

An aerial photograph of a lush green palm oil plantation, with rows of palm trees stretching across the landscape. The image is overlaid with several white geometric shapes, including triangles and polygons, which create a modern, architectural feel. The sky is visible in the upper portion, showing a clear blue with some light clouds.

GLENEALY PLANTATIONS

SUSTAINABILITY REPORT 2025

*Rooted in Resilience:
Palm Oil for a Changing World*

TABLE OF CONTENTS

1	Basis of This Report	
2	About Us	
5	Leadership Statements	
8	Sustainability at GPSB	
	Sustainability Highlights	8
	Our Sustainability Approach	8
	Our Contributions to the UN Sustainable Development Goals	10
	Engaging with Our Stakeholders	10
	Our Material Matters	11
13	Our Sustainability Impact	
	Leadership Transparency and Accountability	13
	Commitment to Anti-Corruption and Anti-Bribery Practices	15
	Accountability, Openness, Transparency and Traceability	16
	Environmental Compliance	19
	Protection of Human Rights	27
	Employee Occupational Safety and Well-being	32
	Protection of Local Communities	35
40	Appendices	
	Performance Data	40
	GRI Content Index	43

BASIS OF THIS REPORT

Glenealy Plantations Sdn Bhd (GPSB) is pleased to present its sixth standalone Sustainability Report (Report) for the 2025 reporting period.

This Report discloses our environmental, social and governance (ESG) performance and progress, highlighting how we manage sustainability matters that are most relevant to our business and stakeholders. It reflects our continued efforts to balance operational performance with responsible resource stewardship and long-term value creation.

Our sustainability reporting journey has continued to evolve alongside the business and the broader expectations placed on the plantation sector. Since the publication of our first Sustainability Report in 2021, we have gradually enhanced our disclosures by aligning with global reporting standards and frameworks, including the Global Reporting Initiative (GRI) Standards and the United Nations Sustainable Development Goals (UN SDGs).

Going forward, we aim to align our Report with Malaysia's National Sustainability Reporting Framework (NSRF) to not only elevate the quality of our reporting practices but also enhance transparency and accountability.

REPORTING PERIOD AND CYCLE

This Report covers our ESG activities from 1 January to 31 December 2025, while the data presented corresponds to our financial year from 1 July 2024 to 30 June 2025. Where applicable, we have included comparative historical data to the best of our ability. Our Sustainability Report is published annually.

REPORTING SCOPE AND BOUNDARY

This Report covers ESG-related disclosures for operations under GPSB's management control, as presented in Our Location on page 2, unless otherwise stated. Where applicable, operational performance data includes our plantation activities in Malaysia and Indonesia. ESG-related narrative disclosures for this reporting cycle are focused on our Malaysian and Indonesian operations, reflecting the reporting boundary currently adopted for sustainability reporting purposes.

Where material exclusions, limitations or changes in reporting scope apply, these are disclosed in the relevant sections of this Report.

REPORTING FRAMEWORKS AND STANDARDS

This Report has been prepared with reference to the GRI Universal Standards 2021 and aligned with the relevant UN SDGs. For GRI Content Index, refer to page 43. For alignment with the UN SDGs, refer to pages 11 to 12.

MATERIAL MATTERS

The content of this Report is informed by the material sustainability matters identified through our materiality assessment process, which considers the ESG topics most significant to our business and stakeholders.

For more information, refer to Our Material Matters on pages 11 to 12.

FEEDBACK

We value stakeholder feedback as part of enhancing our sustainability journey and reporting practices. Please contact us through the following channels:

Email



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Contact Number



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ABOUT US

Glenealy Plantations Sdn Bhd (GPSB) is a palm oil producer with operations in Malaysia and Indonesia. Across our estates and mills, we manage the cultivation and processing of oil palm while balancing operational performance with responsible environmental and social stewardship.

In Malaysia, our presence spans four palm oil complexes comprising 17 estates and four mills across Sabah and Sarawak. In Indonesia, we operate one complex comprising four estates and one palm oil mill, alongside our Plasma plantation operations.

Our core activities encompass the cultivation of oil palm, the harvesting of fresh fruit bunches (FFB) and the processing of crops from both our own estates and third-party plantations into crude palm oil (CPO) and palm kernels (PK).

As at 31 December 2025, we managed approximately 39,395 hectares of planted area across Malaysia and Indonesia, guided by good agricultural and sustainability practices that support responsible plantation management, operational performance and long-term productivity.

Palm oil contributes to livelihoods, economic development and the supply of essential products. As a plantation operator, we recognise the importance of managing our operations responsibly while creating value for our stakeholders and supporting the long-term sustainability of the landscapes in which we operate.



Vision

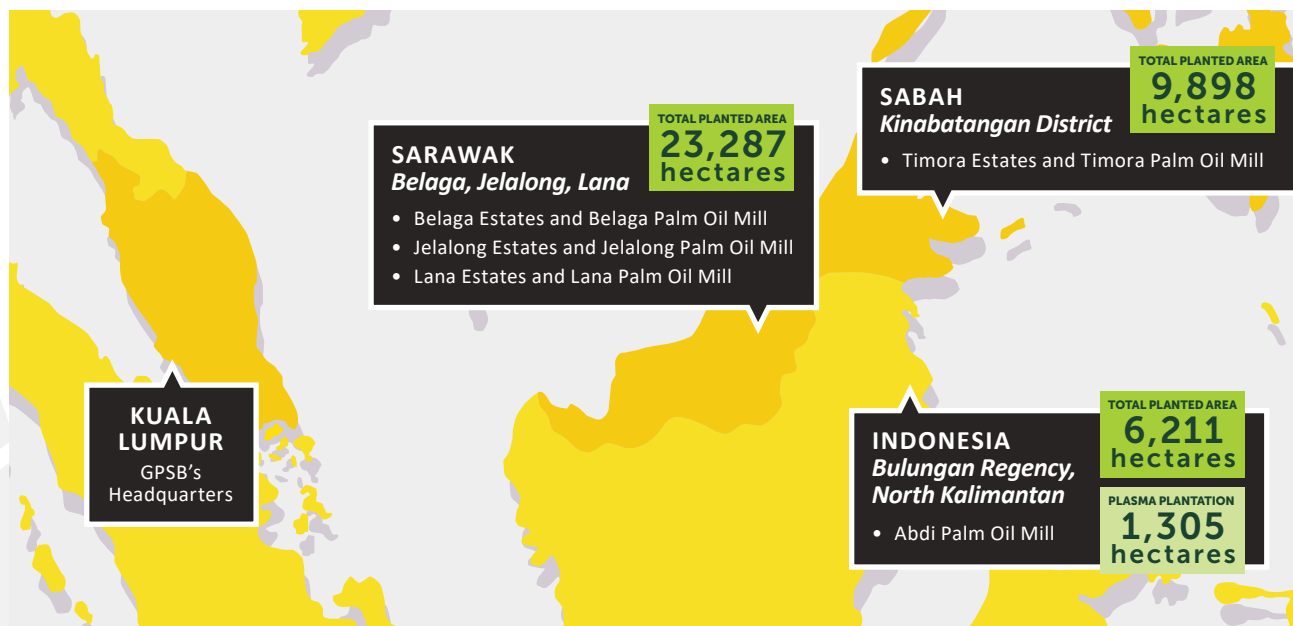
At Glenealy Plantations, we strive to be an efficient palm oil producer recognised for our balanced responsibilities towards our communities, natural resources and economic performance.



Mission

1. Deliver the best-in-class value to our shareholders through excellence in management practices
2. Engage our local communities and stakeholders in a responsible manner to ensure fair economic empowerment for all
3. Recognise the need to manage our natural resources sustainably through industry best practices

Our Locations

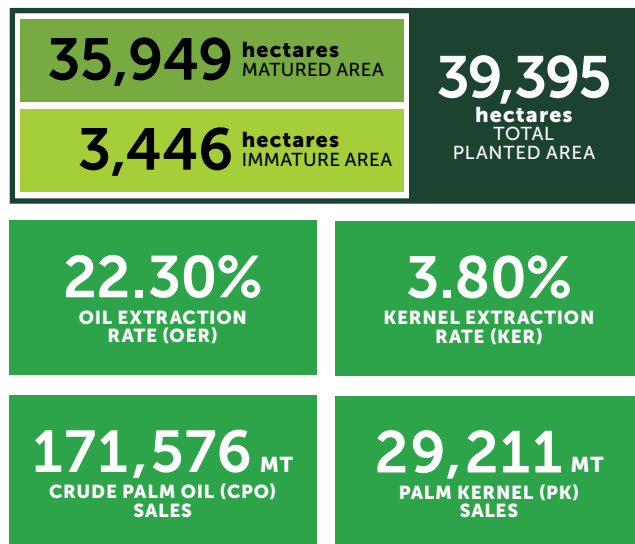


OUR SUBSIDIARIES

Subsidiary Name	Group's Effective Interest (%)	Country	Principal Activities
Puncak Selasih Sdn Bhd	100.00	Malaysia	Investment holding
Samling Plantation Sdn Bhd	100.00	Malaysia	Operation of oil palm plantations and oil mills
Shariko (M) Sdn Bhd	100.00	Malaysia	Operation of oil palm plantation
Timor Enterprises Sdn Bhd	100.00	Malaysia	Investment holding
Titleland Development Sdn Bhd	100.00	Malaysia	Operation of oil palm plantation
PT Tunas Borneo Plantations	95.00	Indonesia	Operation of oil palm plantation
PT Abdi Borneo Plantations	95.00	Indonesia	Operation of oil palm plantation
Amalania Koko Berhad	68.54	Malaysia	Operation of oil palm plantation

OUR BUSINESS

Plantations



Mills

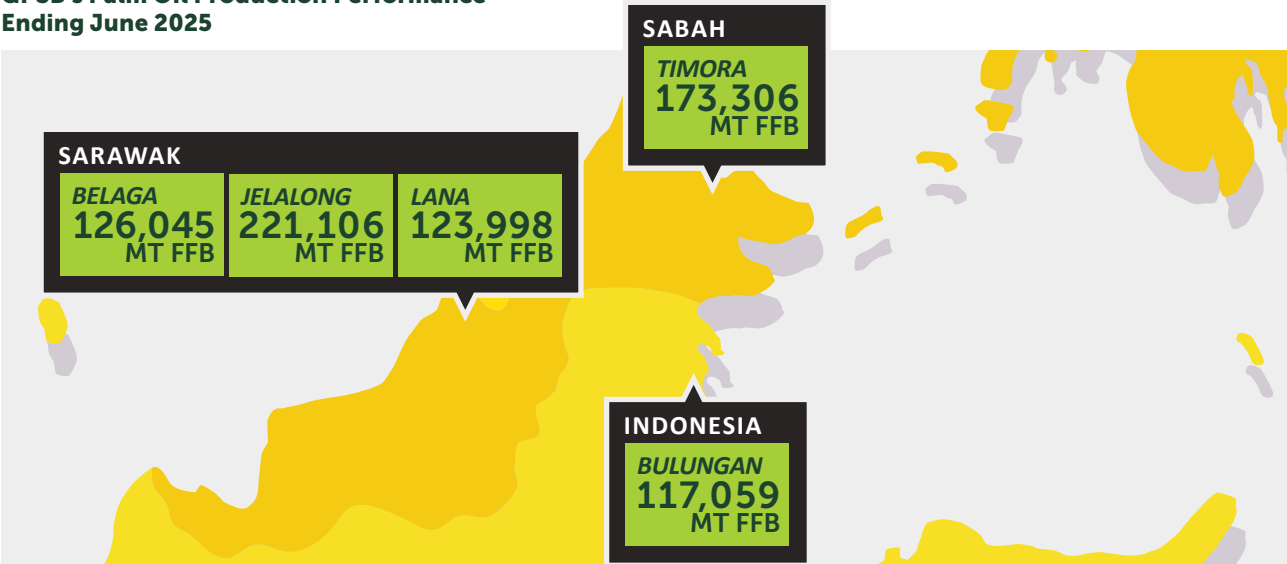


Note: All data presented above are as of June 2025.

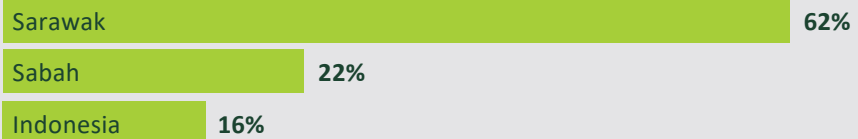
OUR KEY MILESTONES AND PERFORMANCE



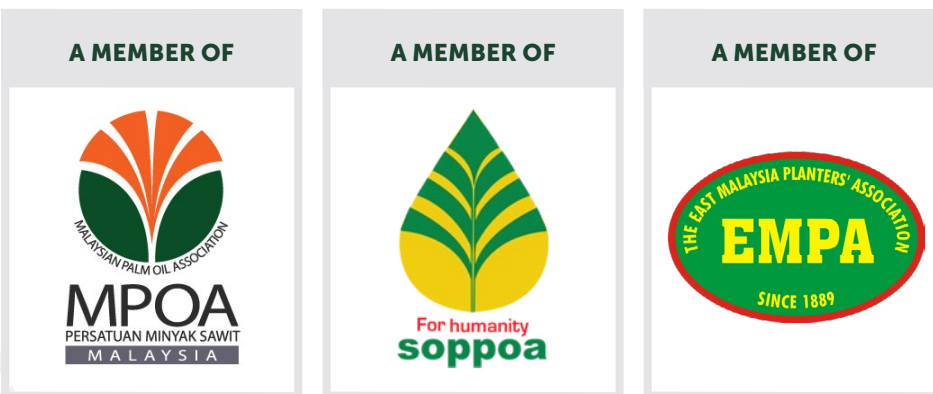
GPSB's Palm Oil Production Performance Ending June 2025



Percentage of CPO Volume by Region (Own Mills)



OUR MEMBERSHIPS



LEADERSHIP STATEMENTS

MESSAGE FROM OUR PLANTATION DIRECTOR

Dear Stakeholders,

The past year has tested businesses across every sector, with market volatility shaped by shifting trade policies, tightening environmental regulation and rising stakeholder expectations around transparency. For plantation companies in particular, the demands of operating responsibly have only grown more rigorous, spanning traceability, human rights and environmental stewardship in equal measure.

