaha Oil Mill	1	5	-	-	-	6	41.6	8.96	-	-	-	49.44
12	Cemerlang Oil Mill	2	3	-	-	-	7	52.62	11.94	-	-	-	35.44
13	Gemilang Oil Mill	1	1	-	-	-	-	85.85	14.15	-	-	-	-
14	Genting MusimMas Refinery												
15	Genting Biorefinery Sdn Bhd												
16	SPC Biodiesel Sdn Bhd												

Note: This data has been verified by Internal Audit.

Our Sustainability Data

FFB & CPO EXTERNAL SUPPLIERS ENGAGED

Description	Total External Supplier	Low Risk External Supplier	Medium Risk External Supplier	High Risk External Supplier
Malaysia	475	242	233	0
Indonesia	17	0	15	2
TOTAL	492	242	248	2

Note: This data has been verified by Internal Audit.

PROCUREMENT EXTERNAL SUPPLIERS ENGAGED

Description	Total Suppliers
Local Suppliers	1,634
International Suppliers	80
TOTAL	1,714

PROPORTION OF SPENDING ON SUPPLIERS 2023

Currency	Amount of Spending on Suppliers	
	Local Suppliers	International Suppliers
MYR	1,200,604,281.65	n/a
EUR		137,485.68
GBP		23,885.52
IDR	n/a	4,170,352,196.00
INR		5,102,726.66
SGD		550,786.87
USD	4,396.00	1,812,657.96
GRAND TOTAL (MYR)	1,200,625,169.19	3,507,553.26

Note: This data has been verified by Internal Audit.

DIRECT ECONOMIC VALUE GENERATED & DISTRIBUTED

RM Million	2020	2021	2022	2023
Revenue	2,498.20	3,130.20	3,189.80	2,966.50
Economic Value Distributed				
Operating Cost	2,174.30	2,431.40	2,505.30	2,567.20
Employee Wages & Benefits	404.2	440.4	499.8	572.8
Payments to Providers of Capital	246.5	347	439.8	396.3
Payments to Government (Taxes & Levies)	151.2	225	372	290
Community Investments	4	4	5.4	3.4
Employees' training, development and staff welfare	n/a	n/a	10.5	11.8

PRODUCTION

	2020	2021	2022	2023
FFB Production (mt)	2,085,385	2,017,637	1,988,245	2,111,620
Yield Per Mature Hectare (mt/ha)	17.9	17.1	16.7	17.6
CPO (mt)	517,312	511,000	516,390	586,926
PK (mt)	100,266	96,753	98,490	113,579
Refined Products (mt)	379,967	276,357	217,081	123,696
Biodiesel & Crude Glycerin (mt)	78,450	47,509	52,568	52,279

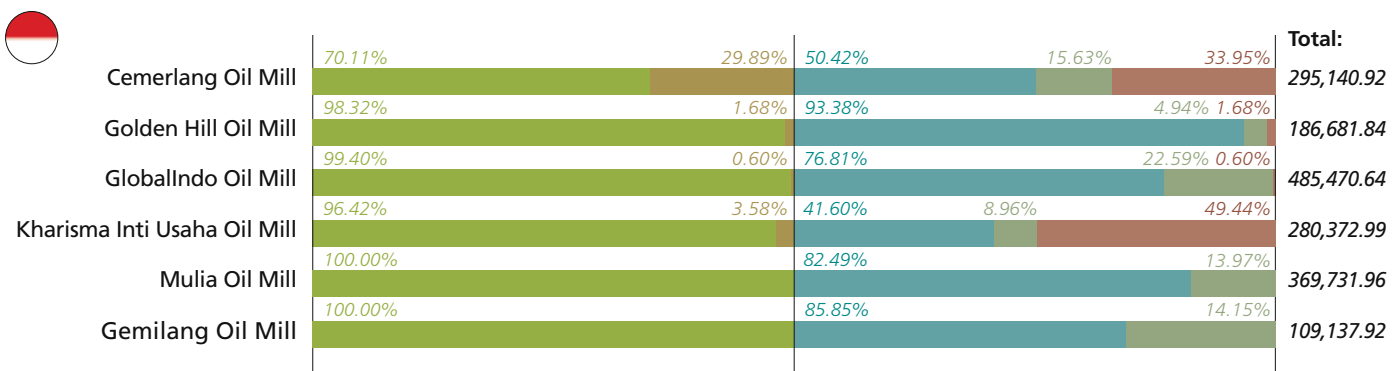
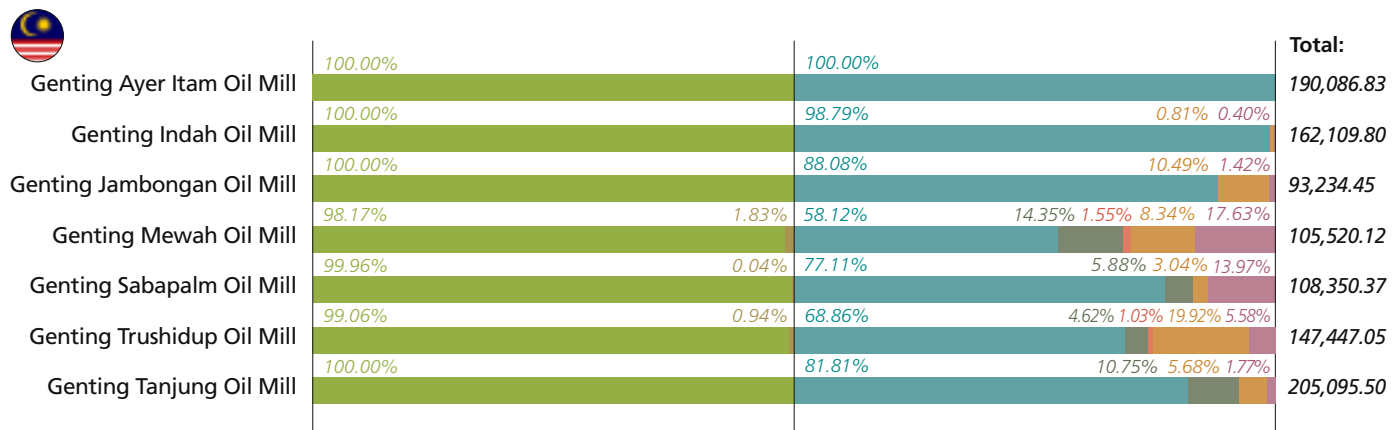
CPO & PK SUPPLY CHAIN

