



BLD PLANTATION BHD.

[Registration No.: 200101026441 (562199-A)]

Sustainability Statement 2025

SUSTAINABILITY STATEMENT

JOURNEY TOWARDS SUSTAINABILITY

BLD Plantation Bhd. Group believes that sustainable practices play an integral part in its business. Since the incorporation of sustainability practices into its operation, BLDP has been mindful of the impacts of its operation to the environment, economy and society. BLDP takes strong interest to optimise positive impacts of its operation while minimising negative impacts through mitigation measures implementation in the operation.

BLDP lays out its journey towards sustainability by establishing Sustainable Palm Oil Policy ("SPO Policy") on 1st May 2019. The SPO Policy has been revised on 19th November 2024 to better reflect the changes that affecting BLDP internally and externally. Four key areas of the BLDP's SPO Policy are:

- **Environment & Biodiversity** -
No deforestation, no new development on peat and protection of HCV areas.
- **Human Rights & Workers' Management** -
Prevention of all forms of forced and bonded labours, ethical recruitment, child protection, respect of diversity, prevention of harassment and violence, occupational safety & health management, and human resource management best practices.
- **Respect indigenous and local communities' rights.**
- **Implementation of complaints and grievance management procedure.**

The revised version of BLDP's SPO Policy is as follows:

SUSTAINABLE PALM OIL POLICY – BLD PLANTATION BHD. (562199-A)

BLD Plantation Bhd. Group of Companies ("BLDP") is committed to ensure that its palm oil is produced in a sustainable manner, through continuous review and improvement of its operations. BLDP is also committed to the conservation and protection of the natural environment, and of High Carbon Stock ("HCS") forests and High Conservation Value ("HCV") areas. BLDP undertakes to respect the rights of its employees and local communities and strives to foster an open and approachable culture with the emphasis of improving the socio-economic conditions of the people of Sarawak.

This Policy is effective immediately, applies to our own operations and extends to all our third-party suppliers and their associated parent companies and subsidiaries.

Beyond the scope of this Policy, BLDP also adopts the Principles & Criteria ("P&C") set out by the Malaysian Sustainable Palm Oil ("MSPO") Standard and respect all applicable local, national and ratified international laws.

ENVIRONMENT & BIODIVERSITY

- **No Deforestation**
 - No new development on HCS forests with priority to protect HCS forest.
 - No open burning in all plantation development activities including replanting operations except in situation allowed under the legal framework.
 - To monitor and minimize Greenhouse Gas emissions throughout its operations, and to review and implement suitable new technology for progressive reduction.
- **No Development on Peat**
 - No new development of peatlands regardless of depth.
 - Adoption of best management practices on existing peatland cultivated with oil palm.
 - Explore options for peat restoration where feasible [with appropriate expert support].
- **Protection of HCV Areas**
 - No new development of HCV areas and protection of biodiversity through identification and conservation of HCVs.

HUMAN RIGHTS & EMPLOYEES' MANAGEMENT

- **Prevention of all forms of Forced and Bonded Labour**
 - Prohibit abusive or forced labour of any employees including temporary and sub-contracted employees.
 - Ensure employees are employed of their free will (including overtime work), paid a wage equal to or exceeding the legal minimum wage, enjoy freedom of movement and freedom of association.
- **Ethical Recruitment** – Ensure ethical recruitment processes where all employees understand their terms on engagement, what is required of them and have written documentation in an appropriate language.
- **Child Protection** – Prohibit the employment of children and facilitate access to education.
- **Respect of Diversity** – Provide equal opportunity on employment without any discrimination to employees regardless of age, sexual orientation, disabilities, nationality, race, gender or religion.
- **Prevention of Harassment and Violence** – Provide a working environment where all employees are treated with respect and free from any form of harassment, discrimination, intimidation, threat or violence including sexual harassment.
- **Occupational Safety & Health Management** – Provide a safe, secure and healthy working environment to all employees by enforcing adequate occupational safety and health practices.
- **Human Resource Management Best Practices** – Continue to attract, motivate and retain talented employees at all levels by providing training, job security and opportunities to grow within the organization.


INDIGENOUS AND LOCAL COMMUNITIES' RIGHTS

- Respect of Indigenous and Local Communities' legal rights including land tenure rights.
- Application of Free, Prior and Informed Consent ("FPIC") principles whenever relevant.
- Cooperation with local government and/or civil societies to enhance the livelihood of smallholders and provide opportunities to improve the socio-economic conditions of local communities.

COMPLAINTS AND GRIEVANCES

BLDP recognizes that feedback and input from external stakeholders are valuable for BLDP to monitor and review the implementation of this Policy. Therefore, BLDP had established a procedure to enable stakeholders to raise a grievance which will be addressed in a systematic manner.

BLDP acknowledges that the implementation of this Policy and its effectiveness requires the support and cooperation of its business associates. BLDP implements this Policy throughout the supply chain and continuously monitor, review and improve its Policy towards a traceable, transparent and sustainable palm oil supply chain. BLDP is committed to report publicly on the implementation of this Policy.



TUAN HAJI WAN ABDULLAH HAMID
Executive Director

First Revision Date: 19th November 2024

This policy has been first published on 1st May 2019.

SUSTAINABILITY STATEMENT *(CONTD.)*

SCOPE

The scope of this Sustainability Statement (“Statement”) covers the environmental, social and economic performance across BLDP’s oil palm estates, palm oil mills, refinery and kernel crushing plant operations. This Statement mainly focuses on the activities and issues that are material to BLDP’s operations for the financial year ended 31 March 2025.

SUSTAINABILITY HIGHLIGHTS FOR THE FINANCIAL YEAR ENDED 31.03.2025

- Revised Sustainable Palm Oil Policy.
- Plantations have been certified with MSPO 2530-3-2:2022
- Refinery and Kernel Crushing Plant, Plantations and Mills are undergoing MSPO new standard upgrading.
- 100% Compliance with Applicable Laws and Regulations.

SUSTAINABILITY GOVERNANCE MANAGEMENT STRUCTURE



The roles of each team in the Sustainability Governance Structure are as follows:

Board of Directors	<ul style="list-style-type: none"> • Monitors overall strategies, direction of BLDP and agenda for implementation of sustainability strategies. • Assesses the sustainability performance of BLDP’s operations.
Group Sustainability Management Committee (“GSMC”)	<ul style="list-style-type: none"> • Evaluates overall sustainability risks and opportunities, and develops the sustainability strategies with agenda for implementation and submits to the Board. • Monitors sustainability implementation to ensure compliance from all departments at operational level. • Resolves critical or major sustainability issues that may impact BLDP. • Periodically reviews the progress of sustainability implementation and reports to the Board. • Reports to the Board of any unresolved critical sustainability issues.