At GPSB, we have met this moment by deepening our governance structures and reporting discipline rather than merely keeping pace with them. Our Sustainability Committee, chaired by the Plantations Director and supported by a dedicated Steering Committee, continues to provide strategic oversight of sustainability priorities across the Group, while day-to-day implementation under our Senior Sustainability Manager translates that direction into practice across our estates and mills.

Our voluntary standalone Sustainability Reports, published annually since 2020, remain aligned with the UN Sustainable Development Goals (UN SDG) and the Global Reporting Initiative (GRI) Standards. This year marked a further step in disclosure, as we reported our greenhouse gas (GHG) emissions for the first time and broadened the scope of reporting to include our operations in Indonesia. Such enhancements reflect our efforts towards meeting the requirements of Malaysia's National Sustainability Reporting Framework (NSRF).

Our ESG scores under the Sustainability Policy Transparency Toolkit (SPOTT), an independent assessment by the Zoological Society of London, advanced from 56.18% in 2024 to 56.62% in 2025, building on a rise from 39.33% since 2020. While ZSL has paused the SPOTT assessment for review in early 2026, we will continue to report transparently through our own channels in the interim.

We uphold ESG principles in our decision-making and across our operations, resulting in the achievement of the Malaysian Sustainable Palm Oil (MSPO) certification across 100% of our estates and mills in Malaysia. To further strengthen responsible sourcing practices, we are working towards alignment with the EU Deforestation-free Regulation (EUDR) to meet evolving global market expectations.

Our governance discipline held firm through the year. We recorded zero confirmed incidents of bribery and corruption, zero cases of discrimination or human rights violations and zero incidents involving the rights of indigenous peoples. Our policy communication and training reached 100% of senior management, employees and business partners.

We continued to protect our employees and workers by upholding strong occupational health and safety practices, ensuring everybody can go home safely. This has enabled GPSB to maintain zero fatalities and high-consequence injuries across our operations.

Our commitment to environmental stewardship is demonstrated through targeted biodiversity assessments, reforestation efforts and expanded renewable energy use across our estates, initiatives our Sustainability Lead addresses in greater depth in the following statement. Alongside these efforts, we deepened our social impact, with all employees now covered by collective bargaining agreements and community investments further supported by Social Impact Assessments (SIAs).

Looking ahead, we will continue strengthening the resilience of our business as we navigate geopolitical uncertainty, evolving regulatory expectations and market volatility. By enhancing governance, advancing digitalisation and strengthening supply chain transparency, we are positioning GPSB to adapt to changing market conditions while delivering sustainable long-term growth and value for our stakeholders.



In an increasingly complex and uncertain operating environment, we continue to strengthen our governance, enhance transparency and embed responsible business practices across our operations, building a resilient business that creates sustainable long-term value for our stakeholders.

HAN BOON KWANG
Plantations Director

MESSAGE FROM OUR SUSTAINABILITY LEAD

Dear Stakeholders,

Sustainability today extends well beyond environmental stewardship. As geopolitical developments, evolving trade requirements and changing market expectations continue to reshape the plantation industry, building resilience across our operations has become increasingly important.

At GPSB, sustainability enables us to respond to these challenges by strengthening supply chain resilience, improving operational efficiency, enhancing transparency and embedding responsible practices throughout our value chain. These efforts not only strengthen our environmental and social performance but also position the Group to create sustainable long-term value in an increasingly complex operating environment.

SAFEGUARDING OUR NATURAL RESOURCES

Protecting natural resources is fundamental to the long-term resilience of our plantations. Guided by our Sustainable Palm Oil Policy, No Deforestation, No Peat and No Exploitation (NDPE) Policy and Zero Open Burning Policy, we continue strengthening biodiversity conservation, climate resilience and resource efficiency across our operations.

During the year, we completed High Conservation Value (HCV) field assessments following MSPO HCV Guidelines for our Timora and Belaga Complexes while extending biodiversity monitoring through aquatic and avian surveys conducted with Universiti Putra Malaysia Sarawak. Similar HCV assessments are planned for our Lana and Jelalong Complexes in 2026, supporting more informed conservation planning and biodiversity management across our operations.

We also planted 3,708 native Ficus seedlings across conservation areas and riparian zones, while expanding renewable energy use through the installation of 736 solar streetlights across our estates. These initiatives demonstrate our continued focus on balancing environmental conservation with operational resilience through practical, long-term stewardship measures.

We are committed to progressively enhancing our carbon emissions management. In 2025, we strengthened our greenhouse gas (GHG) accounting by implementing a standardised data collection framework across our estates and mills in accordance with the MSPO GHG Calculator Procedure. This enabled GPSB to report its Scope 1 GHG emissions for the first time, totalling 163,480 tCO₂e, marking an important milestone in strengthening our climate-related disclosures and emissions management. As GPSB generates its own electricity, we have zero Scope 2 GHG emissions.

Beyond emissions management, we continued to support ecosystem restoration and environmental stewardship through the Belaga Recovery Project. During the year, we organised an educational visit and tree-planting programme at the Belaga Recovery Area involving the Boy Scouts from SMK Bakun. Additionally, we conducted another tree-planting programme in collaboration with the local community, Rh. Data Beraan and other government agencies as part of a community outreach programme. To further promote transparency and knowledge sharing, we also published the Belaga Recovery Project 2024–2025 Summary of Activities, documenting the project's key initiatives, progress and achievements.



Our sustainability journey is about more than meeting today's expectations. It is about building a resilient organisation that protects natural resources, invests in people, strengthens governance and continuously adapts to an increasingly dynamic business environment, ensuring sustainable growth for generations to come.

CHIENG KAI SOON
GPSB Sustainability Lead

RESPECTING THE RIGHTS OF OUR EMPLOYEES AND WORKERS

Our people remain central to the success of our business. We safeguard human rights by ensuring fair treatment, safe working conditions and equitable opportunities for both local and migrant workers. All our operations prevent forced or bonded labour by prohibiting the withholding of workers' identification documents and the imposition of recruitment fees. Employment contracts written in Bahasa Malaysia are explained to workers in languages they understand.

As part of our efforts to build a resilient organisation, we invest in enhancing employees' skills and knowledge and engage regularly with them to meet their needs. This includes conducting annual performance appraisals for both executives and non-executives and we are pleased to share that 100% of our employees received performance appraisals in 2025. This enables both management and employees to address their skill gaps and enhance their professional growth, while preparing our workforce for evolving industry demands.

Supporting the well-being of the communities surrounding our operations is equally important to creating long-term shared value. In 2025, we continued implementing initiatives identified through our Social Impact Assessment (SIA), focusing on improving employee accommodation, recreational facilities, internet connectivity and access to essential daily services to strengthen living conditions across our operating communities. We also invested approximately RM330,000 in community development initiatives, benefiting 60 organisations, schools, communities and individuals through educational, health, environmental and community outreach programmes. In addition, we contribute to local economic growth by prioritising local employment across our estates and mills, creating economic opportunities that support household incomes and uplift local livelihoods.

STRENGTHENING TRANSPARENCY AND GOVERNANCE

Strong governance underpins our ability to operate responsibly while maintaining the trust of our stakeholders. During the year, we strengthened our Anti-Bribery and Anti-Corruption (ABAC) framework through enhanced whistleblowing mechanisms, stronger procurement and financial controls and company-wide communication and training on ethical business practices. We also communicated our anti-corruption policies to 100% of our senior management, employees and business partners, while 100% of our senior management and employees received anti-corruption training.

Our governance framework continues to deliver positive outcomes. In 2025, we recorded zero confirmed incidents of bribery and corruption, zero contract terminations or non-renewals due to corruption-related violations and zero public legal cases involving corruption against GPSB or our employees. These achievements reflect our commitment to embedding integrity, accountability and transparency across our operations and business relationships.

MOVING FORWARD

Looking ahead, we will continue strengthening the resilience of our operations by enhancing sustainability data management, advancing supply chain traceability and embedding sustainability considerations more deeply into operational decision-making. As geopolitical developments and market expectations continue to evolve, these efforts will enhance our ability to respond proactively to change while supporting responsible growth and long-term value creation.

SUSTAINABILITY AT GPSB

SUSTAINABILITY HIGHLIGHTS



OUR SUSTAINABILITY APPROACH

We endeavour to create long-term value by balancing business growth with accountability for the environmental and social impact of our activities. This requires us to align our strategies and initiatives with evolving stakeholder expectations, including heightened regulatory requirements and reporting frameworks. Our sustainability framework is reviewed and refreshed periodically to maintain its relevance while enabling us to identify opportunities and mitigate risks.

By keeping abreast of the changing sustainability landscape and staying true to our sustainability mission and ethos, we continue to generate long-lasting impact for our business and stakeholders, contributing to an inclusive and thriving society.

OUR SUSTAINABILITY MISSION



ETHOS

To realise our Sustainability Vision and deliver on our Sustainability Mission, our approach is guided by the following values and principles, which form the foundation of our sustainability efforts:

 Integrity	 Eye on Sustainability	 Excellence in Performance	 Collaboration & Cooperation
We endeavour to uphold integrity as the guiding principle in all our actions and decisions	We endeavour to manage natural resources with sustainability guiding our actions from planning through to execution	We endeavour to pursue excellence in every aspect of our work to create lasting value for our stakeholders	We endeavour to work closely with local communities and stakeholders in advancing shared sustainability objectives

OUR SUSTAINABILITY FRAMEWORK AND PLAN

Our Sustainability Framework and Plan establish a clear and consistent approach to delivering our sustainability commitments across our operations.

Structured around three pillars, namely Planet (Environment), People (Social) and Prosperity (Governance), the framework enables us to identify sustainability priorities, ensuring each area is addressed with clear actions, responsibilities and oversight.

Looking ahead, we aim to strengthen the resilience and efficiency of our operations through the implementation of GPSB's Sustainability Framework and Plan. This will include exploring opportunities in energy storage, alternative supply sources and circular solutions to strengthen sustainability outcomes across our value chain while responding to evolving environmental and social expectations.

 Planet (Environment)	 People (Social)	 Prosperity (Governance)
Strengthening environmental compliance, biodiversity conservation, circular waste practices, emissions monitoring, renewable energy and land and water protection to manage plantation impacts responsibly	Upholding labour compliance, worker welfare, safety, inclusion, community support, smallholder training and supplier engagement to embed sustainability practices across operations	Maintaining certification, clear SOPs, transparent reporting, anti-bribery controls, grievance records, workforce capability and awards participation to protect business value and brand reputation

For full details of GPSB's sustainability framework and plan, refer to the Our Sustainability Framework and Plan section on pages 10 to 13 of the Sustainability Report 2024.

OUR CONTRIBUTIONS TO THE UN SUSTAINABLE DEVELOPMENT GOALS (UN SDGs)

The UN SDGs provide a global framework that guides our approach to sustainability and responsible business practices. By focusing on the goals most relevant to our operations, we seek to contribute to sustainable development while creating lasting value for our stakeholders.

We have identified the goals most closely linked to our operations and material matters, enabling us to contribute to broader sustainable development outcomes through our activities and initiatives. Our material matters are aligned with the following UN SDGs:



For more information, refer to Our Material Matters on pages 11 to 12 for the relevant UN SDGs linked to our material topics.

ENGAGING WITH OUR STAKEHOLDERS

At GPSB, stakeholder engagement is a key enabler in identifying and responding to the evolving needs and expectations of our stakeholders. Listening to our stakeholders enables us to gain insights, validate and refine our sustainability activities, ensuring they achieve the intended results and deliver meaningful impact.

We engage with our stakeholders regularly through various platforms and channels, as elaborated in the following table:

STAKEHOLDER GROUP	MODE OF ENGAGEMENT	FOCUS AREA	VALUE CREATION
 LOCAL COMMUNITIES	• Informal sessions • Community events • Community meetings	• Community relations • Fair dispute management • Community development and CSR initiatives	Engaging local communities through formal and informal channels
 CUSTOMERS	• Email and hotline enquiries • On-site visits • Face-to-face meetings • Telephone follow-ups • Annual review and feedback sessions	• Traceability of suppliers' products • Visibility of sustainability initiatives • Leadership commitment • Sustainability policies	Building long-term customer relationships by delivering high-quality products and services that align with ethical marketing practices
 EMPLOYEES	• Employee appraisals • Informal one-to-one sessions • Training	• Occupational health and safety • Grievance procedures and management	Engaging employees through formal and informal channels while ensuring safe avenues for employees to speak up without fear of reprisal

STAKEHOLDER GROUP	MODE OF ENGAGEMENT	FOCUS AREA	VALUE CREATION
 NGOS	Partnership with NGOs	- Responsible social and environmental management - Transparency	Embedding sustainability practices into business operations and activities
 BANKS	- Face-to-face meetings - Regular inspections/visits by financial institutions - Monthly/yearly reporting	- Sustainability commitments - Sustainability governance - Transparency and disclosures - Human rights practices - Environmental and community initiatives	Building trusted, long-term relationships with financial institutions through transparent reporting
 GOVERNMENT & REGULATORS	- Face-to-face meetings - Regular inspections/visits by financial institutions - Monthly/yearly reporting - Regular audits	- Regulatory compliance - Sustainability governance	Achieving full compliance with regulatory requirements while strengthening sustainability practices through regular inspections, audits and reporting

OUR MATERIAL MATTERS

Our materiality assessment helps us identify and prioritise the sustainability matters that are most significant to GPSB and its stakeholders. It provides a basis for informed decision-making, enabling us to manage risks, capture opportunities and support long-term sustainable value creation.