	Total	Identity Preserved	Segregated	Mass Balance	Book & Claim
OUR OIL MILLS					
Total CPO sold as RSPO certified (mt)	121,226	12,438	26,380	82,409	n/a
Total CPO sold under other certification scheme (mt)	30,395	n/a	n/a	n/a	n/a
Total CPO sold as conventional (mt)	438,563	n/a	n/a	n/a	n/a
Total PK sold as RSPO certified (mt)	48,957	9,567	n/a	39,390	n/a
Total PK sold under other certification scheme (mt)	n/a	n/a	n/a	n/a	n/a
Total PK sold as conventional (mt)	65,764	n/a	n/a	n/a	n/a
GMMR					
Total RSPO Certified CPO from own palm oil mills (mt)	17,298	n/a	n/a	17,298	n/a
Total RSPO Certified CPO bought from third party palm oil mills (mt)	6,809	n/a	n/a	6,809	n/a
Total CSPO certified under other certification scheme from own palm oil mills (mt)	30,395	n/a	n/a	n/a	n/a
Total CSPO certified under other certification scheme from third party palm oil mills (mt)	n/a	n/a	n/a	n/a	n/a
Total conventional CPO from own palm oil mills (mt)	106,961	n/a	n/a	n/a	n/a
Total conventional CPO from third party palm oil mills (mt)	96,107	n/a	n/a	n/a	n/a

Note: This data has been verified by Internal Audit.

Our Sustainability Data

Traceability to Plantation for GENP Oil Mills



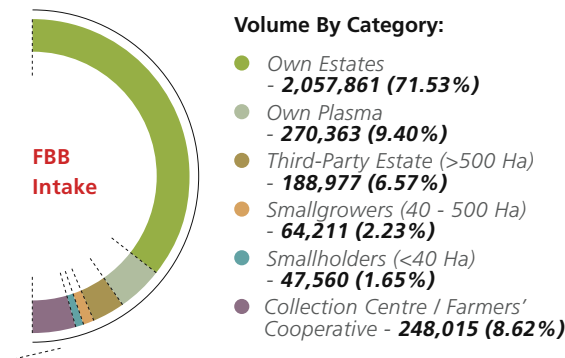
Total by Region:

1,011,844.12
 1,726,536.27

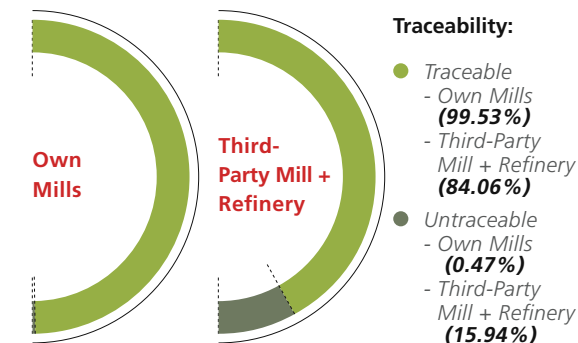
Legend:

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

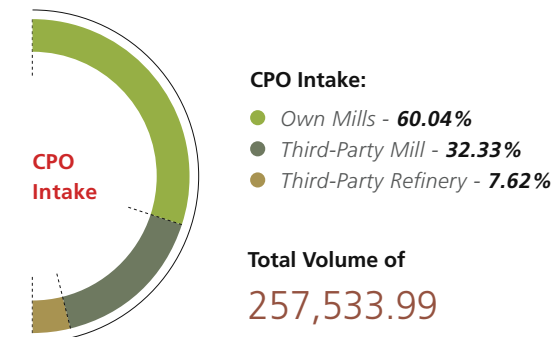
FFB Intake for all GENP Oil Mills



Traceability to Plantation for Genting Musim Mas Refinery



CPO Intake for Genting Musim Mas Refinery



Our Sustainability Data

LAND AREAS CONTROLLED OR MANAGED FOR OIL PALM CULTIVATION

Definition	2020	2021	2022	2023
TOTAL LAND AREA (Ha)	243,240.00	243,240.00	243,159.00	242,965.00
Land area excluding Plasma schemes (Ha)	222,944.00	222,944.00	221,983.00	220,711.17
Land area under Plasma schemes (Ha)	20,296.00	20,296.00	21,176.00	22,253.83
Land area – planted (including buildings & infrastructure) (Ha)	165,058.00	165,058.00	165,177.00	164,993.00
Land designated & managed as HCV areas (Ha)	19,933.00	21,095.32	21,095.35	21,095.35
Land designated as conservation areas (excluding HCV areas) (Ha)	9,832.00	8,969.03	8,969.03	14,477.24
TOTAL PEAT AREA (Ha)	7,751.72	7,751.72	7,723.54	7,741.82
Total area planted on peat (Ha)	7,637.17	7,637.17	7,597.01	7,331.74
TOTAL RSPO CERTIFIED AREA (Ha)	79,604.00	79,341.99	88,202.00	95,115.61
RSPO Certified Area (excluding Plasma schemes) (Ha)	76,702.00	76,439.99	85,300.00	92,213.61
%, RSPO Certified Area (excluding Plasma schemes)	34.4	34.29	38.42	41.78
RSPO Certified Area for Plasma schemes (Ha)	2,902.00	2,902.00	2,902.00	2,902.00
%, RSPO Certified Area for Plasma schemes	14.3	14.3	13.7	13.04
% RSPO Certified Area (All inclusive)	32.73	32.62	36.27	39.15
Land area for Conservation (HCV+HCS) (Ha)	29,765.00	30,064.35	30,064.38	35,572.59
% Area for conservation	12.24	12.36	12.36	14.64
TOTAL LAND AREA CLEARED (Ha)	0	0	0	0

Our Sustainability Data

PEAT AREA BY REGION

	2020	2021	2022	2023
PENINSULAR MALAYSIA	Ha	Ha	Ha	Ha
Total peat area	338.03	338.03	338.03	338.03
Planted on peat	337.44	337.44	337.44	337.44
Unplanted Area	0.59	0.59	0.59	0.59
SABAH	Ha	Ha	Ha	Ha
Total peat area	1,495.47	1,495.47	1,495.47	1,495.47
Planted on peat	1,456.02	1,456.02	1,456.02	1,456.02
Unplanted Area	39.45	39.45	39.45	39.45
CENTRAL KALIMANTAN	Ha	Ha	Ha	Ha
Total peat area	456.6	456.60	456.60	456.14
Planted on peat	456.14	456.14	456.14	455.68
SOUTH KALIMANTAN	Ha	Ha	Ha	Ha
Total peat area	5,433.44	5,433.44	5,433.44	5,452.18
Planted on peat	5,347.41	5,347.41	5,347.41	5,082.60