SUSTAINABILITY STATEMENT (CONTD.)

Plantation Division Sustainability Committee	<ul style="list-style-type: none"> • Promotes effective implementation of the sustainability strategies through regular monitoring, reviewing and improving sustainability practices in all plantations. • Ensuring resources and procedures are in place to achieve its sustainability commitments and targets. • Continuously improves the management system to meet Malaysian Sustainable Palm Oil Standard ("MSPO"). • Periodically reports to GSMC on the progress of sustainability implementation in plantation. • Reports to GSMC of any critical or major sustainability issues in plantation.
Processing Division Sustainability Committee	<ul style="list-style-type: none"> • Promotes effective implementation of the sustainability strategies through regular monitoring, reviewing and improving sustainability practices in mills, refinery and kernel crushing plant. • Ensuring resources and procedures are in place to achieve its sustainability commitments and targets • Continuously improves the management system to meet MSPO. • Periodically reports to GSMC on the progress of sustainability implementation in mills, refinery and kernel crushing plant. • Reports to GSMC of any critical or major sustainability issues in mills, refinery and kernel crushing plant.

CORPORATE GOVERNANCE

- Code of Business Conduct and Ethics

Code of Business Conduct and Ethics lays out our Group's principles, core value and the ethical expectation towards our employees and third parties to produce more efficient business and creating a level of transparency for a healthy business relationship.

- Anti-Bribery and Corruption Policy

BLDP has adopted a zero-tolerance approach against all forms of bribery and corruption. This policy is guided by the Guidelines on Adequate Procedure issued pursuant to Section 17A(5) of the Malaysian Anti-Corruption Commission Act 2009.

- Whistleblowing Policy

BLDP is committed to upholding integrity, accountability and transparency in the conduct of its business functions by embracing good corporate governance practices. The whistleblowing policy is formulated to allow BLDP Group's employees, stakeholders or members of the public to disclose any suspected or actual improper conduct that is observed within the Group. The transparent and fair mechanism is provided to encourage genuine concerns to be raised at the earliest opportunity as practicable in a responsible and appropriate manner. BLDP strictly prohibits retaliation against those who report information or raise concerns in good faith under this policy.

- Sexual Harassment Policy

BLDP recognized that all staff in workplace have the right to be treated with dignity and respect. All staff must cooperate to ensure a harassment-free work environment by refusing to accept or participate in any behaviours which constitute sexual harassment.

SUSTAINABILITY STATEMENT (CONTD.)**TARGETS AND ACHIEVEMENT FOR THE FINANCIAL YEAR ENDED 31 MARCH 2025**

Target	Status of Target	Material Sustainability Matters
Sustainable Palm Oil Policy	Achieved	All
No Child Labour	Achieved	Human and Workers' Rights
No Forced Labour	Achieved	Human and Workers' Rights
No Work-Related Fatalities	Achieved	Safety and Health
Auxiliary Polices for security of own operations and nearby communities	Achieved	Social and Workers' Welfares
Kirana Palm Oil Refinery & Kernel Crushing Plant - GMP for Food	Achieved	Certification
Kirana Palm Oil Refinery & Kernel Crushing Plant - HACCP	Achieved	Certification
Kirana Palm Oil Refinery & Kernel Crushing Plant - HALAL	Achieved	Certification
Kirana Palm Oil Refinery & Kernel Crushing Plant - KOSHER	Achieved	Certification
Kirana Palm Oil Refinery & Kernel Crushing Plant - MeSTI	Achieved	Certification
BLD Sawai Estates - MS 2530-3-2:2022	Achieved	Certification
BLD Lambir Estates - MS 2530-3-2:2022	Achieved	Certification
Grand Mutual Sawai Estates – MS 2530-3-2:2022	Achieved	Certification
Niamas Estates - MS 2530-3-2:2022	Achieved	Certification
Monitor and Update Sustainability Dashboard	Ongoing	All
Forest Conservation & Protection and Livelihood Project	Ongoing	Environmental & Biodiversity Protection
Implement “Let’s Environment Safe & Sustainable” Programme (LESS)	Ongoing	Environmental Protection
Develop ESG Plan	Ongoing	All

TARGETS FOR THE FINANCIAL YEAR ENDING 31 MARCH 2026

Target	Material Sustainability Matters
Kirana Palm Oil Refinery & Kernel Crushing Plant - MS 2530-4-2:2022	Certification
BLD Igan Palm Oil Mill – MS 2530-4-1:2022	Certification
BLD Sawai Palm Oil Mill - MS 2530-4-1:2022	Certification
BLD Kabang Estates - MS 2530-3-2:2022	Certification
Grand Mutual Lassa Estates - MS 2530-3-2:2022	Certification
Implement Bursa IFRS Sustainability Disclosure Standards	Sustainability

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STAKEHOLDERS ENGAGEMENT

Stakeholder engagement is an ongoing process that BLDP has continuously striven to better understand and identify the needs of its key stakeholders to ensure those needs are met. BLDP recognises the importance of our stakeholders towards supporting and ensuring our success in commercial and sustainability endeavours. BLDP also acknowledges that each stakeholders have a unique perspective on how our operations impact them and each of them is equally valuable to us.

In facilitating a transparent approach in the engagement with relevant stakeholders, the GSMC as delegated by the Board, is responsible in assessing and identifying the sustainability matters by prioritising them according to the impact and importance not only to our businesses, but also to our key stakeholders. The GSMC undertakes review on materiality assessment, monitors sustainability performance and discloses material sustainability matters in order to ensure proper sustainability management is in place.

The key stakeholder groups of BLDP include shareholders, customers, employees, local communities, government authorities, suppliers and contractors, and non-governmental organisations ("NGOs"). BLDP continues to monitor stakeholders' concerns and engage with the stakeholders to address material matters when necessary.