In 2025, we conducted an internal review of the material matters determined through a materiality assessment in 2020. The review confirms that the existing seven material matters remain significant to our business and stakeholders amid the evolving sustainability landscape.

The material matters have also been mapped against the relevant United Nations Sustainable Development Goals (UN SDGs) and applicable Global Reporting Initiative (GRI) Standards, as presented in the following table:

MATERIAL TOPIC	UN SDGs	GRI STANDARDS
ENVIRONMENTAL COMPLIANCE	     	302: Energy 303: Water and Effluents 306: Waste
EMPLOYEE OCCUPATIONAL SAFETY & WELL-BEING	 	403: Occupational Health and Safety
PROTECTION OF HUMAN RIGHTS	   	2-7: Employees 2-8: Workers who are not employees 2-25: Processes to remediate negative impacts 401: Employment 402: Labour/Management Relations 404: Training and Education 405: Diversity and Equal Opportunity 406: Non-Discrimination 407: Freedom of Association and Collective Bargaining 408: Child Labour 409: Forced or Compulsory Labour 411: Rights of Indigenous Peoples

MATERIAL TOPIC	UN SDGs	GRI STANDARDS
PROTECTION OF LOCAL COMMUNITIES	     	203: Indirect Economic Impacts 413: Local Communities
LEADERSHIP TRANSPARENCY & ACCOUNTABILITY		2-9: Governance structure and composition 2-12: Role of the highest governance body in overseeing the management of impacts 2-13: Delegation of responsibility for managing impacts 2-14: Role of the highest governance body in sustainability reporting 2-23: Policy commitments
ACCOUNTABILITY, OPENNESS, TRANSPARENCY AND TRACEABILITY		204: Procurement Practices
COMMITMENT TO ANTI-CORRUPTION & ANTI-BRIBERY PRACTICES		205: Anti-Corruption

OUR SUSTAINABILITY IMPACT

LEADERSHIP TRANSPARENCY AND ACCOUNTABILITY

Strong leadership is essential to ensuring that sustainability considerations are embedded into how we manage our plantations, engage with stakeholders and create long-term value. As expectations surrounding environmental stewardship, social responsibility and corporate governance continue to evolve, leadership plays a critical role in setting the direction, overseeing implementation and ensuring accountability across the organisation.

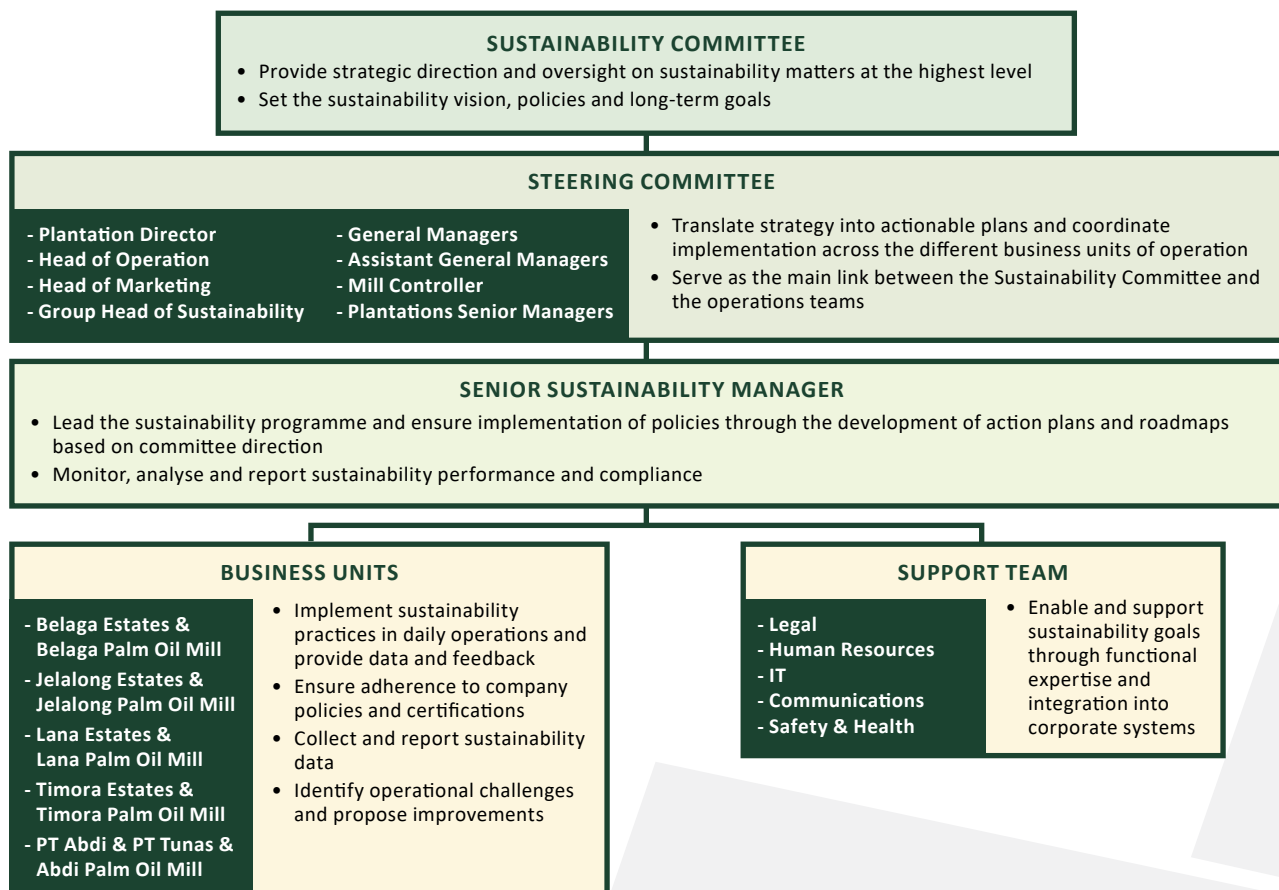
To support this, we have established governance structures, reporting mechanisms and clear lines of responsibility that guide decision-making across our estates, mills and support functions. These structures enable sustainability-related matters to be identified, escalated and addressed through defined responsibilities and reporting lines, strengthening oversight and accountability throughout the organisation.

Through transparent governance and effective oversight, we seek to balance operational priorities with regulatory requirements, certification commitments and stakeholder expectations. This approach supports informed decision-making, strengthens accountability and contributes to the long-term sustainability and resilience of our business.

SUSTAINABILITY GOVERNANCE

The Sustainability Committee (SC), chaired by the Plantations Director, provides strategic oversight and direction on sustainability matters. It reviews sustainability-related developments, emerging risks and key operational matters, while guiding the implementation of sustainability priorities across the Group. Supporting the SC is the Steering Committee, which coordinates sustainability initiatives, monitors implementation progress and facilitates communication between management and operational teams.

Day-to-day implementation is led by the Senior Sustainability Manager in collaboration with business units and support functions. Sustainability-related matters identified across our operations are escalated through established reporting channels to support timely review and action. This structure enables sustainability priorities to be translated into practical actions across our estates and mills while maintaining accountability at every level of the organisation.



SUSTAINABILITY POLICIES

Our policies and standards provide a framework for responsible business conduct, accountability and decision-making across our operations. They guide the management of key sustainability matters, including environmental stewardship, human rights, workplace conduct, health and safety, anti-corruption and stakeholder engagement, while supporting compliance with applicable laws, regulations and certification requirements.

Supported by established procedures, awareness programmes and operational controls, these policies are reviewed periodically and made publicly available on our corporate website to ensure continued relevance, transparency and accessibility. Our policies and FPIC procedures are publicly accessible at www.glenealyplantations.com.my/sustainability.php.



SUSTAINABLE PALM OIL POLICY

Our Sustainability Palm Oil Policy guides our approach to responsible palm oil production across the value chain, from plantation development and cultivation to processing and delivery. The policy supports environmental stewardship, responsible engagement with local and indigenous communities and the protection of natural resources, while promoting sustainable livelihoods and long-term value creation.

- References the Universal Declaration of Human Rights
- Reaffirms our commitment to respecting the legal and customary land tenure rights of local and indigenous communities through:
 - Open and ongoing consultation with local and indigenous communities in new development areas
 - The application of Free, Prior and Informed Consent (FPIC) principles where applicable
 - Accessible mechanisms for addressing community concerns and grievances



NO DEFORESTATION, NO PEAT, NO EXPLOITATION (NDPE) POLICY

Our No Deforestation, No Peat, No Exploitation (NDPE) Policy forms a key component of our Sustainability Palm Oil Policy and guides our approach to responsible land management and sustainable palm oil production. We have been committed to the NDPE principles since April 2020 and to date, have maintained zero oil palm development on peatland.

The policy reinforces our commitment to preventing deforestation, avoiding new development on peatlands and respecting the rights of workers and local communities.

- References the Universal Declaration of Human Rights
- Respects the legal and customary land tenure rights of local and indigenous communities
- Affirms our commitment to upholding human rights principles



HEALTH & SAFETY POLICY

Our Health & Safety Policy guides our approach to maintaining a safe and healthy workplace across our operations. Established in 2018 and first reviewed in 2023, the policy supports the identification and management of workplace health and safety risks while promoting the well-being of our workforce. Periodic reviews help ensure that the policy remains relevant to emerging health and safety concerns.



HUMAN RIGHTS POLICY

Our Human Rights Policy supports our commitment to respecting internationally recognised human rights and recognising the rights of every individual and community we engage with, whether through employment, consultation, assistance or production partnerships. Through ongoing engagement with employees, suppliers, contractors and local communities, we seek to provide accessible channels through which concerns and grievances may be raised and addressed.

- Universal Declaration of Human Rights
- ILO Forced Labour Convention No. 29
- ILO Child Labour Conventions No. 138 and 182
- ILO Indigenous and Tribal Peoples Convention No. 169



ANTI-DISCRIMINATION & ANTI-HARASSMENT POLICY

Our Anti-Discrimination & Anti-Harassment Policy upholds the principle that all employees, regardless of race, religion or gender, are entitled to equal rights and opportunities based on merit and qualifications. The policy also supports a respectful and inclusive workplace by safeguarding employees from discrimination, harassment, bullying and other forms of inappropriate conduct.

- References ILO Discrimination (Employment and Occupation) Convention, (1958) No. 111



WHISTLEBLOWER POLICY

Our Whistleblower Policy provides a channel through which concerns relating to potential misconduct may be reported in confidence. In line with good governance practices, the policy helps ensure that individuals who raise concerns in good faith and in the public interest are not subjected to discrimination, retaliation or other adverse consequences as a result of their disclosure.



ANTI-BRIBERY & ANTI-CORRUPTION POLICY

Our Anti-Bribery & Anti-Corruption Policy supports our zero-tolerance approach towards bribery and corruption. The policy establishes expectations for ethical business conduct and requires any individual who receives or is solicited for any form of gratification to report the matter through the appropriate channels in a timely manner.



GIFT & ENTERTAINMENT POLICY

Our Gift & Entertainment Policy establishes clear expectations regarding the giving and receiving of gifts, hospitality and entertainment. The policy prohibits the acceptance of gifts or entertainment in exchange for special favours or preferential treatment and helps prevent conflicts of interest and improper influence while supporting ethical business conduct across our operations.

CODE OF CONDUCT

The standards set out in our policies are reflected in the way we conduct our work, interact with stakeholders and respond to concerns that may arise across our operations. Upholding these standards helps foster responsible decision-making and reinforces accountability throughout the organisation.

To support this, we maintain established channels through which employees and external stakeholders may seek guidance, raise concerns or report potential misconduct in confidence. These mechanisms help ensure that concerns are communicated through appropriate channels and addressed accordingly, while supporting transparency and trust across our operations.

For more information on our grievance mechanism and anti-corruption practices, refer to Protection of Human Rights on page 27 and Commitment to Anti-Corruption and Anti-Bribery Practices on page 15.

COMMITMENT TO ANTI-CORRUPTION AND ANTI-BRIBERY PRACTICES

At GPSB, our activities involve frequent engagements with authorities, contractors, suppliers and other external stakeholders, particularly in processes such as approvals, procurement and service arrangements. These touchpoints can present exposure to unethical practices if not carefully governed, which may lead to regulatory action, financial losses, reputational harm and disruptions to operations. It may also affect our ability to retain certifications, access certain markets and maintain confidence among investors and business partners.

To address these risks, we adopt and enforce a zero-tolerance approach towards bribery and corruption across our operations. Clear expectations are set through established policies and internal controls, supported by measures to identify, manage and respond to potential misconduct. These requirements are communicated across the organisation and extended to our suppliers to ensure that ethical standards are consistently upheld throughout our business relationships.

Our approach is centred around the following policies and procedures:

POLICIES

- Anti-Bribery and Anti-Corruption Policy
- Disciplinary Policy and Procedure
- Gift and Entertainment Policy
- Whistleblower Policy

INTERNAL PROCEDURES AND CONTROLS

- Authorised Approval Limit
- Procurement Procedure
- Tender Procedure
- Year-End Audit and Stock Take Procedure

For more information on our policies, refer to glenealyplantations.com.my/sustainability.php.