Notes: No peat area in West Kalimantan

Our Sustainability Data

GENP'S THIRD-PARTY CPO SUPPLIERS

No	Oil Mill Name	Parent Company	Certifications				Locations		TTP Score (%)
			RSPO	ISCC	MSPO	ISPO	Latitude	Longitude	Traceable
1	Abedon Oil Mill	Green Edible Oil Sdn Bhd	MB		YES		5.31233	117.97400	100
2	Aumkar Palm Oil Mill*	Aumkar Plantations Sdn Bhd			YES		4.74744	117.86882	95.78
3	Batu Putih Oil Mill	Ladang Permai Sdn Bhd			YES		5.58000	117.94600	92.14
4	Berkat Setia Palm Oil Mill	Berkat Setia Sdn Bhd			YES		5.71003	117.62077	42.08
5	Desa Kim Loong Palm Oil Mill	Desa Kim Loong Palm Oil Sdn Bhd			YES		5.12993	116.26556	43.9
6	Global Enterprise Oil Mill*	Global Enterprise Oil Mill Sdn Bhd			YES		5.49011	117.98856	87.48
7	Golden Elate Oil Mill	Golden Elate Oil Mill Sdn Bhd			YES		5.13729	118.83798	79.77
8	Haranky Palm Oil Mill*	Kwantas Corporation Berhad			YES		5.21299	118.06442	94.64
9	Jeroco Palm Oil Mill 2	Jeroco Plantations Sdn Bhd	MB		YES		5.43111	118.41722	100
10	Kilang Sawit Baiduri Ayu	FGV Trading Sdn Bhd			YES		5.08115	118.93975	100
11	Kilang Sawit Bell	Kilang Sawit Bell Sdn Bhd			YES		5.20703	118.07673	2.08
12	Kilang Sawit Embara Budi	FGV Trading Sdn Bhd			YES		5.13207	119.09245	100
13	Kilang Sawit Hamparan Badai	FGV Trading Sdn Bhd			YES		5.33623	119.20467	100
14	Kilang Sawit Kalabakan	FGV Trading Sdn Bhd			YES		4.37004	117.51249	100
15	Kilang Sawit Kembara Sakti	FGV Trading Sdn Bhd			YES		5.36104	119.09300	100
16	Kilang Sawit Lancang Kemudi	FGV Trading Sdn Bhd			YES		5.23232	119.05800	100
17	Kilang Sawit Mercu Puspita	FGV Trading Sdn Bhd			YES	n/a	5.20581	119.01374	100
18	Kilang Sawit Umas	FGV Trading Sdn Bhd			YES		4.49691	117.65058	100
19	Kim Loong Sabah Mill	Kim Loong Sabah Mills Sdn Bhd			YES		5.46728	116.98956	67.2
20	Kwantas Oil Sdn Bhd (Refinery)	Kwantas Oil Sdn Bhd	MB		YES		5.25483	118.17517	89.13
21	Ladang Permai Mill	Ladang Permai Sdn Bhd			YES		5.18733	118.44029	100
22	LCH Palm Oil Mill	LCH Palm Oil Sdn Bhd			YES		5.66126	117.81137	50.32
23	Mewah Palm Oil Mill*	Kwantas Oil Sdn Bhd			YES		5.25458	117.90901	75.88
24	Nilai Mill	Boustead Plantations Bhd			YES		6.25761	117.31286	100
25	Pintasan Palm Oil Mill*	Kwantas Corporation Berhad			YES		5.22922	117.71690	99.5
26	Prolific Yield Palm Oil Mill	Cepat Wawasan Group Berhad			YES		5.71748	117.82761	58.13
27	Segamaha Palm Oil Mill	Boustead Plantations Bhd	MB		YES		5.21041	117.80966	100
28	Silimponon Palm Oil Mill	Green Edible Oil Sdn Bhd	MB		YES		4.32553	117.47728	100
29	Sook Oil Mill	Chellam Plantations Sdn Bhd			YES		5.33340	116.36256	74.88
30	Sungai Ruku Palm Oil Mill	Sungai Ruku Oil Palm Plantation Sdn Bhd			YES		5.56367	117.90028	46.88
31	Sungai Tenegang Oil Mill	TH Plantations Berhad			YES		5.21809	118.03136	85.39
32	Tawai Mill	Boustead Plantations Bhd			YES		5.64845	117.32935	88.93
33	Tung Hup Palm Oil Mill	Tung Hup Palm Oil Mill Sdn Bhd			YES		5.28245	117.86801	100
									84.06

* Direct and indirect suppliers (the oil mill has been supplying to Kwantas Oil Sdn Bhd)
 Note: This data has been verified by Internal Audit.

Our Sustainability Data

GENP'S THIRD-PARTY ESTATE SUPPLIERS

No	GENP Oil Mill Name	Supplier Name	Locations		Maps Availability and Monitoring
			Latitude	Longitude	
1	GTHOM	Atlantic Plantation Sdn Bhd	5.36200	117.9641	To be updated
2	GTHOM	Ngan Yin Food Industries Sdn Bhd	5.74970	117.7692	To be updated
3	GTHOM	Sri Likas Mewah Sdn Bhd	5.52860	118.0199	To be updated
4	GTHOM	Suara Baru Sdn Bhd	5.72020	117.8374	To be updated
5	GTHOM	Tong Sang Plantation Sdn Bhd	5.57300	117.9010	To be updated
6	GTHOM	Syarikat Yu Kwang Development Sdn Bhd	5.32450	118.1115	YES
7	GTOM	Malbumi Estate Sdn Bhd	5.28470	118.1626	To be updated
8	GTOM	Tentu Murni Sdn Bhd	5.24460	118.1498	To be updated
9	GTOM	Tey Ah Bu Plantation Sdn Bhd	5.42470	118.2090	To be updated
10	GMOM	Bakara Sdn Bhd	5.531454	117.740086	YES
11	GMOM	Cepat Wawasan Sdn.Bhd	5.787437	117.682182	YES
12	GMOM	First Esprit Sdn.Bhd	5.53700	117.7082	YES
13	GMOM	Kemabong Sdn.Bhd	5.54690	117.8032	YES
14	GMOM	Malgreen Progrees Sdn.Bhd	5.45227	117.7633	YES

