Bumitama Agri Ltd.

Excellence Through Discipline

2024 SUSTAINABILITY REPORT

CONTENTS

03 About this Report

04 Welcome from Bumitama's CEO

06 Independent Director's Statement

07 Report Review: Andrew Ng

08 2023 – 2024 Highlights

10 Targets and Progress

14 About Bumitama

- 14 Business in Brief
- 16 Operations and Productivity
- 17 Customers

19 Approach to Sustainability

- 19 Materiality
- 20 SDG Contributions
- 21 Governance and Management
- 22 Grievances and Whistleblowing
- 23 Certification
- 24 Stakeholder Engagement and Transparency

25 Environmental Protection and Sustainable Land Use

- 25 Upholding Our No Deforestation Commitments
- 26 Biodiversity Protection and Conservation
- 33 Peat Conservation
- 33 Climate Mitigation
- 33 Managing GHG Emissions
- 39 Fire Mitigation and Monitoring
- 39 Water Usage and Quality
- 40 Chemical and Pesticide Management
- 42 Waste Management
- 43 Improving Soil Health
- 44 Environmental Compliance

45 People and Communities

- 45 Workforce Human Rights
- 49 Community Partnerships

54 Supply Chain and Responsible Sourcing

- 54 Traceability
- 55 Assessing and Engaging Suppliers
- 55 Smallholder Inclusivity

57 Appendices

60 Internal Audit Assurance Statement

61 Base Data

67 GRI Content Index

74 IFRS Index

81 Glossary

IBC Contact

ABOUT THIS REPORT

[GRI 2-2, 2-3, 2-5]

REPORTING FRAMEWORKS ALIGNMENT

This is Bumitama Agri Ltd's sixth biennial sustainability report, covering the Group's sustainability performance for 2023 and 2024. The document has been prepared in accordance with the latest Global Reporting Initiative (GRI) Standards and the GRI 13 Sector Standards agriculture indicators. GRI disclosures are included throughout the report and referenced under headings or subheadings as GRI XXX-XX or GRI 13.X.X. The report complies with the requirements of the Singapore Exchange Securities Trading Limited (SGX-ST) Sustainability Reporting Guide listing rules 711A, 711B, and Practice Note 7.6 Sustainability Reporting Guide, including the Common Set of Core ESG metrics updated in April 2023. The report also outlines our contributions to selected United Nations Sustainable Development Goals (SDGs) and relevant targets. For the first time, we have aligned our disclosures with the International Sustainability Standards Board (ISSB)'s International Financial Reporting Standards (IFRS) S1 and S2 Sustainability Disclosure Standards. An accompanying index referencing these standards is provided alongside this report.

Readers are encouraged to review this report in conjunction with other sustainability-related disclosures in our annual reports, website, and Roundtable on Sustainable Palm Oil (RSPO) Annual Communications of Progress (ACOP).

- GRI Content Index **(p67)** ↗
- Contributions to the SDGs **(p58)** ↗
- Bumitama AR2024 **(refer to our website)** ↗
- IFRS Index **(p74)**

REPORT SCOPE AND BOUNDARIES

This report encompasses all Bumitama operations in Central Kalimantan, West Kalimantan, and Riau, Indonesia. In addition to effects within our organisational boundaries, it covers material aspects for all plasma smallholders and suppliers, including independent smallholders. Unless stated otherwise, data is representative up to 31 December 2024, and historical benchmark data is provided as available.

ASSURANCE

Bumitama's internal audit department has provided limited independent assurance on selected disclosures in this report, including metrics related to the implementation of commitments concerning No Deforestation and No Peat (NDP), conservation, and restoration, GHG reduction and climate adaption, fire and haze, employment (including human rights, labour conditions, gender equality, capacity and training), health and safety, smallholder inclusiveness and corporate social responsibility (CSR), children's rights and education, and traceability and supply chain monitoring.

- Internal Audit Assurance Statement **(p60)**↗

RESPONSIVENESS AND ENGAGEMENT

We have provided an appropriate context for our performance throughout this report, primarily the unique social and environmental landscapes in Kalimantan and Riau, Indonesia. We collaborated with Helikonia, a consultancy with extensive palm oil disclosure experience, to review the most material topics to guide the report's content. We also engaged with selected stakeholders to ensure we remain responsive to pertinent issues. International and sector-wide platforms also guided our reporting. This includes referring to leading benchmarks such as the Zoological Society of London's Sustainable Palm Oil Transparency Toolkit (ZSL SPOTT).

- Materiality **(p19)** ↗

WELCOME FROM BUMITAMA'S CEO

[GRI 2-22]

> "We remain steadfast in our focus on improving our operational performance and our sustainability efforts, which I believe has served us well and been largely successful."

I am delighted to introduce our 2023/24 Sustainability Report. The publication of this marks 10 years since the launch of our first No Deforestation, No Peat, and No Exploitation (NDPE) policy and I am immensely proud of the milestones we have achieved and the efforts we have made towards a more sustainable business.

But it has not always been easy. It has been challenging to grow due to restrictions on expanding our hectarage. And ten years ago, we faced numerous questions and concerns about our operations, and our relationship with civil society, in particular was especially strained. It has taken considerable hard work and investment to get to where we are now.

As we begin 2025, we operate as a peaceful and stable company with good stakeholder relationships across communities, partner organisations, and global NGOs. We have made real progress across our focus areas and have received accolades for our efforts to improve livelihoods and an award from the RSPO for our conservation leadership at the Bumitama Biodiversity and Community Project (BBCP). Meanwhile, our business remains robust, and I believe that we are widely perceived as a dependable dividend company that satisfies our shareholders and that conducts business responsibly, commercially, ethically and operationally.

Looking into the next decade, I think we have very exciting times ahead. We must remain responsible to our shareholders and continue to grow despite the obstacles. Of course, our sustainability commitments, as well as current and upcoming Indonesian regulations prevent us generally from opening new land except for investment into brown fields and or on small remnant land. Instead, this will necessitate a heightened focus on boosting productivity on our existing land, which is why we are implementing an ambitious replanting programme and working with independent smallholders.

We know that a key challenge for the entire oil palm industry will be new land licence compliance frameworks, which will be rolled out across Indonesia in the coming years. In the past, there was often uncertainty as to defined boundaries, and different government departments might have issued conflicting or overlapping permits. Although the new regulations are likely to be challenging, we believe that our work to ensure legal compliance, together with our partnerships with smallholders and communities, will be of great value.

Globally, we live in turbulent times with many major events disrupting business and people across the planet. While we need to remain mindful of these changes, I believe that Bumitama is only marginally affected by international events. Our exports are relatively limited, so despite the conflict in Ukraine and the potential for US tariffs, I foresee minimal impact. Domestic policies matter more to us, particularly the push for self-sufficiency in fuel and food. The Indonesian B40 biofuels mandate is driving up palm oil prices while decreasing the amount of palm oil available for food. This presents both a benefit and a slight concern for us, as we cannot increase production in the short term to satisfy food demand.

However, despite such external challenges, we remain steadfast in our focus on improving our operational performance and our sustainability efforts, which I believe has served us well and been largely successful.

Managing around 187,000 hectares without constant criticism indicates that we are doing a good job. Although we may not always talk up our performance, I feel that we walk the talk. We have done well in areas such as preventing fires and flooding, and reducing accidents, but to continue to uphold these high standards, we must remain vigilant.

At the moment, we are putting a lot of effort into our GHG targets, and I have been clear that these are not just for show, but we want to be both ambitious and realistic. We know oil palm is affected by climate change, and we must minimise our impact. We are doubling down on our climate mitigation strategies and have significantly cut GHG emissions by 18% compared to our 2016 baseline. However, to achieve our 30% target by 2030 and lessen our climate footprint, we are substantially ramping up investments in methane capture and increasing the use of biocharcoal and organic fertilisers in the field. Additionally, we are focusing on how we can reduce and recycle our water for processing. Likewise, we are aiming to achieve a near zero-waste operation and are actively exploring collaborative local research and development opportunities to innovate in these areas.

On the social engagement front, we remain actively engaged with surrounding communities to address a range of concerns, including minor land-related issues, through transparent dialogue. While these matters are often complex, our approach is rooted in mutual respect and the pursuit of lasting, inclusive solutions.

Simultaneously, we continue to make meaningful progress within our workforce, where turnover is at an all-time low. We recognise that attracting young talent to plantation roles and retaining experienced and committed employees have become increasingly vital. To foster this environment, we provide quality housing, expand job opportunities for women, and ensure their smooth reintegration into the workforce following maternity leave, while offering quality education to over 6,000 children at our 43 schools. Our goal is to create a setting where both parents can support the household income, allowing families to live and work together sustainably over the long term.

At the broader Group level, I am pleased that our plantations have been able to set a high standard which other parts of our business can now build on, so that all companies in the group, regardless of sector, are able to operate responsibly.

All in all, I am delighted with our progress so far, we need to sustain our successes. We have come a long way, but we always strive for improvement and look to peers within the industry and beyond. The workers on the ground, the sustainability team, and our external partners all have a role to play in making sure we can show leadership and responsibility in the decades to come.

Gunawan H. Lim
Executive Chairman and
Chief Executive Officer

INDEPENDENT DIRECTOR'S STATEMENT

DEAR READERS AND STAKEHOLDERS,

Since joining the board of Bumitama in 2017, I have experienced how important the NDPE policy has been for the company. Not only does the policy express our commitment to operating sustainably, but it also guides decisions on land management, plantation maintenance, and our engagement with communities and suppliers. The protection of forest and biodiversity, as well as the mitigation of climate impacts are deeply embedded in the way we operate, utilising tools such as high conservation value (HCV) and high carbon stock (HCS) assessments, and investment in methane capture and other technologies. The BBCP goes even further by involving a range of strategic partners and local communities and combining environmental protection with sustainable livelihood and food security initiatives. Spanning more than 8,000 hectares, this programme plays a significant role in enhancing biodiversity and creating new opportunities for communities.

Our commitment to preventing labour exploitation and protecting human rights has also evolved. Our investments in schools and childcare have made a difference to prevent children and young workers in the field. Our continued support for the education system has garnered recognition, particularly for integrating green programmes into their curriculum. We remain vigilant in making sure that workers are treated with dignity and respect, and we invest significantly in enhancing economic opportunities for workers, their families and the many smallholders who depend on us. These benefits are delivered through multiple avenues, including our long-standing CSR programmes, smallholder training, and social forestry partnerships. We are pleased to see how villages surrounding Bumitama operations have improved in their independence status over the years, based on government-led village assessments.

One area which I think is important for both Bumitama's growth and smallholders' income is enhanced yields and extraction rate. We recognise that oil palm has the potential to be much more productive, which is why we are investing significantly in areas such as tissue culture and replanting with better planting materials. Additionally, we are developing a more efficient fertiliser regimen that we believe will enhance yields. At the same time, we continue to share our expertise with smallholders through training programmes that enable better yields and, therefore, higher premiums.

From a board perspective, it is evident that sustainability is integral to both our operational efficiency and our long-term risk management framework. Board members closely monitor the sustainability strategy, reviewing its implementation in detail every three months. This level of oversight has become increasingly important as the regulatory landscape evolves, particularly with emerging frameworks in the EU, the UK and the USA. To further strengthen governance, the Board is supported by the Sustainability Steering Committee, which I chair. The committee develops and recommends policies, strategies, environmental, social, and governance (ESG) risk management approaches, and compliance measures with standards such as the RSPO and Indonesian Sustainable Palm Oil (ISPO).

I believe that Bumitama has been a front runner on sustainability disclosure, but must stay abreast of changing regulations. Our listing on the Singapore Stock Exchange (SGX) requires us to enhance our climate finance and decarbonisation disclosure in accordance with the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations and IFRS standard. Likewise, the European Union Deforestation Regulation (EUDR) mandates improved traceability and transparency within our supply chain. While we are well prepared for our direct operations and have accelerated in areas such as polygon mapping, there is still work to be done, particularly concerning smallholders.

We have engaged extensively during the development phase of the EUDR, particularly through my role at the Council of Palm Oil Producing Countries (CPOPC). Our engagement with the EU dates back to 2002 as part of an ad-hoc taskforce consisting of Indonesia, Malaysia and the EU. This collaboration has allowed us to contribute to the development of key definitions while also addressing more difficult discussions on trade reciprocity. For example, we have come to some agreement that exceptions or extended timelines for SMEs in Europe should be matched by parallel conditions for smallholders. Additionally, we have emphasised the importance of mutual agreements to ensure fair trade – advocating for goods exported from the EU to Indonesia and Malaysia, such as chocolate and coffee, to be subject to the same regulatory standards.

As global and national regulations become increasingly complex, Bumitama remains committed to meeting the highest standards and meet the expectations of our customers. We believe that planting oil palm and producing palm oil can be a force for good – when done sustainably. It is an important global resource, and with growing populations, it is vital resource in providing food, energy, and essential living needs.

Witjaksana Darmosarkoro
Independent Director and
Chair of Sustainability Steering Committee

REPORT REVIEW: ANDREW NG

TAKING THE NEXT-STEP FORWARD

Bumitama Agri Ltd. is one of the palm oil sector's more progressive and responsible companies. The journey to becoming a sustainability leader in the industry is seen through its sustainability reporting. This sixth report continues to document the performance, achievements, challenges, and opportunities for Bumitama's Triple Bottom Line approach. It provides insight into what goes into achieving significant or marginal gains, maintaining progress, and laying the groundwork for sustainability challenges. All this amidst shifting sustainability priorities, stakeholder, and shareholder demands, as well as maintaining a profitable business against decreasing commercial opportunities.

The tenth year mark of sustainability reporting at Bumitama is a natural point to reflect upon the company's sustainability goals. Guided by policy and driven by governance, the company has reported consistently on tangible, measurable, and clear results against set metrics and targets.

Before we reflect on matters, assessing Bumitama's performance against the 37 sustainability targets is crucial. They benchmark material footprints anchored on universally recognised metrics like the UN SDGs. Overall, it shows encouraging progress:

- 14 out of 37 were achieved based on the evaluation and analysis of performance (37.8%);
- Another 14 of 37 were tracking progressively, or being acted upon (37.8%);
- Finally, 9 were not meeting targets or required improvement (24.3%).

Some targets are trajectory (or linear) oriented – i.e. moving from a baseline towards timebound performance targets. Examples include emission targets. Others are aspirational or binary targets – i.e. the occurrence signifies targets were not met. Examples include workplace fatality, corruption or stakeholder targets.

The point is: these figures need deeper insight to appreciate fully. For example, deforestation monitoring data was over the 0.1% target threshold. The cause for "failure" is external - "community-driven land-clearing". Bumitama acknowledges the underlying drivers are "often due to dynamic relationships or changes in local land ownership". We can surmise:

- There are factors outside the company's control, that directly impact bottom line;
- Or they inadequately managed land ownership, title or demarcation previously, resulting in residual claims or conflict;

The reality is even with the best practices (using free, prior and informed consent) there is no guarantee that such issues can be eliminated. This reviewer concludes that deeper thought and retrospection is required to identify necessary changes:

- What externalities can be incorporated into evaluation metrics creation? As reference, climate change mitigation (floods, fires) measures onboard potential external factors.
- Are targets set, and/or performance indicators/metrics reflecting 'real world' scenarios?

Even in the successes at biodiversity and restoration work, stepping back and reflecting methodically and forensically will provide greater appreciation of the achievement. The BBCP is an undeniable success and rightfully showcased in this report. Consistent with Bumitama's reforestation and forest-positive programme, BBCP excelled - planting over 68,000 trees while adding 180 hectares of reforested area. Crucially, an achievement not specified in the key performance indicators (KPIs), Bumitama secured legal recognition of the site that provides protection and security.

What pops out from the BBCP disclosure are the leadership of Bumitama, demonstrated through commitment and sustained effort. Second is engagement and collaboration with local partners, communal and governmental – the 'secret sauce' of amplifying results. It appears the people-focused approach caused an uptick in the implementation, and added value for the communities, diversifying livelihoods and empowering them as forest custodians. How did the positive feedback influence local government policy? What strategies work? Which activities or results catalyzed success?

It's worth noting how maintaining manageable emissions numbers do not occur in isolation. Overall emissions continue to go down, indicating commitment to the overall goals and strategic implementation of policy directives. Such reductions do not occur organically or as part of business-as-usual. The biogas and methane capture facilities retrofitted to existing mills demonstrate similar commitment. Investment in capital costs and programmatic development are major commitments. Would these facilities become self-sustaining and generate income or savings?

This report provides a clear and materially relevant documentation of the results in the period. For material risks, the report highlights non-compliance to company sustainability requirements, and addressing supply-base non-conformity shows clarity and continued appreciation of their importance. Based on set targets, the performance and initiatives disclosure demonstrate Bumitama prioritises sustainability holistically. This report gives a comprehensive and relevant disclosure of the company's sustainability performance and results – as guided by its own governance, policy and directives.

As mentioned, results may be affected by various factors outside the company's control. At the tenth year mark, it is poignant to reflect on what made Bumitama's approach successful. Absorbing lessons learnt, adapting to external challenges, and recognising the reasons for diminished performance (or fluctuations) require time and resources. This may be a luxury that is hard to afford. Let's not forget Bumitama's core business is palm oil. Which makes Bumitama's achievements more meaningful.

But I digress... "The only constant in life is change." In the context of Bumitama's sustainability journey, perhaps some targets need modification or re-framing. For example, reviewing and re-interpreting workplace safety targets specific to workplace fatalities. Other topics (like on fire prevention/mitigation) can be tackled too.

My hope is Bumitama celebrates ten-years of achievements – punching above its weight – and pauses to reflect, recalibrate and draw inspiration from them. This report provides candid insight into the remarkable effort and achievements in the face of fluctuating circumstances, externalities, and challenges. The award of the RSPO Excellence Award in 2023 serves as a prime example of their success. I look forward to seeing Bumitama's continued leadership in the sector.

ABOUT THE REVIEWER

Andrew works as a Senior Manager with the Landscape Programme at Inovasi Digital. He has been active in the palm oil-stakeholder nexus for over 20 years, including at the founding of RSPO as well as numerous roles across different segments of the sustainable palm oil movement. That includes investigating conflicts, scrutinizing sustainability practices, and supporting the resolution of land claims.

2023-2024 HIGHLIGHTS

Environmental Protection and Sustainable Land Use

Achieved legalisation of **8,000 ha areas** at BBCP

Avoiding **217,946 MT CO_2e** of emissions through 1 methane capture plant since 2023; **3 more in construction**

~36,000 ha conserved inside landbank

16% reduction in energy consumption compared to 2022

Replanting for soil health using **Biocharcoal**

468 ha of forest replanted with **>160,000** tree seedlings since 2021

Co-managing conservation areas across **16,624 ha** of community land

18% reduction in GHG emissions intensity compared to 2016 baseline

Published **TCFD-aligned strategy** and prepared climate scenario analysis

95.6% of consumed energy derived from **renewable sources**

71% reduction in herbicide toxicity rates since 2021

New **solar initiative** to power employee residences

Bumitama selected to pilot **Indonesia FOLU Net Sink 2030** initiative

Operations and Certifications

2 new mills commissioned, **totalling 17**

10 mills RSPO certified

Governance and Recognition

Scored **81.5** on ZSL SPOTT, improved from **78.9 in 2022**

2024 CDP score for **Forests: B**

8th of 350 on Forest 500 in 2023

Received **2023 RSPO Conservation Leadership Award** for BBCP

Received **Best for ESG in Singapore Award** by Asiamoney in 2023

Supply Chain and Responsible Sourcing

Implemented more stringent **traceability standards**

33.5% of the total planted area allocated to scheme smallholders, far exceeding **20%** regulatory requirement

Increased independent smallholder-certified area from **547.7 ha** in 2022 to **1,453.8 ha** in 2024

People and Communities

29% of the workforce are women

Restructured **CSR** activities under the banner *Bumitama Berdaya*

1 new village engaged in Social Forestry Programmes, totalling **7**

Improved Independent status of villages surrounding Bumitama's operations, using the government-led Village Development Index (IDM)

Launched **new Smart Clinic** Integrated Health Reporting System

71% lost time accident rate reduction since 2020

Improved turnover rates: **40.5%** in 2022 to **31.4%** in 2024

13 Bumitama schools recognised for *Adiwiyata* Green School Programme

81% of the CSR budget allocated for children's education

Launched *Bumitama Berdaya* website, with e-commerce platform bringing community products to market

Economic Development Initiatives:

183 participants in Berdaya Village School

231 farmers participated in Berdaya Palm Oil Clinic

42 groups involved in Empowerment Initiatives (*KOLEGA*)

TARGETS AND PROGRESS

This section outlines our progress against Bumitama's current focus areas and includes our Sustainability Policy targets–set over the short and medium term and adapted to our Group structure–including alignment with the United Nations' Sustainable Development Goals (SDGs).

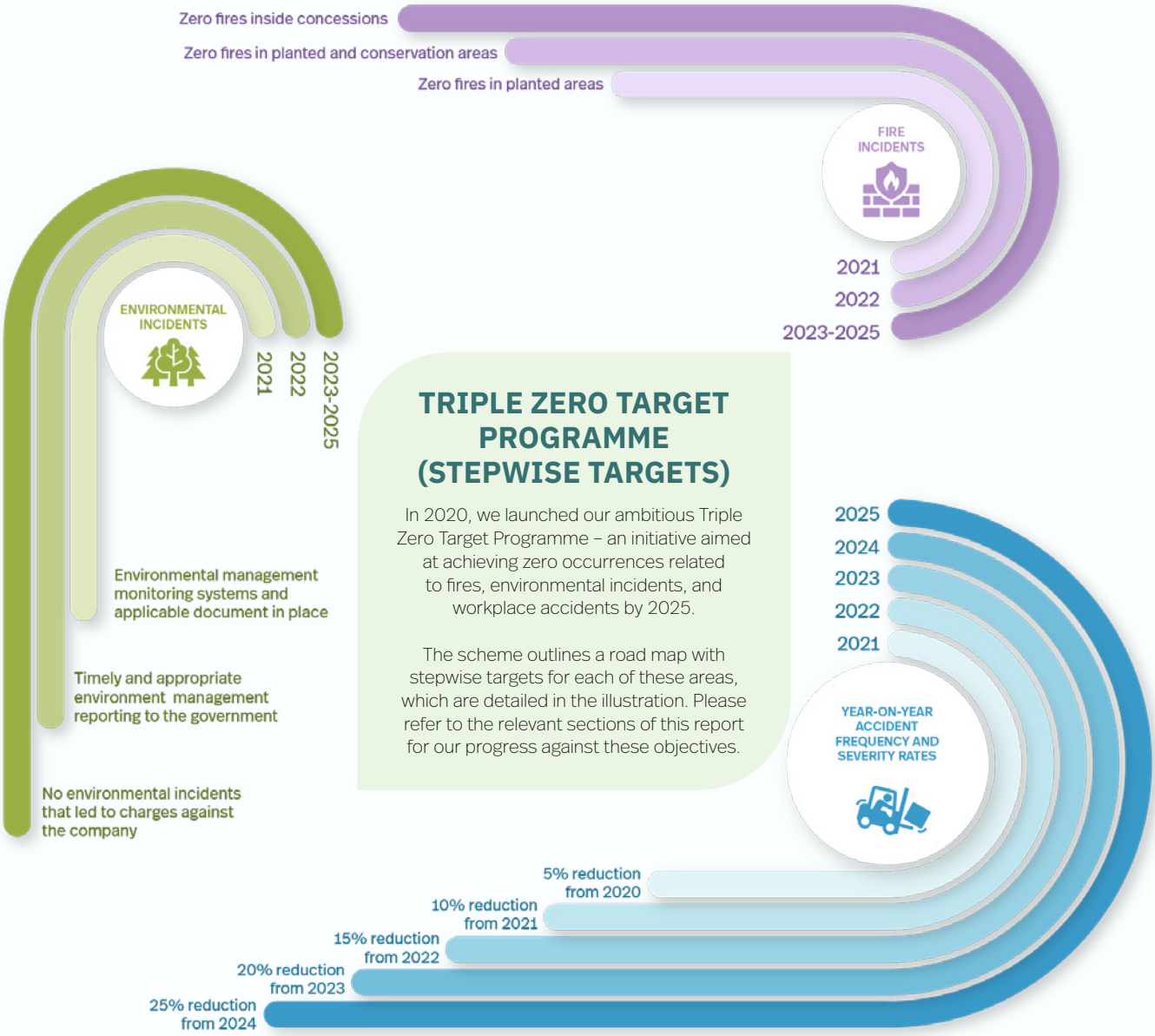
Bumitama's contributions to the SDGs **(p58)** ↗

MATERIAL TOPIC/ SDG CONTRIBUTION	TARGET	TARGET YEAR	STATUS AS OF DECEMBER 2024
ENVIRONMENTAL PROTECTION AND SUSTAINABLE LAND USE			
NDP, conservation, and restoration 15.2, 15.5	Annual conservation area deforestation is less than 0.1%	Ongoing	**Needs improvement.** 1.07% and 0.56% of forest loss in conservation areas in 2023 and 2024, respectively
	Increase forest cover in conservation areas by 10% (2020 baseline)	2025	**On track.** 5.3% increase, as of 2024
	Commission a second review of all HCV–HCS areas	2028	**On track.** Completed 20 re-assessments in 2023 and 2024 (including plasma)
Wildlife and biodiversity conservation 15.1, 15.5, 17.6	Conservation partnerships to protect and increase Kalimantan's orangutan population	Ongoing	**Programmes ongoing**
GHG reduction and climate adaption 13.1	Install methane capture and biogas facilities at 15 existing palm oil mills	2029	**On track.** 1 methane capture facility is in operation; 3 are in the pipeline
	Reduce GHG emissions intensity by 30% (2016 baseline)	2030	**On track.** 18% lower than baseline
	Trials for alternative GHG emissions reductions through composting and solid separation	Ongoing	**Ongoing.** Rolled out biocharcoal programme, increased compositing facilities, improving solid separation for wastewater treatment
Waste management 12.5	Develop a solid waste reduction policy for our operations and surrounding communities	2023	**In progress.** Conducted initial analysis. **Target revised to 2026**
Fire and haze 15.2	Zero fires in concession areas (See Triple Zero Target Programme)	2023 onwards	**Needs improvement.** 151 and 89 fires occurred in 2023 and 2024, respectively
	No purchase of land that was intentionally burnt after 2015	2023 onwards	No new land was purchased in 2023 or 2024
	No purchase of FFB from land that was deliberately cleared by burning after 2022	2023 onwards	**Achieved.** Sourcing from 1 supplier was terminated after confirmed land clearing cases and/or by burning
Water impacts 12.2	Reduce water usage intensity from mill to 1.2 m^3/MT FFB	2023	**Needs improvement.** Intensity was 1.29 and 1.21 m^3/MT FFB in 2023 and 2024 due to the commissioning of new mills. **Target revised to 2025**
Pesticides and chemical usage 12.4, 12.5	85% of planted area to be rodenticide-free (2018 baseline)	2023	**Achieved and exceeded in 2023** with 95% of operations rodenticide-free in 2023 and 96% in 2024
	Develop a chemical fertiliser reduction programme	2024	**Ongoing.** Completed 11 trials on soil health improvement and 13 trials on fertiliser application and efficiency. **Target revised to 2025**
Productivity and operational efficiency 2.4	Continue R&D programmes to improve yield and efficiency, including crop resiliency to mitigate and adapt to climate change impacts *See also targets on GHG, water use, waste and pesticide and chemical use*	Ongoing	**Programmes ongoing**

MATERIAL TOPIC/ SDG CONTRIBUTION	TARGET	TARGET YEAR	STATUS AS OF DECEMBER 2024
PEOPLE AND COMMUNITIES			
Human rights and labour standards 8.8	Maintain a proportion of employees on permanent contracts to over 97%	Ongoing	**Achieved in 2023 and 2024** with more than 99% permanent employees
Health and safety 8.8	Zero fatalities.	Ongoing	**Needs improvement.** We regret to report 2 fatalities in 2023 and 3 in 2024
	75% reduction in accident rates (2020 baseline) (See Triple Zero Target Programme)	2025	**On track.** Achieved a 71% reduction in lost time incident rate since 2020
Gender and equal opportunities 8.5	Breastfeeding facilities are available in all operational areas	2023	**Achieved.** 23 breastfeeding facilities have been set up
Capacity and training 4.3, 4.4	Provide 13 hours of annual training per employee	Ongoing	**Needs improvement.** An average of 11.9 and 8.7 training hours per employee was provided in 2023 and 2024
Community rights 2.3	Ensure FPIC is followed at existing plantations	2025	**On track.** FPIC-related SOPs and policies were updated in 2023, in line with RSPO 2022 guidelines
Smallholder inclusiveness and CSR 2.3, 8.8, 12A	Each certified mill with third-party supply to include at least one group of external smallholders in productivity improvement programmes	2023[1]	**Achieved in 2024.** Smallholders in Kalimantan operational areas involved in the *Klinik Berdaya Sawit* programme
	Extend support to independent smallholders for two years after mill certification has been met	2024	**In progress.** Three smallholder groups in Kalimantan and Riau are certified. **Target revised in line with Bumitama's updated RSPO timebound plan**
	ISPO and RSPO certification for all plasma smallholders (subject to land title)	2024	**Target revised, in line with our updated RSPO timebound plan.** However, plasma certified area increased from 3.4% to 4.0% of total plasma planted area since 2022
Community development 2.4, 8.5	Support 6 communities through social forestry partnerships in areas greater than 15,000 hectares	2025	**Achieved and exceeded.** 7 communities supported through social forestry programmes across 16,624 hectares
Children's rights and education 4.1	Promote *Adiwiyata* Green School at 12 Bumitama schools and 3 external schools at district level or higher	2023	**Achieved in 2023.** 13 schools recognised at district level or higher

[1] Target revised from 2022 to 2023 in our 2023 Annual Report.