In 2025, we implemented a range of measures covering governance, ethical business practices, corporate accountability, operational integrity, risk management and compliance oversight. Awareness and stakeholder engagement were also conducted to further strengthen a transparent, responsible and sustainable business environment across all levels of our operations. These initiatives included:

- ▶ Conducting company-wide briefings and training on the Anti-Bribery and Anti-Corruption (ABAC) Policy and Gift and Entertainment Policy, with employees completing ABAC declarations through the company portal
- ▶ Implementing and enforcing the ABAC Policy across all operations, including prohibitions on bribery, facilitation payments and unethical conduct
- ▶ Enhancing the whistleblowing mechanism by providing a confidential reporting channel for employees, contractors and external stakeholders to report suspected misconduct without fear of retaliation
- ▶ Conducting regular training and awareness programmes on anti-corruption, code of conduct and ethical decision-making for employees and relevant stakeholders

- ▶ Strengthening procurement and financial controls through the implementation of procurement procedures, segregation of duties, approval limits and financial control systems to ensure transparency in transactions
- ▶ Conducting periodic internal audits and management reviews to assess compliance with ABAC policies and identify potential risks

OUR PERFORMANCE IN FY2024/2025

COMMUNICATED OUR ANTI-CORRUPTION POLICIES AND PROCEDURES TO

100%
SENIOR
MANAGEMENT

100%
EMPLOYEES

100% BUSINESS PARTNERS
INCLUDING SUPPLIERS & VENDORS

ANTI-CORRUPTION TRAINING PROVIDED TO

100%
SENIOR
MANAGEMENT

100%
EMPLOYEES

ZERO CONFIRMED INCIDENTS OF

BRIBERY & CORRUPTION

CONTRACTS TERMINATED/NOT RENEWED DUE TO VIOLATIONS RELATED TO CORRUPTION

PUBLIC LEGAL CASES REGARDING CORRUPTION BROUGHT AGAINST GPSB/ GPSB EMPLOYEES

GOING FORWARD

Our efforts will focus on strengthening governance and compliance by reinforcing the ABAC framework across all business units and ensuring it is applied consistently in all our operational procedures and decision-making processes. We will also carry out regular mandatory training on anti-corruption, code of conduct and ethical decision-making to ensure employees, contractors and relevant stakeholders understand what constitutes bribery and improper conduct, the actions that are not permitted and how to handle such situations in their day-to-day operations.

ACCOUNTABILITY, OPENNESS, TRANSPARENCY AND TRACEABILITY

Accountability, openness, transparency and traceability are fundamental to how we manage our operations and deliver long-term value. Given the complexity of our industry's supply chain, these elements are critical to ensuring ethical conduct and compliance in all our activities.

Besides supporting accurate and timely disclosure of our sustainability performance, the four principles also strengthen our ability to track raw materials from source to mill. They help us mitigate potential issues such as non-compliance, inefficiencies and unethical practices, maintaining trust and confidence in our operations.

We are guided by a governance framework that integrates internal policies, regulatory requirements and recognised sustainability standards, including the Malaysian Sustainable Palm Oil (MSPO) standard. To align the framework with corporate governance expectations, we have established a legal register to ensure compliance with all applicable laws and regulations.

Our approach consists of the following:

- ▶ A robust corporate governance framework – Sets out decision-making authority and responsibilities across the organisation
- ▶ Document control and record management procedures – Determines how records are created, stored and retained
- ▶ Supply chain traceability procedures – Allows fresh fruit bunches (FFB) to be tracked from estates, smallholders and suppliers to the mill
- ▶ Internal audit procedures – Includes periodic reviews to check compliance with policies, standard operating procedures and regulatory requirements
- ▶ Grievance and whistleblowing channels – Enable employees and external parties to report concerns through designated reporting platforms

For more information on the above policies and frameworks, refer to glenealyplantations.com.my/sustainability.php.

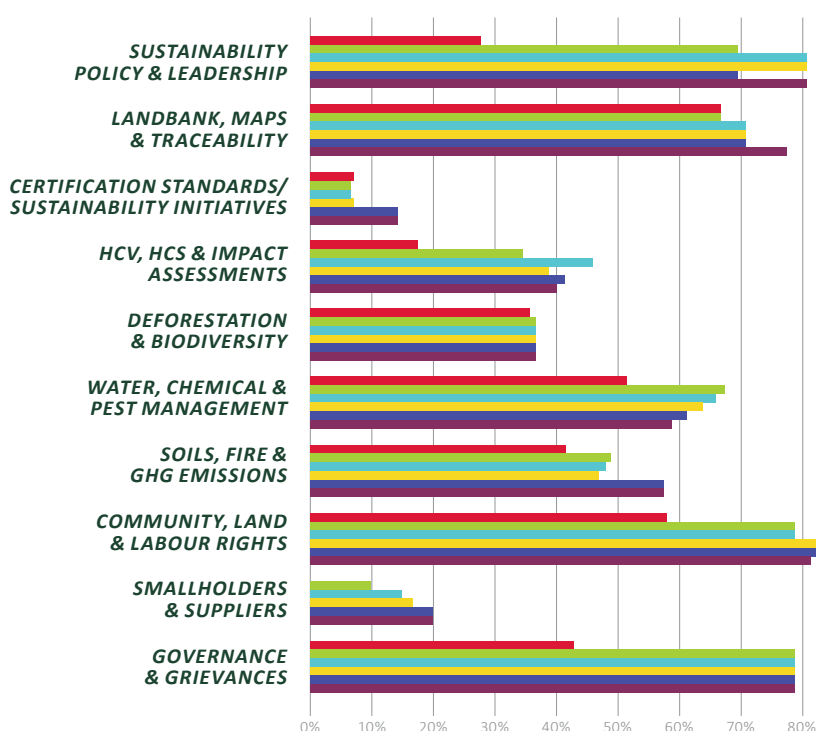
DELIVERING ON OUR COMMITMENT

To uphold accountability, openness, transparency and traceability, we have implemented various initiatives to enhance our ESG efforts, including:

- ▶ Disclosing sustainability performance in annual sustainability reports (including assessment by the independent transparency benchmark, Sustainability Policy Transparency Toolkit (SPOTT))
- ▶ Implementing MSPO-aligned traceability procedures
- ▶ Ensuring that the corporate website remains updated with GPSB's sustainability efforts
- ▶ Conducting employee training and capacity building on an annual basis
- ▶ Conducting regular internal audits and compliance reviews to assess adherence to SOPs, regulatory requirements and certification standards
- ▶ Providing confidential reporting channels for employees, contractors and stakeholders to report unethical conduct, misconduct or operational concerns
- ▶ Adopting digital tools and standardised reporting templates for operational and sustainability data collection
- ▶ Holding annual stakeholder meetings at the estate and mill levels across each operational region

SUSTAINABILITY POLICY TRANSPARENCY TOOLKIT (SPOTT)

We have participated in the Sustainability Policy Transparency Toolkit (SPOTT) assessment since 2020*. As an initiative by the Zoological Society of London (ZSL) to evaluate company transparency in high intensity sectors, especially palm oil, timber and natural resources, SPOTT reviews ESG performance based on publicly available disclosures. Since our participation in SPOTT, our scores have increased from 39.33% in 2020 to 56.62% in 2025, reflecting our commitment to sustainable palm oil practices.



YEAR	GPSB SPOTT SCORE (%)
2020	39.33
2021	52.26
2022	54.61
2023	54.88
2024	56.18
2025	56.62

*GPSB will not participate in SPOTT in the next reporting cycle, as the programme is paused for review by the Zoological Society of London in early 2026.

For more information, refer to www.spott.org/palm-oil/glenealy-plantations-sdn-bhd.

MALAYSIAN SUSTAINABLE PALM OIL (MSPO) CERTIFICATION

We comply with the MSPO certification, which ensures that palm oil is produced in a sustainable, responsible and traceable manner. Since the national certification became mandatory in 2020, we have implemented internal traceability procedures and annual audits across our operations to meet its requirements.

As of December 2025, 100% of our estates and mills are Malaysian Sustainable Palm Oil (MSPO) certified under the new MSPO Standard MS2530:2022. The standard also incorporates the requirements of the Supply Chain Certification Standard (SCCS), eliminating the need for a separate SCCS certification for mills. To further adopt global standards, we are working towards meeting the requirements of the EU Deforestation-free Regulation (EUDR) to align our products with global sustainability expectations.

PALM OIL ESTATES SUSTAINABILITY CERTIFICATIONS

PLANTATION	CERTIFICATION / CERTIFICATE SERIES NO.	CERTIFIED DATE
BELAGA PLANTATION (BELAGA ESTATE 1, 2, 3)	MSPO, MS2530-3.2:2022 CU-MSPO MS2530-3.2-879107	31 May 2019
JELALONG PLANTATION (JELALONG ESTATE 1, 2, 3, 4, 5, 6, 7)	MSPO, MS2530-3.2:2022 CU-MSPO MS2530-3.2-879737	28 June 2019
LANA PLANTATION (LANA ESTATE 1, 2, 3, 4)	MSPO, MS2530-3.2:2022 CU-MSPO-MS2530-3.2-879061	26 Nov 2019
SABAH REGION PLANTATION (TIMORA, PERTASA, AKB ESTATE)	MSPO, MS2530-3.2:2022 CU-MSPO-MS2530-3.2-879057	30 Jan 2019
PT ABDI BORNEO PLANTATIONS	SPO.23082.TSI	8 Dec 2023
PT TUNAS BORNEO PLANTATIONS	SPO.23083.TSI	

PALM OIL MILL SUSTAINABILITY CERTIFICATIONS

PALM OIL MILL	CERTIFICATION / CERTIFICATE SERIES NO.	CERTIFIED DATE
BELAGA PALM OIL MILL	MSPO-MS2530-4.1:2022 CU-MSPO MS2530-4.1:2022 879107	31 May 2019
JELALONG PALM OIL MILL	MSPO-MS2530-4.1:2022 CU-MSPO MS2530-4.1:2022 879737	28 Jun 2019
LANA PALM OIL MILL	MSPO-MS2530-4.1:2022 CU-MSPO MS2530-4.1:2022 879061	26 Nov 2019
TIMORA PALM OIL MILL	MSPO MS2530-4.1:2022 CU-MSPO MS2530-4.1:2022 879057	31 Jan 2019
ABDI PALM OIL MILL	SPO.23082.TSI	8 Dec 2023

For more information on our MSPO certifications, refer to www.glenealyplantations.com.my/prosperity.php.

GOING FORWARD

Going forward, we will enhance the digitalisation of data management systems by adopting integrated platforms for operational, environmental and sustainability data. This will include applying standardised digital reporting templates for estates and mill operations and gradually replacing manual records with digital systems to improve accuracy, accessibility and real-time reporting.

We will also strengthen our FFB sourcing policy and traceability control through improved supplier due diligence, verification procedures and traceability requirements across our estates, smallholders and external suppliers.

In addition, we aim to strengthen data governance and reporting quality by implementing validation checks, assigning data ownership and conducting periodic system audits to ensure accuracy and consistency of reported information.

ENVIRONMENTAL COMPLIANCE

At GPSB, we believe effective environmental compliance is important to ensure our operations are conducted responsibly and in accordance with applicable environmental laws, regulatory requirements and sustainability commitments. Given the nature and scale of our plantation and milling operations, our activities may result in environmental impacts relating to palm oil mill effluent (POME) discharge, air emissions, waste generation, water usage and land use activities if not properly managed. Failure to comply with environmental requirements may also result in legal penalties, operational disruptions and reputational risks, which may affect our ability to maintain operating licences, certifications and business continuity. We acknowledge that environmental compliance is important to support biodiversity protection, responsible agrochemical management and the prevention of deforestation across our operations.

As such, we implement operational controls, environmental management practices and compliance monitoring measures across our estates and mills. This will also support our commitments relating to MSPO certification, ESG practices and NDPE requirements, while enabling us to meet stakeholder, customer and market expectations relating to sustainable palm oil production.

For more information, refer to www.glenealyplantations.com.my/protect.php.

Our approach is centred upon the following policies, procedures and standards:

POLICIES

- Sustainable Palm Oil Policy
- Zero Open Burning Policy
- No Deforestation, No Peat and No Exploitation (NDPE) Policy

PROCEDURES

- Environmental Management Procedure
- Energy Management Procedure
- Waste Management Procedure
- GHG Management Procedure
- Water Management Procedure
- Environmental Conservation and Protection Procedure
- Palm Oil Mill Effluent Treatment Procedures
- Boiler Emission Control Procedures

MANUALS/GUIDELINES/ CERTIFICATION STANDARDS

- Guideline for Riparian Zone Management
- Good Agricultural Practices Manual for Agrochemical Usage
- Good Milling Practices Manual
- Malaysian Sustainable Palm Oil (MSPO) certification

NDPE

The NDPE Policy is applicable across GPSB-owned and managed oil palm plantations and mills as well as our third-party Fresh Fruit Bunches (FFB) supply network.

For more information, refer to www.glenealyplantations.com.my/docs/news/Glenealy-Plantations-NDPE-Policy.pdf.

GOOD AGRICULTURAL PRACTICES

We continue to implement good agricultural practices across our operations to support soil management, biodiversity protection and responsible agricultural practices. This includes adherence to the Zero Open Burning Policy during replanting activities and minimising the use of chemicals and pesticides across our plantation operations to support soil health and reduce the environmental impacts associated with our agricultural activities.

For more information, refer to www.glenealyplantations.com.my/prosperity.php.

ZERO OPEN BURNING POLICY

We implement a Zero Open Burning Policy across all plantation operations during replanting activities. To this end, felled oil palm trunks are chipped and mulched on-site and left to decompose naturally to support nutrient retention and maintain the organic balance of the soil. In addition, we conduct awareness and educational activities to encourage our employees to recycle their waste while prohibiting the incineration of domestic waste across our operations.