Our Sustainability Data

GENP'S SMALLGROWER SUPPLIERS

No	GENP Oil Mill Name	Supplier Name	Locations		Maps Availability and Monitoring
			Latitude	Longitude	
1	GIOM	J & S Enterprise	5.34759	116.84316	YES
2	GIOM	Mutu Sejahtera Sdn Bhd	5.2976	116.8914	To be updated
3	GIOM	Sunnite Timur Sdn Bhd	5.30300	116.7841	To be updated
4	GJOM	Bahagia Jaya	6.673456	117.468194	YES
5	GJOM	Joyland Sdn Bhd	6.64979	117.45090	YES
6	GTHOM	Benua Mutiara	5.56727	117.87552	To be updated
7	GTHOM	Central Agriculture Development	5.5827	117.7976	To be updated
8	GTHOM	Comrise Sdn Bhd	5.695	117.593	To be updated
9	GTHOM	Commercial One Sdn Bhd	5.529368	117.981637	To be updated
10	GTHOM	Gagah Makmur Sdn Bhd	5.7034	117.4651	To be updated
11	GTHOM	Gelang Usaha Sdn Bhd [Cepatwawasan Group]	5.7202	117.8374	YES
12	GTHOM	Golden Forefront Sdn Bhd	5.6015	117.9994	To be updated
13	GTHOM	Great Pines Sdn Bhd	5.541196	117.978896	To be updated
14	GTHOM	Harimaju Plantation Sdn Bhd	5.63078	118.10527	YES
15	GTHOM	Maju Jaya Plantation Sdn Bhd	5.693961	118.159829	To be updated
16	GTHOM	Makmur Land Development Corporation	5.584019	117.993294	YES
17	GTHOM	Merit Agenda Sdn Bhd	5.5797	117.8866	YES
18	GTHOM	Merit Agenda Sdn Bhd Lcc	5.5797	117.8866	YES

No	GENP Oil Mill Name	Supplier Name	Locations		Maps Availability and Monitoring
			Latitude	Longitude	
19	GTHOM	Sabandar Sdn Bhd	5.5902	117.8098	To be updated
20	GTHOM	Sinalang Estate Sdn Bhd	5.5386	118.0125	YES
21	GTHOM	Sure Success Sdn Bhd	5.6235	117.9836	YES
22	GTHOM	Syarikat Melabau Sdn Bhd [Cepat Wawasan Group]	5.520845	117.959377	To be updated
23	GTHOM	Ultisearch Sdn Bhd	5.588	117.986	To be updated
24	GTOM	Tenera Eco Plantations Sdn Bhd	5.4523	118.2492	To be updated
25	GTOM	V.K. Kalyanasundram Plantation Sdn Bhd	5.4463	118.2386	To be updated
26	GTOM	Winking Plantations Sdn Bhd	5.4475	118.2633	To be updated
27	GMOM	Akil Wijaya Sdn Bhd	5.495095	117.702253	YES
28	GMOM	Cergas Fortune Sdn Bhd	5.494632	117.772926	YES
29	GMOM	Gemalai Jadi Sdn.bhd	5.491068	117.775627	YES
30	GMOM	Masideras Sdn.bhd	5.49234	117.722918	YES
31	GMOM	Osimbayan Development Sdn Bhd.	5.5086111	117.76805	YES
32	GMOM	Paragon Harvest Sdn Bhd	5.450845	117.765395	YES
33	GMOM	Sinrico Plantation Sdn Bhd	5.562843	117.76784	YES
34	GMOM	Tong Lim Plantation Sdn.Bhd	5.532472	117.26262	YES
35	GSOM	Dragon Villa Sdn.Bhd.	5.06	117.4669	YES
36	GSOM	Styland Corporation Sdn Bhd	5.92340	117.42940	YES

Our Sustainability Data

GENP'S PLASMA SCHEME

Region	Company	Cooperative	Certifications			Coordinates		Maps Availability	Total Member	
			RSPO	ISCC EU	ISPO	Latitude	Longitude		Koperasi	Hectarage (Ha)
PALMINDO										
I	SISM	Koperasi Sawit Trimulia Lestari	YES		YES	-1.40000	110.48660	YES	448	2,372
	SISM	Koperasi Sawit Harapan Jaya	YES		YES	-1.39694	110.51388	YES	723	
	SMA	Koperasi Abadi Harapan Baru	YES		YES	-1.30440	110.40610	YES	541	1,098
	SMA	Koperasi Panca Mitra Abadi	YES		YES	-1.39361	110.42417	YES	597	
	SAP	Koperasi Maju Bersama	2025	n/a	2027	-0.35083	110.10056	YES	75	1,708
	SAP	Koperasi Badak Surya Lestari	2025		2027	-0.09306	110.06880	YES	566	
	AAC	Koperasi Sumber Kehidupan	2025		YES	-0.32694	110.21139	YES	312	1,041
	CSC	Koperasi Tripaluh Bersatu	2025		2027	-1.23972	110.63528	YES	290	
	CSC	Koperasi Galisa Makmur Lestari	2025		2027	-1.27583	110.63972	YES	344	917
TOTAL									3,896	7,136
GLOBALINDU & KIU										
II	GAL	Koperasi Globalindo Mitra Sejati	2025		YES	-2.55639	114.52440	YES	3,023	5,414
	GAL	Koperasi Globalindo Maju Bersama	2025		YES	-2.40472	114.73440	YES	530	
	UAI	Koperasi Anugerah Dadahup Berjaya	2025		2027	-2.50083	114.71750	YES	1,000	357
	KIU	Koperasi Binuang Maju Bersama	2025	n/a	YES	-3.12660	115.03550	YES	332	4,794
	KIU	Koperasi Jasa Sinar Alam	2025		YES	-2.93472	115.02917	YES	1,077	
	KIU	Koperasi Keladan Mitra Usaha	2025		YES	-2.98028	114.83300	YES	76	
	KIU	Koperasi Kharisma Sejathera Bersama	2025		YES	-2.98583	114.86550	YES	33	
	KIU	Koperasi Kapuas Mandiri Sejahtera	2025		YES	-3.09110	115.04028	YES	475	
TOTAL									6,546	10,564
ASIANINDO										
III	SP	Koperasi Intan Lestari Warga Bersatu	2025		2027	-0.87110	113.92720	YES	453	1,101
	KMJ	Koperasi Hagatang Tarung Bersama	2025	n/a	2027	-1.10417	114.12528	YES	954	2,800
	DWK	Koperasi Citra Mandiri Permai	2025		2027	-0.87110	114.04880	YES	372	652
TOTAL									1,779	4,553
GRAND TOTAL									12,221	22,254

Note: This data has been verified by Internal Audit.