Stakeholders Group	Engagement Approach	Frequencies	Sustainability Matter	Addressed by Material Sustainability Matters
Shareholders	Annual General Meetings	Annually	<ul style="list-style-type: none"> Company performance and development Business sustainability 	<ul style="list-style-type: none"> Market Place
	Annual Reports	Annually		
	Company Website	As necessary		
Customers	Site visits	As necessary	<ul style="list-style-type: none"> Product quality, pricing and delivery Sustainability related matters 	<ul style="list-style-type: none"> Market Place Certification Safety and Health Environmental and Biodiversity Protection
	Customer Surveys & Feedbacks	As necessary		
	Electronic Communication	As necessary		
	Meetings	As necessary		
Employees	Stakeholders' Meetings	Annually	<ul style="list-style-type: none"> Employees' welfare Employees' safety and health Employees' working conditions and harassment 	<ul style="list-style-type: none"> Human and Workers' Rights Safety and Health Certification Social and Workers' Welfare Environmental and Biodiversity Protection Fire Prevention Waste and Effluent Management Water Management
	Safety and Health Committee Meetings	Quarterly		
	Women Welfare Committee Meetings	Quarterly / Annually		
	Memos / Notices	As necessary		
	Electronic Communication	As necessary		
	Briefings	As necessary		

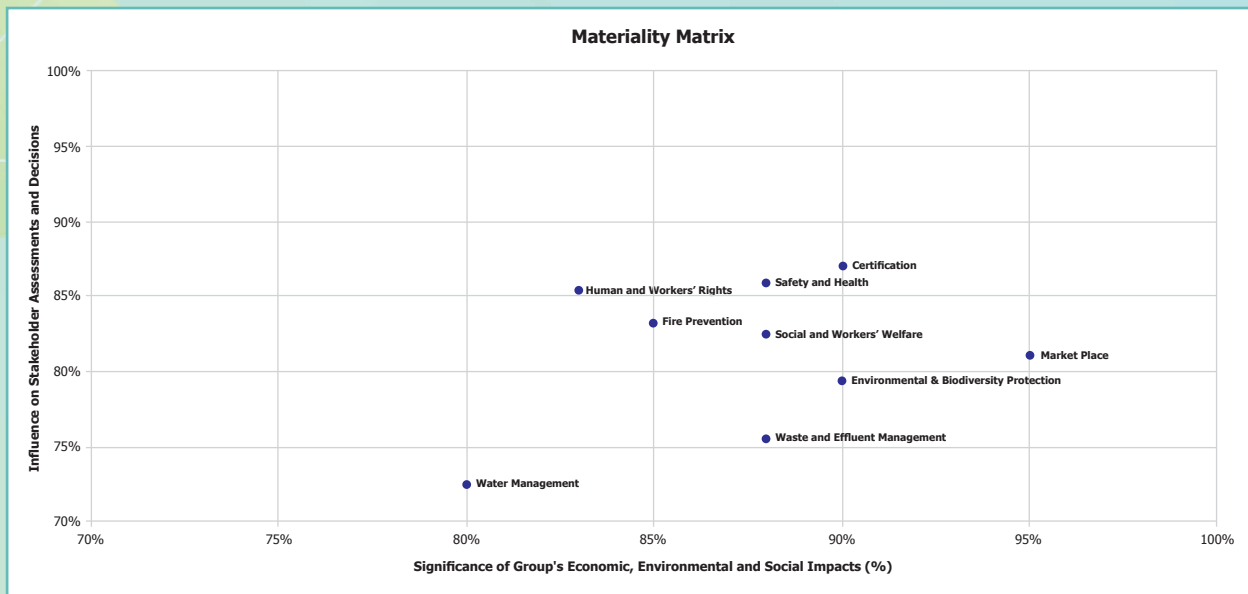
SUSTAINABILITY STATEMENT (CONTD.)

Stakeholders Group	Engagement Approach	Frequencies	Sustainability Matter	Addressed by Material Sustainability Matters
Communities	Stakeholders' Meetings	Annually	<ul style="list-style-type: none"> Communities' development Job opportunities Awareness on safety and environmental protection 	<ul style="list-style-type: none"> Certification Social and Workers' Welfare Safety and Health Environmental and Biodiversity Protection Fire Prevention
	Community Engagement	As necessary		
	Notices	As necessary		
	Electronic Communication	As necessary		
	Briefings / Trainings	As necessary		
Government Authorities	Site visits / On-site inspections	Periodically	<ul style="list-style-type: none"> Compliance with the legal requirements 	<ul style="list-style-type: none"> Safety and Health Environmental and Biodiversity Protection Certification Fire Prevention Waste and Effluent Management
	Stakeholders' Meetings	Annually		
	Dialogue sessions	As necessary		
	Electronic Communication	As necessary		
Suppliers & Contractors	Stakeholders' Meetings	Annually	<ul style="list-style-type: none"> Products quality, pricing and delivery Sustainability related matters Compliance with the legal requirements 	<ul style="list-style-type: none"> Market Place Certification Safety and Health Environmental and Biodiversity Protection Waste and Effluent Management
	Site visits	As necessary		
	Meetings / Dialogues	As necessary		
	Trainings / Briefings	As necessary		
	Electronic Communication	As necessary		
NGOs	Engagement Meetings	As necessary	<ul style="list-style-type: none"> Sustainability related matters 	<ul style="list-style-type: none"> Safety and Health Human and Workers' Rights Environmental and Biodiversity Protection Certification
	Electronic Communication	As necessary		
	Company Website	As necessary		

SUSTAINABILITY STATEMENT (CONTD.)

MATERIALITY MATRIX

BLDP considers and prioritises the significance of economic, environmental and social aspects, impacts, risks and opportunities that are fundamental to the success and sustainable growth of BLDP. These material sustainability matters have been identified as crucial to our business and stakeholders. BLDP reassesses the material sustainability matters and prioritises them according to the influence on stakeholders' assessments and decisions against the significance of BLDP's economic, environmental and social impacts. Since there are no significant changes to our business model or operating boundaries, the material sustainability matters remain relevant and appropriate adjustments of their priority are made after the materiality evaluation. The Materiality Matrix is shown below:



Summary of Materiality Matters linked to United Nation Sustainable Development Goals and GRI Standard:

Pillars	Significant Materiality Matters	Link to UN SDG & GRI Standards				
Economic	1. Market Place 2. Certification	<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>				
Environment	3. Environmental & Biodiversity Protection 4. Waste and Effluent Management 5. Water Management	<div><div>6 CLEAN WATER AND SANITATION</div><div>13 CLIMATE ACTION</div><div>14 LIFE BELOW WATER</div><div>15 LIFE ON LAND</div></div> <div><div>GRI Standards Disclosure</div><table><tr><td>303: Water and Effluents</td><td>306: Effluents and Waste</td></tr><tr><td>304: Biodiversity</td><td></td></tr></table></div>	303: Water and Effluents	306: Effluents and Waste	304: Biodiversity	
303: Water and Effluents	306: Effluents and Waste					
304: Biodiversity						
Social	6. Safety and Health 7. Fire Prevention 8. Human and Workers' Rights 9. Social and Workers' Welfare	<div><div>3 GOOD HEALTH AND WELL-BEING</div><div>5 GENDER EQUALITY</div><div>10 REDUCED INEQUALITIES</div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div></div> <div><div>GRI Standards Disclosure</div><table><tr><td>403: Occupational Health & Safety</td><td>408: Child Labour</td></tr><tr><td>405: Diversity & Equal Opportunity</td><td>409: Forced or Compulsory Labour</td></tr></table></div>	403: Occupational Health & Safety	408: Child Labour	405: Diversity & Equal Opportunity	409: Forced or Compulsory Labour
403: Occupational Health & Safety	408: Child Labour					
405: Diversity & Equal Opportunity	409: Forced or Compulsory Labour					