INTEGRATED PEST MANAGEMENT (IPM)

We cultivate beneficial plant species including *Turnera subulata* and *Antigonon leptopus* to support natural predators and biological pest control within our plantations as part of our IPM practices. Artificial bird and owl nesting structures have also been installed to enhance biological control measures across our operations.

To minimise chemical inputs, we conduct monitoring and population census programmes to assess pest population levels and determine appropriate control measures. Pesticides and rodenticides are applied only when necessary and in minimal quantities.

COMPLIANCE PRACTICES

To strengthen environmental compliance and environmental management practices across our operations, the following initiatives were implemented during the reporting period:

- ▶ Strengthened environmental monitoring and control systems through the monitoring of POME, boiler emissions, scheduled waste and water quality. This is supported by internal inspections and third-party laboratory testing to ensure our environmental parameters comply with applicable regulatory limits.
- ▶ Installed Electrostatic Precipitators (ESP) and Wet Scrubbers at mill operations to minimise the release of dust particles and emissions into the atmosphere.
- ▶ Conducted environmental compliance training and awareness programmes for estate and mill employees covering environmental SOPs, chemical handling, waste management, biodiversity management and spill response procedures.
- ▶ Engaged an external assessor to conduct High Conservation Value (HCV) assessments at existing oil palm plantations within the Timora and Belaga Complexes in accordance with the MSPO HCV Assessment Guidance, with the findings currently being finalised. Similar assessments are planned for the Lana and Jelalong Complexes in 2026.
- ▶ Strengthened Greenhouse Gas (GHG) calculations for estates and mills in accordance with the MSPO GHG Calculator Procedure by developing a standardised GHG data collection template for the monitoring, reporting and management of GHG emissions across our operations.
- ▶ Implemented biodiversity assessment and monitoring programmes across estates and conducted periodic field surveys and documentation of flora and fauna. These are supported by establishing a legal register and conducting periodic internal MSPO and HSE audits to ensure we comply with applicable national regulations and certification requirements.

ENVIRONMENT STEWARDSHIP

We continued to plant *Ficus racemosa*, *Ficus variegata*, *Ficus nervosa* and *Ficus pisocarpa* saplings in various degraded and set-aside conservation areas within the complexes in which GPSB operates. The objective is to support biodiversity conservation, and encourage sustainable land and forest management practices, improving ecological balance and enhancing the long-term sustainability of the ecosystem within the complexes.

Below is the summary of the total seedlings planted in each complex in 2025:

GPSB COMPLEX						TOTAL
JELALONG EAST	JELALONG WEST	BELAGA	BELAGA RECOVERY AREA	LANA	TIMORA	
471	1,250	592	120	1,150	125	3,708



In 2025, we continue collaborated with Universiti Putra Malaysia Sarawak (UPMS) to carry out aquatic and avian biodiversity survey research within Belaga and Lana Estates to evaluate the health, diversity and condition of local biodiversity. The findings, as shown below, provided valuable baseline information to support environmental monitoring, conservation efforts and sustainable management practices within the estates.

TOTAL NUMBER OF RECORDED SPECIES						
NO	RESEARCH NAME	ESTATE	SPECIES COUNT	IUCN CONSERVATION STATUS		
				CR	EN	VU
1	Aquatic Survey	B	60	0	0	0
2	Avian Survey		92	1	0	10
3	Aquatic Survey	L	74	0	0	1
4	Avian Survey		85	1	1	9

Legend:

B Belaga Estate
L Lana Estate
NL Not Listed

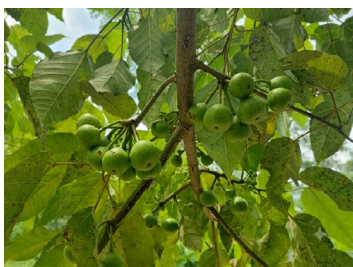
CR Critically Endangered
EN Endangered
VU Vulnerable
NT Near Threatened
LC Least Concerned
DD Data Deficient
NE Not Evaluated

TOTAL NUMBER OF FRESHWATER FISH					
NO	LOCAL NAME	SCIENTIFIC NAME	ESTATE	WILDLIFE PROTECTION ORDINANCE (SWLOP) 1998	IUCN CONSERVATION STATUS
1	Baung	<i>Hemibragus fortis</i>	L	NL	LC
2	Horse-faced Loach	<i>Acantopsis octoactinotos</i>	L	NL	VU
3	Kepiat	<i>Barbonymus collingwoodii</i>	L, B	NL	LC
4	Wader Merah	<i>Barbonymus balleroides</i>	B	NL	LC
5	Selimang	<i>Crossocheilus obscurus</i>	L	NL	DD
6	Boeng	<i>Cyclocheilichthys apogon</i>	L	NL	LC
7	Adong/Seberau	<i>Hampala macrolepidota</i>	L, B	NL	LC
8	Umbu	<i>Labiobarbus leptocheilus</i>	L	NL	LC
9	Kulong	<i>Lobocheilos kajanensis</i>	L, B	NL	LC
10	Palau	<i>Osteochilus kahajanensis</i>	L	NL	LC
11	Bantak	<i>Osteochilus vittatus</i>	L	NL	LC
12	Bangah	<i>Puntius sp.</i>	L	NL	LC
13	Semah	<i>Tor douronensis</i>	L, B	Protected	NE
14	Panjut/Lansi	<i>Luciosoma setigerum</i>	L, B	NL	LC
15	Menjuar	<i>Luciosoma trinema</i>	L	NL	LC
16	Seluang	<i>Rasbora argyrotaenia</i>	L	NL	LC
17	Seluang Ekor Kuning	<i>Rasbora dusonensis</i>	L	NL	LC
18	Seluang Ekor Merah	<i>Rasbora tornieri</i>	L	NL	LC
19	Seluang	<i>Rasbora laticlavia</i>	L	NL	LC
20	Seluang	<i>Rasbora hosii</i>	B	NL	LC
21	Borneo Sucker	<i>Gastromyzon ctenocephalus</i>	L	NL	NT



From 30 September 2024 to 1 October 2025, GPSB collaborated with Bringing Back Our Rare Animals (BORA) to implement the BORA Project, involving the rewilding of the Bearded Pig (*Sus barbatus*) population within 40 hectares of the Timora Conservation Area to support biodiversity conservation and wildlife recovery within plantation landscapes. The programme was implemented to protect isolated remnant populations found within fragmented forest patches surrounding oil palm plantations and to help the recovery of bearded pig populations following the African Swine Fever (ASF) outbreak in 2021. Monitoring activities were also conducted to assess population recovery, including births, mortality and survivorship, while supporting habitat management and conservation planning within the conservation area.

Additionally, the project focused on restoring the ecological role of bearded pigs within the ecosystem through their contribution to soil turnover, seed dispersal and ecological balance within forest environments. Monitoring carried out under the programme identified the continued dependence of bearded pigs on remnant forest patches for nesting and wallowing activities despite their adaptability within fragmented plantation landscapes.



On 13 June 2025, Belaga Estate hosted a visit by scouts from SMK Bakun to the Belaga Recovery Project Site involving practical sessions on rope tying and outdoor techniques, as well as exposure to biodiversity monitoring through the installation of camera traps within the HCV areas. Tree planting activities were also carried out as part of the programme to promote environmental stewardship and support habitat restoration efforts within the recovery site.



Findings from the programme also highlighted the importance of habitat connectivity and protection measures to support long-term population recovery and reduce risks associated with disease transmission and human-wildlife conflict within plantation areas.

In addition, we continued our collaboration with BORA in our Fig Trees Planting initiative across our conservation areas, following the commencement of the programme at Timora Complex, Sabah in April 2023 and its subsequent expansion to conservation areas within Sarawak Plantations.

The initiative involved the propagation, planting and monitoring of fig trees to support wildlife habitats and strengthen biodiversity conservation within the conservation areas. Activities carried out under the programme includes tree planting, maintenance, ecological monitoring and community engagement activities to promote conservation awareness and sustainable land-use practices.

EFFLUENT AND WATER MANAGEMENT

At GPSB, we implemented rainwater harvesting practices across our operations to reduce dependence on municipal water supply and support water management efforts within our estates and mills. We also monitor water consumption across our operations, with measurement and reporting having commenced in FY2023. In 2025, the total water consumption of our operation is approximately 1.4 billion litres, as shown in the table below.

	2023	2024	2025
Total Water Consumption (ℓ)	1,061,861,201	1,091,443,127	1,498,174,724

In relation to mill operations, we manage our effluent discharge in accordance with the Department of Environment’s (DOE) regulatory requirements. In 2025, the BOD of final discharge water from our mills is below 20 ppm.

WASTE MANAGEMENT

Waste generated from our plantation and milling activities may result in environmental pollution and affect surrounding communities if not properly managed. To manage these risks, scheduled waste generated from our operations is disposed of through licensed contractors in accordance with applicable regulatory requirements. We also continue to adhere to our Zero Open Burning Policy across our operations.

In addition, we continue to promote the 3R principles of Reduce, Reuse and Recycle across our operations to encourage responsible waste management practices amongst employees and support ongoing waste reduction efforts within our operational areas:

On 11 August 2025, Belaga Estate carried out the Ecobrick Initiative to promote proper recycling practices and raise awareness relating to the environmental impacts associated with waste generation and disposal. The programme encouraged employees and the estate community to participate in environmental initiatives through the reuse of plastic and other recyclable materials, while providing greater awareness of proper waste segregation, recycling and responsible waste disposal practices.



On 30 August 2025, a Waste Recycling Campaign was carried out to promote proper recycling practices and raise awareness relating to sustainable waste management and environmental care amongst estate workers. The programme also encouraged the reuse of recyclable materials for estate beautification and landscaping activities to support resource conservation and reduce dependency on new materials.



Scheduled Waste (kg)	2023	2024	2025
Used Oil	39,132	30,332	45,864
Used Battery	5,147	3,786	5,598
Contaminated Rags and Filters	7,048	4,005	9,218
Contaminated Containers	1,757	2,029	2,528
Contaminated Used Spill Kit	701	581	3,140
Clinical Waste	216	178	72
Used Fluorescent Lights and Bulbs	-	-	184
Contaminated PPE	-	-	505
Obsolete Chemicals	-	-	1,944
E-Waste	-	-	202
Waste Paint	-	-	57

Note: Used fluorescent lights and bulbs, contaminated PPE, obsolete chemicals, e-waste and waste paint are new data categories included in the 2025 reporting to reflect our latest efforts to monitor and report scheduled waste within GPSB.

Recyclable Waste (Sell/Dispose to Recycle Centre)	2023	2024	2025
Used Tyres (pieces)	769	574	1,565
Recyclable Plastic Bottles and Containers (kg)	4,390	11,901	24,662
Recyclable Cans (kg)	363	1,291	2,398
Recyclable Paper (kg)	-	-	6,197

Note: Recyclable paper is a new data category included in the 2025 reporting to reflect our latest efforts to monitor and report recyclable materials within GPSB.

Palm Oil Mill By-Product Management	2024	2025
Empty Fruit Bunch (EFB) (Mt) - <i>Incinerator Fuel</i>	64,125	72,375
Empty Fruit Bunch (EFB) (Mt) - <i>Boiler Fuel</i>	24,305	101,824
Empty Fruit Bunch (EFB) (Mt) - <i>Mulching</i>	45,367	40,607
Palm Kernel Shell (PKS) (Mt) - <i>Sell</i>	1,284	2,762
Palm Kernel Shell (PKS) (Mt) - <i>Boiler fuel</i>	24,499	35,754
Oil Palm Fruit Mesocarp Fiber (Mt) - <i>Boiler Fuel</i>	87,462	122,119
Palm Oil Mill Sludge (Mt)	15	-
Incinerator Bunch Ash (Mt) - <i>Sell & Own Consumption</i>	1,466	1,460
Plam Oil Mill Effluent (POME) (m ³) - <i>Treated Volume</i>	463,913	493,345
Decanter Cake (Mt) - <i>Disposal at Estate</i>	15,375	16,515
Final Discharge of Wastewater (m ³)	412,370	548,131

Domestic waste	2024	2025
Domestic Waste for Landfill (Mt)	900	1,614

GPSB RACE TO ZERO WASTE

Building on the positive response to the first GPSB Race to Zero Waste campaign, which ran from 16 August to 29 February 2024, we continued the initiative through GPSB Race to Zero Waste 2.0 from 1 June to 31 December 2024. The campaign reinforced our efforts to reduce environmental impacts, promote responsible waste management and encourage recycling practices across our plantation operations. As with the previous campaign, all GPSB Sarawak- and Sabah-based estates and mills were encouraged to collect recyclable materials and channel them to recycling facilities instead of landfills. The campaign continued to be carried out in 2025.



14,219 kg
plastic bottles/
containers



663 kg
aluminium cans

RM11,487 raised & channelled
towards worker
welfare activities

ENERGY MANAGEMENT

At GPSB, energy used across our operations includes diesel, self-generated electricity and renewable energy sources. In 2025, our diesel consumption increased compared to what was recorded in 2024.

	2023	2024	2025
Total Diesel Consumption (ℓ)	5,728,962	6,029,403	6,480,384

We also continue to utilise renewable energy using solar-powered lighting across our operations. As of 2025, we installed a total of 736 units of solar street lighting across our operations.

	2023	2024	2025
Total Electricity Consumption (kWH)	21,390,036	20,928,665	22,049,478

EMISSIONS MANAGEMENT

Climate change is a growing global challenge driven largely by increasing greenhouse gas (GHG) emissions. Rising temperatures and more frequent extreme weather events are disrupting ecosystems, affecting communities and livelihoods and creating economic and operational challenges worldwide.