Our Sustainability Data

RATIO OF WORKER WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE

Country	Minimum Monthly Wage	Male	Female
Malaysia	RM 1500	2.48	1
Indonesia	Rp 2,700,000 - Rp 5,070,000	3.77	1

WORKFORCE ETHNICITY - MALAYSIA BASED

Malaysians Based in Malaysia				Malaysians Based in Indonesia	Non-Malaysians Based in Malaysia
1,866					
ETHNICITY					
Bumiputera	Chinese	India	Others		
1,419	253	191	3	37	6,139
TOTAL MALAYSIANS:				1,903	
TOTAL NUMBER OF WORKFORCE:					8,042

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

Work Category	Number of Participants	Hours of Training
Management	584	93,640
Workers	159	295,792
TOTAL HOURS OF TRAINING		389,432
AVERAGE HOUR OF TRAINING PER EMPLOYEE PER YEAR		15

HIGH CONSEQUENCE WORK-RELATED INJURY

High Consequence Work Related Injury Rate	Number of High consequence work related injury (excluding fatalities)		Number of hours worked		x 1,000,000
	Country	2020	2021	2022	2023
Number of High Consequence Work Related Injury	Malaysia	Nil	3	2	3
	Indonesia	Nil	1	0	0
High Consequence Work-Related Injury Rate	Malaysia & Indonesia	Nil	0.07	0.03	0.05

Note: Number of hours worked = number of workforce x 8 hours x 26 days x 12 months
This data has been verified by Internal Audit.

RECORDABLE WORK-RELATED INJURY

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

	Country	2020	2021	2022	2023
Number of Recordable Work-Related Injury	Malaysia	56	26	50	49
	Indonesia	601	813	530	680
Recovery Time [Number of Days on Medical Leave]	Malaysia	627	544	290	478
	Indonesia	1,403	1,624	1,048	1,257
Rate of Recordable Work- Related Injury	Malaysia	2.99	0.44	0.78	0.76
	Indonesia	14.68	13.72	8.29	10.49
	Malaysia & Indonesia	11.01	14.15	9.07	11.24

Note: Number of hours worked = Number of workforce x 8 hours x 26 days x 12 months

FATALITY

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

	Country	2020	2021	2022	2023
Number of work-related fatalities	Malaysia	1	Nil	0	2
	Indonesia	4	3	2	1
Fatality Accident Rate	Malaysia & Indonesia	0.08	0.05	0.03	0.04

Note: Number of hours worked = number of workforce x 8 hours x 26 days x 12 months
This data has been verified by Internal Audit.

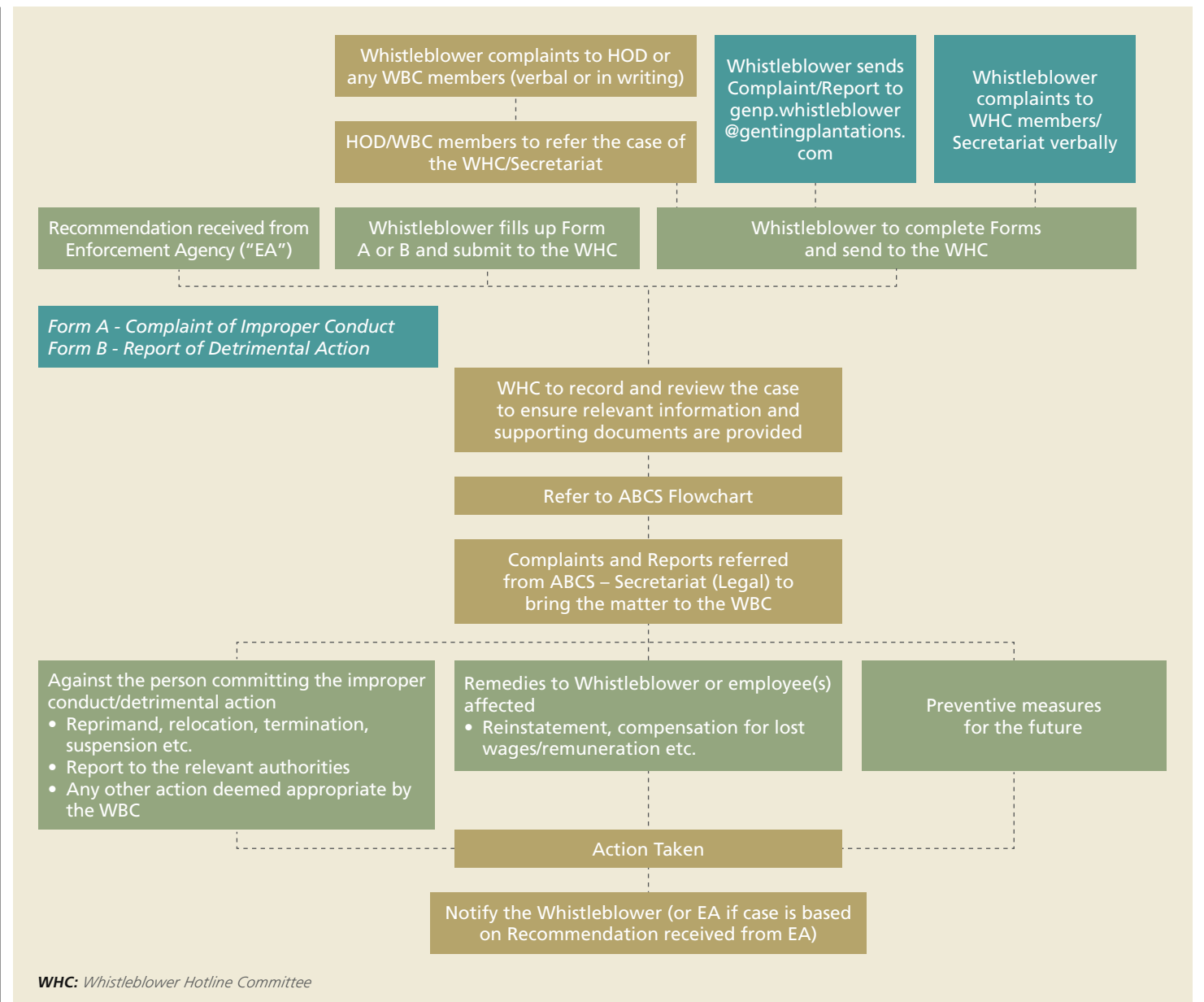
Grievance & Feedback

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

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

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

In 2023, there were no grievances raised in relation to GENP's facilities and operations.