MATERIAL TOPIC/ SDG CONTRIBUTION	TARGET	TARGET YEAR	STATUS AS OF DECEMBER 2024
SUPPLY CHAIN AND RESPONSIBLE SOURCING			
Traceability and supply chain monitoring 12A	100% traceability of FFB supplied by smallholders and external suppliers	2023	99.4% achieved in 2023. However, **target revised to 2026 following EUDR requirements, which were fulfilled with 92.5% Tier 3 traceability in 2024**
	No sourcing from illegal plantations	2023 onwards	**Achieved in 2023 and 2024**
	All suppliers to be compliant with our sustainability policy commitments	Year-on-year	**Achieved in 2023** **Not achieved in 2024.** One supplier was found to be in breach of policy commitments
GOVERNANCE AND ACCOUNTABILITY			
Governance, regulatory compliance, and business ethics 12A, 17.14	No legal non-compliances	Ongoing	**Achieved**
	No environmental incidents that lead to charges against the company	2023 onwards	**Achieved in 2023 and 2024**
	No reported incidences of corruption	Ongoing	**Needs improvement.** A total of 18 cases were reported (11 in 2023 and 7 in 2024)
Sustainability certification and standards 12A	Achieve RSPO certification for all existing mills and estates within one year of receiving land use permits for new mills after 2022	2024	**Needs improvement.** Lack of approved certification bodies to complete audits. **Target revised to 2027 for existing mills and newly commissioned mills**
	Establish RSPO-segregated mills	2024	**Target on hold** due to re-prioritisation of RSPO and EUDR requirements while Bumitama conducts feasibility studies for segregation capabilities
Stakeholder collaboration 17.16	Continue to engage with stakeholders to address industry-wide challenges	Ongoing	**Achieved in 2023 and 2024.** See Stakeholder engagement (p24) section
Transparency and accountability 17.14, 17.16	Continue engaging with stakeholders on our sustainability progress and make disclosures publicly available	Ongoing	**Achieved in 2023 and 2024**
	Report climate-related impacts consistent with mandatory climate reporting targets for TCFD and SGX	2024	**Achieved**



TRIPLE ZERO TARGET PROGRAMME (STEPWISE TARGETS)

In 2020, we launched our ambitious Triple Zero Target Programme – an initiative aimed at achieving zero occurrences related to fires, environmental incidents, and workplace accidents by 2025.

The scheme outlines a road map with stepwise targets for each of these areas, which are detailed in the illustration. Please refer to the relevant sections of this report for our progress against these objectives.

ABOUT BUMITAMA

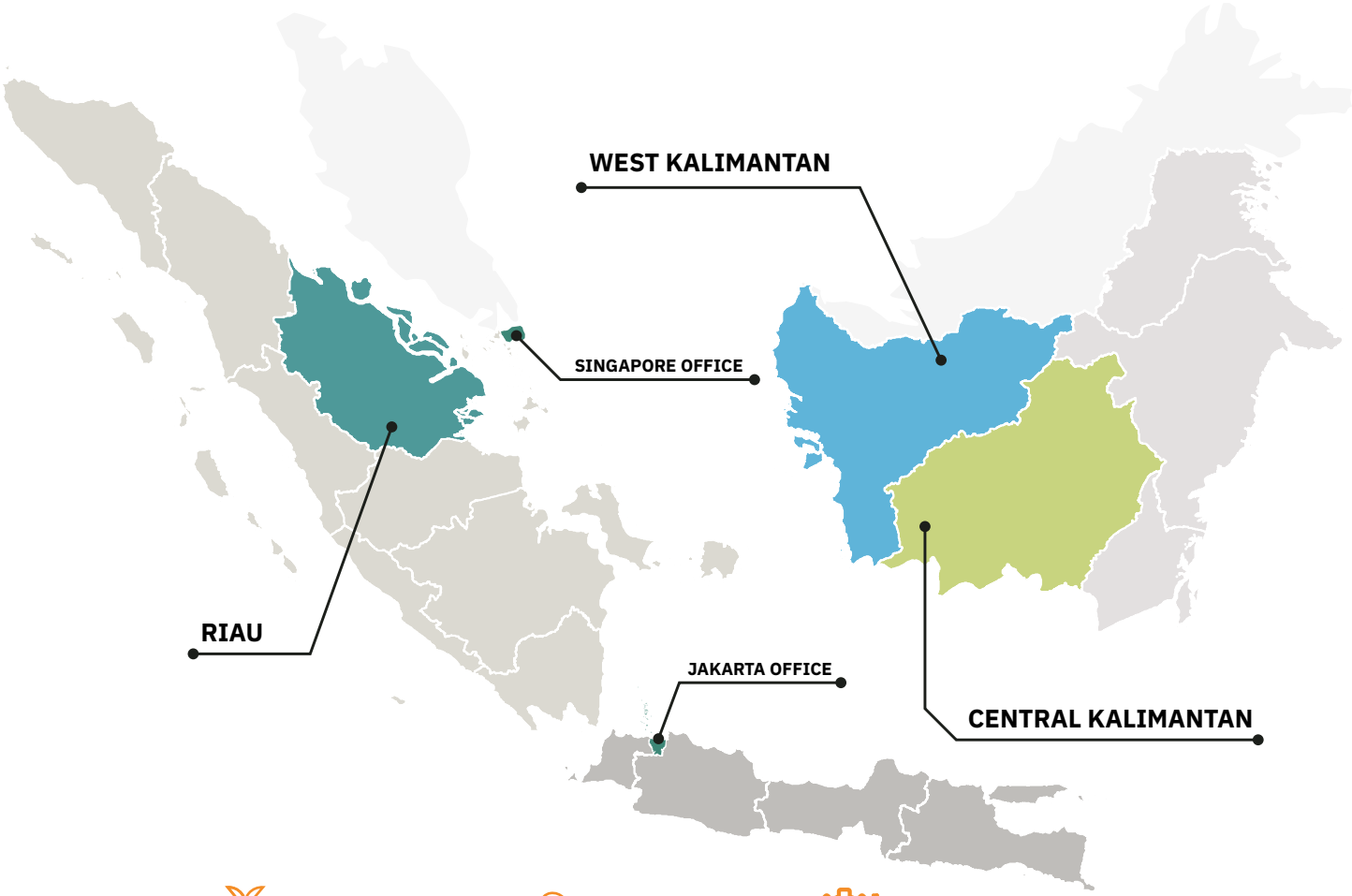
BUSINESS IN BRIEF

[GRI 2-1, 2-6]

Bumitama Agri Ltd ('Bumitama' or the 'Group') was founded in 1996 and was listed on the Singapore Stock Exchange in 2012. It currently ranks among Indonesia's leading producers of crude palm oil (CPO) and palm kernel (PK), with significant operations in Central Kalimantan, West Kalimantan, and Riau. The company is headquartered in Singapore and is supported by our Jakarta office and satellite offices in our operational areas.

In 2024, revenues increased by 8.3% from the previous year. Bumitama achieved higher average selling prices in FY2024, driven primarily by recovering global palm oil demand and tighter supply conditions. Our CPO reached an average price of around IDR 12,660 per kilogramme (kg), up 12.2% from FY2023, reflecting stable global demand. PK prices also rose, averaging IDR 7,565 per kg, supported by tighter lauric oil supply. These trends contributed to stronger average selling prices, enhancing Bumitama's overall revenue performance.

✱ **See our Annual Report for an overview of Bumitama's company structure (available on our website)** ↗



Provinces	Plantation	Mills	Capacity
Riau	2,000* ha planted oil palm	1 mill	90 tph processing capacity
West Kalimantan	80,000* ha planted oil palm	7 mills	400 tph processing capacity
Central Kalimantan	105,000* ha planted oil palm	9 mills	675 tph processing capacity
	187,000* ha planted oil palm	**17 mills**	**1,165 tph processing capacity**

**Note: figures presented are rounded to nearest thousand hectares*

187,021 ha
planted area

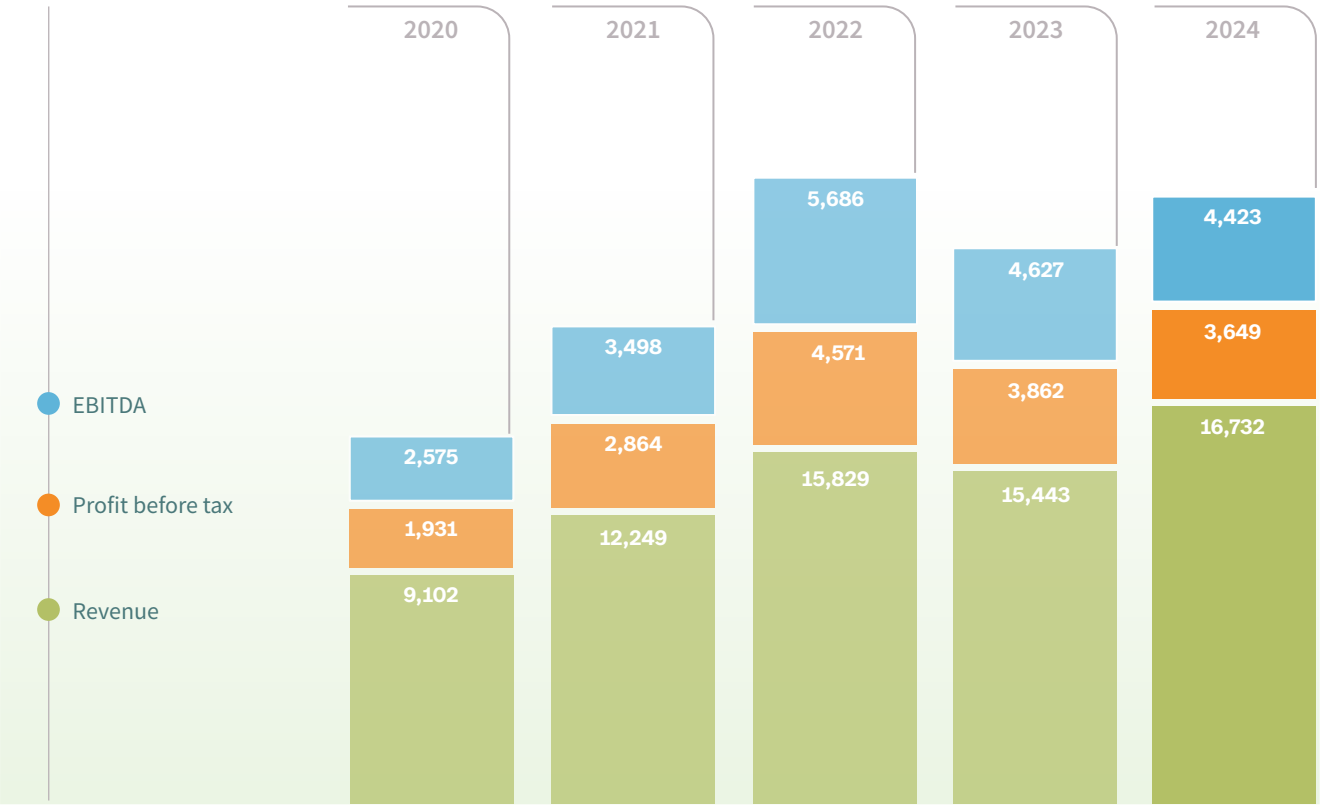
36,329 ha
conserved

2 biogas facilities

17 CPO mills, with a total annual processing capacity of **6.99 million MT**

~32,000
workforce strength

Financial overview 2020–2024 (IDR billion)



OPERATIONS AND PRODUCTIVITY

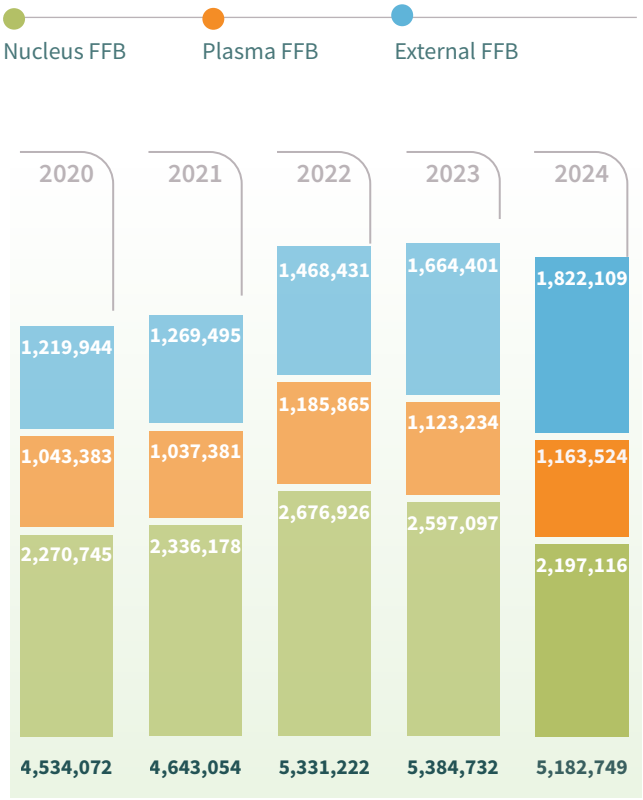
[GRI 3-3]

Bumitama remains committed to sustainable growth by prioritising productivity improvements over land expansion. With 33.5% of our planted area owned by plasma smallholders, we focus on optimising yields through better planting materials, enhanced agronomic practices, and precision agriculture. Our commitment to sustainability means we avoid development on peat, HCS or HCV areas, and our growth strategy focuses on increasing productivity on existing land and replanting rather than new planting.

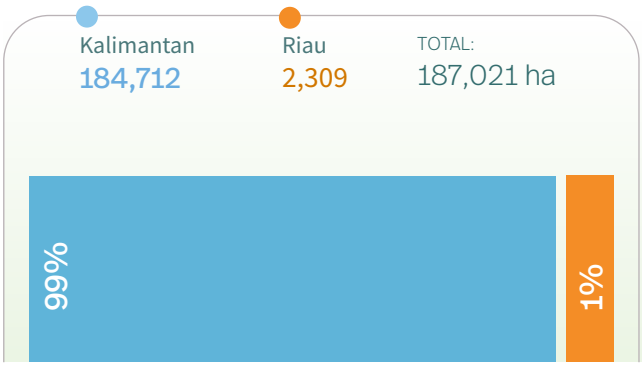
Bumitama commissioned two new mills in West Kalimantan in 2024. With a total of 17 mills in operation, we can now process up to 6.99 million tonnes of FFB and bring more CPO and PK to market. In 2024, we sourced a total of 3,360,640 tonnes of FFB – 64.8% from our own plantations (including plasma smallholders) and 35.2% from third-party FFB producers. Six of our mills exclusively source from our own plantations, while 11 source from a combination of Bumitama and third-party suppliers. Our mills yielded 1,141,506 tonnes of CPO and 234,311 tonnes of PK – a decrease of 6.7% for both outputs compared to 2023, respectively.

Unfavourable weather conditions during the year affected harvesting activities, resulting in a 9.7% decline in FFB yield compared to 2023 and 13.1% compared to 2022. Despite this, our CPO extraction rate remained stable, reflecting continued operational efficiency. Furthermore, we have intensified our research and development efforts in 2024 to drive greater productivity in the field.

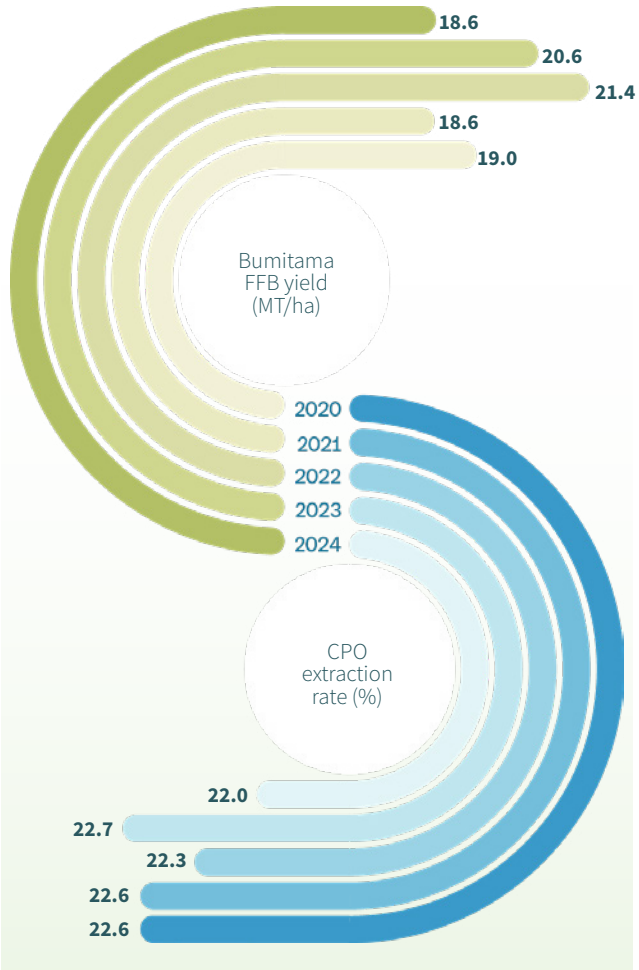
FFB production by source 2020–2024 (MT)



Planted area by region 2024 (ha, %)



Productivity 2020–2024



Improving planting material

Bumitama recognises the importance of addressing the increasing global demand for palm oil while ensuring efficient and sustainable production from existing land, thereby minimising environmental impact. We operate an oil palm breeding and tissue culture centre in Central Kalimantan, focusing on genetic selection, breeding, and propagation. The facility uses advanced techniques to develop high-quality seedlings that produce compact palms with higher oil yields, optimised for the conditions of our operations. These seedlings undergo rigorous testing and enhancement to endure extreme and fluctuating weather conditions, ensuring their resilience in replanting strategies and long-term agricultural intensification efforts. We aim to begin using some of this new planting material in our upcoming replanting programme, contributing to improved field performance and long-term productivity.

Investment in mechanisation

To further improve productivity, we continue to invest in mechanisation across our plantation operations. These efforts go beyond efficiency gains, serving as a strategic pillar of our broader sustainability and decarbonisation strategies. By transitioning to innovative and precision-driven technologies, Bumitama is reducing our environmental footprint and promoting sustainable land management. Mechanisation also improves workplace safety and the well-being of our workforce by reducing manual transport, alleviating repetitive strain, and minimising exposure to hazardous tasks, thus contributing to lower injury rates and improved working conditions.

Mechanisation initiatives in 2023–2024

Mainline Mechanisation to Boost Efficiency and Safety

Bumitama has replaced manual infield collection with **mini tractor grabbers** and **prime movers**, now operating across **12 estates**. This shift improves efficiency, reduces fuel use per tonne of FFB, and eases logistical bottlenecks–while also enhancing worker safety by minimising manual lifting and high-risk field tasks.

Precision Nutrient Application

Bumitama utilises **fertiliser spreaders**, **empty fruit bunch (EFB) spreaders**, and **focal feeder systems** to apply nutrients more precisely. This approach improves nutrient absorption, reduces runoff, enhances soil carbon levels, and lessens reliance on synthetic fertilisers through more efficient organic matter distribution.

Advancing Mechanised Weed and Pest Management

Bumitama has deployed **101 quick mower units**, reducing the need for chemical herbicides. This shift supports healthier soil microbiomes and biodiversity, while promoting more efficient and responsible field operations.

As we move into 2025 and beyond, our focus remains on:

1. Expanding mainline mechanisation to cut fuel emissions and improve efficiency.
2. Enhancing precision fertilisation to reduce GHG emissions from soil management.
3. Scaling up mechanised land management for biodiversity and sustainability gains.
4. Integrating digital mechanised tracking systems to improve accountability and carbon footprint monitoring.
5. Introducing new initiatives, including battery-powered harvesting equipment to decrease fuel dependency; developing rotary ditchers to improve land drainage, thus reducing waterlogging and enhancing soil quality.

CUSTOMERS

Bumitama's CPO and PK are sold to downstream customers for use in food products, oleochemical and biofuel refineries, personal care items, household goods, and confectionery traders and processors.

We are committed to certifying every Bumitama mill against the RSPO Standards. Currently, our CPO sales follow the mass balance supply chain model, which allows certified and conventional CPO to be mixed later in the supply chain.

Navigating the EUDR landscape

The EUDR marks a major transformation in the global palm oil trade, establishing a new benchmark for sustainability, transparency, and legal compliance. By requiring deforestation-free supply chains, full traceability, and rigorous due diligence, the regulation poses unique challenges for palm oil producers. Despite the EUDR being postponed, Bumitama has continued proactively reviewing the EUDR requirements ahead of its enforcement, ensuring that our supply chain remains resilient to regulatory changes. We are tackling EUDR compliance gaps in three ways:

1. Staying abreast of regulatory developments and working closely with government stakeholders to advocate for a practical compliance pathway that aligns with both EUDR and Indonesian legal frameworks.

2. Collaborating with smallholders to provide access to formal land titles, digital traceability tools, and land registration platforms to minimise the risk of smallholders being excluded from global supply chains. Bumitama is also expanding our smallholder capacity building initiatives in alignment with EUDR compliance requirements.

3. Strategically positioning the Group to maintain flexibility amid shifting domestic and global market dynamics and the resulting alternative demand streams. This encompasses exports to the EU and the forthcoming EUDR and Indonesia's increasing emphasis on biofuel expansion and national food security policies. Aligning our operations with international and domestic sustainability frameworks will ensure that our palm oil products remain compliant, traceable, and competitive in all major markets.

APPROACH TO SUSTAINABILITY

[GRI 2-23, 2-24]

Bumitama remains committed to upholding the highest sustainability standards across our operations, community partnerships, and supply chain members. Our NDPE commitments are the foundation of our sustainability strategy, guiding our efforts to drive sustainable palm oil production. Over the years, we have continuously refined and expanded these pledges through targeted initiatives that address real-world challenges. Recognising the need to evolve, we updated our Sustainability Policy in 2022 to bridge any existing gaps and strengthen our impact-driven approach. Although these updates formalised key elements, many of the principles were already essential components of our everyday operations, which ensured a seamless transition to codified best practices.

This 2024 report marks Bumitama's tenth year of dedicated sustainability reporting. Throughout this time, we have refined our reporting processes, strengthened key metrics, and adapted to evolving stakeholder expectations. We remain proactive in aligning with emerging developments like the IFRS, human rights due diligence (HRDD), and Corporate Sustainability Due Diligence Directive (CSDDD) and the increasing demands from both regulatory and voluntary reporting frameworks, ensuring our commitments continue to reflect global best practices.

MATERIALITY

[GRI 2-14, 3-1, 3-2]

We conduct materiality assessments every two years in conjunction with the development of our sustainability reports. This process reflects our priority focus areas and enables us to stay responsive to stakeholder requirements. Our final list of topics and resulting matrix help guide our internal sustainability strategies and report content. These topics are categorised into four main pillars: Environmental protection and sustainable land use, People and communities, Supply chain and responsible sourcing, and Governance and accountability.