In Malaysia, the plantation industry faces increasing expectations to manage climate-related risks and reduce emissions associated with land use and operational activities. As part of the plantation industry, our operations may be affected by climate-related challenges, including disruptions to ecosystems, surrounding communities, supply chains and livelihoods. At the same time, we recognise our responsibility to strengthen GHG management practices and reduce emissions across our operations.

In 2025, we enhanced our GHG emissions data collection and disclosed our Scope 1 and 2 GHG emissions for the first time according to the MSPO GHG Calculator Procedure. As electricity consumption in our operations is generated internally through generator sets and turbines, GPSB does not purchase electricity from external sources. Going forward, we aim to further enhance our data collection and include Scope 3 GHG emissions in our future reporting cycles.

GHG Emissions at Estates and Mills (tCO ₂ e)	SARAWAK	SABAH	TOTAL
Scope 1 GHG Emissions	119,748	43,732	163,480
Scope 2 GHG Emissions	0	0	0

Additionally, we continued our efforts to minimise air pollution by reducing the release of dust particles into the atmosphere from our operations. This included the installation of a wet scrubber system at Jelalong Palm Oil Mill, while Lana Mill is equipped with an Electrostatic Precipitator (ESP). Wet scrubber installation is also underway at Belaga Palm Oil Mill and Timora Palm Oil Mill.

GOING FORWARD

Moving forward, we will strengthen environmental monitoring, compliance and governance practices across our operations through enhanced monitoring systems for effluent discharge, air emissions and scheduled waste management, supported by improved data tracking and verification processes to improve regulatory compliance and minimise environmental non-compliance cases. We will also continue to strengthen environmental awareness and compliance programmes for employees and contractors across our operations, focusing on waste segregation, resource efficiency, climate change and environmental risk management.

Our efforts will include strengthening GHG management practices through the implementation of the MSPO GHG Calculator Procedure across our estates and mills to improve GHG data collection, reporting and emissions reduction efforts. We will also improve effluent and emissions performance through the optimisation of POME treatment systems and newly installed air emission control systems.

Beyond carbon management, we will continue to implement HCV management and biodiversity conservation plans, including the protection, monitoring and restoration of managed HCV areas to support the conservation of biodiversity and ecological integrity across our operations.

PROTECTION OF HUMAN RIGHTS

At GPSB, human rights protection is regarded as a material topic due to the labour-intensive nature of our operations and the diversity of our workforce. It includes local and migrant workers and our interactions with surrounding communities whose lives and livelihoods are affected by our activities. Establishing appropriate policies and implementing responsible practices can help mitigate risks related to labour practices, including forced labour, child labour, discrimination, unfair wages and inadequate working or living conditions, ultimately avoiding consequences such as legal non-compliance, reputational damage, disruption to operations and loss of market access.

We are committed to upholding human rights across our operations, which includes providing employees and workers with a safe and healthy working environment, fair wages and better living conditions. We also comply with applicable local and international human rights laws and regulations and adhere to international human rights principles.

This supports GPSB's licence to operate, enables the creation of continuous business value and enhances the quality of life of stakeholders. It also contributes to consumer trust and investor confidence in our operations.

Our approach is guided by applicable regulatory requirements, including the Sarawak Labour Ordinance, Sabah Labour Ordinance and other relevant statutory provisions. At the Company level, our practices are informed by the Sustainable Palm Oil Policy, NDPE Policy, Human Rights Policy, Anti-Discrimination and Anti-Harassment Policy, as well as the Whistleblower Policy. These are supported by organisational-level procedures and guidelines covering worker welfare, grievance mechanisms, recruitment and employment practices and disciplinary matters.

Additionally, we align our operations with recognised frameworks and certification standards, including the MSPO standard (MS2530:2022).

REPORTING MECHANISM FOR DISCRIMINATION AND HARASSMENT

Discrimination and harassment are strictly prohibited across our operations. To combat this issue, we have established formal reporting channels that allow employees to raise concerns:

Email



info@glenealyplantations.com.my

Address



Glenealy Plantations Sdn Bhd
P.O. Box 12053,
50766 Kuala Lumpur

ZERO CASES
OF DISCRIMINATION & HUMAN
RIGHTS VIOLATIONS REPORTED
WITHIN GPSB IN 2025.

Our Whistleblower Policy protects the identity of whistleblowers, and we ensure that all reports are managed on a confidentiality basis, with information only being disclosed to the relevant parties on a need-to-know basis.

For more information on GPSB's grievance handling procedure and record, refer to www.glenealyplantations.com.my/care.php.

EQUAL TREATMENT

We have established a Gender Committee to oversee the implementation of our Gender Policy and support initiatives relating to gender inclusion and women's participation across the organisation. The Committee also plays a role in promoting awareness relating to sexual harassment and violence against women within the workplace.

In 2025, the committee continued to champion equal treatment by implementing initiatives that promote equal participation and opportunities across the workforce. Food sales were organised on salary days to encourage employee interaction while supporting small income-generating opportunities for employees and their families. The Committee also advanced women's representation in leadership by appointing qualified female employees as Mandore to lead field maintenance teams. In addition, female employees were encouraged to take part in recycling campaigns, sports events and community engagement programmes to strengthen participation and ensure their perspectives were represented across workplace activities.

COLLECTIVE BARGAINING

We recognise the importance of maintaining open communication and consultation between employees and management to support fair labour practices, workplace harmony and operational continuity across our estates and mills.

To facilitate employee engagement, joint employee-management committees have been established across our operations. These committees convene every six months and serve as a platform for representatives from management and employees to discuss matters relating to the working environment, operational issues and other concerns that may affect employees and the performance of their duties.

100%
EMPLOYEES
COVERED BY
COLLECTIVE
BARGAINING
AGREEMENTS
IN 2025

Where significant operational changes may substantially affect employees, the relevant information is communicated to employees and their representatives through meetings and briefing sessions conducted by management. Consultation and negotiation processes relating to such matters are also carried out through these engagement platforms in accordance with existing operational practices and collective bargaining arrangements.

MITIGATING RISKS OF CHILD AND FORCED LABOUR

We adopt a zero-tolerance approach towards child labour, forced labour and all forms of compulsory labour across our operations and supply chain. This is particularly important given the labour-intensive nature of the oil palm industry and the involvement of external parties such as smallholder and family-type oil palm farmers and Fresh Fruit Bunch (FFB) suppliers, which may present risks relating to labour rights practices if not effectively managed.

As such, we prohibit the recruitment of workers below 18 years old across all estates and mills. This requirement is communicated through our Human Rights Policy, NDPE Policy and Sustainable Palm Oil Policy, as well as through employment contracts and operational procedures. In addition, signages prohibiting child labour are displayed at operational sites and housing areas to raise awareness amongst employees, contractors and surrounding communities. We also established Community Learning Centres (CLCs) within plantation areas to support access to education and encourage children and underaged individuals to remain in school.

To prevent forced or bonded labour, we implement ethical recruitment practices across our operations. This includes prohibiting the withholding of workers' passports and identification documents, as well as the imposition of recruitment fees. We ensure that all workers always remain in possession and control of their own identification documents. Employment contracts are prepared in a clear manner in compliance with applicable legal and regulatory requirements. While employment contracts are written in Bahasa Malaysia, the terms and conditions are explained to workers in languages they understand to ensure they are aware of their rights and employment conditions.

Other measures by GPSB to mitigate forced and bonded labour include:

- Implementing standard operating procedures (SOPs) and labour management controls to ensure compliance with applicable labour laws and regulatory requirements. These include requirements relating to working hours, wages, overtime payments and minimum wage compliance to prevent exploitative labour practices and ensure fair working conditions. Wages are paid in a timely manner while overtime payments are provided to eligible employees in accordance with applicable requirements.

- Conducting internal and external audits periodically across our operations and supply chain in accordance with the MSPO Standard MS2530 to monitor labour conditions and identify potential risks relating to child labour and forced labour. In addition, internal audits are conducted on the implementation of labour laws and compliance practices to verify adherence to established requirements and procedures.
- Conducting periodic training and awareness programmes for employees, managers and contractors on labour rights, child labour and forced labour risks, ethical employment practices and applicable legal requirements. These efforts are supported through ongoing engagement with government labour departments and relevant authorities to ensure our labour practices remain aligned with legal and regulatory expectations.

Workers may raise labour-related grievances and concerns through the established grievance and request mechanisms available across our operations. Concerns raised are communicated to the top management during business performance review meetings to support oversight and appropriate follow-up actions where required.

DIGNIFIED LIVING

We remain committed to supporting the well-being of employees through the provision of employment benefits, welfare support and suitable living conditions across our operations. Full-time employees are eligible for the following benefits:

▶ Free housing	▶ Hospitalisation	▶ Parental leave
▶ Free electricity	▶ SOCSO and EPF contributions	▶ Sick leave
▶ Free treated water	▶ Annual leave	▶ Operational incentives such as bonuses for additional FFB harvested
▶ Free healthcare at estate clinics	▶ Time off on public holidays	

We also provide and maintain worker housing, clean water supply, sanitation facilities, medical facilities, educational facilities and other basic amenities in accordance with applicable regulatory and certification requirements. Regular inspections are conducted to monitor the condition and maintenance of these facilities to ensure they remain suitable for employee use and occupancy. These measures support the well-being and living standards of workers while contributing towards improved employee morale, productivity and workforce retention across our estates and mills.

ZERO INCIDENTS
OF VIOLATIONS INVOLVING
THE RIGHTS OF INDIGENOUS
PEOPLES WERE RECORDED
ACROSS OUR OPERATIONS
IN 2025.

Beyond employee welfare, we also provide employment and income-generating opportunities to local and indigenous communities surrounding our estates and mills. This includes offering contract work opportunities related to construction and road works to qualified members of the local communities.

Furthermore, we conduct training on good agricultural practices during stakeholder engagement sessions involving surrounding communities to support local community development and improve agricultural knowledge. We also collaborate with government agencies and educational institutions, including the Department of Agriculture and Universiti Putra Malaysia (UPM), to carry out community programmes involving indigenous communities. These initiatives include demonstrations and training related to pineapple jam production and compost-making processes.

DIVERSITY AND INCLUSION

Number of Employees by Employee Category	MALE	FEMALE
Management	145	7
Non-Management (includes estate and mill workers)	4,375	1,873
Total	4,520	1,880

Number of New Hires	2025	
	No.	Rate
Male	1,378	75%
Female	449	25%
<30 years	840	46%
30 – 50 years	968	53%
>51 years	20	1%

Employee Turnover	2025	
	No.	Rate
Male	1,124	73%
Female	413	27%
<30 years	593	39%
30 – 50 years	893	58%
>51 years	51	3%

NURTURING OUR HUMAN CAPITAL

We provide employees with training and development opportunities to strengthen their technical knowledge, improve work performance and ensure that operational activities are carried out in accordance with established procedures and applicable requirements.

Training programmes are conducted according to operational requirements and employee roles to ensure employees receive relevant and practical training that supports the effective application of knowledge and skills at the workplace. It also enables employees to carry out their duties and responsibilities in accordance with established operational procedures and applicable regulatory requirements.

These programmes cover operational procedures, health and safety requirements, sustainability-related matters, supervisory competencies, labour practices and new technology developments:

TRAINING TOPICS	OBJECTIVES	NUMBER OF PARTICIPANTS
Operational SOP training covering harvesting techniques, manuring, weeding, spraying, mill operations, health, safety and environment (HSE) requirements and fire safety	Ensure operational employees can carry out daily tasks in accordance with established SOPs and operational requirements	All operational employees
Replanting SOPs, upkeep of immature palm trees, supervisory skills, HSE-related training, MSPO-related training and ESG-related training for staff and executives	Strengthen the effective implementation of replanting SOPs and enhance the application of HSE and ESG knowledge to support worker safety and sustainability practices across operations	Approximately 250 employees
New technology programmes, seminars, competency courses and MSPO-related programmes for executives	Enhance technical knowledge, support continuous improvement and strengthen operational competencies	Approximately 50 employees

During the reporting year, GPSB recorded 19,604 of training hours, with an average of 3.06 training hours per employee per year.

Annual performance and career development reviews are also conducted to assess employee performance, identify development needs and support continuous improvement across all levels of the organisation.



Training Hours by Employee Category	TOTAL NUMBER OF TRAINING HOURS	AVERAGE TRAINING HOURS PER EMPLOYEE PER YEAR
Non-management (includes estate and mill workers)	16,531	2.65
Management	3,073	20.21
Total	19,604	

During the reporting period, 100% of GPSB's executive and non-executive employees received annual performance and career development reviews. Estate and mill workers also received incentives and bonuses based on yearly performance as part of our employee performance and reward practices.

In addition to training and development initiatives, we also conduct sports and team-building activities at the group, centre, mill and estate levels to strengthen teamwork, communication and working relationships amongst employees across our operations:

Opening of Crèche – Jelalong West Estate

On 4 October 2024, Jelalong West Estate officially opened a crèche facility for workers' children within the estate. The initiative was introduced to provide a dedicated childcare facility for employees with young children while supporting the welfare and living conditions of workers and their families. The facility enables workers' children to remain within a designated childcare facility during working hours, where basic care and daily activities appropriate for young children can be carried out.



Labour Day Sport Event

On 1 May 2025, we organised Labour Day Sport Event across our estates involving workers, staff and management within the communities in which we operate. The programme was carried out to promote physical health and active lifestyles amongst workers and to enhance the bond between workers, staff and management while strengthening teamwork, unity and interaction across the estate. The event also served as part of the estate's Labour Day celebration in recognition of workers' contributions to the operations.

The initiative encouraged employee participation and engagement across different levels of the estate operations while supporting worker well-being and strengthening working relationships within the estate community.