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Market Place

The Malaysian oil palm industry experienced mixed performance in 2024 compared to the previous year. According to MPOB, despite marginal reduction in planted area due to ongoing replanting activities, crude palm oil (“CPO”) production increases 4.2% on the back of improved labour supply. Fresh fruit bunches (“FFB”) yield increases 5.8% contributed by a more efficient labour situation. Oil extraction rate (“OER”) however decrease by 1.0% due to lower proportion of ripe and high quality FFB being processed by palm oil mills. Higher export activities especially to India, China, European Union, Kenya and other countries driven the upward trend of average price for palm oil products.

Malaysian Sustainable Palm Oil (formally known as “MPOCC”), the scheme owner of sustainable certification for palm oil industry continues their effort to increase the marketability of sustainability certification. Revised certification standard with guidelines on Social Impact Assessment (“SIA”) and High Conservation Value (“HCV”) has been published and enforced, whereas Greenhouse Gases Calculator is currently being developed.

BLDP has demonstrated its commitment to sustainability through its Sustainable Palm Oil Policy adopted throughout its supply chain. The sustainability practices embedded in the operations continue to bring direct and indirect economic impacts to the regional economic growth and development. In our procurement practices, BLDP engages in sustainable local sourcing for quality products and services to support local suppliers. The long-term business relationship with suppliers enables BLDP to impart sustainability practices and minimise risk of supply chain disruption caused by shortage of supply. In Processing Division, the strategic location of BLDP’s mills allow BLDP to receive good quality of FFB in freshness from nearby estates and local smallholders in order to produce quality palm oil.

BLDP has been working closely with the State Government of Sarawak to develop the state through various projects since early years. In 1997, BLDP was involved in the Native Customary Rights (“NCR”) Land Development Scheme and allocated its financial resources and technological expertise to develop idle and under-utilised NCR land for commercial oil palm plantation. This has continuously created job opportunities to the indigenous community and their standards of living have been improved in tandem with the development of infrastructure facilities and amenities in the rural areas.

BLDP focuses its effort to increase both yields and labour productivity. By enhancing internal efficiencies, continuously rebuilding internal organisational strengths and accelerating the implementation of mechanisation in our oil palm estates, we envisage that our continuing efforts are bearing fruits. In order to meet the requirement of sustainable palm oil market, BLDP continuously improves its operations in the oil palm estates, palm oil mills, refinery and kernel crushing plant to comply with sustainability certification, recently the revised MSPO standards.

Certification

Certification has become part of BLDP operations. Apart from enhancing credibility and trust towards its product, certification has enhanced its operational efficiency and make continuous improvement to keep itself align with new technology, standards and requirements. BLDP is committed to work towards implementing relevant certification to utilise the quality standards in production processes.

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► Sustainability Certification

BLDP has obtained MSPO certifications for all palm oil mills and oil palm estates in Year 2019 to build a more traceable, transparent and sustainable palm oil supply chain. During the financial year, BLDP has successfully received the revised certification for MS2530-3-2:2022 for its plantation in Miri region. Moving forward, other plantations, mills, refineries and kernel crushing plant are expected to receive their certification for the revised certification standard as well.

► Food Safety, Feed Safety, Environmental and Quality Management System Certification

The refinery and kernel crushing plant of BLDP remains certified for MS1514 (Good Manufacturing Practice for Food), MS1480 (Food Safety according to HACCP System), HALAL, KOSHER and MeSTI Certification. BLDP's Sustainability Department continuously monitors and conducts assessments to ensure the operations of the Group are in compliance with relevant certification requirements.

► Trainings

BLDP prioritises staff development through proper trainings to enhance their knowledge and skill to enable them to perform their assigned task more effectively and efficiently. These trainings include Best Agriculture & Management Practices, Safety and Health, Environmental, Sustainability and others. Training schedules are prepared for our employees annually in the respective oil palm estates, palm oil mills, refinery and kernel crushing plant to ensure that various trainings are being carried out on a regular basis throughout the year, which promotes leadership succession in driving the organisation towards its goals.

Various in-house trainings that focus on specialised field are conducted to better meet the training requirements of the staffs. Staffs from oil palm estates, palm oil mills, refinery, kernel crushing plant and offices have attended trainings relevant to their job scope to enhance their understanding of their responsibilities as well as to boost workplace engagement. To provide greater flexibility and encourage effective participation, trainings are conducted either through online platform or physical trainings to better accommodate the nominated staffs. This initiative aims to promote learning culture, improve their individual skills and expertise and foster motivation to excel in their roles.

Environmental & Biodiversity Protection

BLDP acknowledges the importance of protecting natural environment through its sustainability efforts in accordance with Sustainable Palm Oil Policy. BLDP has an ongoing project to conserve and protect forest within its boundary known as Forest Conservation and Protection and Livelihood Project. This project is currently in its first phase which is to study the existing environment of the selected area by the consultant. BLDP continues to promote the conservation and development of biodiversity through several actions including patrolling the forest areas within our concession periodically, prohibiting all illegal activities such as hunting, poaching, encroachment, and burning.

BLDP continues to implement "Let's Environment Safe & Sustainable" Programme with the objectives of promoting the sustainable development goals to our employees and the nearby local communities focusing on recycling, reducing the consumption of plastics and papers as well as optimising the natural resources.

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BLDP is guided by relevant regulations on protection of the biodiversity of wildlife sanctuaries within our concessions. BLDP has conducted several biodiversity assessments at unplanted areas to assess Rare, Threatened or Endangered ("RTE") biodiversity and ecosystem for our oil palm estates in accordance with the International Union on Conservation of Nature and Natural Resources (IUCN) Red List, Appendix 1 of Convention on International Trade in Endangered Species (CITES) and protection status assessed according to Wildlife Protection Ordinance 1998 (WLPO) with the purpose of collecting information for improving management decision to ensure long term protection of flora and fauna in our concession and its surrounding.