2024 Materiality update

TOPIC REVIEW AND IDENTIFICATION

Reviewed and revised material topics based on industry benchmarking, latest developments, external commentary, and standards alignment

TOPIC PRIORITISATION

Determined the importance of each topic with input from the Sustainability Steering Committee, Bumitama sustainability team, and process owners who oversee implementation of on-the-ground initiatives

STAKEHOLDER CONSULTATION AND REPRIORITISATION

Tested and revised topic inclusion and prioritisation, followed by consultation with four external stakeholders: three landscape implementation partners and a regional government representative

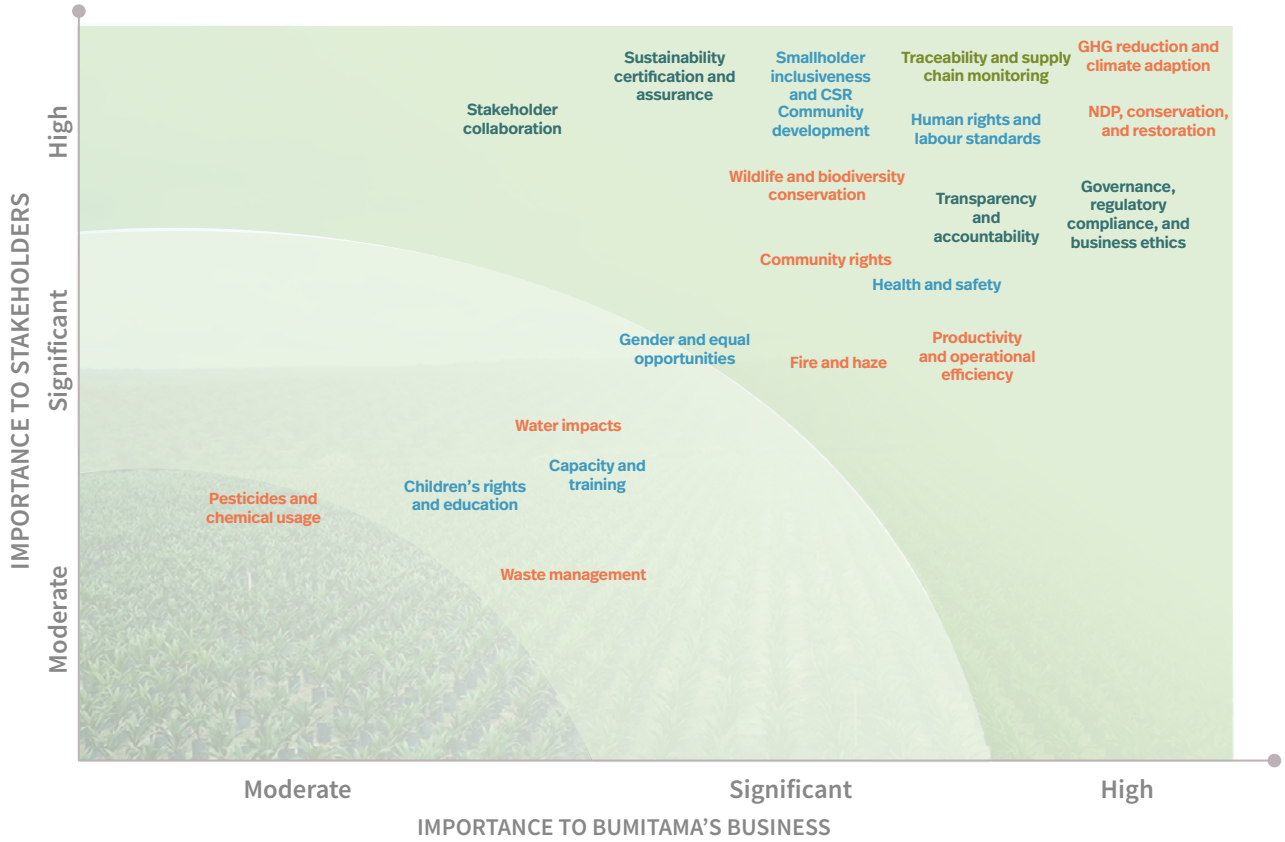
VALIDATION AND APPROVAL

Validated the final materiality topics by the Bumitama sustainability team; subsequently approved by the Board

Changes to material topics from SR2022

Merged topics	• To more holistically reflect pertinent concerns, the previous 'Anti-corruption and ethics' topic has been merged with 'Legal/regulatory compliance' and renamed: 'Governance, regulatory compliance, and business ethics'
Updated topic names	• 'Human rights and labour conditions' has become 'Human rights and labour standards.' Although Bumitama has always viewed labour standards in a broader context, the revised term more accurately reflects standards beyond mere conditions
	• 'Sustainability certification' was changed to 'Sustainability certification and assurance.' The revised name signifies standards beyond certification, such as meeting market expectations arising from the emerging EU regulations, which will impact Bumitama and our supply chains
	• 'Deforestation/HCV/HCS/Peat' was updated to 'NDP, conservation and restoration.' The new designation reflects Bumitama's evolution from solely adhering to the minimum standards set by our No Deforestation and No Peat commitments to actively surpassing these objectives through our conservation and landscape initiatives
	• 'Land complaints/FPIC' was changed to 'Community rights.' Although the updated name continues to address land complaints and FPIC, it also encompasses the broader context of upholding all community rights

Materiality matrix



Environmental protection and sustainable land use	People and communities	Supply chain and responsible sourcing	Governance and accountability

SDG CONTRIBUTIONS

Bumitama recognises that businesses play a crucial role in helping to achieve global targets such as the United Nations Sustainable Development Goals (SDGs). These objectives provide clear and universally recognised benchmarks for measuring our sustainability progress. We have identified our existing sustainability measures with the most significant impacts by aligning our material topics and relevant targets with the selected SDGs. In doing so, we continue to demonstrate the positive impact of our sustainability efforts on the larger global agenda.

Bumitama contributes to the following UN Sustainable Development Goals:

2 ZERO HUNGER	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	**2.3:** Double agricultural productivity and incomes of small-scale food producers
		2.4: Sustainable food production systems and resilient agricultural practices to increase productivity and production
4 QUALITY EDUCATION	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	**4.1:** Free, equitable and quality education for all girls and boys
		4.3: Quality technical, vocational and tertiary education for all men and women
		4.6: Youth and adults to achieve literacy and numeracy
8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	**8.5:** Full and productive employment and decent work for all women and men
		8.8: Protect labour rights and promote safe and secure working environments for all workers
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	**12A:** Strengthen scientific and technological capacity towards more sustainable patterns of consumption and production
		12.4: Achieve the environmentally sound management of chemicals and all wastes
		12.5: Substantially reduce waste generation through prevention, reduction, recycling and reuse

13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	**13.1:** Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters
15 LIFE ON LAND	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	**15.1:** Conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services
		15.2: Promote implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation
17 PARTNERSHIPS FOR THE GOALS	Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development	**17.14:** Enhance policy coherence for sustainable development
		17.16: Enhance global partnerships for sustainable development, complemented by multi-stakeholder partnerships

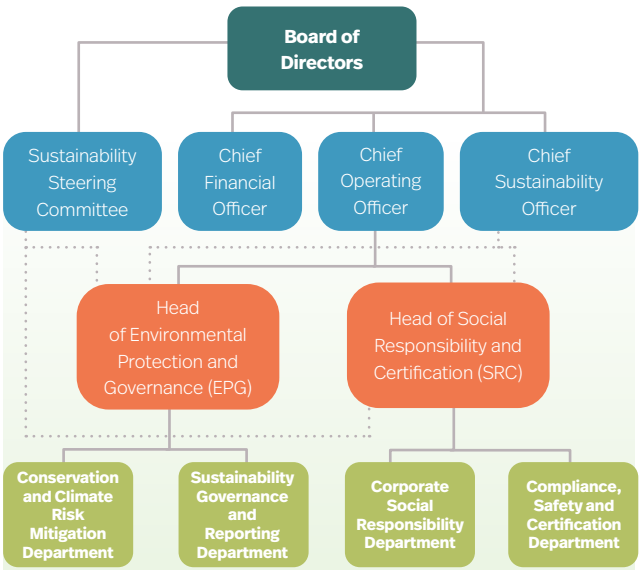
✱ **For links to our targets,** see Targets and progress **(p10)** ↗
✱ **For a more comprehensive overview,** see Bumitama's contributions to the SDGs **(p58)** ↗

GOVERNANCE AND MANAGEMENT

[GRI 2-9, 2-11, 2-12, 2-13, 2-16, 2-27, 3-3, 405-1]

Bumitama is committed to upholding the highest standards of corporate governance, integrity, and professionalism throughout our activities and operations. Our Board of Directors is chaired by our Chief Executive Officer (CEO), Lim Gunawan Hariyanto. In 2024, Lee Lap Wah George resigned as Independent Director, and Ng Yi Wayn was appointed to the Board in the same capacity. As of December 2024, the Board comprises seven directors: four independent, one non-executive, and two executive members. Among them are two Singaporeans, three Indonesians, and two Malaysians, including two women, reflecting a diverse mix of gender, nationalities, and professional and educational backgrounds to ensure that all aspects of our operations are adequately represented.

Sustainability management structure



Sustainability management remains a key focus area. All of our directors have undergone training on sustainability matters as prescribed by the SGX. The board of directors and a dedicated Sustainability Steering Committee (SSC) oversee Group sustainability policies, strategies, and performance. This includes the Group's climate risk management strategy, ESG programmes, and grievance monitoring. The SSC also monitors progress on GHG emissions reduction, addresses IFRS recommendations in managing climate-related risks and opportunities, and tracks sustainability performance against defined targets. In addition, it endorses the annual sustainability report and the assurance of selected non-financial indicators. The committee also formulates sustainability strategies, objectives, and action plans, playing a critical role in integrating sustainability and climate-related considerations into business decision-making processes. The CEO continues to champion sustainability principles, and the Chair of the SSC is also the Sustainability and Smallholder Development Director of the CPOPC. The SSC reports directly to the Board each quarter on the Group's sustainability performance, emerging issues, critical concerns, progress against targets, and climate-related risks and opportunities.

Our Chief Operating Officer leads the Corporate Sustainability and CSR department and oversees the daily implementation of our sustainability programmes and strategies. This unit reports to the SSC and is responsible for the sustainability reports, approved by the Board.

Governance and business ethics

[GRI 3-3, 205-1, 205-2, 205-3]

Guided by our Code of Conduct, we uphold the highest standards of corporate governance, integrity, professionalism, and ethical conduct in all our activities and operations. The Code sets clear expectations for our interactions with all employees, regulatory bodies, and business partners. As a company publicly listed in Singapore, we comply with the Singapore Code of Corporate Governance while ensuring alignment with Indonesia's regulatory landscape. Given our significant operations in Indonesia, we are committed to supporting the Indonesian government's efforts to eliminate corruption, bribery, and illegal gratification.

To achieve this, we maintain stringent anti-corruption policies that apply to all our subsidiaries, associates, contractors, vendors, and suppliers. These policies are regularly communicated to all employees, with anti-corruption training provided to 1,630 and 2,551 employees in operational areas in 2023 and 2024, respectively.

Annual audits are conducted as part of our risk management framework to identify potential corruption risks. Any identified cases are formally documented, investigated, and reported to the Board. During the reporting period, a total of 18 cases were recorded–11 in 2023 and seven in 2024–involving issues such as larceny, fraudulent disbursement, and conflicts of interest. We take each case seriously and have taken appropriate disciplinary actions, including termination of employment for those found to have committed fraud. None of these cases were material to the Group's financial position or operating results, nor did they meet the threshold for disclosure under the Singapore Exchange (SGX) Mainboard Listing Rules. In addition, we have strengthened our internal controls, increased staff awareness through targeted anti-fraud training, and enhanced our whistleblowing mechanisms to ensure earlier detection and prevention of similar incidents in the future.

- Bumitama's Code of Conduct ↗
- **Also see** Bumitama's Privacy Policy↗

Legal and regulatory compliance

[GRI 2-27, 3-3]

Bumitama complies with all applicable business laws and regulations, including securing the necessary land use permits and maintaining compliance with environmental regulations. Additionally, we adhere to all national tax and levy laws. The Group publishes annual reports that provide transparency on our tax contributions. There were no instances of legal non-compliance during 2023 and 2024.

- Annual Report 2024 **(refer to our website)**↗
- Environmental compliance **(p44)**↗

GRIEVANCES AND WHISTLEBLOWING

[GRI 2-23, 2-24, 2-25, 2-26, 3-3, 411-1, 13.14.2]

We believe in resolving stakeholder concerns through open, transparent, and constructive dialogue. To facilitate this, we have established a whistleblowing procedure and a dedicated grievance mechanism that allows stakeholders to report potential grievances. All reported cases are made publicly available on our website.

Whistleblowing procedure

Our Whistleblower Policy provides a structured channel for stakeholders – including employees, customers, suppliers, contractors, and community members – to report any concerns related to alleged financial improprieties, unethical practices, or any other misconduct. We ensure all reports are taken seriously, thoroughly investigated, and handled with confidentiality. Individuals who report concerns in good faith are protected from retaliation. The company's Board Audit Committee serves as the highest level of internal oversight for whistleblowing cases.

- Whistleblower policy and lodging a complaint ↗

Addressing complaints

Our grievance mechanism is designed to address breaches of sustainability commitments and certification standards, including land-related disputes. This structured and transparent process encourages open dialogue and fact-finding to resolve grievances fairly and effectively. If a violation of our sustainability policy commitments is identified, we promptly implement corrective action plans and continuously monitor them to ensure compliance. To ensure ongoing accountability, all grievances are recorded in our internal grievance tracker.

In addition to handling grievances through our internal system, we ensure that externally raised concerns, such as those received through the RSPO complaints process, are duly documented and addressed. In addition to formal grievances, we monitor issues highlighted in NGO reports, buyer inquiries, and the media. These findings are integrated into our grievance register to strengthen responsiveness and oversight. All direct and external grievances lodged are reported on our website.

RSPO complaints status

In April 2023, an RSPO complaint was filed against our subsidiary, PT Bumitama Gunajaya Agro. The case centred upon overlapping land claims with community members holding land certificates (SHM) over an area already designated for plantation use through the use of an operational permit (IUP) issued by the relevant government agency. The dispute arose when Bumitama discovered that the National Land Agency (BPN) had issued conflicting land certificates. Despite having compensated community members, we faced challenges with multiple parties claiming land rights. Bumitama proactively engaged with local community representatives, navigating changing leadership and ultimately escalating the issue to the RSPO's formal complaints system. Throughout the process, we fully cooperated and maintained complete transparency with community representatives from ULIN (*Usaha Lestari Negeri*) and RSPO.

By early 2024, both Bumitama and the complainant had agreed to resolve the matter through our internal grievance mechanism while still remaining under RSPO post-complaint monitoring. After extensive negotiations, a settlement agreement was signed in December 2024, effectively closing the case pending the confirmation of the RSPO complaints panel (delivered in March 2025). Updates can be found on the RSPO website.

Due to the risk of potentially similar overlapping issues and the imperative of resolving possible future claims, Bumitama and community representatives are committed to ongoing collaboration. As of December 2024, there were no open RSPO complaint cases against Bumitama.

Kinjil village dispute

In April 2023, a land dispute in Kinjil village escalated when three farmers were arrested for oil palm theft. This case involved a former village task force leader who had previously participated in a 2004 – 2006 land transfer process, receiving both financial compensation and plasma partnership rights.

Bumitama has long prioritised fair and transparent land-use agreements, ensuring that community members receive proper compensation and opportunities for long-term benefits through plasma partnerships. This Kinjil village dispute is a complex case involving individuals who were previously compensated but later sought to reclaim the holdings, leading to the unauthorised harvesting of FFB on plasma cooperative lands.

Despite multiple mediation attempts and offers of a financial settlement, the community member and his associates continued to engage in the unauthorised harvesting of FFB on plasma cooperative lands. Bumitama ultimately reported the case to the local authorities. We firmly believe that pursuing legal action against community members should always be a last resort. However, Bumitama also has an obligation to protect its assets and those of its plasma cooperative partners. We remain committed to working with local leaders, regulatory authorities, and community representatives to strengthen land management frameworks and prevent similar future disputes.

✱ **For more details on our statement, see our news release,** Bumitama clarification on the Kinjil case **(July 2023) and** further updates on the case **(March 2025).**

Complaints against suppliers

In 2024, one supplier case was recorded in our internal grievance register. Despite prior awareness efforts, the supplier was found to be in breach of our sustainability policy due to instances of clearing 104 hectares of secondary forest and using fire for land preparation. As a result, we have terminated our contract and removed the outgrower from our supply base. There were no supplier grievances in 2023.

✱ **For an overview of our supplier engagement and suspension criteria,** see Assessing and engaging suppliers **(p55)**↗

Update on Long Isun community concerns

In February 2023, Rainforest Action Network (RAN) released a report criticising Harita Group's timber companies for their plans to log customary forests for wood products on Long Isun's community land. The report alleged that Bumitama, a company with the same beneficial owner, had violated its NDPE policy commitments.

As we have clarified in our submissions to RAN, Bumitama does not participate in the timber business under the Harita Group, which operates independently through a specialised team. This fact is primarily supported by Bumitama Agri Ltd being a publicly traded company on the Singapore Stock Exchange. Contrary to what was stated in the RAN report, Bumitama follows the High Carbon Stock Approach (HCSA) in its forest identification assessments, which is consistent with our sustainability policy. This ensures we rigorously support the process of FPIC, enabling Indigenous peoples and local communities to have a say in decisions impacting their rights, lands, and territories.

Harita Group's two timber companies, PT Rodamas Timber Kalimantan (RTK) and PT Kemakmuran Berkah Timber (KBT), have also clarified the measures they have taken to provide the local communities with the right to give or withhold their consent during the various stages of their engagement. In conclusion, and at the community's request, the entities have removed the disputed Long Isun community lands from their long-term objectives and halted all activities in these areas.

✱ **For more details on our statement, see our news release**, Bumitama clarification on RAN publication **(February 2023) and** further updates on the case **(October 2024)**↗

CERTIFICATION

[GRI 3-3, 13.23.3]

Sustainability certification remains a key priority for Bumitama. Since 2014, we have actively pursued certification for our operations across multiple sustainability standards to meet evolving market expectations and uphold the highest environmental and human rights standards. The importance of accreditation continues to grow globally, driven not only by consumers and brand expectations but also by regulatory developments. Governments and supranational entities, such as the EU, have introduced directives and regulations to ensure that all imported palm oil is free from deforestation and compliant with fundamental human rights.

RSPO

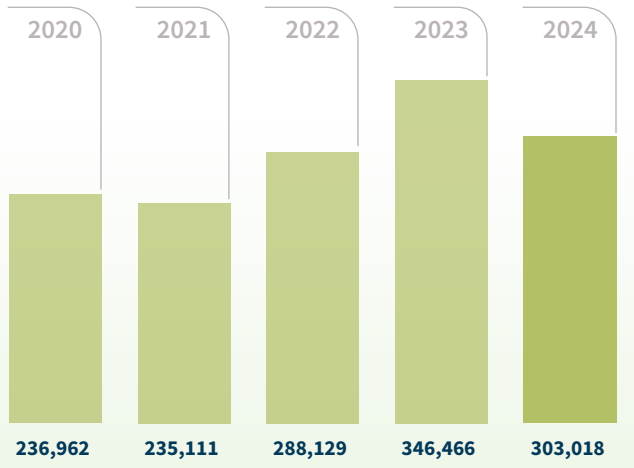
Bumitama became a member of the RSPO in 2007 and received its first RSPO certification in 2014. In November 2024, the third revision of the Principles and Criteria (P&C) was adopted, replacing the 2018 standard, which Bumitama began to gradually implement ahead of upcoming audits.

As of December 2024, 84,674 hectares (60.8%) of our certifiable area (or our land use permit *Hak Guna Usaha* [HGU]) is RSPO certified, marking a significant increase from 66,761 hectares (48%) in 2022. Additionally, ten of our 17 mills (58.8%) are now RSPO certified.

Our original timebound target to certify all mills with estates by 2024 has encountered delays. While Bumitama remained on track with documentation and preparation, unforeseen challenges arose when the initially contracted certification body withdrew from the RSPO. This resulted in challenges in securing an approved certification body within the required timeframe. Our revised timebound plan is targeting full certification by 2027, including our two newly commissioned mills.

Despite these setbacks, our certified mills supplied 303,018 tonnes of certified sustainable palm oil (CSPO) and certified sustainable palm kernel (CSPK) to local and international markets in 2024 – an increase of 27.9% compared to 2020.

CSPO and CSPK volume produced 2020–2024 (MT)



Note: certified volumes decreased in 2024 due to lower FFB production and replanting programmes.

As we advance our own certification efforts, we are also committed to assisting smallholders in achieving RSPO certification. The programme for our plasma smallholders began in 2019, while independent smallholders entered in 2018. As of December 2024, we have facilitated certification for 2,483 hectares of plasma – an increase from 1,899 hectares in 2022 – accounting for 4.0% of the total plasma planted area. Although our initial 2024 timebound plan to certify all plasma schemes has been delayed, we remain aligned with our revised RSPO certification road map.

As of December 2024, our programme has assisted three independent smallholder groups in obtaining RSPO certification, covering a cumulative total area of 1,454 hectares. This represents 6.7% of the total external smallholder area supplied to our mills.[2] Looking ahead, we aim to certify 2,335 independent smallholders under the RSPO programme by 2029, thereby expanding certification coverage to more than 7,000 hectares. This will be achieved with our implementation partners, IDH Indonesia and Rainforest Alliance.

✱ Smallholder inclusivity **(p55)**↗

[2] Represents areas we have helped achieved initial certification. Maintaining certification is under the management of the respective smallholder groups.

A plan for segregated mills

To meet the growing demand for sustainable palm oil, we are evaluating the feasibility of offering segregated CSPO to our customers. In 2024, we completed an internal supply chain assessment to identify mills with potential segregation capabilities as well as those requiring logistical adjustments or further investment. This initiative aims to not only comply with RSPO requirements but also ensure readiness for EUDR market requirements ahead of the anticipated deadline. While our initial plan targeted a segregated mill by 2023, we have since realigned our approach to prioritise readiness for the upcoming EUDR requirements, positioning us for more effective implementation in the near future.

Other certifications

Bumitama has six plantation subsidiaries certified under the ISPO Standard, with two new certifications achieved in 2024. We are working to integrate ISPO audits with RSPO certification processes to enhance efficiency, reduce costs, and streamline compliance efforts.

In the first quarter of 2025, Bumitama received Programme for Pollution Control, Evaluation, and Rating (PROPER) *Hijau* (Green) status, a recognition from the Indonesian government that our environmental efforts go beyond compliance. Additionally, one of Bumitama's mills holds ISO 14001 for environmental management systems, demonstrating our commitment to structured and effective environmental governance.

While we initially considered pursuing International Sustainability and Carbon Certification (ISCC) for our bio-based feedstocks and renewable products, the scheme has become technically obsolete for palm-based biofuels in key markets such as the EU. As a result, we have shifted our focus towards aligning with EUDR requirements, which present a more relevant framework for future compliance and market access.

STAKEHOLDER ENGAGEMENT AND TRANSPARENCY

[GRI 2-28, 2-29, 3-3]

Bumitama plays a substantial role in addressing industry-wide sustainability challenges. However, meaningful and ongoing stakeholder engagement remains critical to achieving lasting outcomes. We strive to continuously improving our efforts, emphasising the importance of building strong, long-term partnerships and actively engaging with local communities.

Notable partnerships and collaborations 2023–2024

1. **IDH |** Continued partnership on sustainable palm oil and forest protection initiatives at landscape level, exploring potential investment opportunities.
2. **Earthqualizer |** Ongoing partnership focused on landscape-level sustainability programmes (including social forestry initiatives) and deforestation monitoring
3. **Rainforest Alliance |** Initiated a new five-year partnership for smallholder training partnership in Ketapang.
4. **YIARI |** Coordination and information exchange to protect the landscape's orangutan population through joint patrolling and threat prevention efforts.

We prioritise transparency, regularly informing stakeholders about Group-wide activities through regular reporting and communication on our website. In 2023, we continued proactive updates on all stakeholder-relevant issues, including grievance reporting, and launched a series of sustainability-focused narratives.

Bumitama participates in several voluntary and mandatory benchmarking initiatives and public assessments that measure our sustainability commitments and performance. These include the Zoological Society of London's Sustainable Palm Oil Transparency Toolkit (ZSL SPOTT), Forest 500 (under the Harita Group), and Indonesia's Programme for Pollution Control, Evaluation, and Rating (PROPER). In 2024, we also submitted our responses to the CDP questionnaires on Forests, Climate Change, and Water Security.

Our reporting aligns with recognised frameworks such as the GRI Standards, Singapore Stock Exchange (SGX) Sustainability Reporting guidelines, and the Task Force on Climate-Related Financial Disclosures (TCFD). We will continue to adopt new and revised standards as they come into force, such as the IFRS Sustainability Disclosure Standards for our FY2025 climate reporting, as per SGX's enhanced reporting regime. In preparation for these changes, we have initiated readiness assessments for IFRS S1 and S2 to evaluate our existing disclosures and identify areas for improvement ahead of full implementation. For further details on our IFRS readiness, please refer to page 36/IFRS section.

Latest ESG ratings in 2023/2024

Ranked **22/100 (81.5% score)** on ZSL SPOTT (2024)

Ranked **8/350** on Forest 500 (under Harita Group) (2023)

PROPER Hijau for one mill (Q1, 2025)

2024 CDP scores: **Forest (B), Water Security (C), Climate (D)**

ENVIRONMENTAL PROTECTION AND SUSTAINABLE LAND USE

We understand that responsible land use plays a critical role in supporting broader environmental goals at the landscape level. Our programmes continue to prioritise collaboration beyond our operational boundaries, fostering shared environmental stewardship–particularly with neighbouring communities who depend on these ecosystems. Ultimately, we aim to contribute to a forest-positive future through sustained, proactive partnerships.

Over the last two years, we have concentrated on understanding our climate - related impacts and opportunities. This focus has led to strategic operational investments to significantly reduce emissions from our mills, particularly through methane capture and other initiatives. We are also exploring new ways of decreasing chemical fertiliser usage through application of compost and biocharcoal.

UPHOLDING OUR NO DEFORESTATION COMMITMENTS

[GRI 2-23, 2-24, 3-3, 101-1, 13.4.1, 13.4.2]

We remain firm in our policy of no deforestation, no peat development, and no conversion of natural habitats and ecosystems. These commitments entail adherence to all relevant RSPO requirements for any new development or plantation expansion. While we may consider limited areas for new planting[3], our investments primarily focus on replanting programmes within existing plantations. This includes enhancing productivity, achieving higher yields, and ensuring that planting materials are resilient to extreme climate conditions.

All concessions are regularly monitored – both internally by Bumitama and externally by the Earthqualizer platform – to assess any changes in land cover. Our monitoring system also extends beyond our concession boundaries, encompassing areas associated with existing third-party suppliers and potential suppliers.

Despite these measures, we acknowledge that land clearing by local communities may still occur within our management units. In such cases, we engage with the affected communities to educate them on our commitments, including our external fruit-sourcing policy, and propose collaborative efforts to rehabilitate these areas. Our goal is to reduce environmental impact while promoting the well-being of surrounding communities. By working closely with our stakeholders, we strive to develop long-term, sustainable solutions that benefit both people and nature.

[3]In 2023, just over 9,000 hectares at our Simpang Dua and Simpang Hulu concessions were approved for new planting after the RSPO New Planting Procedure (NPP) was completed. We are currently engaging in dialogue with local communities, adhering to the principles of FPIC, to assess the feasibility of future development.

BIODIVERSITY PROTECTION AND CONSERVATION

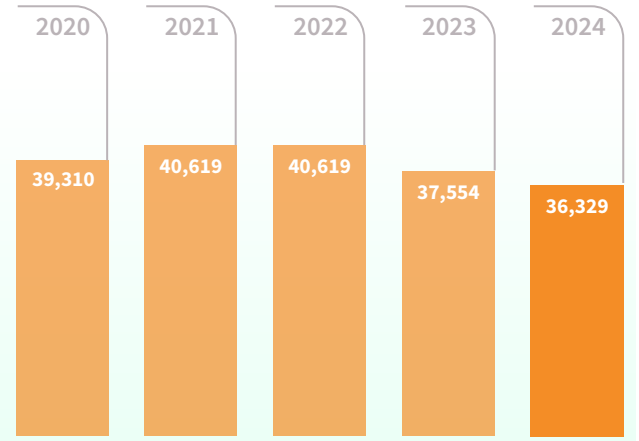
[GRI 3-3, 304-3]

We are committed to continuously enhancing the protection and conservation of our identified biodiversity areas. To help guide our conservation efforts, we rely on assessments and recommendations from accredited assessors under the High Conservation Values Network Assessor Licensing Scheme (ALS), along with the expertise of our internal conservation teams and external partners. While we evaluate all new developments and expansion areas to determine conservation areas, we also seek to strengthen our existing identified areas.