GRI Content Index

General Disclosure

GRI Disclosure	GRI Disclosure Description	Page Number	Remarks/Omissions
GRI 2: General Disclosures 2021			
The organisation and its reporting practices			
2-1	Organisational details	Pg. 7 Pg. 10 Pg. 19	About Genting Plantations Berhad Our Presence Refer to Group Corporate Structure in Genting Plantations IAR2023
2-2	Entities included in the organisation's sustainability reporting	Pg. 2	Basis of This Report
2-3	Reporting period, frequency and contact point	Pg. 2	Basis of This Report
2-4	Restatements of information	Pg. 57 Pg. 79-81	Water & Effluent Disclosure in Sustainability Data Validated Data & Basis - Table for Bursa
2-5	External assurance	Pg. 2	Basis of This Report
Activities and workers			
2-6	Activities, value chain and other business relationships	Pg. 7 Pg. 9	About Genting Plantations Berhad How Genting Plantations Creates Value
2-7	Employees	Pg. 22	Our Workforce
2-8	Workers who are not employees	Pg. 24	Workforce by Employment Category
Governance			
2-9	Governance structure and composition	Pg. 13 Pg. 70	Experienced and Effective Leadership Refer to Corporate Governance Overview Statement in Genting Plantations IAR2023
2-10	Nomination and selection of the highest governance body	Pg. 70	Refer to Corporate Governance Overview Statement in Genting Plantations IAR2023
2-11	Chair of the highest governance body	Pg. 13	Gen. Dato' Seri DiRaja Tan Sri (Dr.) Mohd Zahidi bin Hj Zainuddin (R), Chairman/Non-Independent Non-Executive Director
2-12	Role of the highest governance body in overseeing the management of impacts	Pg. 12	Committed To Value Creation and Preservation By Upholding Good Governance
2-13	Delegation of responsibility for managing impacts	Pg. 12 Pg. 12	Committed To Value Creation and Preservation By Upholding Good Governance Sustainability Governance Structure of Genting Plantations Berhad
2-14	Role of the highest governance in sustainability reporting	Pg. 12	Sustainability Governance Structure of Genting Plantations Berhad

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General Disclosure (Cont'd)

GRI Disclosure	GRI Disclosure Description	Page Number	Remarks/Omissions
GRI 2: General Disclosures 2021 (Cont'd)			
Governance (Cont'd)			
2-15	Conflicts of interest	Pg. 70	Refer to Corporate Governance Overview Statement in Genting Plantations IAR2023
2-16	Communication of critical concerns	Pg. 34 Pg. 88	Corporate Stewardship - Whistleblower Policy, Anti-Bribery and Corruption System Process Flow Refer to Statement on Risk Management and Internal Control in Genting Plantations IAR2023
2-17	Collective knowledge of the highest governance body	Pg. 70	Refer to Corporate Governance Overview Statement in Genting Plantations IAR2023
2-18	Evaluation of the performance of the highest governance body	Pg. 13 Pg. 70	Experienced, Effective and Energetic Leadership Refer to Corporate Governance Overview Statement in Genting Plantations IAR2023
2-19	Remuneration policies	Pg. 70	Refer to Corporate Governance Overview Statement in Genting Plantations IAR2023 Refer also to the Company's website at www.gentingplantations.com
2-20	Process to determine remuneration	Pg. 70	Refer to Corporate Governance Overview Statement in Genting Plantations IAR2023 Refer also to the Company's website at www.gentingplantations.com
2-21	Annual total compensation ratio	Pg. 70	Corporate Governance Overview Statement in Genting Plantations IAR2023
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Pg. 3	Message from the President & Chief Operating Officer
2-23	Policy commitments	Pg. 17 Pg. 11 Pg. 5	Our Approach to Materiality Our Sustainability Approach Genting Plantations Berhad At A Glance
2-24	Embedding policy commitments	Pg. 11	Our Sustainability Approach
2-25	Processes to remediate negative impacts	Pg. 12 Pg. 32	Our Governance Corporate Stewardship
2-26	Mechanisms for seeking advice and raising concerns	Pg. 12 Pg. 32	Our Governance Corporate Stewardship
2-27	Compliance with laws and regulations	Pg. 12 Pg. 32	Our Governance Corporate Stewardship
2-28	Membership associations	Pg. 52	Our Membership, Association & Alliance

GRI Content Index

General Disclosure (Cont'd)

GRI Disclosure	GRI Disclosure Description	Page Number	Remarks/Omissions
GRI 2: General Disclosures 2021 (Cont'd)			
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Pg. 16	Engaging With Our Stakeholders
2-30	Collective bargaining agreements	-	Information Unavailable for disclosure in this report due to confidentiality constraints
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Pg. 17	Our Approach to Materiality
3-2	List of material topics	Pg. 18	Our Material Topics

Standard Disclosures

GRI Disclosure	GRI Disclosure Description	Page Number	Remarks/Omissions
MARKETPLACE			
Material Matter: GOVERNANCE, ETHICS & INTEGRITY			
3-3	Management approach	Pg. 32	Governance, Ethics & Integrity
GRI 205: Anti-Corruption 2016			
205-1	Operations assessed for risks related to corruption	Pg. 32	ABCS Policy
205-2	Communication and training about anti-corruption policies and procedures	Pg. 33	Anti-Bribery and Corruption Training & Assessment
205-3	Confirmed incidents of corruption and action taken	Pg. 32	There were zero confirmed incidents of corruption; ABCS Policy
Material Matter: RESPONSIBLE SUPPLY CHAIN/SOURCING			
3-3	Management approach	Pg. 35	Responsible Supply Chain/Sourcing
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	Pg. 37 Pg. 37 Pg. 37	Evaluating Our Suppliers Supporting Local Suppliers We support local suppliers in both Malaysia and Indonesia whenever possible