BLDP is committed to comply with all applicable environmental laws and regulations. Natural Resources and Environment Board ("NREB") conducted several site inspections to our oil palm estates. In addition, Department of Environment ("DOE") conducted several site visits to our palm oil mills, refinery and kernel crushing plant. Environment monitoring assessments are carried out at all oil palm estates, palm oil mills, refinery and kernel crushing plant quarterly and submitted to relevant government agencies such as NREB and DOE. These monitoring assessments include ambient air quality, stack emission, water quality, ambient noise level measurement and genset noise and dark smoke observation. Samples of industrial effluent are collected to determine whether the quality of our palm oil mills' final discharge complies with the requirements. To date, all relevant reports have shown compliance with the applicable environmental requirements.

► Greenhouse Gas ("GHG")

BLDP monitors its GHG emission from its own operation. GHG from oil palm operation makes up majority of carbon dioxide (CO₂) and small amounts of methane (CH₄) and nitrous oxide (N₂O). These gases cause global warming which are released during the operation of oil palm plantation, combustion of fossil fuel, and release of palm oil mill waste into palm oil mill effluent ("POME"). Therefore, BLDP strives for implementation of zero open burning in all our oil palm estates, palm oil mills, refinery and kernel crushing plant to minimise and reduce GHG emission. Continuous monitoring of GHG emission throughout operations is required. In terms of technology involvement, BLDP adopts solar technology as another source of electricity and operating the biomass plant in palm oil mills.

Waste and Effluent Management

BLDP has been proactive in managing its waste to avoid pollution to the environment. BLDP has set a dedicated waste management plan to manage the waste generated from all oil palm estates, palm oil mills, refinery and kernel crushing plant in an effective manner. BLDP strives to minimise waste generation through reducing, reusing and recycling of materials in its operating activities whenever feasible.

BLDP monitors its management practices in handling of wastes at our sites by minimising waste generation and proper segregation, storage, transport and disposal of scheduled waste and domestic waste in adherence to standards set by DOE and local municipal councils. Domestic wastes generated are collected and disposed in accordance with prevailing regulations approved by the local government. All scheduled wastes are handled in accordance with the Environmental Quality (Scheduled Wastes) Regulation 2005 requirements. Designated competent person for all operation sites is responsible in periodically submitting reports through DOE online reporting system (Electronic Scheduled Waste Information System).

Regular monitoring of waste and effluent treatment plant is an approach to improve and optimise the waste management processes as well as minimise the environmental pollution. Effluent discharge water quality samplings are conducted monthly at effluent final discharge point and

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send to external accredited laboratory for analysis. DOE will come for regular site inspection and collect effluent sample at final discharge point for analysis.

POME is properly treated and monitored by designated competent person to ensure full compliance with the above regulations before allowing to be discharged into the waterways. Other measure taken by palm oil mill for monitoring of effluent water discharge is by operating a Polishing Plant nearby the POME ponds. Polishing process is a tertiary treatment system by applying high-stream filtration which reduces total suspended solid ("TSS") and biochemical oxygen demand ("BOD") from wastewater of secondary effluent treatment. The outcome of the process is to improve the quality of effluent and hence becomes compatible with required legal standards.

Water Management

BLDP maintains the proper water management in its operation as it recognises that water is a crucial resource required for oil palms cultivation during dry season, processing of oil palm fruits and palm oil refining. The water management is focused on the optimisation of water usage, maintaining water quality and reduction of water wastage. BLDP has been operating its water treatment plants to process and supply clean water that is safe for human consumption. Testing of water quality is also carried out at least once a year to ensure that it is safe for drinking and other daily usage.

Good water management practices in operation especially in peat plays an important role in peat soil management and mitigate the impact of drought and flooding. BLDP has taken some measures such as proper maintenance of riparian zone along waterways where spraying and manuring activities are strictly prohibited and strict prohibition of discharging chemical waste, solid waste and used lubricant into the waterway. Proper water management is essential to prevent irreversible peat drying by ensuring sufficient soil moisture.

BLDP has taken measure to maintain or restore water level as close to the natural references condition as possible by installation of weir at appropriate locations as well as to carry out drainage and other activities only when required and avoid unnecessary deterioration in the quality and quantity of ground and surface water. Other measures taken for monitoring of water table are as follows:

- Installation of water level gauge beside the stop-off or weir in the collection drains and daily changes in the water level are monitored.
- Field piezometers are installed for monitoring of the groundwater table.
- Subsidence poles are installed for monitoring of peat subsidence.

Environmental monitoring report (EMR) is carried out at oil palm estates quarterly by NREB approved consultant. Environmental monitoring includes water quality, other environmental parameters with respect to the Terms and Conditions of Approval from NREB, and fertilisers and agrochemicals applications. For water quality monitoring, the water samples are collected from all water sampling points and were sent to an accredited laboratory for analysis. BLDP is preparing to adopt the incoming format of monitoring introduced by NREB known as Environmental Compliance Audit (ECA) by sending its staff to attend training conducted by NREB.

As evidence from the measures taken to mitigate issues arising from drought and flooding, BLDP has been able to operate its operation without much disruptions. In addition, during the year under review, BLDP is not affected by extreme weather conditions and its water sources quality and availability are well maintained.

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Safety and Health

BLDP understands that providing a safe and healthy working environment contributes to the increase in efficiency and productivity of its operation. Therefore, BLDP has taken several commitments towards ensuring its safety and health practices are well-maintained and up-to-date. Cooperation with government agencies was formed for necessary actions taken as a preventive measure.

Highlights of safety and health for the year under review are as follows:

► Safety and Health Policy

BLDP believes that the employees are the most valuable asset of the Group. Therefore, it is BLDP's policy to give and maintain a high priority of safety and health to all its employees at work, including visitors and the public, to avoid the risk of exposure to their safety and health. Safety and Health Policy approved by the Top Management will continue to be reviewed, implemented and communicated to relevant stakeholders.

► Systematic Occupational Health Enhancement Level Program Do It Yourself (SOHELP DIY)

BLDP understands that industrial hygiene standards are important for its operation and has taken initiative to choose one of the mills to take part in the SOHELP DIY program. The program is designed to be impactful, easy to implement, cost-effective, and applicable to various industries, especially those with high-risk workplaces. SOHELP is intended to change perceptions about industrial hygiene management, making it seem less complex and more accessible for implementation. Generally, this program focusses on chemical management, ergonomics and noise exposure to enhance occupational health standards and ensure compliance with relevant regulations.

► Chemical Health Risks Assessment ("CHRA")

CHRA has been renewed in relevant estates by Competent Assessor. Briefing on mitigation measures for identified risks has been conducted as required by the regulations. The appointed Competent Assessor is registered with Director General of Occupational Safety and Health to carry out CHRA for all operation units including oil palm estates, palm oil mills, refinery and kernel crushing plant to identify health risks arising from the use of hazardous chemical at workplace and to recommend control measures to mitigate the severity of the effects from the hazardous chemical used. CHRA will be conducted once every five (5) years by competent assessor in accordance with Occupational Safety and Health (Use and Standards of Exposure of Chemicals Hazardous to Health) Regulations 2000 ("USECHH Regulations").