By 2028, Bumitama aims to conduct a second review of all past High Conservation Value and High Carbon Stock (HCV–HCS) assessments and update information regarding boundary changes, legal statuses, conservation and carbon values. In 2023 and 2024, we completed re-assessments at 13 Bumitama plantations and seven associated scheme smallholder areas in West and Central Kalimantan. As part of this process, certain areas previously mapped as HCV were reassessed and found not to meet current HCV criteria. These areas have long supported community agroforestry and were accordingly re-designated for that purpose. Our total conservation area was adjusted from 40,619 hectares in 2022 to 36,329 hectares in 2024. This update reflects improved land classification, and our commitment to protecting verified HCV, HCS, peatlands, and buffer zones remains unchanged.

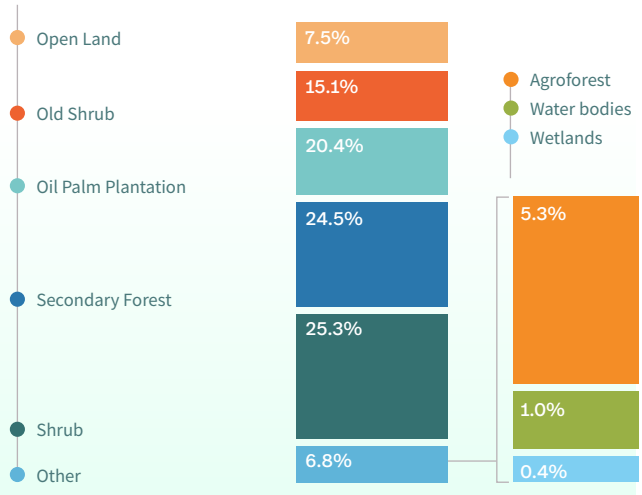
In addition to conservation efforts, we are also proactively addressing past environmental liabilities through remediation and compensation plans for our existing plantation areas. As of December 2024, a total of 7,708 hectares across 25 management units are undergoing RSPO-approved remediation and compensation procedures, ensuring alignment with broader sustainability commitments.

Conservation area set aside 2020–2024 (ha)



Note: the change in conservation area in 2024 is due to the reclassification of the HCV area as agroforestry in the latest HCV–HCS re-assessments.

Land cover at set-aside areas by type as of 2024 (%)



Monitoring land cover change in conservation areas

[GRI 13.4.1, 13.4.2, 13.4.4]

To determine our conservation and rehabilitation efforts, our teams continuously monitor changes in land cover using remote sensing technology[4] that identifies areas at risk of deforestation. Since the programme's inception in 2020, we have confirmed that approximately 40% of our conservation areas consist of structural forests, specifically secondary forests and mature shrublands.

Our overarching objective is to increase total forest cover in our company-controlled conservation areas by 10% by 2025 compared to our 2020 baseline of 34% (or a total forest cover target of 44%). This will be achieved through active reforestation, planting, and fostering natural regrowth through company initiatives and community partnerships.

[4]Not based on conservation areas identified through HCV–HCSA assessments and ground surveys.

Despite agreements to jointly safeguard conservation land, we continue to observe community-driven land-clearing in these areas, often due to dynamic relationships or changes in local land ownership. As a result, meeting our annual forest loss target of below 0.1% has been very challenging. In 2023 and 2024, land-clearing resulted in the loss of 604 hectares of forest within our managed area (401 hectares in 2023 and 203 hectares in 2024), representing 1.07% and 0.56% of our conservation areas, respectively. Since 2022, total forest loss has amounted to 919 hectares.

Reforestation programmes

To support our target to improve quality of our conservation programmes, we run reforestation activities across our operations.

Since 2021, and with the help of BBCP and social forestry initiatives, we have reforested 468 hectares with over 160,242 trees in Central Kalimantan, West Kalimantan, and Riau within our operations as well as in conservation programmes beyond our concessions.

Trees planted and area rehabilitated 2021–2024

Initiatives	Total tree seedlings planted since 2021 (no.)	Total area rehabilitated since 2021 (ha)
Conservation in BBCP	68,060	180
Conservation not in BBCP	56,332	143
Social forestry	35,850	145
Total	**160,242**	**468**

Conservation initiatives

[GRI 13.4.1]

Bumitama's conservation partnerships focus on safeguarding and enhancing forests, which are vital for maintaining ecosystem connectivity and biodiversity. We collaborate closely with stakeholders across our operational landscapes, actively pursuing legal recognition for our conservation areas to reduce the risk of third-party encroachment and mitigate threats such as forest fires, illegal logging, and poaching. By fostering stronger local participation and a shared sense of responsibility, we empower local groups to provide long-term support for our conservation efforts.

A landscape approach: the PPI Compact in Ketapang

We actively engage in multi-stakeholder initiatives such as the Sustainable Trade Initiative's (*Initiatief Duurzame Handel* [IDH]) Production, Protection, Inclusion (PPI) Compact in the Ketapang region, which promotes sustainable production, forest protection, and restoration across one million hectares. In partnership with local government authorities, we support restoration programmes covering up to 20,000 hectares of forest and peatland, enhance sustainable palm oil production, and improve the livelihoods of smallholders. Bumitama was a key signatory in 2019 and continues to engage in core discussions with key stakeholders, including providing secretarial support and assisting with the multi-stakeholder implementation of the *Kawasan Ekosistem Esensial* (KEE) regulation, which officially designated our Sungai Putri conservation area as an essential ecosystem zone in 2017.

BBCP: Advancing conservation in palm oil landscapes

Established in 2016, the BBCP in Ketapang, West Kalimantan, has become a model for integrated conservation within palm oil landscapes. Spanning 8,311 hectares, the area functions as a wildlife refuge, ecological buffer, and a hub for reforestation and community engagement. We are now intensifying our biodiversity monitoring efforts and preparing for a new phase of collaboration with wildlife conservation and management experts to enhance science-based protection of key species and habitats in the region.

Conservation wins

Over the past two years, BBCP has achieved some of its most significant milestones, thus reinforcing the project's long-term sustainability. With 180 hectares reforested and 68,060 trees planted since 2021 and 800 hectares reforested under FlyForest programme in 2020, restoration efforts have strengthened habitat connectivity, ensuring that the region's diverse ecosystem – including Bornean orangutans and other endemic species – continues to thrive. Innovative solutions such as drone-seeding technology through the FlyForest programme have enabled restoration to reach previously inaccessible areas, demonstrating how conservation in palm oil landscapes can evolve through science-driven approaches.

Community integration

In a region where traditional land-use practices still define livelihoods, conservation cannot exist in isolation. Over the years, BBCP has worked closely with local villages, training forest rangers, establishing agroforestry programmes, and piloting sustainable farming techniques such as paludiculture on peatlands, which allows rice to be cultivated on previously unproductive land. The Berajang Training Centre has been a key hub for this knowledge-sharing, equipping communities with the tools to increase agricultural yields without encroaching on protected areas. BBCP's initiatives exemplify the synergy between conservation efforts and community development

Legal and industry recognition

BBCP's defining achievement of the past two years has been securing legal recognition for its conservation areas. For years, regulatory uncertainty has posed a challenge, as Indonesia's land-use frameworks tended to prioritise natural resource extraction and agricultural productivity over conservation. In 2023, this changed when the Regent of Ketapang issued Decree No. 839/PERKIMLH-E/2023, formally protecting BBCP's project areas and recognising the importance of its peatlands, which are critical habitats for endangered species and water retention zones. This decision safeguards the initiative from future land-use conflicts, thereby ensuring stability for ongoing restoration and biodiversity efforts. This achievement reflects Bumitama's persistent engagement with local government authorities and technical partners, demonstrating a collaborative approach to balancing economic development and environmental stewardship. Ultimately, the decree establishes a model for integrated conservation strategies in Indonesia's complex land-used landscape.

Future direction

Looking ahead, BBCP is actively developing carbon insetting strategies in collaboration with key partners, including IDH Indonesia and CarbonSpace. These partnerships aim to quantify and incorporate conservation impacts into carbon finance mechanisms. Through these initiatives, we are aligning with global sustainability frameworks and promoting a participatory governance model to secure the project's long-term viability.

BBCP's importance was further cemented in 2023 when it received the **RSPO Excellence Award** for **Conservation Leadership**, showcasing our efforts to become a benchmark for conservation leadership in production landscapes.

BBCP MILESTONES

2016

Inception

Launched BBCP in PT *Gemilang Makmur Subur* (GMS), Ketapang, West Kalimantan.

Identified 1,100 hectares as a wildlife corridor.

Formed partnerships with IDH and Aidenvironment.

2017

Expanding conservation efforts

Joined PT *Damai Agro Sejahtera* (DAS), increasing conservation areas to 8,311 hectares.

Conducted first orangutan surveys with YIARI.

Aligned BBCP with *Sungai Putri* Essential Ecosystem Area (KEE).

Began advocating for legal recognition of conservation areas.

2021

Expanding ecosystem connectivity

Planted 2,735 trees across 80 hectares.

Introduced carbon monitoring.

Conducted landscape-level orangutan conservation study.

2022

Increasing restoration and community engagement

Planted 21,114 trees over 39 hectares.

Formalised six village co-management agreements.

BBCP joins regional Green Growth Plan discussions.

2018

Strengthening wildlife protection

Expanded forest ranger teams to include local communities.

Launched programmes to tackle illegal logging and encroachment.

2019

Nurturing communities & sustainable livelihoods

Established *Berajang* Training Center for sustainable farming.

Introduced peat restoration programme.

Launched first social forestry pilot to support alternative incomes.

2020

Innovating large-scale reforestation

Reforested 800 hectares using drone-seeding.

BBCP began contributing to the Production, Protection, Inclusion (PPI) compact for forest protection.

2023

A landmark year for legal recognition

BBCP wins RSPO Excellence Award for Conservation Leadership.

Secured legal recognition: 8,000 hectares designated as protected.

Launched nursery expansion project to support restoration.

Released a rescued gibbon (*Hylobates albibarbis*) into the BBCP area with the Indonesian Ministry of Environment and Forestry (MoEF).

2024

Strengthening conservation leadership

Reforestation accomplishes 60 hectares: 44,211 trees planted in two years.

Launched new IDH carbon insetting partnership.

Collaborating with *Akademi Komunitas Perkebunan Stiper Yogyakarta* to expand community conservation efforts.

BBCP recognised as a model for balancing conservation and development.

Released two rescued gibbons into the BBCP area with the MoEF.

Multi-stakeholder collaboration is key

Commentary by Donatus Rantan, Director of Ketapang Development Partners

In Ketapang, the issue of sustainable land management continues to attract global attention because of the historical development and clearance of forested areas by palm oil and mining companies. This not only affects the environmental ecology of the region but also impacts local communities that depend on natural and forest resources. Managing these impacts requires collaboration with multi-stakeholder groups, which is the objective of the PPI Compact. To realise the national and regency goals of Ketapang, it is essential for various stakeholders – including government, the private sector, NGOs, and local communities – to discover a way to work together towards sustainable development.

Bumitama's BBCP initiative plays a crucial role in this regard, offering protection against natural disasters and enhancing forest areas through conservation management efforts. The BBCP has evolved from being a solely protective initiative into an innovative hub for capacity building and education for various stakeholders, including government, NGOs, and local communities.

BBCP's legalisation is a significant conservation development. It allows Bumitama to continue its preservation initiatives without reclassifying the area as unused land, thereby preventing the permit from being revoked. Moreover, it highlights the Ketapang Regency Government's understanding of the importance of private-sector conservation investments. We hope that Bumitama's efforts will also inspire other private companies to undertake more meaningful CSR activities through proactive and collaborative stakeholder engagement.

About: Donatus Rantan is an NGO activist with a deep interest in community development and rural development. He is currently the Director of Ketapang Development Partners and is involved in two multi-stakeholder groups: the PPI Compact (a collaboration between IDH, local government, and private companies) and the Sustainable Natural Resource Management (Pengelolaan Sumber Daya Alam Berkelanjutan [PSDA]), which is a joint secretariat formed from the collaboration between the regional government and the Kalimantan Forest department. He is also the chair of two multi-stakeholder forums established in Ketapang.

Conservation: not a liability, but an asset

Commentary by Nassat Idris, Country Director, and Sacha Amaruazaman, Programme Manager | IDH

Bumitama is a dedicated conservation steward for the Ketapang district. They have not only shown visionary leadership through constructive engagement with local communities but have also achieved significant milestones such as securing the BBCP as a legally protected area. Bumitama supports good agricultural practices (GAP) and provides alternative livelihood models for income generation by exploring various programmes that leverage their conservation and community efforts such as carbon in-setting.

Conservation is integral to Bumitama's business model and is essential for leveraging the global sustainability market. We hope that Bumitama's success will help inspire a changing mindset where sustainability starts to be seen as an asset rather than a liability. Strong government frameworks, financial backing, and a commitment to increasing compliance with NDPE or RSPO standards can transform HCV–HCS areas into a valuable asset.

We have high hopes that Bumitama can help realise the ultimate vision of the PPI Compact with us. Developing this model in other areas would be advantageous, as it can inspire other companies to leverage the PPI Compact as an asset that aids business growth and generates interest from buyers and financial institutions. We hope IDH and Bumitama can collaborate to present our shared aims to local government and other interested parties.

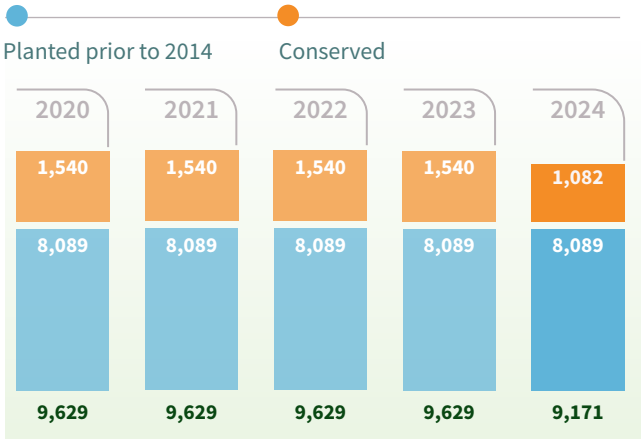
About: IDH runs the PPI Compact as a shared vision in the landscape on sustainable production, forest protection and restoration, and social inclusion. Their role includes convening stakeholders to co-develop and agree on the PPI Compact and facilitate a district-level secretariat to operationalise this vision, which encompasses conducting convening activities to fulfil these objectives. Since 2016, IDH and Bumitama have collaborated in several programmes, including conservation initiatives within Bumitama's concessions, establishing the KEE with the government, and setting up and implementing the PPI Compact to achieve deforestation-free supply chains.

PEAT CONSERVATION

[GRI 2-23, 2-24, 3-3, 13.4.1, 13.4.2]

Bumitama remains committed to a policy of zero new plantings on peat, actively pursuing restoration of peatlands where feasible and managing existing plantations on peat in accordance with RSPO best management practices. In 2024, we updated our peatland data at PT KBAS following a joint HCV-HCS reassessment. As a result, the peat conservation area was adjusted to reflect the field conditions, with full consideration of environmental factors, and the area will remain excluded from company's future planting activities. As of December 2024, our total peatland area stands at 9,171 hectares, of which 8,089 hectares are planted (4.3% of our total planted area).

Peat area planted and conserved 2020–2024 (ha)



Note: the 2024 decrease in conserved peat areas is due to reclassification as HCV areas and is not due to planting activities.

CLIMATE MITIGATION

[GRI 3-3]

With agriculture fundamental to Bumitama's ongoing growth, our strategy for addressing climate change has been vital to our management plan. This includes managing land cover loss by controlling deforestation and increasing forest cover through our reforestation initiatives.

Bumitama remains committed to mitigating climate change and aligning with Indonesia's Net Zero 2060 ambitions. With a target of a 30% emissions intensity reduction by 2030 (from our 2016 baseline), Bumitama continues to refine and integrate climate mitigation measures into our core operations. Over the past two years, our approach has evolved beyond isolated emissions reduction efforts into a cohesive strategy that includes internal carbon pricing as a core element of project planning–ensuring sustainable growth while anticipating future carbon tax regulations and their potential impact across short-, medium-, and long-term horizons. Our climate mitigation road map is built on three key elements:

1. **Methane capture and renewable energy:** Harnessing biogas from palm oil mill effluent (POME) to reduce emissions and generate clean energy.
2. **Biocharcoal and organic fertilisers:** Repurposing production waste to improve soil health and reduce reliance on synthetic fertilisers.
3. **Solid separation for wastewater treatment:** Improving water management to reduce methane emissions while enhancing operational efficiency.

Our team is pursuing carbon certification for our methane capture and biocharcoal projects, which will quantify emissions reductions and potentially generate verified carbon credits. This aligns with the company's broader climate strategy by providing a financial mechanism to support continued investment in low-carbon technologies.

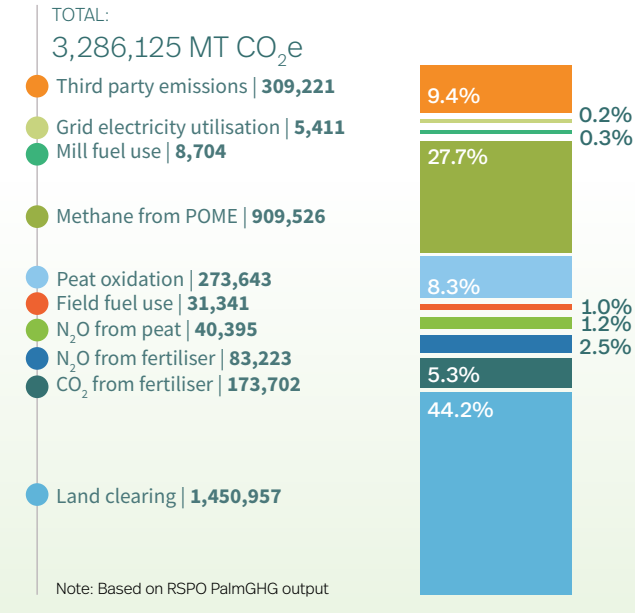
MANAGING GHG EMISSIONS

[GRI 305-1, 305-2, 305-3, 305-4, 305-5]

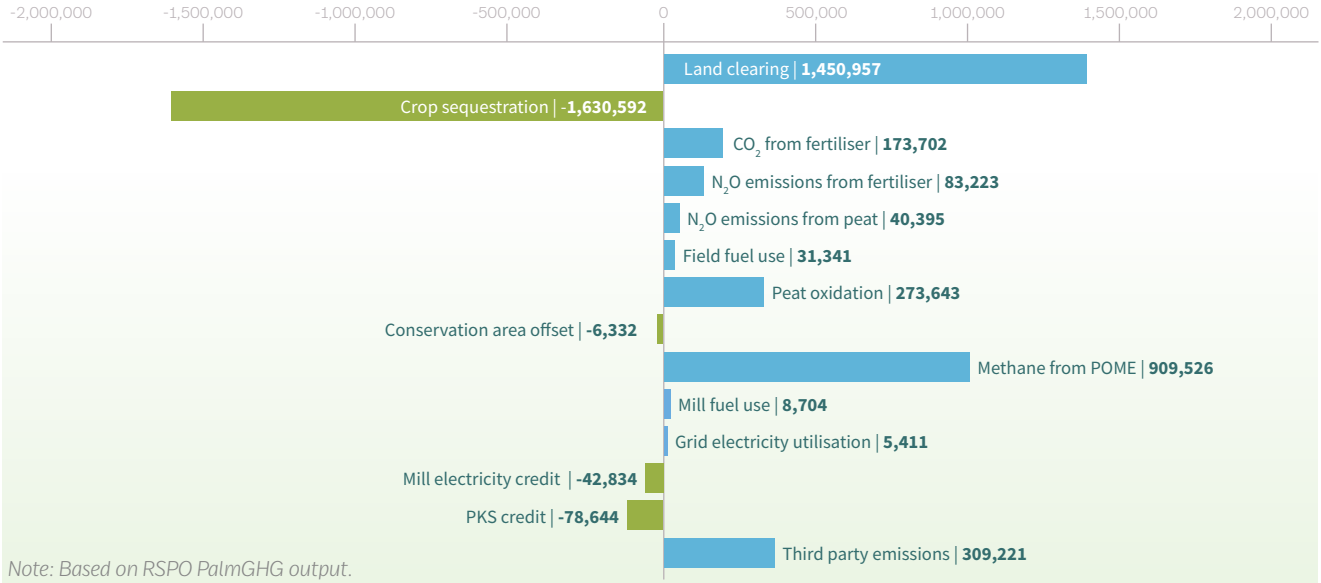
We use the latest RSPO PalmGHG Calculator to measure and monitor our annual GHG emissions, ensuring a consistent application of the methodology across all operations, regardless of certification status.

Our primary source of emissions continues to be land-use change, which accounts for 44.2% of total emissions, followed by POME at 27.7%. In 2024, our overall net emissions totalled 1,527,723 tonnes of carbon dioxide equivalent (MT CO_2e), reflecting an 8.9% decrease from 2022. These reductions are primarily attributed to lower fertiliser application at plantations and increased consumption of renewable energy from biomass.

Gross emissions by type 2024 (MT CO_2e, %)



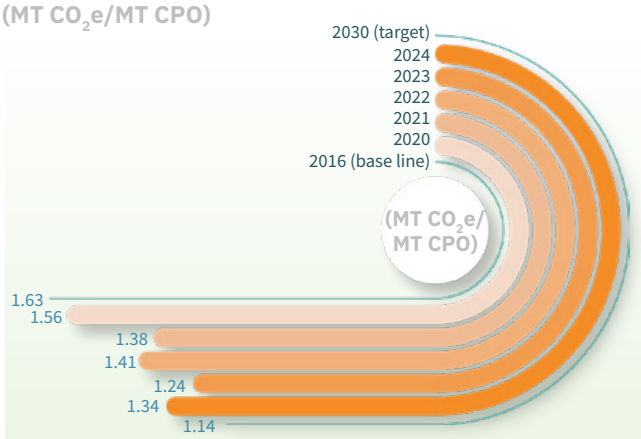
Emissions Sources and Sinks 2024 (MT CO_2e)



Note: Based on RSPO PalmGHG output.

Bumitama's total 2024 GHG emissions intensity was 1.34 tonnes of carbon dioxide equivalent per tonne of crude palm oil produced (MT CO_2e/MT CPO). While this represents an 8% increase compared to 2023, primarily due to lower FFB production resulting in higher emissions per unit of CPO, it still marks an 18% improvement from our 2016 baseline, keeping us on track for our 30% reduction target by 2030. This reduction target includes our Scope 1 and 2 net emissions intensity. Furthermore, the positive impact of our new biogas facilities has yet to be realised in our calculations, as we are in the process of ramping up operations.

GHG emissions intensity 2020–2024 (MT CO_2e/MT CPO)



Note: Based on RSPO PalmGHG output.

Ensuring compatibility with international GHG standards

We have completed an initial mapping of our PalmGHG output against the GHG Protocol agricultural guidance to identify our Scope 1, 2, and 3 emissions. This highlights that more than 85% of our total gross emissions derive from those within our control (Scope 1), of which a significant portion (more than 57%) comes from the land sector and biogenic emissions. A further 15% comes from emissions within our value chain (Scope 3). Less than 1% comes from emissions from purchased electricity (Scope 2), given that our mills primarily operate on renewable energy generated on site. We acknowledge the importance of ensuring data compatibility with widely used frameworks such as the GHG Protocol to support transparency and facilitate benchmarking. We currently use the RSPO's PalmGHG tool to monitor and report our emissions, while also exploring ways to strengthen our reporting approach in anticipation of an updated version of the tool, expected to incorporate methodology for estimating Scope 1, 2, and 3 emissions.

GHG emissions by scope 2022–2024 (MT CO_2e)

GHG emissions	2022	2023	2024
Total Scope 1 (gross)	**2,665,960**	**2,674,877**	**2,840,623**
Scope 1 non-FLAG emissions	1,084,418	968,846	935,556
Scope 1 emissions from land sector	1,542,284	1,663,912	1,848,217
Scope 1 biogenic emissions (biofuels)	39,258	42,119	56,850
Scope 1 removals from land sector	(1,254,238)	(1,405,129)	(1,636,924)
Total Scope 2	**0**	**422**	**5,411**
Total Scope 3	**454,650**	**423,296**	**482,924**
Total gross emissions	3,120,610	3,098,595	3,328,958
Total net emissions	**1,866,372**	**1,693,466**	**1,692,035**

Note: FLAG refers to Forest, Land and Agriculture (FLAG) emission guidance from the Science Based Targets Initiative (SBTi).

Progress on methane capture facilities

Approximately 28% of our gross emissions result from methane released from POME. To address this, Bumitama is investing in methane capture facilities, which form a key part of our climate mitigation strategy. Captured biogas is used as a renewable fuel source for mill boilers, thus decreasing our dependence on kernel shells and improving energy efficiency. Moreover, reallocating kernel shells to external parties for renewable energy production offers an additional opportunity for carbon mitigation.

We plan to install methane reduction systems at 15 mills by the end of 2029, using company's own resources, contributing to our 2030 emissions reduction target. In 2023, Bumitama commissioned its first methane-to-electricity facility in Riau, reducing the Group's total net emissions by approximately 7%, while generating 3 megawatts (MW) of electricity for the national grid. This facility has since avoided 217,946 MT CO_2e of emissions. The programme has since expanded with the completion of another facility in Central Kalimantan in 2024, with two more plants under construction and another two scheduled for completion by 2026.

Composting

Bumitama's aerobic composting facilities play a key role in reducing methane emissions by preventing the anaerobic decomposition of organic matter. **Bumitama currently operates 14 composting sites, and in 2024, 38.7% of total POME was diverted to these facilities to produce compost for land application.** This approach has not only lowered methane emissions but also shown potential to reduce reliance on chemical fertilisers–trials demonstrated that substituting 50% of chemical inputs in nurseries and 25% in mature plantations maintained equivalent seedling growth and FFB yields compared to full chemical fertiliser use.

SUPPORTING CLIMATE ACTION AT A NATIONAL LEVEL

In November 2024, Bumitama was invited by the Indonesian Ministry of Environment and Forestry to pilot a project for Indonesia's Forest and Land Use (FOLU) Net Sink 2030 strategy, in line with Indonesia's Nationally Determined Contribution (NDC) for GHG emissions reduction. Indonesia's FOLU Net Sink 2030 aims to achieve an emissions level from the Forestry and Other Land Use sector of minus 140 MT CO_2e and a further reduction to 340 MT CO_2e by 2050. This landscape pilot will involve the two social forestry villages in Ketapang that Bumitama and Earthqualizer are working with.

We hope this programme will serve as a prime example of how palm oil companies such as Bumitama can engage in conservation initiatives that promote the economic development of communities through multi-stakeholder landscape collaboration, thereby supporting national-level commitments for global impact.

Energy use and efficiency

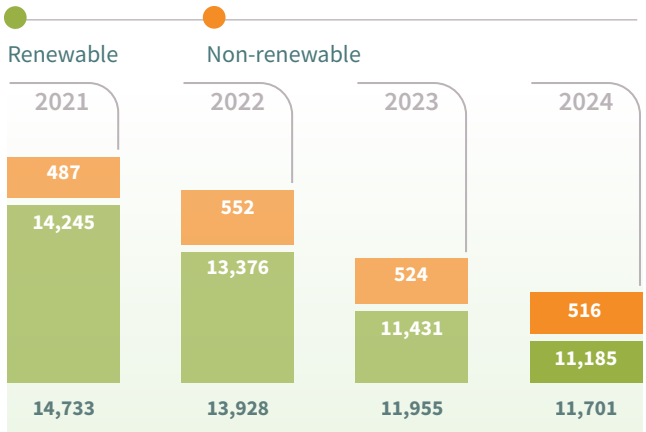
[GRI 302-1, 302-3, 305-5]

As part of our concerted efforts to reduce emissions, we continuously seek opportunities to lower our energy consumption, expand our use of renewable energy, and enhance operational efficiencies. An example of this is our use of mill byproducts – specifically, kernel shells and fibre – to power our palm oil mills. In 2024, we sourced 96% of our energy from renewable sources, while the remaining 4% came from non-renewable sources.