GOING FORWARD

In 2026, we will strengthen existing grievance mechanisms to ensure employee concerns and complaints can be raised through accessible and confidential reporting channels including anonymous reporting mechanisms. We will also ensure that all concerns and complaints are addressed in a timely manner.

In addition, we will implement worker welfare initiatives to support employees in managing daily living costs and improving access to essential goods and services. This includes the implementation of mobile market programmes to provide workers with convenient access to daily necessities at fair and reasonable prices to help reduce financial burden and hardship amongst employees across our estates and mills.

We will also continue to strengthen responsible employment practices across our operations through the enforcement of ethical recruitment practices, fair employment terms and the prohibition of forced labour, child labour and discriminatory practices. Alongside this, we will continue to conduct regular training and awareness programmes for employees, supervisors and contractors relating to human rights principles, workplace ethics and compliance requirements to strengthen awareness and understanding of responsible labour practices across our operations.

EMPLOYEE OCCUPATIONAL SAFETY AND WELL-BEING

Due to the industry's labour-intensive nature, our employees and contractors are inherently exposed to a wide range of occupational hazards. Their jobs involve activities such as fieldwork, machinery operations, chemical handling, transportation and mill processing, which could cause injuries and work-related diseases.

We acknowledge that their safety and well-being are closely linked to productivity, workforce stability and operational continuity. As such, keeping them safe and making sure they go home safely is integral to our business growth. If not managed effectively, our operations could be disrupted due to financial losses, increased insurance costs and potential legal action, alongside reputational damage and loss of stakeholder trust.

We remain committed to managing health, safety and well-being across our operations to protect the physical and mental health of employees and contractors. This ensures that our activities are carried out in accordance with established safety procedures and regulatory requirements.

For more information on the policy, refer to www.glenealyplantations.com.my/sustainability.php.

MANAGING OCCUPATIONAL SAFETY AND HEALTH

We have put in place an Occupational Health and Safety Management System (OSHMS) for all routine and non-routine activities across our estate and mill operations. This includes field operations, milling processes, chemical handling, maintenance works and transportation.

Covering all our employees and guided by the GPSB Health and Safety Policy, the OSHMS applies a risk management process that encompasses a comprehensive hazard identification, risk assessment and risk control (HIRARC). It also includes various other processes and procedures, as listed below:

- ▶ Safe work procedures
- ▶ Monitoring tools such as OSH forms and checklists
- ▶ Periodic internal audits
- ▶ OSH committees
- ▶ Chemical management
- ▶ Personal protective equipment issuance and monitoring
- ▶ Emergency response
- ▶ Incident reporting and investigation
- ▶ Drug testing
- ▶ Health, safety and environment (HSE) programmes at the workplace and labour quarters

The OSHMS complies with the Occupational Safety and Health (Amendment) Act 2022 (OSHA) and its relevant regulations, covering three key areas:

PEOPLE	ACTIVITIES	WORKPLACE
• Full-time and temporary employees • Field and factory workers • Contract workers • Subcontractors • Visitors	• Oil palm plantation and milling work • Processing • Storage • Transporting, maintenance and operation of machinery and equipment • Administrative and support functions	• Oil palm plantations • Milling sites and associated facilities • Workshops • Offices • Housing • Roads within the operation premises

We manage occupational health and safety risks linked to our business relationships through HIRARC and Safe Work Procedure (SWP) review and training. These are implemented alongside ongoing safety briefings, toolbox talks and OSH campaigns to enhance awareness of workplace safety practices.

MITIGATING AND INVESTIGATING INCIDENTS

We conduct HIRARC assessments based on the hierarchy of control and in accordance with the Department of Safety and Health's (DOSH) HIRARC guidelines to identify workplace hazards, assess risks and prioritise risk control measures based on the level of risk identified. The assessments are carried out by trained personnel, including OSH coordinators, managers and field supervisors who are familiar with operational activities, under the guidance of competent safety and health officers. The process undergoes annual surveillance audits according to the MSPO requirements and is reviewed and updated when there are changes to operations or when incidents are reported.

Workers may report workplace hazards directly to their *mandor* (supervisor), OSH coordinator or manager. Additional reporting channels include OSH committee meetings, morning muster sessions, daily toolbox meetings, grievance mechanisms and OSH awareness programmes.

Workers have the right and responsibility to stop work if they encounter a hazardous situation that poses an immediate danger to their health and safety and are protected against reprisals when exercising this right.

We have also established an incident reporting and investigation procedure which sets out the roles and responsibilities of estate and mill personnel during the reporting process. The procedure includes guidelines to determine the root cause of incidents and to implement corrective and preventive actions in accordance with the hierarchy of control.

PROMOTING HEALTH AND FITNESS AT WORK

GPSB implements occupational health measures across its operations, including pre-employment medical examinations and annual medical surveillance for employees exposed to chemical hazards. This is done in accordance with the DOSH Chemical Health Risk Assessment (CHRA) requirements. We also conduct regular worker health screening programmes to track blood pressure, glucose levels and body mass index (BMI), enabling us to monitor their health and fitness.

Furthermore, healthcare facilities are provided at the estate level, which includes clinics staffed by qualified medical or hospital assistants and first aid facilities. Selected estates are equipped with ambulance facilities.

EMPLOYEE ENGAGEMENT ON OSH MATTERS

An OSH Committee is established at every estate and mill in accordance with regulatory requirements. The roles and responsibilities of committee members are as defined under the Occupational Safety and Health (Safety and Health Committee) Regulations 1996 and our internal OSH committee procedures.

Employees participate in safety and health matters through OSH committee meetings conducted at estate and mill level. Other engagement platforms such as daily morning muster briefings, toolbox meetings and safety campaign activities including safety talk competitions and structured channels for communication between employees and management.

In addition, employees are given the opportunity to be part of the HIRARC and SWP processes, workplace safety audits, inspections, accident investigations and walkabout activities. This allows them to share ideas for enhancing workplace safety and employee well-being, including proposing safety and health topics for inclusion in training programmes.

OSH TRAINING

We equip employees with the relevant skills and knowledge to respond to incidents at the workplace, as shown below. In addition, employees are trained to take on the role of OSH coordinators, with at least one coordinator assigned at each estate and mill.



Plantation field and milling safe work procedures



Emergency response and planning



First aid course



OSH-related procedures and guidelines



OSH-related legal requirements



OSH policy



Safety committee functions

The training sessions also typically cover:

- Slip, trip and fall
- Working at heights
- Chemical safety
- Noise hazards
- Power tools and hand tools safety
- Fire safety
- Waste handling and disposal

OUR PERFORMANCE

In 2025, no fatalities, high-consequence work-related injuries or work-related ill health cases were recorded. A total of 134 recordable work-related injuries were reported, with a rate of 8.68, based on 15,442,760 hours worked. The increase from 44 injuries and the rate of 3.584 in 2024 was due to the expansion of reporting scope in 2025 to include Indonesia.

The main types of injuries involved sharp tools such as harvesting sickles and machetes, as well as contact with oil palm thorns. To manage the related risks, we inspect tools prior to use, provide protective covers and conduct training on proper harvesting and cutting techniques. We also carry out daily safety reminders and briefings on the safe handling and use of sharp tools to our employees.

No work-related hazards resulting in high-consequence injuries or ill health were identified during the reporting period.

Work-related injuries	2023		2024		2025	
	No.	Rate	No.	Rate	No.	Rate
All employees						
Fatalities as a result of work-related injury	1	0.78	0	0	0	0
Recordable work-related injuries	20	1.562	44*	3.584	134	8.680
No of hours worked	12,806,976		12,275,328		15,442,760	

*Data has been restated for accuracy.

GOING FORWARD

We aim to strengthen OSH performance through accident prevention campaigns and safety awareness programmes across estates and mills, focusing on high-risk activities including field operations, machinery handling, chemical usage and transportation. Focus will be placed on high-severity and high-probability risks through enhanced HIRARC reviews, critical risk controls and job-specific safety procedures, supported by training, retraining and regular toolbox meetings.

Additionally, we will also implement incident photo impact awareness initiatives to highlight unsafe acts and conditions. Other measures will include increasing the frequency of OSH spot checks and field inspections and conducting joint safety audits across operational sites to monitor compliance with SOPs and PPE usage. Behaviour-based safety observations and coaching programmes will also be implemented to promote safe practices and accountability within our operations.

PROTECTION OF LOCAL COMMUNITIES

Communities surrounding our operations are important stakeholders and may be affected by our activities, which are largely based in rural areas and rely on natural resources such as water and land. They include local villages and Indigenous communities whose livelihoods, well-being and access to resources may be influenced by our plantation and mill activities. Engaging and working closely with the local communities enable us to understand and address community concerns, resolve grievances and create shared value through employment opportunities, infrastructure support and other community development initiatives.

This makes community protection an important aspect of maintaining operational stability, regulatory compliance and long-term sustainability, in line with requirements under standards such as the MSPO certification.

Our approach is guided by the Sustainable Palm Oil Policy, NDPE Policy and Human Rights Policy. These are supported by internal procedures and guidelines that set out how we engage with stakeholders, including stakeholder consultation and communication processes, Free, Prior and Informed Consent (FPIC) practices and mechanisms for handling complaints and grievances, as well as Corporate Social Responsibility guidelines. We also recognise both legal and customary land tenure rights across our operations and supply chain.

For more information, refer to www.glenealyplantations.com.my/sustainability.php.

SOCIAL IMPACT ASSESSMENTS (SIA)

We carry out a range of assessments and engagement processes to better understand and manage the effects of our operations on surrounding communities and the environment. This includes conducting Environmental Impact Assessments (EIA) during the initial development stage of our operations, followed by Social Impact Assessments (SIA), to ensure any possible environmental and social impacts of our operations are dealt with immediately.

SIAs are conducted once every five years in compliance with the MSPO Principle 4 guideline. In 2025, we implemented measures identified through our most recent SIA conducted in 2024 to enhance employee well-being and living conditions while promoting positive social outcomes within our operating communities. These initiatives included improvements to employee accommodation and recreational facilities, enhanced internet connectivity and continued support for employees' daily needs.

We also hold annual stakeholder engagements with all relevant stakeholders including local communities to gather feedback and address concerns regarding our operations. In addition, grievance and complaint channels are made available and communicated to the communities to ensure issues can be raised and resolved. These efforts are further supported by ongoing collaboration programmes with local communities, government agencies and educational institutions focusing on social and environmental initiatives.

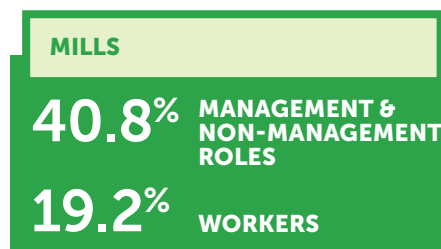
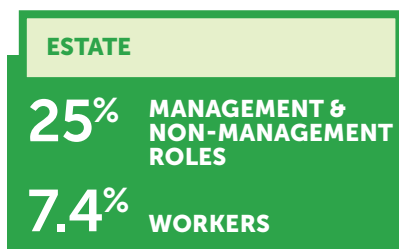
CREATING POSITIVE IMPACT

We maintain regular communication with nearby villages to exchange updates on operations, understand their concerns and gather feedback. Accessible channels are also in place to allow communities to raise issues, ensuring concerns are addressed promptly and do not escalate.

Our efforts cover a range of community-focused initiatives, including infrastructural support, emergency assistance and programmes that contribute to overall well-being. We also prioritise local hiring while working closely with government bodies and institutions to deliver outreach activities covering areas such as agricultural practices, safety, health and environmental awareness.



LOCAL COMMUNITIES EMPLOYED IN:



Note: Data for 2025 includes employees and workers from Malaysian and Indonesian operations. For three-year data, refer to the Performance Data section on page 41.

COMMUNITY ENGAGEMENT

From 29 October 2024 to 31 August 2025, we organised the annual Majlis Sukan Tahunan at all our estates to promote health and physical fitness among estate workers and staff while cultivating teamwork and unity within the estate community. The programme also celebrated and recognised the contributions of workers through sports and recreational activities.



On 30 November 2025, we launched a Night Market Initiative at Jelalong West Estate as a monthly programme to promote social interaction and community bonding among estate workers while providing a platform for economic growth and small-scale business opportunities. This initiative also supported economic opportunities, enhanced social connections and improved quality of life for workers and their families while demonstrating the estate's commitment to worker welfare, well-being and a supportive and inclusive community environment.



On 19 December 2025 and 22 December 2025, we donated Christmas hampers and school uniforms to the communities in Data Bera'an, Uma Seping Kajang and Long Bala. The initiative supported families and school-going children, demonstrating Belaga Estate's commitment to social responsibility and community welfare initiatives.



HEALTHCARE AND SAFETY

On 28 August 2025, we collaborated with the Ministry of Health at Jelalong West Estate in a vaccination programme for children, promoting awareness of preventive healthcare among the estate community. It also improved children's health and well-being, reduced the risk of disease outbreaks and strengthened long-term public health resilience while empowering parents and community members with knowledge and access to essential healthcare services for children.



On 25 and 26 March 2025, the Jelalong West Estate teams collaborated with BOMBA Bintulu to conduct a fire safety awareness programme for the local communities. The initiative strengthened community ties and improved emergency preparedness while promoting health awareness and education on sustainable palm oil management and fire safety.

The activities included:

- Fogging at Rh Jeranding by Jelalong West
- Fire safety talk and demonstration by BOMBA and donation of fire extinguishers to Rh Jeranding by Jelalong West
- Talk on sustainable palm oil management by GPSB
- Community health screening and a health talk on high blood pressure by the Estate Medical Assistant.