► Hazard Identification, Risks Assessment and Risks Control ("HIRARC")

HIRARC has been reviewed and updated for all operation units including oil palm estates, palm oil mills, refinery and kernel crushing plant to identify new hazards related to work activities. Risk assessments are conducted to prioritise the new identified risks and control measures to be implemented to mitigate the risks. HIRARC is reviewed whenever there are any changes in process, work activities, new equipment, findings from any incident or near miss accident and findings from workplace inspection reported by the safety committee member. All control measures had been put in place to address the identified risk.

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► Noise Exposure Monitoring

Measuring noise levels and employees' noise exposures are essential for a safe workplace. Recently, BLDP is extending the Noise Risk Assessment ("NRA") exercise to its estates including the awareness training for the staff and this exercise is expected to complete in the following year. Noise mapping and noise exposure monitoring have been conducted for palm oil mills, refinery and kernel crushing plant. Staffs working at high noise areas have been sent for audiometric testing program by registered Occupational Health Doctor on an annual basis. Briefings on the results of the audiometric tests, the provisions of the regulations and effects of noise on hearing are conducted to the relevant staffs.

According to Occupational Safety and Health (Noise Exposure) Regulations 2019, BLDP has appointed Noise Competent Person registered with DOSH to conduct Area Noise Mapping and Employee Noise Exposure Monitoring to ascertain whether any employee is exposed to noise level above Permissible Exposure Limit of 85dB(A) at palm oil mills, refinery and kernel crushing plant. BLDP has provided Personal Hearing Protection ("PHP") and trainings to its staff to ensure proper usage and care of PHP. This assessment is currently ongoing as it will cover all operations whether in plantations, palm oil mills, refinery and kernel crushing plant.

► Ergonomics Trained Person (ETP)

BLDP in its efforts to provide a safe working environment for its employees have taken the initiative to train its staff to become ETP. The trained person will conduct assessment for its plantations, mills, refineries and kernel crushing plant as a proactive measure to minimize workplace injuries. Education and trainings on ergonomics concept will be planned especially risk related to manual handling, workstation design as well as control measures to eliminate or reduce the ergonomic risks.

► Local Exhaust Ventilation ("LEV") System Inspection

A periodic inspection, examination and testing of engineering control equipment has been maintained and conducted at laboratory of refinery and kernel crushing plant to ensure LEV system is in good and normal working condition. Effectiveness of LEV system can reduce the exposure of employees to chemical hazardous to health to the lowest practicable level. The testing and examination of the LEV system is based on the guidelines from DOSH Malaysia 2008 in accordance with the requirements of the USECHH Regulations and industrial ventilation.

► Safety Trainings

Safety awareness trainings conducted by site safety personnel are compulsory for new employees before they start their work in all operation sites. This also includes training of personnel in accident prevention, accident response, emergency preparedness and use of protective clothing and equipment. Briefing is conducted in relevant languages to ensure all employees can understand. Emergency Response Team members are trained by BOMBA to enhance their skill in firefighting and emergency evacuation procedure. Some of the external Safety Competency trainings attended by the employees are Safety Coordinator Training, HIRARC Training, Ergonomics Training, Noise Risk Assessment Training and other safety competent person training.

SUSTAINABILITY STATEMENT *(CONTD.)*

Fire Prevention

BLDP has been emphasising the importance of fire prevention in its operations. The implementation of well-established mitigating measures and annual risk assessment on fire prevention helps to reduce the risk of fire to the operation.

► Emergency Response and Preparedness

Emergency Response Team (“ERT”) has been set up in all oil palm estates, palm oil mills, refinery and kernel crushing plant. Selected ERT members from palm oil mills, refinery and kernel crushing plant have undergone training conducted by BOMBA to equip themselves with knowledge and skills in firefighting and rescue to enable them to conduct internal firefighting training to other ERT members.

Regular trainings for all ERT members and fire drills at all operation units are conducted on an annual basis to test the readiness of the firefighting system. Implementation of effective fire prevention practices can improve the level of safety through cooperative education, such practices include:

- Regular checking and maintenance of firefighting equipment are carried out and ensure all equipment are in good working condition and are easily accessible.
- Flammable materials or other hazardous substances are stored in a safe place.
- Fire safety demonstrations / fire drill practice are conducted.
- Designated smoking area with a safe distance away from the building is provided.
- Emergency plans and assembly location are assigned.
- Installation of smoke detector in the building.
- Update of list of emergency contact.
- Fire extinguisher servicing.
- Fire assessment and safety surveillance.

Upon BOMBA's requirement, BLDP's refinery and kernel crushing plant have installed the specific fire safety system namely Automatic Fire Alarm Monitoring Control System (Sistem Pengawasan Kebakaran Automatik) (SPKA) which connects directly to the Fire and Rescue Station associated with the switching bypassing the switchboard to ensure this automatic fire alarm monitoring system is conducted in an organised fire surveillance station to meet the established standards in developed countries.

Human and Workers' Rights

BLDP ensures that the dignity and rights of our workers are respected in line with legal regulations and the United Nations' guiding principles on human rights taking into consideration of the significance in local and international social setting. Our commitments are as follows:

- Provide equal opportunities in employment and no discrimination to employees regardless of race, gender and religion.
- Provide, for all employees, a safe environment free from discrimination and violence on any ground, and form of harassment at work.
- Ensure employees are paid based on legal requirement on minimum wage.
- Prohibit child labour and forced labour within our organisation.
- Resolve all complaints and grievances of employees through a standard procedure.
- Ensure workers' availability of their own passports.

SUSTAINABILITY STATEMENT *(CONTD.)*

- Practice Human Resource Management Best Practices by continuing to attract, motivate and retain talented employees at all levels by providing training, job security and opportunities to grow within the organisation.
- Ensure there is no retaliation against human rights defenders and whistleblowers.

BLDP continues to implement its commitments in all operations.

Social and Workers' Welfare

BLDP constantly strives to improve the health and well-being of our employees by creating a conducive working environment for all our employees. In addition, BLDP also provides quality quarters, playgrounds, recreational and medical facilities for our staffs. BLDP emphasises on establishing a corporate culture that encourages work-life balance of our employees, showing appreciation to staff and valuing their supports. We encourage all employees to participate in teambuilding activities and engage with others through the recreational activities such as Family Day, Sport Carnival and Staff Gathering Dinner.