We achieved a **16%** reduction in total energy consumption, from **13,927,696 GJ in 2022 to 11,701,032 GJ in 2024**

This was primarily due to implementing energy-saving policies in residential areas, an increased use of renewable energy, and reduced diesel consumption from fewer dump trucks due to lower FFB harvests. Our energy intensity, measured as energy consumption per metric tonne of CPO, increased slightly to 10.3 GJ/MT CPO in 2024 from 9.8 GJ/MT CPO in 2023, reflecting lower FFB processing volumes. However, we anticipate further efficiency improvements as production stabilises and renewable energy integration expands. Additionally, we have also enhanced our grid connectivity with PLN, reducing reliance on diesel generators, while our four solar-powered facilities generated more than 200,000 kWh of electricity in 2023 and 2024.

Total energy consumed by sourced 2021–2024 (TJ)



Using solar to power employee residential areas

Since May 2021, Bumitama has been operating its solar power generation programme (*Program Pembangkit Listrik Tenaga Surya* [PLTS]) to provide electricity to employee residential areas in and around our estates. We started with a pilot 57-kilowatt hour (kWh) system at our Central Kalimantan operations and have since expanded to other areas. As of December 2024, we operate four PLTS installations with a combined capacity of 205 kWh: two in Pundu, one in Teluk Pulai, and one on Bawal Island.

We have improved system efficiency through remote monitoring of installation usage and operating hours. Previously, frequent blackouts and reliance on diesel–particularly when mills were offline–posed operational and environmental challenges. Today, more stable power supply that is available 90% longer than the previous diesel generator, and remote capabilities support a more climate-friendly approach. However, our remote locations still present challenges, including higher logistics costs, equipment transport risks, and intermittent network connectivity.

Nevertheless, the programme has yielded significant benefits. The PLTS initiative supports our commitment to reducing emissions from non-renewable energy sources while also delivering tangible cost savings, exceeding IDR 900 million since 2021. Furthermore, the PLTS has improved living conditions for our employees by providing a more reliable power supply in isolated areas.

By 2030, we anticipate expanding the programme to 21 installations, ensuring that 10% of the energy used in employee housing originates from solar power.

We are also actively exploring other renewable energy sources, including a waste heat recovery system, which utilises heat from our mill boilers to generate electricity.

Resilience through IFRS S1 & S2 climate scenario analysis

[GRI 201-1]

At Bumitama, we recognise the growing urgency of climate action and the importance of identifying climate-related risks and opportunities to support long-term resilience. Since 2022, we have adopted a phased approach to climate reporting, initially aligned with TCFD and, as of 2024, we enhanced our report by engaging an external consultant to align with IFRS S2 – Climate-related Disclosures.

We also refer to IFRS S1 – General Disclosures to support broader sustainability reporting. This report follows the four IFRS pillars: Governance, Strategy, Risk Management, and Metrics & Targets, with further details on our environmental performance in the Water Use and Energy, Carbon, and Waste Management sections.

This analysis ensures that data-driven, science-based insights guide our long-term business strategy. As an initial iteration, it provides a foundational understanding of how various climate scenarios could impact our operations, supply chains, and financial performance.

Governance

At Bumitama, the Board of Directors holds ultimate accountability for setting the strategic direction on sustainability and overseeing climate-related and broader ESG risks and opportunities. The Board plays a central role in ensuring that sustainability considerations are integrated into the Group's overall corporate strategy, including risk management frameworks, business model alignment, and long-term value creation. To support this mandate, a Sustainability Steering Committee (SSC) has been established. This committee provides structured support to the Board by monitoring emerging ESG issues, advising on strategic responses, and reporting on Group's sustainability programmes, including related risks and opportunities, on a quarterly basis. Where necessary, the SSC engages external advisors to provide expert insight or training, ensuring that the Board remains informed and capable of exercising its responsibilities with a high level of competence on sustainability and climate-related matters.

Strategy

Bumitama recognises that climate change poses both strategic risks and long-term opportunities to our agri-business operations. Our group-wide Climate Mitigation Strategy builds on a dual-pathway approach:

1. **Landscape-based** initiatives focused on restoration and conservation, and
2. **Production-based** efforts aimed at improving energy and water efficiency, reducing emissions, and deploying low-carbon technologies.

We regularly assess the Group's exposure to climate-related risks and opportunities to ensure alignment with current climate science, evolving frameworks, and global best practices. Drawing from our 2022 TCFD-aligned Climate mitigation strategy, our latest evaluation features a qualitative climate scenario analysis based on updated internal climate, energy, and economic data. The insights gained from this assessment continue to strengthen our understanding of climate risks and opportunities and shape our strategic response to them. The following section outlines the main findings from the 2024 climate scenario analysis and highlights how these inform our approach to climate resilience.

Time horizons and scenarios

As part of the Group's climate risk assessment for the financial year ended 31 December 2024, Bumitama conducted a qualitative climate scenario analysis to evaluate our exposure to both physical and transition risks. This assessment focused specifically on our own and managed palm oil plantation operations in West and Central Kalimantan, which collectively contribute 89% of the Group's total revenue–34% from West Kalimantan and 55% from Central Kalimantan. Areas of external suppliers were not included into the climate scenario analysis.

Our exposure mapping began with the definition of appropriate time horizons, structured to align with Bumitama's strategic planning cycle. These timeframes–short, medium, and long term–enable a clear understanding of how climate-related risks may unfold over time and support our ability to plan and respond effectively.

Short-term – Immediate operational responsiveness and policy changes	**Medium-term –** Industry alignment, evolving regulations, and near-future climate variability	**Long-term –** Transformational adaptation and long-range resilience in line with the Paris Agreement
Transition risks: up to 1 year **(by 2025)**	**Transition risks:** up to 5 years **(by 2025)**	**Transition risks:** up to 25 years **(by 2050)**
Physical risks: up to 5 years **(by 2030)**	**Physical risks:** up to 10 years **(by 2040)**	**Physical risks:** up to 25 years **(by 2050)**

Bumitama used two divergent climate scenarios; first with temperature rise over 4°C (failure to act), and the second one with temperature rise lower than 2°C (Paris Agreement aligned). The scenarios enable Bumitama to assess potential long-term implications of climate change on our core operations and support more informed decision-making in future strategy development.

For physical risks,
we referenced the IPCC AR6 scenarios:

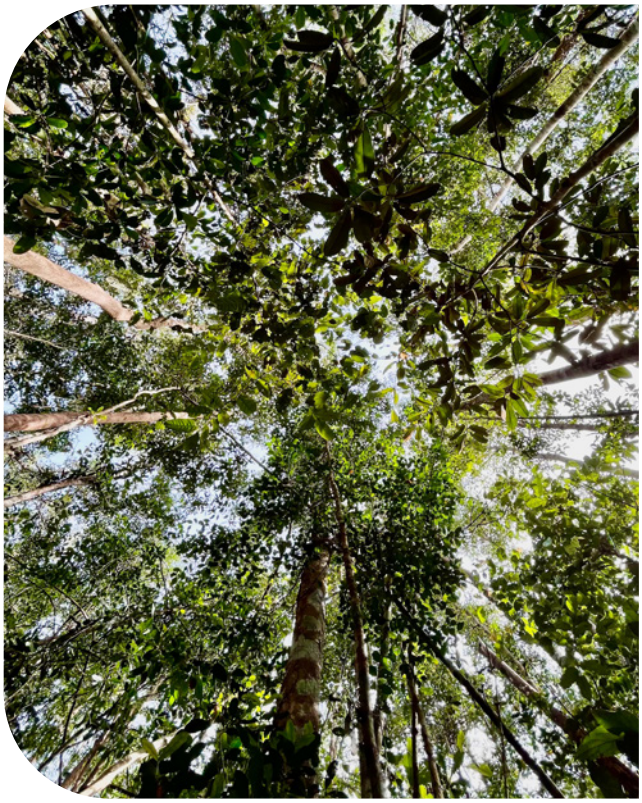
>4°C by 2050 – SSP5–8.5

<2°C by 2050 – SSP2–4.5

For transition risks,
we adopted guidance from the
Network for Greening the Financial System (NGFS):

>4°C by 2050 – Current Policies scenario

<2°C by 2050 – Below 2°C scenario



Qualitative scenario analysis

Physical risk	Relevance and assumptions	Overall risk level						Adaptation/Mitigation
		Below 2°C			Exceed 4°C			
		2030	2040	2050	2030	2040	2050	
Precipitation	We assessed how precipitation and fire can impact our business (e.g. decrease in palm-oil yield)	Low	Low	Low	Low	Medium	High	The Group has installed water trench on the plantation for water depth management to minimise yield loss due to high precipitation in wet season.
Fire		Low	Low	Low	Low	Medium	Medium	The Group has implemented necessary measures to ensure thorough fire risk management, including fire fighting equipment, task force training, as well as centralised live-monitoring through digital application. Furthermore, the fire mitigation involves communities living in regional areas and nature reserves.

Physical risk	Relevance and assumptions	Overall risk level						Adaptation/Mitigation
		Below 2°C			Exceed 4°C			
		2030	2040	2050	2030	2040	2050	
Increasing cost from carbon pricing implementation	We expect higher carbon prices may lead to additional operational costs from carbon tax/ carbon trading scheme	Low	Medium	High	Low	Low	Medium	The Group has aligned strategic initiatives to decrease greenhouse gas emissions and mitigate climate risk with a projected a reduction of 30% GHG emissions by 2030 from 2016 baseline.
Foreign trade restrictions and other regulations	We expect foreign trade regulations such as EUDR to come into effect	Low	Low	Low	Low	Low	Low	The Group has implemented necessary measures to ensure compliance with potential foreign regulations such as the EUDR that will be effective in 2025. These measures include 1) maintaining RSPO-certified plantations, 2) Over 99%+ traceability of FFB supplied, including by smallholders and external suppliers, and 3) sufficient procedures to ensure that the products are produced in accordance with relevant Indonesian legislation.
Palm oil pricing	We expect palm oil prices to fluctuate due to consumer demand and cropland availability	Low	Low	Low	Medium	Medium	Low	The Group has implemented strategies to both enhance climate resilience in response to fluctuations in palm oil pricing and secure new opportunities. These strategies include: 1) being RSPO-certified to access premium markets, 2) exploring production of biofuels, biofertilisers, and biocharcoal as sustainable, value-added product lines, and 3) expanding composting operations, while increasing biocharcoal production from EFB to generate carbon credits.

Response to Climate-related Risks and Opportunities

As Bumitama continues to deepen its understanding of the climate-related risks and opportunities across its value chain, we have taken steps to strengthen our response measures. These efforts are designed not only to build resilience against potential adverse climate impacts but also to strategically position the company to seize opportunities arising from the adoption of low-carbon practices and circular technologies. Our key areas of focus include:

1. Strengthening organisational resilience by advancing sustainability governance, strategies, and their practical implementation.
2. Adopting innovative agricultural practices, including regenerative agriculture methods, to lower our environmental footprint and improve efficiency in resource use.
3. Actively exploring emerging technologies and innovations to sustain competitive advantage and continuous improvement.
4. Improving and aligning sustainability reporting practices to transparently communicate our progress and accountability.

Transition Risks and Opportunities

In line with our Climate Mitigation Strategy, Bumitama has taken proactive steps to address transition risks by implementing a range of emissions reduction initiatives. As part of our forward-looking approach, we have identified emissions hotspots to better anticipate and manage potential carbon pricing impacts. In parallel, we have reviewed the emissions implications of our growth strategy, identifying opportunities to decarbonise future operations.

We are currently prioritising operational efficiency improvements, particularly through the installation of methane capture facilities, to directly mitigate exposure to rising carbon costs. Beyond POME, our teams are exploring innovative uses of biomass, such as converting it into biocharcoal, compost, or biomethanol, unlocking potential for new low-carbon revenue streams while contributing to circular economy objectives.

Risk Management

Bumitama integrates climate-related risks and opportunities into its broader enterprise risk management framework to support long-term resilience and business continuity. Climate risks are identified, assessed, and prioritised using a tiered risk ranking system based on potential financial and operational impacts. We apply both qualitative and quantitative approaches to assess physical and transition risks–ranging from regulatory changes and reputational impacts to extreme weather events and operational disruptions. For the purpose of this Sustainability report, external consultants have been engaged to enhance the robustness of our assessments, ensuring alignment with global standards and enabling more informed, climate-aware decision-making.

Metrics & Targets

At Bumitama, we monitor and measure our direct and indirect carbon emissions to guide our progress toward a 30% emissions intensity reduction target and our long-term net-zero ambition. We report Scope 1, 2, and 3 emissions using the RSPO PalmGHG Calculator, which is undergoing alignment with the RSPO GHG Protocol to ensure consistency with industry standards. These metrics form the basis of our climate performance tracking and help inform our decarbonisation strategy. Further details on emissions, and other climate and sustainability related targets can be found in the relevant sections of this report.

FIRE MITIGATION AND MONITORING

[GRI 2-23, 2-24, 3-3]

Fires pose a significant threat in our operational areas, jeopardising biodiversity our conservation efforts and the health and safety of our employees and surrounding communities. As part of our Triple Zero Target Programme, which aims to eradicate fires across all concession areas by 2025, we have adopted a proactive approach focused on prevention, early detection, and rapid response. We strictly enforce a zero-burning policy across our plantations and have deployed advanced monitoring technologies to detect and manage fire risks – both within our concessions and in a two-kilometre zone beyond our boundaries. Our near-real-time hotspot detection and drone surveillance system enables trained teams to react swiftly to control fires. Ahead of dry seasons, we intensify fire prevention efforts by increasing patrols, conducting fire preparedness drills, and mobilising additional personnel.

Confirmed fires and area burnt within Bumitama concessions 2020–2024

	2020	2021	2022	2023	2024
Total confirmed fires (no.)	76	97	35	151	89
Total planted area burnt (ha)	0.0	0.0	6.5	180.2	9.3
Total unplanted area burnt (ha)	47.8	96.6	21.4	95.4	78.0
Total conservation area burnt (ha)	0.0	0.0	5.9	390.0	5.5

Despite stringent prevention measures, fires can and do still occur, primarily due to extreme weather conditions or community-led activities. In 2023 and 2024, a total of 240 fire incidents were recorded inside our concession areas, affecting 758.3 hectares of land, of which 189.5 hectares were in planted areas, 173.4 hectares within unplanted areas, and 395.5 hectares inside conservation zones. Although our well-equipped and *Manggala Agni*-trained firefighting teams successfully contained all incidents, we fell short of achieving our Triple Zero Target Programme goal of maintaining fire-free concessions.

Working with communities to manage fire risk

Engaging local communities is essential for reducing fire risks, as traditional land-clearing practices remain the most common cause of fires in and around our concessions. To address this, we employ the *Desa Bebas Api* and *Masyarakat Peduli Api* incentive programmes, which promote fire-free villages, particularly in high-risk areas. These initiatives involve extensive outreach, training sessions, and close collaboration with village leaders to promote alternative land-clearing techniques. To reinforce fire prevention efforts, participating communities receive in-kind incentives to maintain fire-free conditions, such as firefighting equipment and portable agricultural machinery. A total of 31 villages participated in these programmes in 2023 and 2024.

WATER USAGE AND QUALITY

[GRI 3-3, 303-1, 303-2, 303-5]

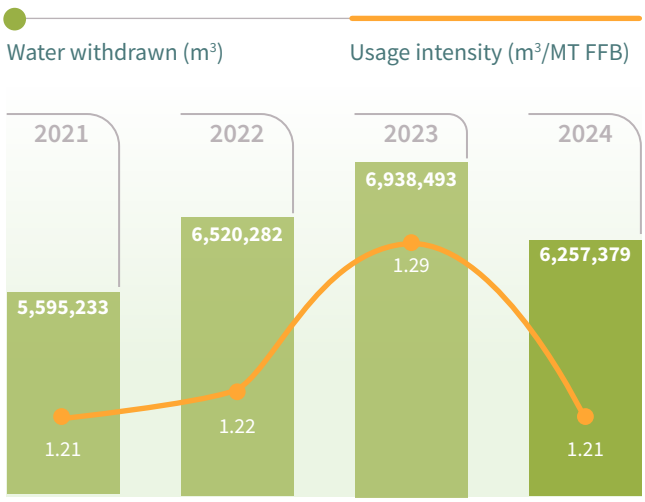
Maintaining the quality and availability of water resources across our operations remains a key priority. We regularly monitor and document the impact of our activities on surface and groundwater to identify potential risks and develop mitigation strategies.

Ensuring efficient use of water

Most of our water consumption is extracted from rivers and used in our mills to process FFB. Additionally, we capture and store rainwater in reservoirs located in fire-prone areas to be used for firefighting and other emergencies. This rainwater is also processed and supplied to our residential areas, communities, and various operational activities.

In 2023, our total water operational consumption was 6,938,493 cubic metres (m^3), decreasing to 6,257,379 m^3 in 2024. Although we have significantly reduced mill water usage intensity over the years, we observed a 5.8% increase in 2023, reaching 1.29 m^3 of water per tonne of FFB processed (m^3/MT FFB). This increase was primarily due to the commissioning of two new mills, which required time to stabilise operational efficiencies. By 2024, our average mill water usage intensity was normalised back to 1.21 m^3/MT FFB – just short of our target of 1.2 m^3/MT FFB, as we continue to work on additional water efficiency measures to achieve our goal. This target has been revised to 2025. We will conduct a comparative study on water usage intensity between the worst- and best-performing mills to develop an effective reduction plan for higher-intensity mills.

Water withdrawn and usage intensity 2021–2024 (Mills)



Protecting waterways

Recognising that rivers and waterways are vital resources for public use and biodiversity conservation, Bumitama's water management strategy transcends operational boundaries to support the surrounding communities and ecosystems.

To protect these resources, we ensure that all palm oil mill effluent (POME) is treated before being discharged into waterways or used for land application. Our water quality management strategy includes regular monitoring to verify compliance with regulatory standards and prevent contamination. Key parameters measured include chemical oxygen demand (COD), biological oxygen demand (BOD), ammoniac nitrogen content, nitrate levels, pH, total dissolved solids, and total suspended solids. We maintain a strict focus on BOD levels, ensuring they remain below the regulatory threshold of 5,000 parts per million. There were no instances of BOD levels exceeding this limit in 2023 and 2024.

As part of our broader conservation efforts, we pay close attention to riparian zones, which are essential for maintaining river health and preventing erosion. We are dedicated to preserving and rehabilitating these ecosystems, thus contributing to the long-term availability and quality of water resources in our landscapes.

CHEMICAL AND PESTICIDE MANAGEMENT

[GRI 3-3, 13.5.1, 13.6.1, 13.6.2]

While chemicals and pesticides are integral to plantation management, we continually seek ways to minimise their use because of their potential environmental and health risks. We strictly prohibit WHO Class 1A and 1B pesticides and any other chemicals listed under the Rotterdam and Stockholm Conventions. To ensure safe handling, our employees are given comprehensive training, regular check-ups, and appropriate personal protective equipment (PPE). Additionally, pregnant and nursing women are strictly prohibited from working in or near areas where chemicals and pesticides are used or stored.

Managing toxicity and inorganic fertilisers

We closely monitor the toxicity levels of fertilisers and pesticides to ensure they remain within industry-accepted thresholds. These levels may fluctuate due to factors such as the growth of young plants, pest outbreaks, or increased rainfall affecting application cycles.

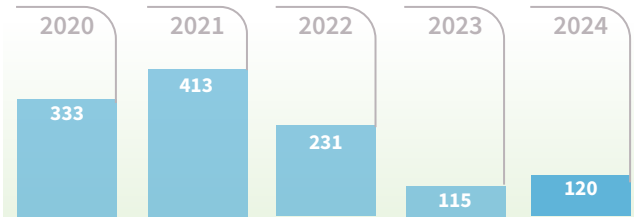
Since 2021, herbicide toxicity per planted hectare has decreased by 71%. A key driver of this reduction was our decision to phase out the herbicide 2,4-diamine, previously used to control *Asystasia gangetica*, an invasive yet beneficial palm plant. Recognising its role in attracting predatory insects that aid in natural pest management, we now consider it a valuable component of integrated pest management. We are also trialling alternative herbicides, such as diuron and fluroxypyr, which better target unwanted plant species and prevent resistance.

We continue to prioritise organic fertilisers to enhance soil quality, improve nutrient absorption, and reduce reliance on chemical inputs. However, in 2024, our inorganic fertiliser use increased to 1.07 tonnes per planted hectare, 28.9% more than in 2023. This rise was mainly due to supply chain disruptions linked to the conflict in Ukraine and delays in our fertiliser application programme. Despite these challenges, our agronomy team continued to improve the quality of our organic fertilisers, incorporating beneficial soil microbes such as *Mycorrhiza* and *Trichoderma* to bolster soil health and plant productivity.

See section on Improving soil heath **(p43)**

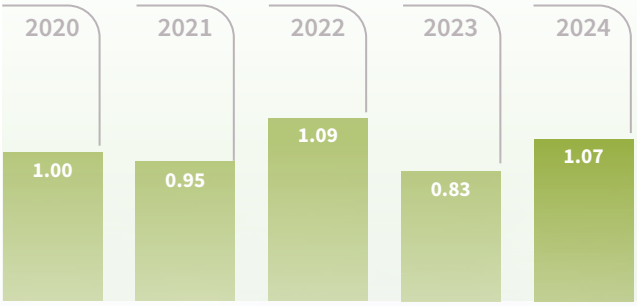
Toxicity unit per planted hectare 2020–2024 (toxicity/ha)

Herbicides Only



Note: The toxicity unit per planted hectare of insecticides in 2024 was 32.1.

Inorganic fertiliser usage 2020–2024 (MT/ha)



Integrated pest management

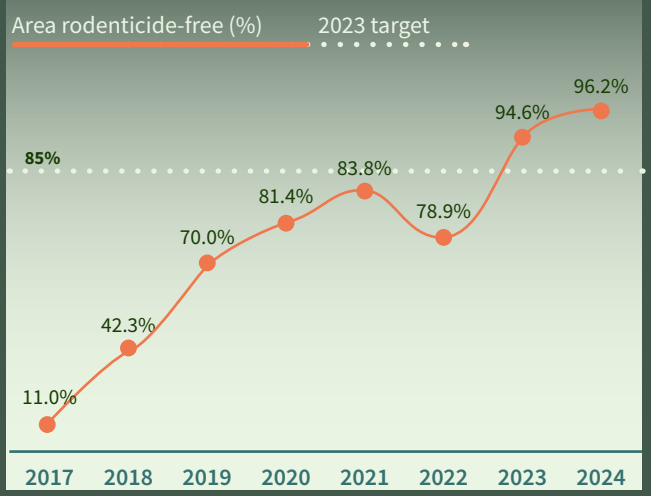
We implement a holistic, integrated pest management (IPM) strategy that prioritises biological and mechanical pest control solutions. Our plant protection team breeds natural pest predators, including barn owls, beneficial insects, and microbial pathogens, while deploying manual traps to maintain a balanced ecosystem. This environmentally responsible approach has minimal impact on soil and water quality, thereby supporting long-term agricultural sustainability.

Achieving rodenticide-free plantation status

A key success of our IPM strategy is our widespread use of barn owls to control rat populations. We constructed shelters and artificial nests across our estates, leading to a healthy population of over 5,400 owls as of December 2024.

This approach has enabled us to significantly reduce our use of rodenticide, with rodenticide-free plantations expanding from 11% of the total planted in 2017 to over 96% in 2024. Indeed, we exceeded our 2023 target of 85%, achieving 94.6%.

Total rodenticide-free planted area 2017–2024 (%)



In addition to rodent control, we actively manage other plantation pests through innovative biological approaches. These include:

1. Developing and deploying in-house biopesticides to combat *Ganoderma* attacks.
2. Creating micro-habitats for natural predators of nettle caterpillars using beneficial plants.
3. Utilising fungi-based biological control agents to manage *Oryctes rhinoceros* beetle larvae.

Preparing for climate-related pest outbreaks

We are also proactively assessing the impact of climate change on pest populations. Industry research suggests that shifting weather patterns may increase the risks of pest outbreaks in plantation areas. An increasing concern is the rise of *Xylotrupes gideon*, a beetle species known to damage coconut crops.[5] Although no such cases have been recorded in our environment, we have taken preventive measures by planting *Cassia leptophylla*, a tropical flowering plant known for its ability to deter the spread of this insect.

[5]Pradipta, A. P., Wagiman, F. X., & Witjaksono. (2020). The coexistence of Oryctes rhinoceros L. and Xylotrupes gideon L. (Coleoptera: Scarabaeidae) on immature plants in oil palm plantations. Jurnal Perlindungan Tanaman Indonesia, 24(1), 82–88. https://doi.org/10.22146/jpti.52582

WASTE MANAGEMENT

[GRI 2-23, 2-24, 3-3, 306-1, 306-2, 306-3, 306-4, 306-5]

As part of our commitment to responsible waste management practices, we strive to minimise waste generation and promote the reuse and recycling of operational by-products and equipment components. We ensure that all operational waste streams, including hazardous materials, are managed in full compliance with relevant regulations and industry best practices. In 2024, our operations generated 1,945,935 tonnes of solid organic waste and 2,880,728 m^3 of palm oil mill effluent.

Solid waste produced and reused in 2023–2024 (MT)

Type	2023	2024
Total recycled/reused	**2,230,633**	**1,945,935**
Palm fibre	649,561	613,871
Palm kernel shell (PKS)	334,421	328,410
EFB	1,213,350	975,048
Boiler ash	33,301	28,605
Total hazardous waste sent to disposal	**76**	**151**
Total waste generated	**2,230,709**	**1,946,086**

Note: no data on felled trees and cut palm fronds reused were collected at our operations. These are recycled directly at the site, per company standard operating procedure.

Waste by type and management method

Waste type	Source	Management method
EFB	CPO extraction process	• Used for composting • Used as mulch, particularly in sandy soils, to improve soil fertility, moisture, and carbon storage • Used for biocharcoal production
POME	CPO extraction process (liquid waste)	• Treated before application in land irrigation • Used with EFB for co-composting • Generates renewable energy via biogas plants (methane capture)
Old palm trees	Replanting	• Pruned and stacked between oil palm rows as land-cover material
Cut palm fronds	Oil palm pruning	
PKS, palm fibre	CPO extraction process	• Source of heat and electricity for production operations • Excess PKS and palm fibre are sold to buyers as a replacement for fossil fuel
Boiler ash	Combustion of biomass, PKS, and palm fibre for boilers	• Source of potassium for soil application
Hazardous waste	Chemicals packaging, oils and oil spill kits, car and generator batteries, medical waste, electronic waste	• Managed in accordance with regulations and guidelines • Stored in designated waste sheds that are equipped for leaks and spills and labelled per legal requirements. The waste is disposed of responsibly, per regulatory requirements, by authorised third parties or approved licensed contractors
General waste	Mills and daily estate operations	• Stored in scheduled waste sheds before being responsibly disposed of in municipal landfills. Bumitama is developing a strategy for improved general waste management, which includes composting organic waste and reusing or recycling plastic into building materials

Bumitama integrates a circular approach to waste management, ensuring that all POME is repurposed to enhance soil fertility and reduce reliance on synthetic fertilisers. A significant portion of untreated POME (38.7%) is directed to co-composting facilities, where it is combined with EFB to produce nutrient-rich organic compost. This process has the potential to substitute 50% of inorganic fertilizers in our nurseries and 25% in mature planted areas, as evidenced by various trials we have conducted, contributing to both soil health improvement and emissions reduction. With our 14 composting facilities across our estates, we are exploring further innovations, including the partial composting of EFB for application through furrow or flat-bed systems, thus reinforcing our commitment to sustainable and regenerative agricultural practices.