For more information on health and safety initiatives, refer to Employee Occupational Safety and Well Being on page 34.

WILDLIFE/ENVIRONMENTAL PROTECTION

We collaborated with Sarawak Forestry Corporation (SFC), Lana Estates, Lana Palm Oil Mill and SK Punan Ba to conduct the following initiatives:

On 26 March 2025, we organised engagement sessions at Lana Multipurpose Mall, which included talks by SFC on wildlife trade crime in Sarawak, Sarawak Wildlife Protection Ordinance 1998 and crocodile management. Approximately 100 executives, employees and workers from Lana Complex participated in the activities. A wildlife protection poster was also presented by SFC to the Lana Complex representative.



On 27 March 2025, we organised community activities at SK Punan Ba, which included a motivational talk to encourage students and parents of the Punan Ba community to support conservation efforts in Sarawak, a talk on crocodile management and a session on the importance of river cleanliness to the ecosystem. The event attracted around 150 participants including school children and PIBG members. Lana Complex also donated 50 flower seedlings to SK Punan Ba for landscape restoration purposes.



On 18 October 2025, Belaga Estate collaborated with the Natural Resources and Environment Board (NREB) at Data Bera'an in tree planting and environmental conservation activities to raise awareness on sustainable environmental management practices.

The estate also collaborated with the Ministry of Health Malaysia (MOH) to increase community awareness and understanding of infectious disease prevention and healthcare practices. The programme included health-related awareness activities and information sharing sessions to promote better understanding of preventive healthcare practices and community health management.



On 12 December 2025, we collaborated with Harbour Link, Universiti Putra Malaysia and Bintulu Development Authority (BDA) in a tree planting programme to restore and enhance green cover while promoting environmental awareness and sustainable practices among industry and government agencies. The programme improved ecosystem health, increased biodiversity and contributed to carbon sequestration and climate mitigation. To promote collaboration and shared responsibility, we sponsored the seedlings for the tree planting programme, reflecting the Group's support for long-term ecological resilience.



On 19 and 20 December 2025, we collaborated with Sarawak Forestry Corporation (SFC), Natural Resources and Environment Board (NREB), Ministry of Health Malaysia (MOH), Department of Occupational Safety and Health Malaysia (DOSH) and Universiti Putra Malaysia (UPM) to raise awareness on wildlife safety, waste management and health and safety among estate workers and local communities at Rh Derik, Jelalong. The programme promoted sustainable farming techniques and environmental conservation through educational and hands-on activities.



GOING FORWARD

Moving forward, we will enhance collaboration with relevant government agencies and institutions, including DOE, DOA, Forestry Department, NREB and local educational institutions, through planned annual community outreach programmes. These programmes will be carried out at local community premises, covering awareness on good agricultural practices, occupational safety and health, environmental conservation and biodiversity protection.

Additionally, we will continue to strengthen engagement with local communities through regular dialogue sessions, consultations and feedback mechanisms to identify and address potential social risks at an early stage. Our efforts will involve exploring and implementing community-based food security initiatives, including supporting small-scale agriculture, community gardens and local food production. At the same time, we will continue working closely with local authorities and relevant agencies to provide emergency relief assistance to communities affected by floods, fires and other natural disasters.

APPENDICES

PERFORMANCE DATA

GOVERNANCE

Communication of anti-corruption policy & procedures (%)	2024 (FY2023/2024)	2025 (FY2024/2025)
Senior Management	100	100
Employees	100	100
Business partners, including suppliers and vendors	100	100

Anti-corruption training (%)	2024 (FY2023/2024)	2025 (FY2024/2025)
Senior Management	100	100
Employees	100	100

Incidents, complaints and non-compliance	2024 (FY2023/2024)	2025 (FY2024/2025)
Incidents of bribery and corruption	0	0
Incidents where contracts with business partners were terminated or not renewed due to violations related to corruption	0	0
Public legal cases regarding corruption brought against GPSB or GPSB's employees	0	0

ENVIRONMENT	2023 (FY2022/2023)	2024 (FY2023/2024)	2025 (FY2024/2025)
Water			
Total Consumption (ℓ)	1,061,861,201	1,091,443,127	1,498,174,724
Waste			
Scheduled Waste (Disposal by Licensed Contractor)			
Used Oil (kg)	39,132	30,332	45,864
Used Battery (kg)	5,147	3,786	5,598
Contaminated Rags & Filter (kg)	7,048	4,005	9,218
Contaminated Containers (kg)	1,757	2,029	2,528
Contaminated Used Spill Kit (kg)	701	581	3,140
Clinical Waste (kg)	216	178	72
Used Fluorescent Lights and Bulbs (kg)	-	-	184
Contaminated PPE (kg)	-	-	505
Obsolete Chemicals (kg)	-	-	1,944
E-Waste(kg)	-	-	202
Waste paint (kg)	-	-	57
Recyclable Waste (Sold/Disposed to Recycle Centre)			
Used Tyres (pieces)	769	574	1,565
Recyclable Plastic Bottles and Containers (kg)	4,390	11,901	24,662
Recyclable Cans (kg)	363	1,291	2,398
Recyclable Paper (kg)	-	-	6,197

ENVIRONMENT	2023 (FY2022/2023)	2024 (FY2023/2024)	2025 (FY2024/2025)
Palm Oil Mill By-Product Management			
Empty Fruit Bunch (EFB) (Mt) - <i>Incinerator Fuel</i>	-	64,125	72,375
Empty Fruit Bunch (EFB) (Mt) - <i>Boiler Fuel</i>	-	24,305	101,824
Empty Fruit Bunch (EFB) (Mt) - <i>Mulching</i>	-	45,367	40,607
Palm Kernel Shell (PKS) (Mt) - <i>Sold</i>	-	1,284	2,762
Palm Kernel Shell (PKS) (Mt) - <i>Boiler fuel</i>	-	24,499	35,754
Oil Palm Fruit Mesocarp Fiber (Mt) - <i>Boiler Fuel</i>	-	87,462	122,119
Palm Oil Mill Sludge (Mt)	-	15	-
Incinerator Bunch Ash (Mt) - <i>Sell & Own Consumption</i>	-	1,466	1,460
Palm Oil Mill Effluent (POME) (m ³) - <i>Treated Volume</i>	-	463,913	493,345
Decanter Cake (Mt) - <i>Disposal at Estate</i>	-	15,375	16,515
Final Discharge of Wastewater (m ³)	-	412,370	548,131
Domestic waste			
Domestic Waste for Landfill (Mt)	-	900	1,614
Energy Consumption			
Diesel (ℓ)	5,728,962	6,029,403	6,480,384
Electricity (kWh)	21,390,036	20,928,665	22,049,478

GHG Emissions (at estates and mills, FY 2024/2025)	Sarawak	Sabah	Total
Scope 1 GHG Emissions (tCO ₂ e)	119,747	43,732	163,480
Scope 2 GHG Emissions (tCO ₂ e)	0	0	0

SOCIAL

Governance Bodies and Employee Diversity Data	2025 (FY2024/2025)
Management	
Female	7
Male	145
Non-Management	
Female	1,873
Male	4,375
GROUP TOTAL	6,400

Employees Hired from the Local Communities (%)	2023 FY2022/2023)	2024 (FY2023/2024)	2025 (FY2024/2025)
Estate (Management + Non-Management)	19.9	25.2	25
Estate (Workers)	2.4	3.6	7.4
Mills (Management + Non-Management)	41.2	36.8	40.8
Mills (Workers)	18.5	16.2	19.2

Training Hours by Employee Category	2025 (FY2024/2025)	
	Total Number of Training Hours	Average Training Hours per Employee
Non-Management (Includes estate and mill workers)	16,531	2.65
Management	3,073	20.21
Total Number of Training Hours	19,604	

New Employee Hires	2025 (FY2024/2025)	
	Number	Rate (%)
Male	1,378	75
Female	449	25
<30 years	840	46
30 – 50 years	968	53
>51 years	20	1

Employee Turnover	2025 (FY2024/2025)	
	Number	Rate (%)
Male	1,124	73
Female	413	27
<30 years	593	39
30 – 50 years	893	58
>51 years	51	3

Occupational Health and Safety	2023 (FY2022/2023)		2024 (FY2023/2024)		2025 (FY2024/2025)	
	No.	Rate	No.	Rate	No.	Rate
All employees						
Fatalities as a result of work-related injury	1	0.78	0	0	0	0
Recordable work-related injuries	20	1.562	44*	3.584	134	8.680
The number of hours worked		12,806,976		12,275,328		15,442,760

*Data has been restated for accuracy.

GRI CONTENT INDEX

STATEMENT OF USE

Glenealy Plantations Sdn Bhd (GPSB) has reported the information cited in this GRI content index for the period 1st January 2025 to 31 December 2025 with reference to the GRI Standards.

GRI 1 USED

GRI 1: Foundation 2021

Disclosure	Description	Page	Remarks/ Omissions
GRI 2: General Disclosures 2021			
The organisation and its reporting practices			
2-1	Organisational details	1-2	
2-2	Entities included in the organization's sustainability reporting	2	
2-3	Reporting period, frequency and contact point	1	
2-4	Restatements of information	34, 42	
2-5	External assurance		This report has not been externally assured.
Activities and workers			
2-6	Activities, value chain and other business relationships	2-4	
2-7	Employees	29	
2-8	Workers who are not employees		Data unavailable due to the expansion of the disclosure scope and the ongoing refinement of data collection processes.
Governance			
2-9	Governance structure and composition	13	
2-10	Nomination and selection of the highest governance body		Not disclosed due to confidentiality constraints.
2-11	Chair of the highest governance body	5	
2-12	Role of the highest governance body in overseeing the management of impacts	13	
2-13	Delegation of responsibility for managing impacts	13	
2-14	Role of the highest governance body in sustainability reporting	13	
2-15	Conflicts of interest	15	
2-16	Communication of critical concerns	27	
2-17	Collective knowledge of the highest governance body		Not disclosed due to confidentiality constraints.
2-18	Evaluation of the performance of the highest governance body		Not disclosed due to confidentiality constraints.
2-19	Remuneration policies		Not disclosed due to confidentiality constraints.
2-20	Process to determine remuneration		Not disclosed due to confidentiality constraints.
2-21	Annual total compensation ratio		Not disclosed due to confidentiality constraints.
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	5-7	
2-23	Policy commitments	14-15	
2-24	Embedding policy commitments	15-16, 19-20, 27-29	
2-25	Processes to remediate negative impacts	27	
2-26	Mechanisms for seeking advice and raising concerns	27	
2-27	Compliance with laws and regulations		There were no incidents of non-compliance with laws and regulations during the reporting period.
2-28	Membership associations	4	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	10-11	
2-30	Collective bargaining agreements	28	

Disclosure	Description	Page	Remarks/ Omissions
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	11	
3-2	List of material topics	11-12	
Material Matter: Leadership Transparency and Accountability			
GRI 3: Material Topics 2021			
3-3	Management of material topics	13-14	
Material Matter: Commitment to Anti-Corruption Policies and Anti-Bribery Practices			
GRI 3: Material Topics 2021			
3-3	Management of material topics	15	
GRI 205: Anti-Corruption 2016			
205-1	Operations assessed for risks related to corruption	16	
205-2	Communication and training about anti-corruption policies and procedures	16	
205-3	Confirmed incidents of corruption and actions taken	16	
Material Matter: Accountability, Openness, Transparency and Traceability			
GRI 3: Material Topics 2021			
3-3	Management of material topics	16-18	
Material Matter: Environmental Compliance			
GRI 3: Material Topics 2021			
3-3	Management of material topics	19-26	
GRI 101: Biodiversity 2024			
101-1	Policies to halt and reverse biodiversity loss	19-20	
101-2	Management of biodiversity impacts	21-23	
101-4	Identification of biodiversity impacts	21-23	
101-5	Locations with biodiversity impacts	21-23	
101-7	Changes to the state of biodiversity	21-23	
GRI 103: Energy 2025			
103-1	Energy policies and commitments	26	
103-2	Energy consumption and self-generation within the organization	26	
GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	24	
303-2	Management of water discharge-related impacts	24	
303-5	Water consumption	24	
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	26	
305-2	Energy indirect (Scope 2) GHG emissions	26	
305-5	Reduction of GHG emissions	26	
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	24	
306-2	Management of significant waste-related impacts	24	
306-3	Waste generated	25	
306-4	Waste diverted from disposal	25	
306-5	Waste directed to disposal	25	
Material Matter: Protection of Human Rights			
GRI 3: Material Topics 2021			
3-3	Management of material topics	27-31	
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	30	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	29	
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	31	
404-2	Programmes for upgrading employee skills and transition assistance programmes	30	
404-3	Percentage of employees receiving regular performance and career development reviews	31	
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	29	
GRI 406: Non-Discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	27	

Disclosure	Description	Page	Remarks/ Omissions
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	28	
GRI 408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	28	
GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	28	
GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	29	
Material Matter: Employee Occupational Safety and Well-Being			
GRI 3: Material Topics 2021			
3-3	Management of material topics	32-34	
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management safety	32-33	
403-2	Hazard identification, risk assessment and incident investigation	33	
403-3	Occupational health services	33	
403-4	Worker participation, consultation and communication on occupational health and safety	33-34	
403-5	Worker training on occupational health and safety	34	
403-6	Promotion of worker health	33	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	33	
403-8	Workers covered by an occupational health and safety management system	32	
403-9	Work-related injuries	34	
403-10	Work-related ill health	34	
Material Matter: Protection of Local Communities			
GRI 3: Material Topics 2021			
3-3	Management of material topics	35-39	
GRI 203: Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	36-39	
203-2	Significant indirect economic impacts	36	
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments and development programs	36-39	

Contact Us

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