GRI Content Index

Standard Disclosures (Cont'd)

GRI Disclosure	GRI Disclosure Description	Page Number	Remarks/Omissions
MARKETPLACE (Cont'd)			
Material Matter: RESPONSIBLE SUPPLY CHAIN/SOURCING (Cont'd)			
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	Pg. 35	Responsible Supply Chain/Sourcing
308-2	Negative environmental impacts in the supply chain and action taken	Pg. 47, Pg. 3	No known negative environmental impacts in the supply chain for the reporting period
Material Matter: SMALLHOLDER INCLUSION			
3-3	Management approach	Pg. 38	Smallholder Inclusion
GRI 203: Indirect Economic Impacts 2016			
203-2	Significant indirect economic impacts	Pg. 38	Smallholder Inclusion
ENVIRONMENT			
Material Matter: NO DEFORESTATION, CONSERVATION & BIODIVERSITY			
3-3	Management approach	Pg. 39	No Deforestation, Conservation & Biodiversity
GRI 304: Biodiversity 2016			
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Pg. 40 Pg. 41 Pg. 42	Driving Conservation For A Greener Future Biodiversity: Preserving Nature's Legacy Our Conservation and Restoration Projects
304-2	Significant impacts of activities, products and services on biodiversity	Pg. 40 Pg. 41 Pg. 42	Driving Conservation For A Greener Future Biodiversity: Preserving Nature's Legacy Our Conservation and Restoration Projects
304-3	Habitats protected or restored	Pg. 40 Pg. 42	Driving Conservation For A Greener Future Our Conservation and Restoration Projects
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Pg. 41 Pg. 41 Pg. 53-55 Pg. 53	List of Fauna Species Affected by GENP's operation List of Flora Species Affected by GENP's operation Fauna Inventory Under IUCN Red List of Threatened Species Flora Inventory Under IUCN Red List of Threatened Species

GRI Content Index

Standard Disclosures (Cont'd)

GRI Disclosure	GRI Disclosure Description	Page Number	Remarks/Omissions
ENVIRONMENT (Cont'd)			
Material Matter: EFFLUENTS AND WASTE MANAGEMENT			
3-3	Management approach	Pg. 47	Effluents and Waste Management
GRI 306: Effluent and Waste 2016			
306-1	Water discharged by quality and destination	Pg. 47 Pg. 56	Effluents and Waste Management BOD & COD Level
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	Pg. 48	Scheduled Waste Management
306-2	Management of significant waste-related impacts	Pg. 48	Scheduled Waste Management
306-3	Waste generated	Pg. 47	Effluents and Waste Management
306-5	Waste directed to disposal	Pg. 48	Schedule Waste Disposed (mt)
Material Matter: WATER MANAGEMENT			
3-3	Management approach	Pg. 49	Water Management
GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	Pg. 49	Our Water Footprint
303-2	Management of water discharge-related impacts	Pg. 49	Our Water Footprint
303-3	Water withdrawal	Pg. 57	Water & Effluent Disclosure in Sustainability Data
303-4	Water discharge	Pg. 57	Water & Effluent Disclosure in Sustainability Data
303-5	Water consumption	Pg. 57 Pg. 49	Water & Effluent Disclosure in Sustainability Data Total Volume of Water Used (m ³)
Material Matter: ENERGY MANAGEMENT			
3-3	Management approach	Pg. 46	Energy Management
GRI 302: Energy 2016			
302-1	Energy consumption within the organisation	Pg. 46	Energy Management

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Standard Disclosures (Cont'd)

GRI Disclosure	GRI Disclosure Description	Page Number	Remarks/Omissions
ENVIRONMENT (Cont'd)			
Material Matter: ENERGY MANAGEMENT (Cont'd)			
302-2	Energy consumption outside the organisation	Pg. 46	Energy Management
302-3	Energy intensity	Pg. 46	Energy Intensity (MJ/mt)
302-4	Reduction of energy consumption	Pg. 46	Energy Management
Material Matter: EMISSIONS MANAGEMENT			
3-3	Management approach	Pg. 43	Emissions Management
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Pg. 44	GHG Emissions (tCO ₂ eq)
305-2	Energy indirect (Scope 2) GHG emissions	Pg. 44	GHG Emissions (tCO ₂ eq)
305-3	Other indirect (Scope 3) GHG emissions	Pg. 44	GHG Emissions (tCO ₂ eq)
305-5	Reduction of GHG emissions	Pg. 43	Emissions Management
305-6	Emissions of ozone-depleting substances (ODS)	-	Information unavailable. Data only available at selected operating units. Development of uniform monitoring system across all relevant operations is to be implemented.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	Information unavailable. Data only available at selected operating units. Development of uniform monitoring system across all relevant operations is to be implemented.
WORKPLACE			
Material Matter: UPHOLDING HUMAN RIGHTS & LABOUR STANDARDS			
3-3	Management approach	Pg. 19	Upholding Human Rights & Labour Standards
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	Pg. 23	Hiring and Turnover Rate
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg. 25 Pg. 25	Benefits for Full-Time Employees at Genting Plantations Berhad Additional Benefits for Our Workforce Based at Our Estates and Oil Mills

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Standard Disclosures (Cont'd)

GRI Disclosure	GRI Disclosure Description	Page Number	Remarks/Omissions
WORKPLACE (Cont'd)			
Material Matter: UPHOLDING HUMAN RIGHTS & LABOUR STANDARDS (Cont'd)			
GRI 402: Labour/ Management Relations 2016			
402-1	Minimum notice periods regarding operational changes	-	Information Unavailable for disclosure in this report due to confidentiality constraints
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management safety	Pg. 26	Occupational Safety and Health Management System
403-2	Hazard identification, risk assessment and incident investigation	Pg. 26	Occupational Safety and Health Management System
403-3	Occupational health services	Pg. 30 Pg. 31	Employee Health and Healthcare Facilities Occupational, Safety and Health Performance
403-4	Worker participation, consultation and communication on occupational health and safety	Pg. 28	OSH Training, Induction and Awareness
403-5	Worker training on occupational health and safety	Pg. 28	OSH Training, Induction and Awareness
403-6	Promotion of worker health	Pg. 31	Occupational, Safety and Health Performance
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pg. 26	Health & Safety
403-8	Workers covered by an occupational health and safety management system	Pg. 26	Occupational Safety and Health Management System
403-9	Work-related injuries	Pg. 26 Pg. 69 Pg. 69	Occupational Safety and Health Management System Recordable Work-Related Injury High Consequence Work-Related Injury
403-10	Work-related ill health	Pg. 69	Recordable Work-Related Injury
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Pg. 69	Average Hours of Training per year per employee
404-2	Programmes for upgrading employee skills and transition assistance programmes	Pg. 28	OSH Training, Induction and Awareness
404-3	Percentage of employees receiving regular performance and career development reviews	-	All our employees (100%) are subjected to annual performance appraisal Responsible Employer