Recognising the importance of nutrient recycling in achieving a near-circular waste system, Bumitama is actively exploring the development of a closed-loop facility to treat and repurpose all liquid waste into clean water.

We are currently assessing the extent of non-organic waste, including single-use plastics, to determine the most effective strategies for reduction. As part of this endeavour, we are exploring methods to minimise the use of plastic water bottles and identify opportunities for responsible waste management. We aim to collaborate with reputable organisations to enhance plastic recycling efforts while evaluating broader waste reduction initiatives across our operations. A robust waste reduction policy is underway, starting with our head office and expanding to operational sites, with a focus on engaging and empowering surrounding communities in sustainable waste management practices.

IMPROVING SOIL HEALTH

[GRI 13.5.1]

We have adopted best agricultural management practices and are continually exploring ways to enhance soil fertility, prevent erosion, and mitigate land degradation. This focus is particularly important given that some of our plantations are over 20 years old, and have begun undergoing replanting programmes. To bolster these efforts, our agronomy teams leverage remote sensing technology through drones and satellite imagery to carry out biannual plant scans. These examinations assist us in identifying areas with compromised plant health, guiding targeted field assessments and facilitating precise agronomic interventions.

Soil health improvement initiatives

Repurposing treated POME and EFB to enrich the soil with organic matter

See Waste by type and management method

Minimising the use of inorganic fertilisers

See Managing toxicity and inorganic fertilisers

Initiating compositing programmes

See Composting

Adding in-situ forage and slashing techniques to increase organic material

Propagating beneficial microbes to increase nutrient absorption and biocontrol in the field

See Investments in microbiology

Exploring the use of biocharcoal to enhance soil's chemical, physical, and biological characteristics

See Investments in microbiology

New humic acid programme

One of our latest soil-improvement programmes is our humic acid initiative. Through comprehensive studies of organic materials and waste streams from our plantations and mills, we have identified humic acid. This naturally occurring organic compound helps neutralise soil pH and increase cation exchange capacity (CEC) – a key indicator of soil fertility and nutrient retention.

In 2024, our research determined that one litre of humic acid can be extracted from ten kilograms of soil by mixing soil blocks with solutions of sodium hydroxide or potassium hydroxide. This process also yielded fulvic acid, which further enhances soil health. The extracted humic acid is currently being tested in a small-scale nursery trial, with field studies ongoing to determine the appropriate dosage of humic acid across different sites depending on their soil composition. We hope to provide more updates as the programme progresses.

Investments in microbiology

The organic-rich soil in our plantations naturally hosts microbes that support nutrient absorption. However, after 25 years of continuous cultivation, microbial diversity and population decline have reduced the plant's ability to absorb key nutrients like potassium and phosphorus. This fall is primarily caused by fertiliser applications disrupting beneficial nutrient absorption.

Microbes play a crucial role in plant resilience, helping mitigate drought stress, water shortages, acidic soil conditions, and heavy metal exposure while also aiding pest and disease control. Research suggests that certain microbes, such as *Mycorrhizal* fungi, can sequester up to 36% of carbon emissions from fuel combustion.[6]

Recognising this as an opportunity to enhance our soil programmes, Bumitama has invested in a microbiology programme, launching a research partnership in 2017 with a public university to explore beneficial fungi and bacteria. The programme has developed into a robust R&D initiative, with three laboratories, two greenhouses, and two mini-labs at our mills, supported by 14 employees and dedicated field staff.

Bumitama has developed and deployed key microbial solutions, including *Arbuscular mycorrhiza* and *Trichoderma*, which are applied alongside organic materials throughout plantation areas. Bumitama now produces its own microbe products, namely Bio-Mycoga (*Mycorrhiza*), Bio-Trichoga (*Trichoderma*), Bio-Metaga (*Metarhizium*), and the newly launched Bio-Endorhiga, which are currently undergoing assessment by Indonesia's Department of Agriculture for approval. Once production scales up to meet internal demand, we hope these products can also be sold commercially for broader industry adoption.

[6]Hawkins, H., Cargill, R. I. M., Van Nuland, M. E., Hagen, S. C., Field, K. J., Sheldrake, M., Soudzilovskaia, N. A., & Kiers, E. T. (2023). Mycorrhizal mycelium as a global carbon pool. ScienceDirect, 33(11), R560–R573. https://www.sciencedirect.com/science/article/pii/S0960982223001677

New biocharcoal pilot programme

In 2023, Bumitama began producing biocharcoal, a charcoal-like product made from EFB through pyrolysis– the heating of organic materials at high temperatures in the absence of oxygen. This porous material offers beneficial properties that could improve soil health. We commissioned our first biocharcoal facility at our Pundu Nabatindo mill, which is capable of producing five tonnes of biocharcoal per hour. A second facility is currently under construction and is expected to be operational in 2025.

Benefits of biocharcoal

1. **Functions as a soil conditioner** with its porous structure that provides a large surface area to increase water retention and minimise nutrient leaching, while also serves as beneficial habitat for soil microbes.

2. **Characterised by a more stable organic carbon,** which is one of key indicators of soil health, biocharcoal is suitable for oil palm plantations that are at least 25 years old. It is particularly beneficial addition to soils with low organic carbon, often found in Kalimantan.

3. **Can potentially increase the productivity of oil palm and yield per hectare** due to the improved soil organic carbon (SOC).

4. **Is possibly a less emission-intensive soil enrichment approach** due to biocharcoal's ability to store carbon and limit its release into the atmosphere

5. **Produced from the combustion of organic waste sourced from the plantation,** specifically EFB. Using EFB for biocharcoal production enables coverage of a larger soil area compared to merely applying EFB directly to the soil, as is typical in current traditional practices.

As of December 2024, we have produced 160.2 tonnes of biocharcoal and applied it to 115.4 hectares of plantation areas, specifically targeting sandy loam lands reserved for replanting. From our observations of this pilot thus far, we have noted improvements in soil quality measuring metrics such as SOC, cation exchange capacity (CEC) – the soil's ability to bind and release ions for plant needs, and pH levels.

The project is still in its initial stages and will require further data analysis. If successful, we will explore the opportunity for large-scale production and attempt to address limitations such as the project's high cost and the need to meet EFB supply requirements to cover all of Bumitama's operations. Additionally, we will continually seek ways to enrich the biocharcoal produced with beneficial microbes for plants to improve soil nutritional content and reduce reliance on fertilisers.

ENVIRONMENTAL COMPLIANCE

[GRI 2-27, 3-3]

We adhere to all relevant environmental regulations and voluntary standards, including those established by national authorities and international certification bodies such as the RSPO. In both **2023 and 2024, we successfully achieved the environmental compliance objectives of our Triple Zero Target programme,** which ensures consistent and high-quality environmental monitoring and management. All relevant documentation is centrally managed by our head office to maintain transparency and accountability. Additionally, fully comply with all applicable regulatory provisions by ensuring the timely submission of government-mandated environmental reports.

PEOPLE AND COMMUNITIES

We prioritise the well-being of our employees and surrounding communities. Beyond upholding fundamental human and labour rights, our programmes are designed to be responsive to evolving needs and to elevate livelihoods.

WORKFORCE HUMAN RIGHTS

[GRI 3-3]

As a leading employer operating in remote areas, we are committed to providing a safe working environment that promotes job satisfaction and sustains high levels of employee motivation. Our employment practices strictly comply with local laws, regulations, and the fundamental principles of the Universal Declaration of Human Rights.

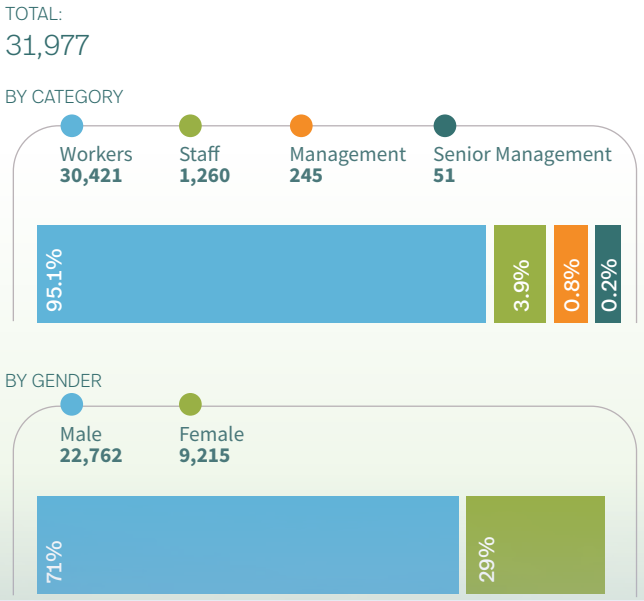
Employee overview

[GRI 2-7, 2-8]

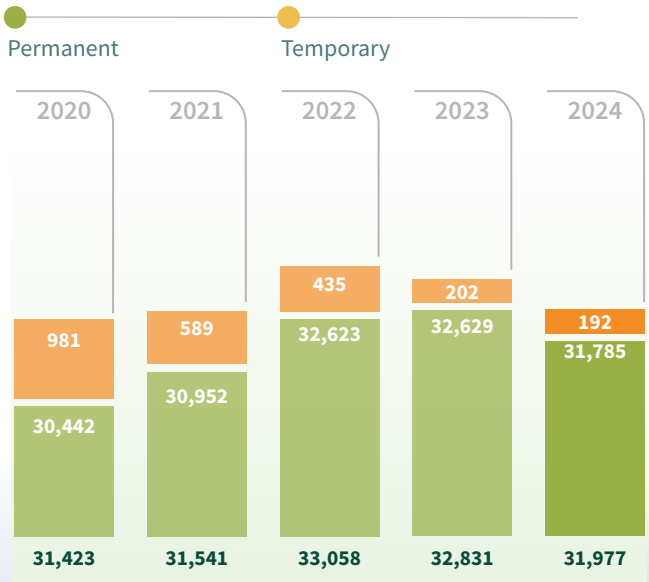
As of December 2024, Bumitama employs 31,977 people, 95% of whom work in plantations and mills. The remaining 5% consists of senior managers (board members, C-suite executives, and division heads), managers (department heads, department managers, and area controllers), and staff (division heads, head assistants, assistants, and officers).

Over 99% of our workforce consists of permanent employees, exceeding our 97% target. The remaining 192 temporary contract workers which consist of 94 men and 98 women, are primarily engaged during peak-period harvesting, while an additional 36 workers who are not employees provide specialised support services, such as on-site IT support.

Employee breakdown 2024 (no., %)



Employees by contract type 2020–2024 (no.)



Wages and benefits

[GRI 202-1, 401-2, 13.15.1, 13.20.1, 13.21.1, 13.21.3]

Bumitama believes in fair and equitable compensation for all employees, ensuring that wages exceed the local minimum requirements, regardless of gender.

Our remuneration aligns with industry-wide living wage expectations, guided by the RSPO living wage guidance to reflect prevailing rates. Additionally, we conduct regular gap analyses to ensure that all employees are treated fairly and compensated appropriately. Our permanent employees receive additional benefits, including free accommodation, rice, electricity, healthcare, education, and holiday bonuses, all of which are contractually guaranteed. Piece-rate work performed by harvesters is clearly outlined on individual payslips. Our temporary workers are also entitled to essential healthcare benefits, such as BPJS (government protection), accident insurance, and access to healthcare facilities.

Wages and bonuses for a decent living of our employees

We periodically undertake a review of employee wages to ensure they are receiving salaries, allowances and benefits that support a decent living for them and their families. This is especially important to ensure what we provide reflects the changing socioeconomic environment on the ground. Our latest assessment was carried out in 2024, using the RSPO Guidance for Implementing a Decent Living Wage (DLW) and other references such as the Global Living Wage Coalition benchmark. From our gap analyses, we can confirm that wages and salaries have continued to increase over the years, and – together with benefits and allowances – are at least 20% above the calculated decent living wage in the districts we operate.

DLW vs Bumitama wages and in-kind benefits for workers with families by region 2024 (IDR)

	Riau	West Kalimantan	Central Kalimantan
District minimum wage	3,294,625	2,702,616	3,261,616
Calculated DLW (food cost + housing cost + NFNH cost)	3,409,369	3,189,433	3,510,811
Total employees' wages and value of benefits (including rice allowances)	4,108,682	3,925,008	4,205,624
Difference (IDR)	(+) 699,314	(+) 735,575	(+) 694,813
Difference (%)	(+) 21%	(+) 23%	(+) 20%

Note: DLW covers all costs related to food, housing, and non-food non-housing (NFNH) such as clothing, transportation, education, healthcare and personal hygiene. Aside from employee's wages and benefit, Bumitama also provides housing facilities valued between 1.1 million and 1.5 million IDR.

Digitising administrative activities at the estate

Bumitama has developed SPARTA Mobile, a mobile application designed to digitally document daily estate operations, including attendance, task assignments, harvesting summaries, and payroll. This application aims to streamline administrative harvest data and minimise inconsistencies in data. Since its launch in January 2024, it has been implemented across 46 units.

To complement this, we also developed SPARTA Desktop (backend), a desktop and laptop-compatible platform that records data sourced from SPARTA Mobile or manually entered employee work results. The system processes this information, performs necessary calculations, and automatically generates payroll reports. This initiative not only meets staff needs and aligns with the company's growth but also drives automation and digitalisation, enhancing overall operational efficiency.

Diversity and equal opportunities

[GRI 2-23, 2-24, 3-3, 405-1]

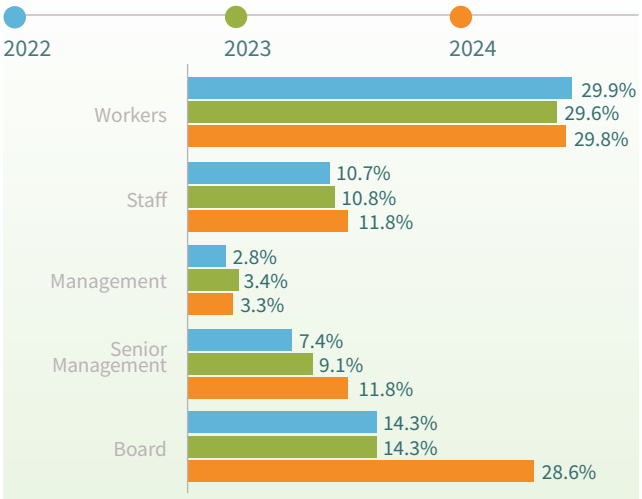
Guided by our Group Diversity Policy, Bumitama provides equal employment opportunities, ensuring that recruitment and career progression is based on merit and qualifications. We do not discriminate based on national or ethnic origin, ethnic affiliation, race, religion, migrant status, degree requirements, gender, colour, sexual orientation, age, political affiliation, or organisational membership.

Women comprise 29% of our workforce, with 9,215 women employed across our operations – surpassing the industry average. However, we acknowledge the need to further improve gender representation, particularly in leadership roles. Since 2022, we have seen progress in women's leadership, with **two women now serving on our Board (an increase from one), six women in senior management (up from four), and eight women in managerial positions (up from six).**

To further drive gender inclusivity, we have established Gender Committees across all our estates, focusing on ensuring equitable treatment, protecting reproductive rights, and eradicating workplace discrimination. In line with our commitment to a safe and inclusive work environment, we maintain an anonymous sexual harassment reporting mechanism. Additionally, we have met our 100% target of establishing breastfeeding facilities in all operational areas, with 23 facilities in place as of 2023.

Bumitama remains committed to **equal pay for equal work**, ensuring that all employees receive fair compensation based on their roles and responsibilities, regardless of gender.

Women representation by employee category 2022–2024 (% of total)



Health and safety

[GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9]

The health and safety of Bumitama employees remains a top priority across our operations. All employees and contractors comply with our comprehensive occupational health and safety procedures, which undergo annual reviews by external consultants to ensure compliance with the latest benchmarks. Our risk identification and management systems are supplemented by the provision of personal protective equipment (PPE) and a robust incident reporting framework. Our programmes encompass safe harvesting, spray and fertiliser work instruction simulations, safety driving courses, first aid training and Hazard Identification, Risk Assessment and Control (HIRAC) awareness sessions. To ensure continued improvements, we monitor, evaluate and refine the programmes, including workplace health and safety audits.

To further support workforce well-being, Bumitama operates nine central clinics and 50 branch clinics, thus ensuring that accessible healthcare is available for employees, their families, and the surrounding communities. These facilities complement our occupational health and safety initiatives by providing medical care, preventive services, and health education.

Accident rates

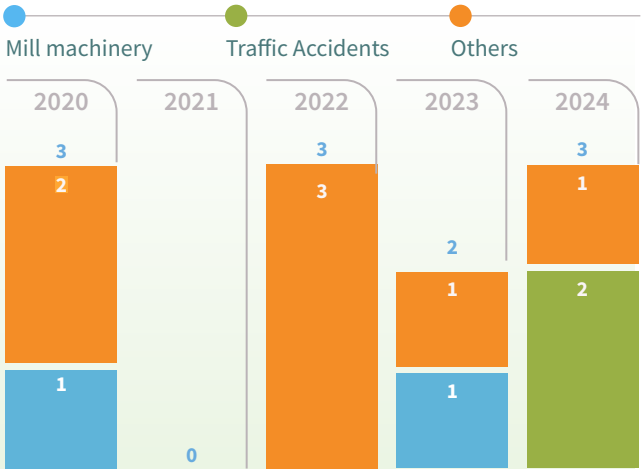
Harvesters account for over 60% of all reported workplace accidents, highlighting the necessity for targeted safety measures. We continue to refine our accident monitoring system, categorising incidents to identify root causes and enhance mitigation strategies. As part of our long-term Triple Zero Target strategy, we have implemented a phased approach to reduce all accident rates by 75% by 2025, benchmarked against our 2020 baseline.

Since launching these initiatives, accident rates have significantly declined since 2020. **Lost-time incident rates fell from 47.7 to 13.6 in 2024, marking a 71% reduction, while severity rates have decreased from 75.6 to 52.4, reflecting an overall improvement of 31%.**

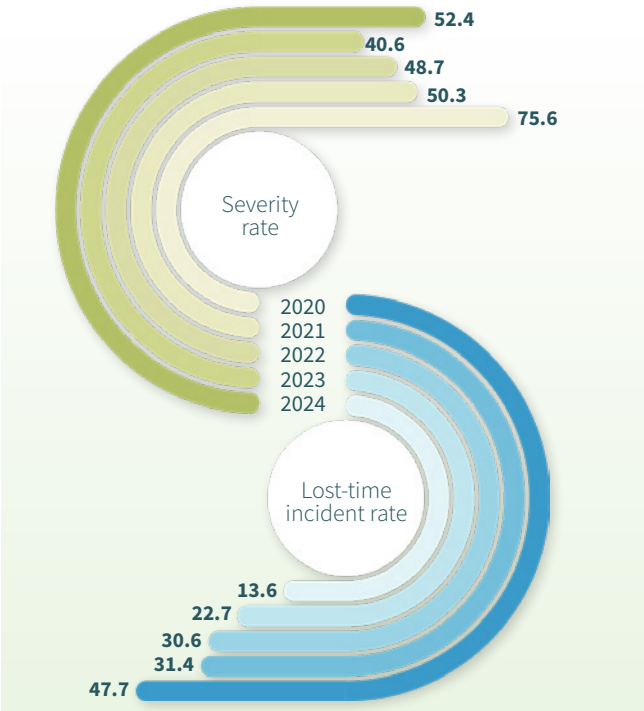
These improvements are the result of proactive interventions, including enhanced training, stricter compliance with safety protocols, and better reporting mechanisms.

Nonetheless, despite Bumitama's continued progress, our severity rate rose in 2024. This was partly due to a lower total number of recorded work hours, which affected the severity rate calculation, but also because of several serious accidents, including several fatal incidents.

Fatalities 2020–2024 (no.)



Accidents 2020–2024



Notes:
1.Lost-time incident rate: lost time incident x 1,000,000/total hours worked
2.Severity rate: total days lost x 1,000,000/total hours worked
3.Accident reporting covers all Bumitama employees and associated contractors

Tragically, five fatalities happened during 2023 and 2024, resulting from various causes, including traffic accidents, machinery, and incidents in the field. Each case was thoroughly investigated, and immediate corrective measures were taken to enhance safety protocols and minimise future risks. As we move forward, our focus remains on continuously reducing the severity of incidents while reinforcing a robust safety culture across all our operations.

Freedom of association

[GRI 2-30, 402-1, 407-1, 13.21.2]

Bumitama respects and upholds the right of our employees to freely join or form associations of their choice, including participation in bipartite cooperation institutions (*Lembaga Kerjasama Bipartit* [LKS]). We regularly convene forums and meetings with bipartite representatives to discuss key issues such as wages, benefits, leave, and notice periods. These discussions involve representatives from both company management and employees from all our operational areas and are essential in fostering constructive employer–employee relations. As of December 2024, 451 permanent employees are affiliated with 18 bipartite cooperation institutions. No labour disputes or industrial actions have been recorded in recent years.

No forced labour and recruitment practices

[GRI 409-1, 13.20.1]

We are committed to preventing forced labour in line with international standards, including relevant ILO conventions. All of Bumitama's employees are Indonesian nationals, primarily from local communities surrounding our operations. However, we also employ workers from other parts of Kalimantan and across the archipelago. We uphold the rights of all workers, including freedom of movement and at-will employment, and we do not require financial deposits or withhold identity documents. All employees at the operational level are hired directly and not through third-party agents.

New SMART Clinic system

In 2023, Bumitama invested IDR 5.7 billion to operationalise an integrated healthcare monitoring system that comprehensively tracks employee health – including illnesses and accidents – in connection with employee HR data. This SMART Clinic system comprises an automated database that consolidates health-related data across all Bumitama operations, including those in remote locations.

Before these innovations, from 2010 to 2014, health and accident data was manually recorded using forms and Microsoft Word documents, which were stored physically in various clinics. From 2014 to 2022, data collection transitioned to Microsoft Excel spreadsheets, but records were decentralised and vulnerable to data loss during system outages. These manual practices hindered the consistency and reliability of medical reporting, complicated the storage of employee medical history records, and prevented effective data analysis at individual estates and at the Group level.

With the implementation of the SMART Clinic, we are now able to consolidate large volumes of data on a single integrated and decentralised platform. This enables us to monitor and link employee health data with human resource records, medical histories, the pharmacy database, as well as accidents statistics with their causes.

Our SMART Clinic technology supports the enhancement of our healthcare initiatives. For instance, it facilitates future planning and timely responses to potential outbreaks in specific areas. It also enables clinics to better prepare and respond to commonly reported incidents. Another valuable feature is the ability to categorise work-related accidents separately from general health complaints, which are subsequently shared with the health and safety department's accident tracking system, providing Bumitama with insights into the most prevalent types of accidents. This enables us to develop more targeted accident prevention initiatives within our operations.

We will continue to build and improve upon the integrated system, ensuring better healthcare outcomes for all Bumitama employees.

Employee development and retention

[GRI 3-3, 401-1, 404-1, 404-2]

We provide clear pathways for career growth and advancement, with training modules that align with our corporate identity, company values, and best management practices. In 2024, our employees received an average of 8.7 hours of training. On average, men received 9.4 hours and women 6.2 hours, reflecting differences in training focus and participation across roles.

Training facilities

Our on-site training and learning centres offer customised training sessions for various employee groups, including agronomy, mill operations, and administration. These sessions include introductory seminars, specialised development programmes, and workshops to ensure employees remain informed about the latest practices and industry advancements.

To enhance the quality of workforce in agriculture and plantations, boost employee engagement with the company, and cultivate effective leaders, the Bumitama Corporate University (BCU) has implemented a key initiative since 2020. This programme provides fully funded scholarships to employees, who are selected based on a talent matching and skills-based approach, allowing them to pursue further education in bachelor's, master's, and doctoral programmes at Yogyakarta's STIPER Agricultural Institute (INSTIPER), Bogor Agricultural University (IPB), and Pelita Harapan University (UPH). By December 2024, 38 employees have successfully completed their bachelor's degrees, and one has earned a master's degree. Additionally, 16 employees are currently enrolled in bachelor's programmes, while two are pursuing master's degrees and another two are working towards their doctorates.

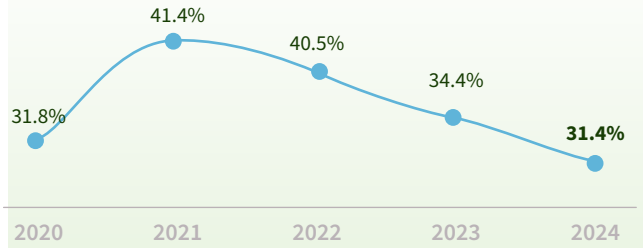
Employee turnover and retention

We are pleased to report a significant reduction in employee turnover, which declined from over 40% in 2021 and 2022 to 31% in 2024 – the lowest in the last five years.

The decline in turnover is largely attributed to stronger employee engagement, supported by enhanced benefits and development programmes, which have helped retain talent despite increasing demands from harvesting and production. For non-staff workers, Bumitama offers subsidised motorcycles, access to affordable food, training, and performance-based incentives, including *Umrah* or pilgrimage opportunities for top harvesters. For staff, we provide career development through the BCU, scholarships, and cross-role mobility, along with rewards for outstanding interns.

Employee turnover 2020–2024

Permanent staff and workers



COMMUNITY PARTNERSHIPS

Upholding land rights

[GRI 3-3, 411-1, 13.13.1, 13.13.2, 13.14.1, 13.14.4]

Bumitama upholds the legal and customary land rights of Indigenous peoples and local communities, including their right to FPIC for any activities that may impact them or their territories. We are committed to identifying community land tenure and ensuring transparent, inclusive, and equitable negotiations related to land use and natural resources. Our teams receive regular training on FPIC principles and effective community engagement practices. In 2023, we reviewed our FPIC-related standard operating procedures (SOPs) and policies against the 2022 RSPO FPIC Guide and updated our SOPs accordingly.

Our commitment to upholding legal and customary land tenure rights extends beyond the FPIC principles. To consistently respect these rights and engage local stakeholders in conflict prevention, we host an annual event called *Forum Silaturahmi Masyarakat* (FORSIMAS). This event brings together representatives from district-level leadership coordination forums, known as *Forum Koordinasi Pimpinan Kecamatan (Forkopimcam)*, as well as key figures from religious, traditional, youth, and local communities in each of our operational regions.

Our grievance mechanism supports concerns regarding land or customary rights raised by local communities or their representatives. We address grievances on a case-by-case basis, and stakeholders may escalate issues to external platforms, such as the RSPO complaints system, if necessary.

Over the past year, we have actively worked to resolve complex land-related disputes, guided by the principles of constructive engagement, legal compliance, and long-term collaboration to prevent further conflicts. While we always prioritise amicable settlements, there can be instances where formal legal proceedings become necessary to safeguard the rights of all parties. We provide regular updates and responses to such concerns, which are publicly available on the grievance page of our website.