► Talent Development Programme

BLDP also recognises the value of human capital and has been initiating support for training and talent development programmes as below:

Young People Development Programme ("YPDP")

Since Year 2012, BLDP has launched the YPDP for Plantation Management as an initiative to help post-secondary school students who passed their SPM or STPM by providing them the opportunity in paving a better career path in Plantation Management at young age. The main objective of the YPDP is to recruit SPM and STPM school leavers as trainees in BLDP and will be given opportunity to pursue a higher education with part-time study. Currently, Diploma or Degree courses offered to the students are conducted through online learning under scholarship programme.

Employee Enhancement Programme

BLDP provides sponsorship to encourage employees to undertake academic courses in order to enhance their skills and knowledge, and allow them to achieve better performance at work. Currently, the Diploma or Degree courses offered to employees are conducted through online learning under scholarship programme.

► Donation to Local Communities, Education Sectors and Government Bodies

As a socially responsible company, BLDP makes regular contribution to the charity and donation to local communities, schools, foundations, associations and government bodies. BLDP continues to support local communities when need arises.

SUSTAINABILITY STATEMENT *(CONTD.)*

► Establishment of Auxiliary Police Unit

BLDP understands that security is an important part of its operation. Therefore, on 25th May 2015, BLDP was awarded with the approval certificate by the Crime Prevention and Community Security Department to set up Auxiliary Police unit. In present, a total of 129 Auxiliary Police ("AP") had been recruited and completed their basic Police training at Pusat Latihan Polis ("PULAPOL"). They were assigned to designated estates, mills, refinery and kernel crushing plant in Miri, Sibu and Bintulu regions. The function of AP is to safeguard BLDP's properties as well as protect the safety of local communities. Our AP performs static guard duty at checkpoints and conducts daily security patrol at the premises, quarters, estates, mills, refinery and kernel crushing plant and vicinity to ensure a safe and secure environment. In order to strengthen the security in the workplace, BLDP is progressively recruiting more calibre AP candidates to attend the basic Police training at PULAPOL to meet the requirement for having sufficient numbers of AP in each operation.

► Grievances Procedure

BLDP has maintained a transparent Complaint and Grievances Procedure in all operation units. Trained and designated staffs are assigned to handle any complaints or grievances received in accordance with the procedure. Briefings are conducted to all staffs and stakeholders during stakeholder meetings or one-to-one briefings.

► Women Welfare Committee

Women Welfare Committee has been established to encourage female employees to raise their concerns or problems encountered at workplace, and to protect themselves against sexual harassment and violence. The management is supportive towards the establishment of women welfare committee and has given positive response and appreciation for their contributions to show their importance within the organisation.

The Women Welfare Committee has organised several activities quarterly or annually as follows:

1. Mother's Day celebration, International Women's Day Celebration
2. Competition (cooking, baking, etc.)
3. Talks / Seminar on women's health
4. Women's Health screening program (Pap Smear, pregnancy check)
5. Awareness program on harassment and violence in workplace (briefing, etc.)
6. Set up nursery for staff's children
7. Briefing on maternity benefits and women's right issues based on legal law such as Labour Ordinance, Employment Act, Anti-Sexual Harassment Act, and etc.
8. Social gatherings
9. Community service
10. Establish support groups
11. Educational trip

SUSTAINABILITY STATEMENT (CONTD.)**~ Our Engagement with Stakeholders ~****Collaboration with Government**

Donation of air-conditioning units and boltless rack to Pejabat Polis Daerah Miri.



Hamper sponsorship to Jabatan BOMBA dan Penyelamat Miri during Gawai.



Attended Park Committee Meeting at Taman Negara Bukit Lambir.



Attended "Bengkel Pengenalan Asean Heritage Park" at Taman Negara Bukit Lambir.

Caring Our Employees

Annual workers medical check-up at plantation.



Organised gathering with employees for Gawai, Hari Raya and Labour Day.



Sponsorship for employees such as football jerseys and distribution of essential goods during festivals.



Installation of solar light at plantation housing area.

SUSTAINABILITY STATEMENT (CONTD.)**Women Welfare Committee (WWC) Activities***Establishment of Women Welfare Committee in refinery.**Sexual harassment awareness briefing for female employees in plantation.**Celebration of Women's Day, Sport activity, Karaoke Competition etc.**Organised gotong-royong activity at recreational area.***Engagement with Local Communities***Provide assistance to local communities.**Hamper sponsorship to nearby communities during festivals and support of school functions and events.**Donation of fire extinguishers to nearby communities.**Donation of food supplies to nearby longhouses affected by flood.*

SUSTAINABILITY STATEMENT (CONTD.)**Trainings and Development of Employees**

In house training of Basic Occupational First Aid, CPR AED for Sibul, Miri and Bintulu region.



Latihan dan Pertandingan Organisasi Keselamatan Kebakaran Peringkat Zon Miri.



On-Site Fire Drill Training.



Kursus Pemantapan Penugasan Polis Bantuan.



Electrical Safety at Workplace training.



Chemical Safe Handling & Storage training.



Kursus Pengendalian Makmal Kilang Kelapa Sawit at MPOB.



Ergonomics and Manual Handling in the Workplace.

SUSTAINABILITY STATEMENT *(CONTD.)*

BLDP employees had attended several trainings / seminars covering various field of expertise as follows:

1. Best Agricultural Practice

- 15th International Sago Symposium
- Defensive Driving Training for Heavy Vehicles
- ISP Central Sarawak Branch Seminar 2024: Oil Palm Replanting – Innovative Strategies and Sustainable Approaches to Overcome Challenges and Achieve Maximum Yield
- TOT Sarawak 2024 – Program Pemindahan Teknologi Sawit MPOB

2. Best Milling Practice

- Course for Certified Environmental Professionals in the Treatment of Palm Oil Mill Effluent Treatment System (CePPOMETS)
- Electrical Competency Chargeman L3 (Gen Set Synchronising)
- Familiarize Laboratory Procedure in Palm Oil Mill
- Kursus Pengendalian Makmal Kilang Kelapa Sawit
- Palm Oil Management, Technology, Exhibition & Conference (POMTEC) 2025