GRI Content Index

Standard Disclosures (Cont'd)

GRI Disclosure	GRI Disclosure Description	Page Number	Remarks/Omissions
WORKPLACE (Cont'd)			
Material Matter: UPHOLDING HUMAN RIGHTS & LABOUR STANDARDS (Cont'd)			
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Pg. 12 Pg. 22	Our Governance Our Workforce
405-2	Ratio of basic salary and remuneration of women to men	Pg. 69	Ratio of Worker Wage by Gender Compared to Local Minimum Wage in Sustainability Data
GRI 406: Non-Discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	-	No incidents occurred during the reporting period
GRI 407: Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	No violations of the right to freedom of association and collective bargaining in any of our operating units recorded during the reporting period
GRI 408: Child Labour 2016			
408-1	Operations and suppliers at significant risk for incidents of child labour	Pg. 19 Pg. 35	Upholding Human Rights & Labour Standards Responsible Supply Chain/Sourcing
GRI 409: Forced or Compulsory Labour 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Pg. 19	Upholding Human Rights & Labour Standards
GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	Pg. 19	Upholding Human Rights & Labour Standards
COMMUNITY			
Material Matter: COMMUNITY EMPOWERMENT			
3-3	Management approach	Pg. 50	Community Empowerment
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	Pg. 20	Respecting The Rights of Indigenous and Local Communities
413-2	Operations with significant actual and potential negative impacts on local communities	-	None of our operations have significant negative impacts on the local communities where we operate.

Validated Data & Basis - Table for Bursa

Indicator	Measurement Unit	2023
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Management	Percentage	26.72
Executive	Percentage	12.98
Non-executive/Technical Staff	Percentage	52.40
General Workers	Percentage	0.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	71.00
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	3,400,000.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	35
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Management Under 30	Percentage	0.05
Management Between 30-50	Percentage	1.37
Management Above 50	Percentage	0.47
Executive Under 30	Percentage	0.85
Executive Between 30-50	Percentage	1.46
Executive Above 50	Percentage	0.18
Non-executive/Technical Staff Under 30	Percentage	1.06
Non-executive/Technical Staff Between 30-50	Percentage	2.48
Non-executive/Technical Staff Above 50	Percentage	0.35

Internal assurance

External assurance

No assurance

(*)Restated

Validated Data & Basis - Table for Bursa

Indicator	Measurement Unit	2023
General Workers Under 30	Percentage	30.34
General Workers Between 30-50	Percentage	53.29
General Workers Above 50	Percentage	8.11
Gender Group by Employee Category		
Management Male	Percentage	1.49
Management Female	Percentage	0.40
Executive Male	Percentage	1.89
Executive Female	Percentage	0.60
Non-executive/Technical Staff Male	Percentage	2.69
Non-executive/Technical Staff Female	Percentage	1.19
General Workers Male	Percentage	70.56
General Workers Female	Percentage	21.18
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	80.00
Female	Percentage	20.00
Under 30	Percentage	0.00
Between 30-50	Percentage	10.00
Above 50	Percentage	90.00
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	Megawatt	18,638.92

Validated Data & Basis - Table for Bursa

Indicator	Measurement Unit	2023
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	3
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	11.24
Bursa C5(c) Number of employees trained on health and safety standards	Number	23,833
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Management	Hours	31,213
Executive	Hours	31,213
Non-executive/Technical Staff	Hours	31,213
General Workers	Hours	295,792
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	34.64
Bursa C6(c) Total number of employee turnover by employee category		
Management	Number	48
Executive	Number	149
Non-executive/Technical Staff	Number	129
General Workers	Number	10,467
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	99.71
Bursa (Data privacy and security)		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
Bursa (Water)		
Bursa C9(a) Total volume of water used	Megalitres	4,933.440000

Internal assurance

External assurance

No assurance

(*)Restated

Glossary

Abbreviation	Reference
BOD	Biochemical Oxygen Demand
CO₂	Carbon dioxide
COD	Chemical Oxygen Demand
CPO	Crude palm oil
CSPO	Crude sustainable palm oil
EFB	Empty fruit bunch
EUR	Euro (European Currency)
EUDR	European Union Deforestation Regulation
FFB	Fresh fruit bunch
GBP	Great Britain Pound (Great Britain Currency)
GENP	Genting Plantations
GHG	Greenhouse gas
GMMR	Genting MusimMas Refinery
GRI	Global Reporting Initiative
Ha	Hectares
HCS	High Carbon Stock
HCV	High Conservation Value Areas
IDR	Rupiah (Indonesia Currency)
INR	Rupee (India Currency)
IP	RSPO Supply Chain Module – Identity Preserved
ISCC	International Sustainability and Carbon Certification
ISCC EU	Certification for biofuels for EU market

Abbreviation	Reference
ISPO	Indonesian Sustainable Palm Oil
m³	Cubic metres
MB	RSPO Supply Chain Module – Mass Balance
MJ	Megajoules
MI	Megalitres
MSPO	Malaysian Sustainable Palm Oil
mt	Metric tonnes
n/a	Not applicable
NGO	Non-governmental organization
nil	Nothing
OUs	Operating units
P&C	RSPO's Principles & Criteria
PK	Palm kernel
RWRI	Recordable Work-Related Injury
RM	Ringgit Malaysia (Malaysian Currency)
RSPO	Roundtable on Sustainable Palm Oil
RSPO SCCS	RSPO Supply Chain Certification
SAP	System, Applications & Products
SDG	Sustainable Development Goals
SGD	Singapore Dollar (Singapore Currency)
tCO₂eq	Tonnes of Carbon dioxide Equivalent
USD	United States Dollar (United States of America currency)



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

gpinfo@gentingplantations.com / Genting Plantations Berhad (197701003946), 10th Floor Wisma Genting, Jalan Sultan Ismail, 50250, Kuala Lumpur, Malaysia / +60321782288 / 23332288