- **See:** Addressing complaints **(p22)**↗
- **See also** Update on Long Isun community concerns **(p23)**↗
- **For more details on FORSIMAS, see** news about FORSIMAS in Central Kalimantan **and** FORSIMAS in West Kalimantan.

Social forestry

[GRI 203-1, 203-2, 413-1, 413-2, 13.22.1]

The Indonesian government aims to use its social forestry programme as a means to reallocate 12.7 million hectares of state forest back to Indigenous and local communities, thereby recognising their traditional rights and enhancing livelihoods through sustainable forest management. Since 2018, and in alignment with this initiative, Bumitama has supported communities around its operational areas by co-managing designated forestry areas, assisting with licence acquisition, and developing local forestry management units.

Our initiatives are designed to build long-term community resilience, helping villages to become increasingly self-sufficient and economically independent each year. We adopt a phased approach, beginning with basic support through the provision of resources, awareness campaigns, and educational activities, before moving on to capacity building, mentorship, planning, and reforestation planting.

Our objective is for each participating village to achieve operational independence within 15 years, with Bumitama offering continued assistance as necessary throughout the full 35-year permit duration. The success of these efforts relies on strategic collaboration with expert partners, including IDH, Earthqualizer, and other leading organisations in landscape conservation and rural development.

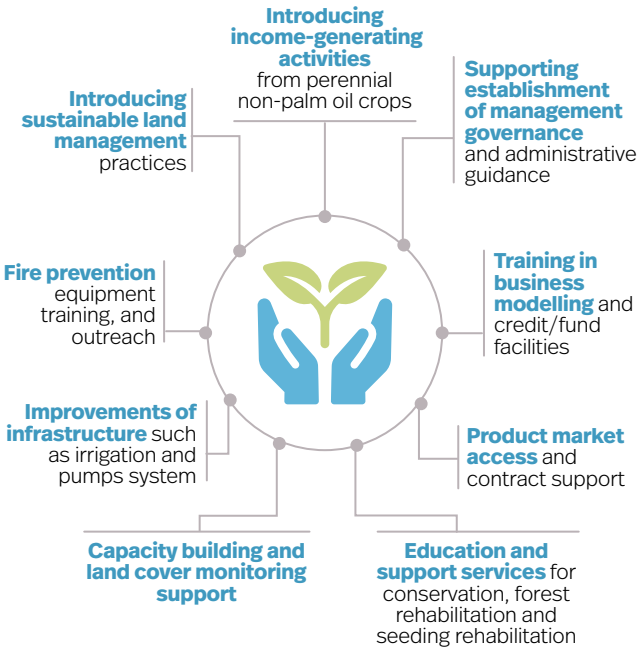
Overview of Bumitama's social forestry programmes

Region	Village group	Permit type	Year of partnership	Total hectarage (ha)
West Kalimantan	Desa Simpang Tiga Sembelangaan	Hutan Desa	2020	4,325
	Desa Sungai Melayu	Hutan Desa	2020	3,383
	Desa Nanga Tayap	Hutan Desa	2022	3,976
Central Kalimantan	Sukses Manyam Sejahtera	HKM	2021	1,023
	Konsu Mandiri Sejahtera	HTR	2021	1,267
	Mitra Pamaingan	HTR	2021	741
	Meniti Fajar Forest Farmer Group	HKM	2024	1,909

In 2024, we expanded our social forestry programme by partnering with the Meniti Fajar Forest Farmer Group (KTH) to support biodiversity conservation and empower the community within the Meniti Fajar Community Forest (HKM). This forest spans 1,909 hectares in the village of Raja Seberang, Central Kalimantan. **With this latest partnership, Bumitama now supports seven social forestry areas, covering a total area of 16,624 hectares.**

A key outcome of our social forestry initiatives is the strengthened support of community livelihoods. One example is *Desa Nanga Tayap* in West Kalimantan, where we have worked since 2022. From early 2023, Bumitama has collaborated with the village forest management institution, *Lembaga Pengelola Hutan Desa* (LPHD) *Rimbak Sangiang*. Together, we have rehabilitated degraded areas, provided community support and capacity-building programmes, secured forested areas, and promoted the development of ecotourism. This collaboration has helped transform the *Nibung Lestari* waterfall in *Desa Nanga Tayap* into a thriving tourist destination, generating an average monthly revenue of IDR 10 million for the community.

Examples of Bumitama support



- *Kenalkan 'Nibung Lestari', BGA Region Nanga Tayap Bersama LPHD Rimbak Sangiang Hadirkan Panji Petualang.*
- **For more details** on Bumitama's social forestry work and co-management agreements, see SR2022 p. 38–40.

HARMONISING INTERESTS IN THE LANDSCAPE

Commentary by Ivan Ageung, Operational Director, and Eka Kurnia, Community Forest Manager | Earthqualizer (EQ)

Uniting palm oil companies operating in regions inhabited by local communities and implementing social forestry programmes requires a holistic approach. For communities, the focus may entail resolving tenure conflicts and increasing access to forest land, particularly in Kalimantan, so that various Indigenous groups can establish livelihoods based on forest activities. For responsible firms, the aim is to enhance their conservation and restoration credentials. With support from companies such as Bumitama and through legally backed social forestry initiatives, communities can gain access to land, enabling them to manage or utilise the forest area.

These initiatives are not without challenges. Some community members may seek immediate rewards. Consequently, convincing them to invest in long-term commitments can take time and effort. However, this is where Bumitama's long-standing relationships with communities is advantageous. Bumitama skilfully navigates these issues by socialising their programmes, hosting meetings, facilitating engagement sessions, conducting focus group discussions, and integrating programme components into their existing CSR efforts.

EQ's objective is to harmonise the interests of all landscape-level stakeholders. As facilitators, it is vital to develop a landscape vision and collaborate with companies such as Bumitama – an exemplary organisation in Ketapang – to go beyond the traditional conservation-focused firms in the area. We hope to expand our outreach and replicate the successes achieved with Bumitama in Ketapang with other palm oil companies in the region.

About: Earthqualizer has been Bumitama's programme partner since 2014, implementing Bumitama's landscape work in West Kalimantan.

Social and community development

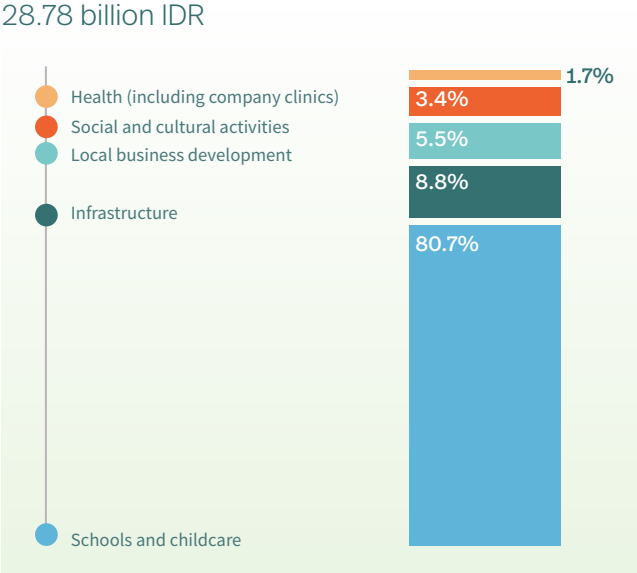
[GRI 3-3, 201-1, 203-1, 203-2, 413-1, 413-2, 13.9.1, 13.22.1]

We have always nurtured long-term relationships with smallholders and community members, enabling us to design and implement programmes that are responsive to their evolving needs. Over the years, we have developed several meaningful initiatives to improve livelihoods, enhance children's access to education, and support local social and cultural development.

Although Bumitama has long conducted CSR activities, **we restructured our approach in 2023 under the banner of** *Bumitama Berdaya,* **which is dedicated to fostering local economic independence and promoting collective prosperity.** This comprehensive programme is built around six key pillars: education, economy, health, environment, *desa sejahtera* (prosperous villages), and overall well-being. In 2024, we placed particular emphasis on the economic pillar, including the continued development of our *Sekolah Desa Berdaya* initiative.

CSR expenditure 2024 (%)

TOTAL:
28.78 billion IDR



Empowering Education

Over 80% of our CSR budget is allocated to education, a fundamental right and a key priority of our community development initiatives. From field engagements, we have identified that limited access remains a barrier to educational participation. Because of this, in 2023, we launched *Kelas Paket C* (equivalent to senior high school or *Sekolah Menengah Atas*) in collaboration with the district education office and the Teaching and Learning Activity Center *(Pusat Kegiatan Belajar Mengajar* [PKBM]). Thus far, 56 participants have successfully advanced their educational qualifications, hence reflecting our commitment to empowering individuals through inclusive learning opportunities.

We have also continued our support for children of smallholders through a scholarship scheme in partnership with the Indonesian Oil Palm Plantations Fund Management Agency (*Badan Pengelola Dana Perkebunan Kelapa Sawit* [BPDPKS]). This includes assistance with the selection process and preparation for written examinations. Since 2022, we have supported 704 students as part of this programme.

Economic Empowerment

Bumitama operates five main economic development initiatives focusing on impact:

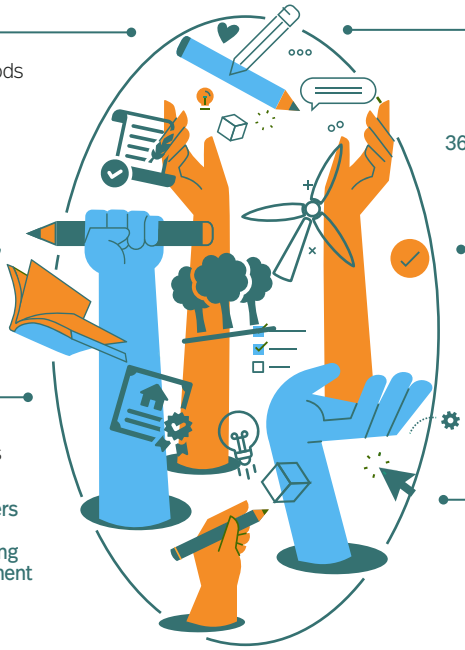
Overview of economic development initiatives

Berdaya Village School
(Sekolah Desa Berdaya)
Provides a learning platform to strengthen livelihoods and foster entrepreneurship in rural communities. Topics include good agricultural practices (GAP), income diversification, climate education, conservation awareness, fire prevention, financial literacy, and business development

183 community members trained across four economic clusters: agriculture, animal husbandry, fisheries, and micro-, small-, and medium-enterprises (MSMEs)

Productive Economy KOLEGA
(KOLEGA Ekonomi Produktif)
Facilitates income diversification by providing skills training, support, and access to resources

42 community groups across four business clusters supported; several groups participate in multiple clusters. Strengthens rural economies by leveraging Bumitama's IDR 1.2 trillion in annual FFB procurement and IDR 50 million in local non-palm purchases



Palm KOLEGA[7]
(KOLEGA Sawit)
Targets independent smallholders to improve productivity and sustainability through technical training, advisory services, and tailored support
360 farmers involved in Palm KOLEGA empowerment initiatives

Paddy Plot Demonstration
Converts under-used or abandoned land into productive rice fields to improve local food security and community livelihoods
5 hectares in Kendawangan have completed their first successful harvest; plans are underway to expand to 50 hectares across Kendawangan and Kotawaringin

***Berdaya* Palm Oil Clinic**
(Klinik Berdaya Sawit)
Equips oil palm farmers with the practical knowledge and skills for sustainable plantation management
231 farmers enrolled in Central and West Kalimantan

These initiatives encourage local production and support the availability of daily essentials in remote areas, thus reducing dependence on external markets and supporting a community-driven ethos to producing and purchasing locally. They also align with Bumitama's broader commitment to tackling food insecurity

[7]Also known as *Komunitas Lingkungan Eksternal Binaan* (KOLEGA). Previously known as Income Generating Activities (IGA).

Overview of Productive Economy KOLEGA programme across Kalimantan

Province	Number of community groups				
	Horticulture	Freshwater Fisheries	Poultry	Others (snack, blacksmithing, crafts)	Grand Total
Central Kalimantan	4	3	4	6	17
West Kalimantan	7	3	7	10	27
Grand Total	11	6	11	16	44

Note: there are two community groups manage two business clusters.

Supporting market access through e-commerce

Bumitama Berdaya launched a dedicated CSR website in 2024, featuring an e-commerce platform that will be used to promote local products developed by communities through their economic initiatives. These products, including fish, poultry, fresh produce, honey, and gardening tools, are available for direct purchase on the website.

Environment

Environmental sustainability remains a cornerstone of *Bumitama Berdaya*. As part of our CSR efforts, we address low levels of environmental awareness by educating communities around our plantations on the development of low-carbon neighbourhoods.

Our staff also actively supports these efforts through the *Bumitama Staff Goes to the Village* programme, participating in initiatives such as village clean-ups, planting trees in operational areas, and organising affordable basic food bazaars. For instance, as of December 2024, these annual bazaars provided 903 kg of rice and 5,104 eggs to support local families.

Prosperous Villages (Desa Sejahtera)

We are committed to infrastructure development to enhance community well-being and support local economic growth. Key efforts include:

1. **Allocating 2,309 machine hours (equivalent to IDR 1.2 billion) for roadworks in 2023**
2. **Concreting several village roads in 2024 with a budget allocation of IDR 1.1 billion**

Between 2017 and 2023, our total infrastructure development investment reached IDR 5.4 billion, including a road construction project with our subsidiary, PT Andalan Sukses Makmur (ASMR).

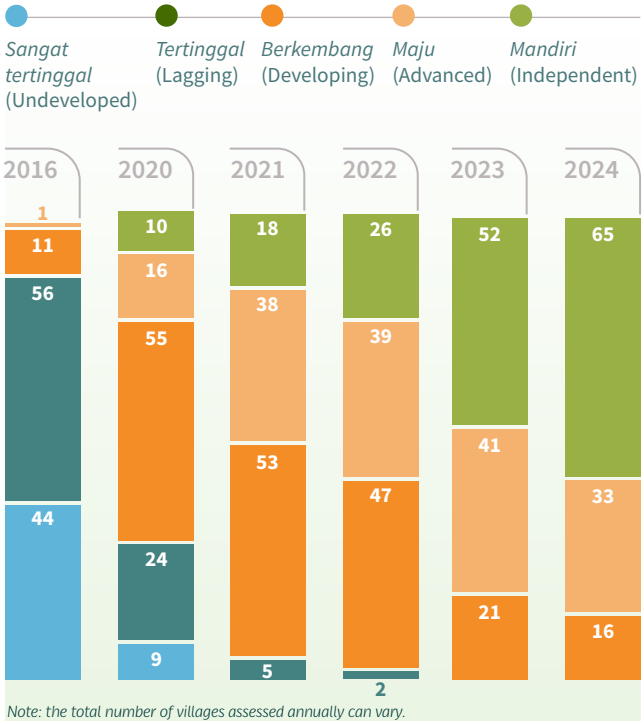
Community health

We are dedicated to the well-being and development of local communities by addressing their health needs. An example is our mass circumcision initiative, which is part of our commitment to promoting clean and healthy living practices (*Perilaku Hidup Bersih dan Sehat* [PHBS]). In addition to delivering essential healthcare services, the scheme also raises public awareness about the importance of personal and environmental hygiene. This initiative is made possible through close collaboration with local health centres and governmental agencies, with all activities conducted under strict health protocols to ensure safe and smooth implementation. Since its launch in 2018, the programme has provided safe and hygienic circumcision services for 719 children.

Building community independence

Bumitama measures the impact of its programmes using the village development index (*Indeks Desa Membangun* [IDM]), which evaluates economic, social, and environmental development based on key indicators such as education, production diversity, market access, financial inclusion, and disaster preparedness. We have observed consistently positive progress each year. **In 2024, the number of 'independent' villages more than doubled from 26 in 2022 to 65, while the number of 'lagging' villages fell from two to none.** These results indicate that our programmes are effectively closing development gaps and facilitating long-term community advancement.

IDM ranking of Bumitama ring villages by category 2016–2024 (no.)



Note: the total number of villages assessed annually can vary.

Children's rights and programmes

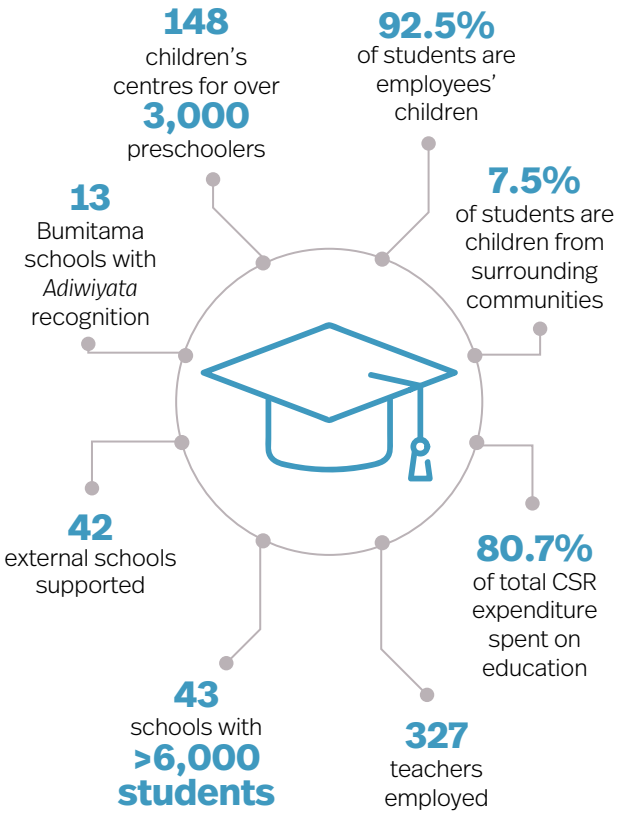
[GRI 3-3, 408-1]

We are committed to championing children's rights by ensuring equal access to education, healthcare, nutrition, and protection from exploitation. In strict compliance with Indonesian laws and regulations, we do not employ individuals under the age of 18, whether for permanent or temporary positions. Moreover, we actively raise awareness about the risks of child labour and closely monitor school attendance. Any recurring absences, particularly during peak crop seasons, are thoroughly investigated to identify and address potential underlying causes.

All Bumitama schools actively participate in the Indonesian government's *Adiwiyata* programme, which promotes environmental conservation and awareness. In 2024, **13 Bumitama schools achieved Adiwiyata recognition, including three at the independent level (with the capability to mentor other schools), six at the national level, one at the provincial level, and three at district level.** This achievement surpasses our 2023 target of securing recognition for at least 12 Bumitama schools at district level or higher. **Moreover, two of our schools – SMKS Gunajaya Antang Kalang and SMPS Bumitama Kendawangan – achieved ISO 21001:2018 certification in 2024**, reflecting our commitment to educational quality and organisational excellence.

We also continue to operate vocational training programmes for students from surrounding communities. As of 2024, 86 students graduated from programmes in agronomy, accountancy, or the newly introduced automotive engineering course at SMKS Gunajaya, Bumitama's vocational institution in Central Kalimantan. These programmes are designed to better prepare students for higher education or entry into the workforce. Of the graduates, 18 have pursued university-level studies, 56 are now employed by Bumitama or its industry peers, and the remainder have joined family-run businesses.

Overview of education facilities and investments



SUPPLY CHAIN AND RESPONSIBLE SOURCING

[GRI 2-6, 2-23, 2-24]

While Bumitama continues to uphold our policy commitments in our own operations, it is equally essential to ensure that our suppliers – both large and small – align with our principles of NDPE.

TRACEABILITY

[GRI 3-3, 204-1, 13.4.3, 13.23.2]

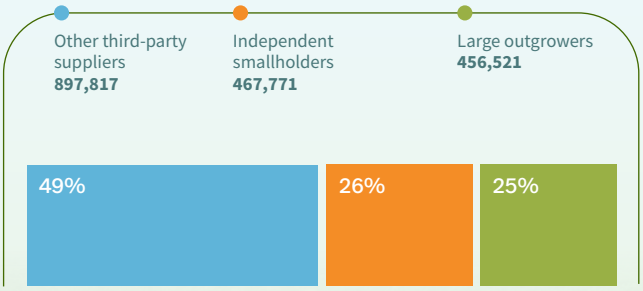
Bumitama sources over 1.8 million tonnes of FFB from 111 external producers in 2024, representing 35% of total FFB supply. Of this, 25% originated from third-party plantation owners, 49% from intermediary traders, and 26% from independent smallholders. All FFB is sourced from areas surrounding our mills in Indonesia.

To maintain oversight of environmental and social risks within our supply chain, we have continued to achieve high levels of traceability. By 2023, Bumitama met its target of full traceability to mills while achieving over 99% traceability at the source level. However, with the EUDR soon to come into effect, traceability expectations have shifted from conventional Tier 1 and Tier 2 data towards full plantation-level traceability through polygon mapping (Tier 3). Therefore, in 2024, our focus shifted towards mapping precise plantation boundaries to ensure that products destined for the European market are fully compliant. As of 2024, we have expanded our polygon mapping coverage, reaching 92.5% of all FFB processed at our mills, now linked to exact plantation coordinates. We will continue to advance Tier 3 mapping in 2025 to further enhance supply chain transparency while strengthening monitoring capabilities to support our sourcing policies.

Despite our progress, challenges persist – particularly in achieving comprehensive polygon mapping across all supply regions and securing consistent smallholder compliance at scale. Addressing these gaps will form part of our new partnerships with consultants and implementing partners. We aim to achieve 100% traceability to plantation by the end of 2026.

External FFB supply by source 2024 (MT,%)

TOTAL:
1,822,109 MT



Notes: Independent smallholders and other third parties were previously combined and reported as 'Independent smallholders'. This report makes a distinction between direct independent smallholders and cooperatives sourced from ('Independent smallholders') and those indirectly sourced from through traders and brokers ('Other third-party suppliers').

FFB traceable to plantation 2018–2024 (%)

ASSESSING AND ENGAGING SUPPLIERS

[GRI 3-3, 308-1, 414-1, 13.4.1]

Supplier assessments

To mitigate environmental and social risks from suppliers operating in high-risk areas, we employ a robust pre-screening process that maps all current and prospective suppliers using a combination of publicly available data, information disclosed by suppliers through mandatory Bumitama questionnaires, risk mapping exercises within a 50-kilometre radius of our mills, and follow-up inspections to verify that sourced FFB originates from legal suppliers. These supplier assessments collectively address critical aspects of our sustainability commitments, including land legality, productivity, deforestation, fires, and community grievances.

Suppliers identified as 'high risk' are automatically excluded from Bumitama's supply chain. However, as some suppliers may have given inaccurate or incomplete information during the self-disclosure process, we also manage potential risks through our smallholder engagement programme, which strongly emphasises traceability and continuous progress monitoring.

In 2023, Bumitama updated its supplier self-declaration questionnaire to reflect the commitments outlined in our 2022 Sustainability Policy.

Supplier risk categorisation

Low risk	Suppliers with plantations in areas designated for 'other use' (*Areal Penggunaan Lain* [APL]) outside existing concessions, without supply from forested regions or areas cleared by fire after 2022.
Potential risk	Suppliers with plantations where cultivation is permitted, but that might be in forested areas or those identified as peat (*KHG-Budidaya* areas, per government maps).
High risk	Suppliers with plantations partially in *KHG-Lindung* protected forests, natural reserves, and national park areas.

Monitoring land use change

We monitor our suppliers' adherence to our no-deforestation and peat development commitments through a satellite-based monitoring system covering over 140,000 hectares. This system combines geographic information systems (GIS) and remote sensing tools to detect land cover changes every six months. We also use Earthqualizer's monitoring platform to evaluate land use changes across our estates and those of our suppliers.

When changes are detected in conservation areas, we immediately verify the incident with the supplier. If a breach is confirmed, we issue an immediate stop-work order and request a corrective action plan to rectify the non-compliance. Re-entry into our supply chain is contingent on suppliers reaffirming their compliance with our sourcing policy and demonstrating measurable corrective actions over a monitoring period of three to six months.

Supplier engagement

All new suppliers are required to undergo mandatory pre-screening, while existing suppliers are assessed annually in accordance with our policy commitments. During the reporting period, we onboarded 19 new suppliers – nine in 2023 and ten in 2024 – all of whom were fully screened against our policy. In 2024, we engaged with and assessed 100% of our known suppliers against our policy commitments.

Any confirmed breach identified through our assessments or monitoring triggers our supplier re-entry protocol. This entails a stop-work order, evidence of policy alignment, revised standard operating procedures, HCV–HCS assessments, and the implementation of restoration and recovery plans for the impacted area. A timebound corrective action plan is then established alongside transparent progress updates. Suppliers are generally given three to six months to demonstrate their progress, although this may vary depending on the severity of the breach and responsiveness of the supplier. Reinstatement into our supply base is contingent upon the supplier's demonstrable commitment to improving. Conversely, suppliers who fail to engage or take remedial action are permanently excluded. In 2024, one supplier was removed from our supply base for failing to meet our policy standards.

✱ **For more details** Grievances and whistleblowing **(p22)**↗

SMALLHOLDER INCLUSIVITY

[GRI 3-3, 203-1, 203-2, 13.23.4]

Smallholders are integral to Indonesia's agricultural landscape and play a crucial role in the global palm oil industry. Of our total FFB supply, 48.8% is sourced from Bumitama's plasma schemes and external organised smallholder groups, including independent smallholders.

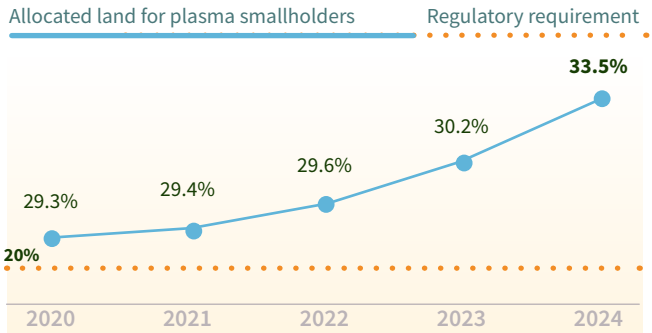
While small-scale farming offers numerous economic and social benefits to rural communities, smallholder farmers frequently encounter challenges in adopting sustainable best practices. Following a 2022 assessment of the barriers faced by smallholders in West and Central Kalimantan, we customised our programmes to the local context, addressing capacity gaps in legal documentation, access to finance, and knowledge of GAP, all of which are critical for improving yields and increasing farmers' income.

To support smallholders in overcoming these challenges, we provide targeted assistance to help them achieve certification under the ISPO and RSPO standards, as well as prepare for compliance with the forthcoming EUDR. While ISPO certification will become mandatory for all Indonesian smallholders by 2025, we believe that meeting the voluntary RSPO standard and EUDR requirements will offer additional value for both smallholder suppliers and our key markets. The EUDR, in particular, introduces more stringent data and traceability requirements. To bridge this gap, Bumitama is expanding its capacity-building initiatives to help smallholders adopt traceability systems, sustainable practices, and digital monitoring tools. Our outreach includes collaboration with government agencies and partnerships with traceability solution providers. Through this multi-pronged approach, we aim to ensure smallholders are not left behind and remain active participants in global supply chains.