3. Human Resources and Management

- 27th International Surveyors' Congress 2025
- 2025 Budget and Tax Conference
- 2025 Budget Seminar
- AI for Office Administration
- Amended Sarawak Labour Ordinance
- Briefing on Sarawak Workforce
- Capital Gains Tax & Real Property Gains Tax
- Corporate Tax Strategies
- Cost Effective Warehouse / Store and Inventory Management
- Daily Paid Payroll & Employment Briefing
- E-Invoice Accounting and Its Implementation Requirements
- Get It Right – Mastering the Application of Labour Ordinance (Sarawak Chapter 76) and the Rules
- Kursus Asas Pengendalian T-Baton & Tangkapan (Perundangan & Prosedur) Polis Bantuan
- Kursus Asas Siasatan (Polis Bantuan)
- Kursus Pemantapan Penugasan Polis Bantuan
- Kursus Pemantapan Penugasan (Perundangan & Prosedur) Polis Bantuan
- Kursus Pemantapan Perundangan Polis Bantuan
- Latihan Kursus Asas Polis Bantuan Siri 5/2024
- Managing Performance and Handling Misgrievances
- MIA Blended Learning Series: Key MFRS Standards – Underlying Principles and Applications
- Preparing Guides for IRB Malaysia E-Invoicing Implementation
- Supervisory and Coaching Skills
- The Sarawak Labour Ordinance (Amendment) Act 2025 & Personal Data Protection (PDPA) (Amendment) Act 2024
- Understanding the New SST Imposed on Logistics, Repair or Maintenance Services
- Withholding Tax in Malaysia

SUSTAINABILITY STATEMENT *(CONTD.)*

4. Safety and Health

- 24th Conference and Exhibition on Occupational Safety and Health
- Authorised Entrant and Standby Person for Confined Space
- Authorised Entrant and Standby Person for Confined Space Refresher
- Authorised Gas Tester and Entry Supervisor for Confined Space Refresher
- Basic First Aid & CPR with AED
- Basic Occupational First Aid, CPR AED Training
- Boiler Safety, Servicing & Maintenance
- Chemical Handling and Storage Training
- Defensive Driving & Operation Training (Competent Forklift Operator)
- Electrical Safety at Workplace
- Ergonomics and Manual Handling in the Workplace
- Hazard Identification, Risk Assessment & Risk Control (HIRARC)
- Jelajah Seminar AKKP (Pindaan) – AKJ (Pemansuhan) Adakah Anda Bersedia?
- Latest Updates on National OSH Legislation
- Latihan dan Pertandingan Organisasi Keselamatan Kebakaran Peringkat Zon Miri
- Latihan Pemantapan Organisasi Keselamatan Kebakaran (OKK)
- Occupational Safety and Health Coordinator (OSH-C) Trained Person Programme
- On-Site Fire Drill Training
- Safety & Health Conference – Transforming OSH for Resilient Tomorrow
- Seminar Organisasi Keselamatan Kebakaran 2024
- Webinar on Introduction to Noise Risk Assessor (Competent Person)

5. Environment

- Biodiversity Day 2024
- Course for Certified Environmental Professional in Scheduled Waste Management (CePSWaM)
- Environmental Compliance Audit Training
- Environmental Quality Management Training
- EQA Amendment and Scheduled Waste Training
- Seminar Akta Kualiti Alam Sekeliling 1974: Pematuhan Syarat-Syarat Lesen dan Penyerahan Lesen Premis Yang Ditetapkan Buangan Terjadual (PYDT-BT) 2025/2026 Sempena Sambutan Hari Bumi Peringkat Negeri Sarawak dan Jubli Emas Ke 50 Tahun Jabatan Alam Sekitar
- Seminar Akta Kualiti Alam Sekeliling 1974: Pindaan, Implikasi dan Pemerkasaan Peraturan-Peraturan Dibawahnya
- Seminar Pemerkasaan Pematuhan Akta Kualiti Alam Sekeliling 1974
- Simposium Akta Kualiti Alam Sekeliling 1974

6. Sustainability

- Halal Competency Training
- Malaysian Sustainable Palm Oil (MSPO) New Standard Training – Internal Auditor
- Stakeholder Engagement Program 'Empowering Stakeholders Toward Environmental Sustainability in Sarawak'

SUSTAINABILITY STATEMENT (CONTD.)

Summary of Performance Data as per Bursa Malaysia ESG Reporting Platform

Indicator	Measurement Unit	2025
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Management	Percentage	100.00
Executive	Percentage	84.44
Non-executive/Technical Staff	Percentage	83.89
General Workers	Percentage	77.33
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
Bursa (Supply chain management)		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	100.00
Bursa (Emissions management)		
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	Metric tonnes	10,608.67
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	Metric tonnes	1,293.50
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting)	Metric tonnes	0.00
Bursa (Waste management)		
Bursa C10(a) Total waste generated	Metric tonnes	33.56
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	0.00
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	33.56
Bursa (Water)		
Bursa C9(a) Total volume of water used	Megalitres	69.940000
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.17
Bursa C5(c) Number of employees trained on health and safety standards	Number	3,433
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Management	Hours	1,772
Executive	Hours	4,519
Non-executive/Technical Staff	Hours	5,763
General Workers	Hours	4,504
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.00
Bursa C6(c) Total number of employee turnover by employee category		
Management	Number	3
Executive	Number	13
Non-executive/Technical Staff	Number	184
General Workers	Number	371
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Percentage	0

SUSTAINABILITY STATEMENT (CONTD.)

Bursa (Diversity)

Bursa C3(a) Percentage of employees by gender and age group, for each employee category

Age Group by Employee Category

Management Under 30	Percentage	0.00
Management Between 30-50	Percentage	44.00
Management Above 50	Percentage	56.00
Executive Under 30	Percentage	4.23
Executive Between 30-50	Percentage	69.31
Executive Above 50	Percentage	26.46
Non-executive/Technical Staff Under 30	Percentage	28.30
Non-executive/Technical Staff Between 30-50	Percentage	60.44
Non-executive/Technical Staff Above 50	Percentage	11.26
General Workers Under 30	Percentage	30.60
General Workers Between 30-50	Percentage	65.83
General Workers Above 50	Percentage	3.57

Gender Group by Employee Category

Management Male	Percentage	86.67
Management Female	Percentage	13.33
Executive Male	Percentage	67.20
Executive Female	Percentage	32.80
Non-executive/Technical Staff Male	Percentage	77.03
Non-executive/Technical Staff Female	Percentage	22.97
General Workers Male	Percentage	63.56
General Workers Female	Percentage	36.44

Bursa C3(b) Percentage of directors by gender and age group

Male	Percentage	87.50
Female	Percentage	12.50
Under 30	Percentage	0.00
Between 30-50	Percentage	12.50
Above 50	Percentage	87.50

Bursa (Community/Society)

Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	479,195.00
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Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	3,914
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Bursa (Energy management)

Bursa C4(a) Total energy consumption	Megawatt	42,807.00
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Bursa (Data privacy and security)

Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
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BLD PLANTATION BHD.

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