Plasma smallholders

A total of 62,613 hectares – equivalent to 33.5% of Bumitama planted area – have been allocated for our smallholder schemes in Kalimantan and Riau, significantly exceeding the Indonesian government's regulatory requirement of 20% for smallholder planted areas. Plasma scheme members are entitled to a share of plantation profits following interest deductions, loan repayments, plantation operational costs, and a management fee. See Certification (p23) for more information on smallholder certification progress.

Allocated land for plasma smallholders 2020–2024
(% of total planted area)



Independent smallholders

Independent smallholders who are not formally contracted to a mill often face challenges in accessing the resources and support necessary to adopt sustainable practices. To help address this, we actively engage with and support these smallholders in enhancing their capacity to participate in certification schemes. Our outreach includes training on best practices for oil palm management, with the aim of improving FFB quality and minimising the harvesting of immature fruit. We also offer guidance on fertiliser application, weed management, harvesting techniques, and replanting strategies. As of December 2024, we have established dedicated smallholder programmes (the *Klinik Berdaya Sawit* programme) for independent smallholders that sell to our mills in Central and West Kalimantan. Currently, 898 smallholders are enrolled in our programmes. We now have RSPO-certified groups in Kalimantan and Riau, covering 477 smallholders. We will continue accelerating smallholder productivity improvement programmes in these regions, which are expected to facilitate an estimated additional 5,000 hectares of smallholder certification within five years, thus enhancing sustainability, compliance, and economic resilience for independent farmers.

Also see: Certification for plasma and independent smallholder progress **(p24)**↗

New smallholder support programme with Rainforest Alliance

In November 2024, Bumitama entered into a partnership agreement with the Rainforest Alliance for a five-year smallholder support programme in Ketapang. As part of this initiative, Bumitama and the Rainforest Alliance will collaborate to provide smallholder support activities, including capacity building, institutional strengthening, preparation for certification, market access support, and the introduction of regenerative agriculture practices through demonstration plots. The partnership aims to support our current work in:

1. Improving sustainable management of production land and boosting the incomes of farmers and communities in the surrounding forests.
2. Protecting critical ecosystems through community-based forest monitoring and strengthening HCV management.
3. Restoring and improving ecosystem services.
4. Encouraging collective action that empowers landscape-level actors to adopt sustainable landscape management practices that reduce deforestation, threats to biodiversity, and GHG emissions.

APPENDICES

STAKEHOLDER ENGAGEMENT OVERVIEW

[GRI 2-29]

STAKEHOLDER GROUP	OBJECTIVES	METHOD OF ENGAGEMENT
Industry associations and certification bodies	• Engagement as part of formal audits and verification assessments • Compliance with sustainability standards • Improvement of sustainability standards	• Working groups and task forces AH Q • Multi-stakeholder forums AH M • One-on-one meetings Q • Formal audits and verification assessments AH 1Y
Local communities	• Safeguard community land ownership and observe FPIC principles • Provide communities with improved livelihoods and minimise negative impacts of Bumitama's operations on local communities • Dedicated programmes on palm oil and non-palm-oil income-generating activities • Collaborate in the co-management of conservation areas and fire prevention	• Participatory company–community land ownership assessment and grievance reporting O • Community programmes O • SIA reassessments 3Y • Focus group discussions; dialogue with community representatives in each region 1Y • Social forestry, BBCP, conservation and rehabilitation programmes O • Fire engagement initiatives M O
Customers and buyers	• Update on policies and implementation progress • Respond and address potential grievances • Engage in landscape partnerships	• Multi-stakeholder forums AH Q • Direct meetings and engagement AH M • Annual and sustainability report 1Y • News releases and Bumitama website M AH • Regional projects and partnerships O
Employees and workers	• Build awareness of company policies • Develop employee skills and knowledge through training; conduct performance and feedback reviews • Improve health and safety measures and workplace conditions • Support livelihoods and welfare	• Training programmes, BCU e-learning O • Website, company media updates, social media M AH • Assessments and improvements to workplace conditions, collaboration with experts O • Company events and cultural/religious celebrations TY • Trade union and in-house worker group meetings AH M
Financial institutions	• Communicate on sustainability policy and implementation progress • Address ESG-related enquiries	• Regular meetings with analysts, bankers, and investors Q • Direct queries AH M • Annual and sustainability reporting 1Y • SGX updates and Bumitama website Q M
Government and regulatory bodies	• Build a mutual understanding of requirements and policy alignments • Establish strong relationships with government and regulatory bodies	• Direct meetings AH M • Multi-stakeholder forums AH Q
NGOs and civil society organisations	• Address industry-related sustainability concerns, market standards, and issues • Collaborate on conservation and social programmes	• Conservation projects and partnerships O • Multi-stakeholder forums AH Q • Working groups and task forces AH M • Direct meetings and continuous engagement AH 1Y • Annual and sustainability reporting 1Y • News releases and Bumitama website M
Independent and plasma smallholders	• Compliance with Bumitama sourcing requirements and policies • Smallholder programme training and certification support	• Training programmes for schemed and independent smallholders, productivity, RSPO certification, fire mitigation TY O • Fruit traceability and mapping, training TY 1Y • Help with the land certification process TY 1Y

M Monthly · Q Quarterly · BA Biannually · TY Throughout the year · 1Y Annually · 3Y Every 3 years · O Ongoing · AH Ad hoc

BUMITAMA'S SDGS CONTRIBUTIONS

In 2024, Bumitama identified and prioritised specific UN SDGs targets that align most closely with our ongoing and planned initiatives, highlighting the areas where we can deliver the greatest sustainability impact.

The selected SDGs are also consistent with those outlined by the RSPO. In preparing this report, we mapped these SDGs against our material sustainability topics and corresponding targets to better illustrate our contributions to the global development agenda.

For a list of relevant targets, see the section on Targets and progress **(p10)**

SDG	SDG TARGET	LINK TO MATERIAL TOPIC AND BUMITAMA'S OBJECTIVES
2 ZERO HUNGER	**2.3** By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous people, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment	**Community rights:** Respect the rights of Indigenous people and other local communities; conduct participatory social impact assessments; address any complaints
		Smallholder inclusiveness and CSR: Allocate over 20% of land/benefits to plasma smallholders; support plasma smallholder cooperatives with certification; assist independent smallholders with productivity and certification
	2.4 By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality	**Productivity and operational efficiency:** Improve productivity and efficiency by achieving higher yields and extraction rates; invest in R&D
		Community development: Support communities with socioeconomic growth through agricultural extension; alternative livelihoods from conservation and ecosystem services; social forestry support and fire prevention
4 QUALITY EDUCATION	**4.1** By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education, leading to relevant and Goal-4 effective learning outcomes	**Children's rights and education:** Provide employees' children with childcare and education from preschool to senior high school level
	4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	**Capacity and training:** Offer BCU training and upskilling; ensure adequate capacity to implement Group-wide sustainability
	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	**Capacity and training:** Offer BCU training and upskilling; ensure adequate capacity to implement Group-wide sustainability
8 DECENT WORK AND ECONOMIC GROWTH	**8.5** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	**Gender and equal opportunities:** Protect women's rights; uphold no-discrimination policies; guarantee men's and women's equality
		Community development: Support communities with socioeconomic growth through agricultural extension, alternative livelihoods from conservation and ecosystem services, social forestry support and fire prevention
	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	**Human rights and labour standards:** Uphold all internationally established human rights on wages, pay slips, benefits, recruitment, equality, unionisation, forced and child labour
		Health and safety: Eradicate all work-related fatal accidents and reduce all workplace incidents through our Triple Zero Target programme; provide healthcare to employees and families
		Smallholder inclusiveness and CSR: Allocate over 20% of land/benefits to plasma smallholders; support plasma smallholder cooperatives with certification; assist independent smallholders with productivity and certification
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**12A** Support developing countries to strengthen their scientific and technological capacity to move towards more sustainable patterns of consumption and production	**Smallholder inclusiveness and CSR:** Allocate over 20% of land/benefits to plasma smallholders; support plasma smallholder cooperatives with certification; assist independent smallholders with productivity and certification
		Traceability and supply chain monitoring: Maintain 100% traceability-to-plantation for all our own and third-party FFB suppliers; monitor suppliers' compliance with NDPE commitments

SDG	SDG TARGET	LINK TO MATERIAL TOPIC AND BUMITAMA'S OBJECTIVES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION		**Governance, regulatory compliance, and business ethics:** Continue to operate in full compliance with local and other relevant legal and regulatory requirements
		Sustainability certification and standards: Achieve RSPO and ISPO certification; address all past non-compliant land development
	12.2 By 2030, achieve the sustainable management and efficient use of natural resources	**Water impacts:** Implement our water stewardship strategy to reduce river water usage and maintain water discharge quality
	12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their lifecycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment	**Pesticides and chemical usage:** Reduce pesticides and chemical fertiliser usage across operations; maintain low toxicity levels; implementation of IPM
	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	**Pesticides and chemical usage:** Reduce pesticides and chemical fertiliser usage across operations; maintain low toxicity levels; implementation of IPM
		Waste management: Reduce, reuse and recycle waste; ensure no spillage
13 CLIMATE ACTION	**13.1** Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	**GHG reduction and climate adaption:** Reduce GHG emissions through implementing our climate mitigation strategy; increase the use of renewable energy; identify and adapt to climate risks and impacts at our operations; achieve net-zero emissions by 2060 or sooner
15 LIFE ON LAND	**15.1** By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements	**Wildlife and biodiversity conservation:** Maintain and enrich species biodiversity at Bumitama and surrounding areas; collaborate to achieve common industry conservation goals
	15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests, and substantially increase afforestation and reforestation globally	**NDP, conservation and restoration:** Protect and restore identified HCV/HCS areas; obtain legal recognition of conservation areas; collaborate with stakeholders to preserve wider landscapes
		Fire and haze: Uphold Bumitama's strict zero-burning policy
	15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species	**NDP, conservation and restoration:** Maintain and enrich species biodiversity at Bumitama and surrounding areas; collaborate to achieve common industry conservation goals
17 PARTNERSHIPS FOR THE GOALS	**17.14** Enhance policy coherence for sustainable development	**Governance, regulatory compliance, and business ethics:** Uphold the highest standards of professionalism and ethical conduct; enforce the tenets of our anti-corruption policy and code of conduct
		Transparency and accountability: Uphold the highest levels of transparency to maintain credibility; maintain open communication channels to address valid concerns or grievances raised; continue annual sustainability reporting
	17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilise and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries	**Wildlife and biodiversity conservation:** Maintain and enrich species biodiversity at Bumitama and surrounding areas; collaborate to achieve common industry conservation goals
		Stakeholder collaboration: Engage effectively with stakeholders to address industry-wide challenges
		Transparency and accountability: Uphold the highest levels of transparency to maintain credibility; maintain open communication channels to address valid concerns or grievances raised; continue annual sustainability reporting

INTERNAL AUDIT ASSURANCE STATEMENT

[GRI 2-5]

Introduction and objectives of the engagement

The Internal Audit has been engaged to provide independent assurance over 'the Sustainability Report 2024' (the SR). The objective of our engagement is to provide assurance to Bumitama's stakeholders over the accuracy, reliability, and objectivity of the reported information and that it covers the material issues relevant to the business and its stakeholders.

Scope of work

The scope of our work was limited to providing assurance over performance data and qualitative information included in the SR for the reporting period from 1 January 2024 to 31 December 2024 (the 'Selected Information'). Subject to the limitations and exclusions listed in the section below, our review covered:

- Statements, information and selected material issues presented in the SR for: 1) NDP, conservation, and restoration; 2) GHG reduction and climate adaption; 3) Fire and haze; 4) Employment (including human rights; labour conditions; gender equality; capacity and training); 5) Health and safety; 6) Smallholder inclusiveness and CSR; 7) Children's rights and education; and 8) Traceability and supply chain monitoring.
- Bumitama's management approach to its material issues.

Our assurance engagement has been conducted exclusively concerning the specified aspects, in alignment with the GRI Framework and SGX recommendations on 27 Core ESG Metrics. Any data or information beyond the requirements of these frameworks and metrics has not been included in our examination.

This assurance assignment relies on a risk-based sampling approach of the SR, which inherently involves certain limitations. This independent statement should not be relied upon to detect all errors, omissions, or misstatements that may exist.

Reporting Criteria

The SR has been prepared in accordance with relevant best practice reporting frameworks, including the GRI and the Sustainability Accounting Standards Board (SASB), as well as internal definitions established by Bumitama to track and monitor progress against its ESG performance indicators.

Responsibilities

The preparation and presentation of the SR remain the sole responsibility of Bumitama's management.

An Internal Audit was not involved in the drafting of the SR. Our responsibilities were to:

- Provide assurance, in accordance with IIA guidelines for internal review of the SR on the accuracy, reliability, and objectivity of the information contained within the report.
- Form an independent conclusion based on the assurance procedures performed and evidence obtained.
- Report our detailed conclusions and recommendations in an internal report to Bumitama's management.

Summary of work performed

As part of our independent assurance, our work included:

- Conducting interviews with personnel responsible for content included in the SR at Bumitama's Head Office.
- Reviewing documentary evidence provided by Bumitama.
- Verifying a selection of the SR disclosures against corresponding source documentation.
- Evaluating the design of internal systems, processes, and controls used to collect and report the SR including assessing the appropriateness of assumptions, estimation techniques, and reporting boundaries.
- Reviewing Bumitama's quantitative data aggregation and analysis systems.
- Reperforming a selection of aggregation calculations of the SR.
- Assessing the disclosure and presentation of the SR to ensure consistency with assured information.

A 5% materiality threshold was applied to quantitative ESG performance indicators (a subset of the SR) included within the scope of this assurance.

Conclusion

Based on the procedures we have performed and the evidence we obtained, nothing has come to our attention that would cause us to believe that the SR has not been prepared, in all material respects, in accordance with the Applicable Criteria.

Arie Wibisono
Head of Internal Audit

BASE DATA

GENERAL DISCLOSURES							
INDICATOR	**DESCRIPTION**	**UoM**	**2024**	**2023**	**2022**	**2021**	**2020**
Activities, value chain, and other business relationships (GRI 2-6)	Revenue	IDR billion	16,732	15,443	15,829	12,249	9,102
	Profit before tax	IDR billion	3,649	3,862	4,571	2,864	1,931
	EBITDA	IDR billion	4,423	4,627	5,686	3,498	2,575
	Basic earnings per share	IDR per share	1,319	1,412	1,618	986	645
	Independent directors	no	4	4	4	4	3
	Total directors	no	7	7	7	7	6
	Board independence	ratio	57%	57%	57%	57%	50%
	Planted area	ha	187,021	187,116	187,628	187,917	187,917
	Kalimantan	ha	184,712	184,807	185,319	185,608	185,608
	Riau	ha	2,309	2,309	2,309	2,309	2,309
	Mature	ha	179,980	180,903	180,806	181,211	173,464
	Immature	ha	7,041	6,213	6,822	6,706	14,453
	Nucleus planted area	ha	124,408	130,567	132,099	132,728	132,816
	of total planted area	%	66.5	69.8	70.4	70.6	70.7
	Mature	ha	118,030	124,581	125,462	126,582	120,643
	Immature	ha	6,378	5,986	6,637	6,146	12,173
	Scheme smallholders' planted area	ha	62,613	56,549	55,529	55,189	55,101
	of total planted area	%	33.5	30.2	29.6	29.4	29.3
	Average age	years	13.8	13.1	12.3	11.6	10.6
	Mills	no.	17	15	15	15	14
	Central Kalimantan	no.	9	9	9	9	8
	West Kalimantan	no.	7	5	5	5	5
	Riau	no.	1	1	1	1	1
	FFB processed	MT	5,182,749	5,384,732	5,331,222	4,643,054	4,534,072
	Own plantations	MT	3,360,640	3,720,331	3,862,791	3,373,559	3,314,128
	Nucleus plantations	MT	2,197,116	2,597,097	2,676,926	2,336,178	2,270,745
	of total FFB processed	%	42.4	48.2	50.2	50.3	50.1
	Plasma plantations	MT	1,163,524	1,123,234	1,185,865	1,037,381	1,043,383
	of total FFB processed	%	22.4	20.9	22.2	22.3	23.0
	Third-party plantations	MT	1,822,109	1,664,401	1,468,431	1,269,495	1,219,944
	Large outgrowers	MT	456,521	347,973	170,740	38,735	98,811
	Independent smallholders	MT	467,771	1,074,682	1,297,691	1,230,760	1,121,133
	Other third-party suppliers	MT	897,817	241,746			
	CPO produced	MT	1,141,506	1,222,139	1,188,156	1,051,623	1,024,548
	PK produced	MT	234,311	253,114	250,935	223,000	215,691
Productivity and operational efficiency	FFB yield per hectare	MT FFB/ha	18.6	20.6	21.4	18.6	19.0
	CPO extraction rate	%	22.0	22.7	22.3	22.6	22.6
	CPO yield per mature hectare	MT CPO/ha	4.1	4.7	4.8	4.2	4.3
	Indonesia benchmark	MT CPO/ha	3.8	3.6	3.9	3.7	4.0
	PK extraction rate	%	4.5	4.7	4.7	4.8	4.8
Employees (GRI 2-7)	Total employees	no.	31,977	32,831	33,058	31,541	31,423
	Men	no.	22,762	23,413	23,484	22,392	22,760
	Women	no.	9,215	9,418	9,574	9,149	8,663
	Permanent employees	no.	31,785	32,629	32,623	30,952	30,442
	Temporary employees	no.	192	202	435	589	981
	Workers	no.	30,421	31,263	31,530	30,107	30,032
	Men	no.	21,369	21,996	22,100	21,086	21,486
	Women	no.	9,052	9,267	9,430	9,021	8,546
	Central Kalimantan	no.	17,051	17,535	17,657	17,279	17,579
	Men	no.	11,696	12,119	12,166	11,974	12,538
	Women	no.	5,355	5,416	5,491	5,305	5,041

BASE DATA

GENERAL DISCLOSURES							
INDICATOR	**DESCRIPTION**	**UoM**	**2024**	**2023**	**2022**	**2021**	**2020**
Employees (GRI 2-7)	West Kalimantan	no.	12,749	13,149	13,249	12,187	11,793
	Men	no.	9,147	9,386	9,435	8,582	8,412
	Women	no.	3,602	3,763	3,814	3,605	3,381
	Riau	no.	621	579	624	641	660
	Men	no.	526	491	499	530	536
	Women	no.	95	88	125	111	124
Workers who are not employees (GRI 2-8)	Total	no.	36	11	16		
Compliance with laws and regulations (GRI 2-27)	Fines incurred	no.	0	0	0	0	0
	Value of fines incurred	IDR	0	0	0	0	0
	Non-monetary sanctions incurred	no.	0	0	0	0	0
Collective bargaining agreements (GRI 2-30)	Unionised employees	no.	451	754	693	1,011	1,833
	Collective agreements	no.	18	18	18		

ENVIRONMENTAL PROTECTION AND SUSTAINABLE LAND USE							
INDICATOR	**DESCRIPTION**	**UoM**	**2024**	**2023**	**2022**	**2021**	**2020**
Biodiversity protection and conservation (GRI 304)	Total conservation area	ha	36,329	37,554	40,619	40,619	39,310
	Identified HCV area	ha	31,655	28,354	27,779	27,779	25,885
	Identified HCS area	ha	3,194	6,758	10,398	10,398	11,517
	Conserved peat (non-HCV-HCS)	ha	1,082	1,540	1,540	1,540	1,540
	Planted peat	ha	8,089	8,089	8,089	8,089	8,089
	Others	ha	399	902	902	902	368
GHG (RSPO PalmGHG Calculator)	Net GHG emissions	MT CO_2e	1,527,723	1,514,628	1,676,840	1,458,657	1,600,411
	Emissions intensity	MT CO_2e/MT CPO	1.34	1.24	1.41	1.38	1.56
	Land clearing	MT CO_2e	1,450,957	1,241,290	1,095,535	1,135,259	1,059,966
	Crop sequestration	MT CO_2e	-1,630,592	-1,399,582	-1,248,625	-1,260,173	-1,258,415
	CO_2 from fertiliser	MT CO_2e	173,702	138,287	208,394	160,588	176,143
	N_2O from fertiliser	MT CO_2e	83,223	58,282	101,208	78,124	93,734
	N_2O from peat	MT CO_2e	40,395	43,929	41,662	37,929	50,407
	Field fuel use	MT CO_2e	31,341	31,401	47,565	34,590	44,197
	Peat oxidation	MT CO_2e	273,643	320,411	303,878	276,647	367,297
	Conservation area offset	MT CO_2e	-6,332	-5,547	-5,613	-6,127	-6,314
	Methane from POME	MT CO_2e	909,526	943,883	1,045,121	910,300	888,491
	Grid electricity utilisation	MT CO_2e	5,411	422	0	0	0
	Mill fuel use	MT CO_2e	8,704	7,003	8,573	9,282	8,759
	Mill electricity credit	MT CO_2e	-42,834	-28,678	-22,417	-15,782	-9,191
	PKS credit	MT CO_2e	-78,644	-121,481	-144,699	-135,663	-79,757
	Third-party emissions	MT CO_2e	309,221	285,009	246,256	233,683	265,096
GHG Protocol (GRI 305)	Scope 1	MT CO_2e	935,556	968,846	1,084,418	941,010	925,560
	Emissions intensity	MT CO_2e/MT CPO	0.82	0.79	0.91	0.89	0.90
	Scope 2	MT CO_2e	5,411	422	0	0	0
	Emissions intensity	MT CO_2e/MT CPO	0.00	0.00	0.00	0.00	0.00
	Scope 3	MT CO_2e	482,924	423,296	454,650	394,271	441,239
	Emissions intensity	MT CO_2e/MT CPO	0.42	0.35	0.38	0.37	0.43
	Biofuel combustion emissions	MT CO_2e	56,850	42,119	39,258	28,944	25,078
	Land sector emissions	MT CO_2e	1,848,217	1,663,912	1,542,284	1,527,959	1,571,404
	Land sector removals	MT CO_2e	-1,636,924	-1,405,129	-1,254,238	-1,266,300	-1,264,729

BASE DATA

ENVIRONMENTAL PROTECTION AND SUSTAINABLE LAND USE							
INDICATOR	**DESCRIPTION**	**UoM**	**2024**	**2023**	**2022**	**2021**	**2020**
Energy consumption by source (GRI 302)	Total energy consumed	GJ	11,701,032	11,955,392	13,927,696	14,732,601	
	Renewable	GJ	11,184,934	11,431,315	13,375,533	14,245,472	
	Palm kernel shell	GJ	4,357,463	4,730,416	5,274,698	4,068,522	
	Mesocarp fibre	GJ	6,562,162	6,428,131	7,864,193	9,968,180	
	Biodiesel (FAME)	GJ	264,935	272,365	236,641	208,770	
	Solar	GJ	373	404			
	Non-renewable	GJ	516,098	524,077	552,163	487,129	
	Biodiesel (fossil)	GJ	492,023	505,821	552,163	487,129	
	Grid electricity	GJ	24,075	18,256			
Water usage and quality (GRI 303)	Total water withdrawn	m^3	6,257,379	6,938,493	6,520,282	5,595,233	
	Central Kalimantan	m^3	3,702,492	4,057,052	3,769,253	3,459,259	
	West Kalimantan	m^3	1,888,437	2,138,492	2,024,259	1,451,704	
	Riau	m^3	666,449	742,949	726,770	684,270	
	Effluent produced	m^3	2,880,728	2,825,848	2,732,374	2,499,583	
	Central Kalimantan	m^3	1,420,957	1,504,638	1,493,681	1,437,892	
	West Kalimantan	m^3	1,004,464	1,009,735	892,437	719,189	
	Riau	m^3	455,306	311,475	346,256	342,502	
	Effluent BOD range						
	High	mg/L	3,766	2,368	3,266	4,071	3,899
	Low	mg/L	743	513	457	1,428	637
Managing chemicals and pesticides	Herbicide						
	Moderately hazardous	volume (kg or litre)	34,530	24,215	63,822	90,555	66,908
		volume/ha	0.1846	0.1294	0.3402	0.4819	0.3561
	Slightly hazardous	volume (kg or litre)	5,471	0	3,819	2,761	0
		volume/ha	0.0293	0	0.0204	0.0147	0
	Unlikely to present acute hazard	volume (kg or litre)	315,383	217,154	386,515	604,215	527,219
		volume/ha	1.6863	1.1656	2.0656	3.2203	2.8056
	Insecticide						
	Moderately hazardous	volume (kg or litre)	724				
		volume/ha	0.0039				
	Slightly hazardous	volume (kg or litre)	22,164				
		volume/ha	0.1185				
	Unlikely to present acute hazard	volume (kg or litre)	137				
		volume/ha	0.0007				
	Rodenticide						
	Moderately hazardous	volume (kg or litre)	442,761				
		volume/ha	2.3674				
	Slightly hazardous	volume (kg or litre)	0				
		volume/ha	0				
	Unlikely to present acute hazard	volume (kg or litre)	0				
		volume/ha	0				

BASE DATA

PEOPLE AND COMMUNITIES							
INDICATOR	**DESCRIPTION**	**UoM**	**2024**	**2023**	**2022**	**2021**	**2020**
Wages and benefits (GRI 202)	Bumitama entry-level wages						
	Central Kalimantan	IDR/month	3,472,389	3,337,089	3,045,256	3,014,791	3,012,385
	West Kalimantan	IDR/month	3,249,265	3,125,565	2,884,186	2,884,882	2,897,352
	Riau	IDR/month	3,432,810	3,310,804	3,120,992	3,045,622	3,041,068
	Legal minimum wages						
	Central Kalimantan	IDR/month	3,261,616	3,181,013	2,922,516	2,903,145	2,890,093
	West Kalimantan	IDR/month	2,702,616	2,608,601	2,434,328	2,399,699	2,399,698
	Riau	IDR/month	3,294,625	3,191,662	2,938,564	2,888,564	2,888,563
	Ratio of entry-level wages over legal minimum wage						
	Central Kalimantan	Ratio by IDR	1.06	1.05	1.04	1.04	1.04
	West Kalimantan	Ratio by IDR	1.20	1.20	1.18	1.20	1.21
	Riau	Ratio by IDR	1.04	1.04	1.06	1.05	1.05
Diversity and equal opportunities (GRI 405)	Board of Directors	no.	7	7	7	7	6
	Men	no.	5	6	6	6	5
	Women	no.	2	1	1	1	1
	Under 30 years old	no.	0	0	0	0	0
	30–50 years old	no.	1	0	0	0	0
	Over 50 years old	no.	6	7	7	7	6
	Senior management	no.	51	55	54		
	Men	no.	45	50	50		
	Women	no.	6	5	4		
	Management	no.	245	237	216	267	227
	Men	no.	237	229	210	257	214
	Women	no.	8	8	6	10	13
	Staff	no.	1,260	1,276	1,258	1,167	1,164
	Men	no.	1,111	1,138	1,124	1,049	1,060
	Women	no.	149	138	134	118	104
	Workers	no.	30,421	31,263	31,530	30,107	30,032
	Men	no.	21,369	21,996	22,100	21,086	21,486
	Women	no.	9,052	9,267	9,430	9,021	8,546
	All employees	no.	31,977	32,831	33,058	31,541	31,423
	Under 30 years old	no.	12,378	11,975	12,399		
	30–50 years old	no.	17,972	18,917	18,851		
	Over 50 years old	no.	1,627	1,939	1,808		
Health and safety (GRI 403)	Lost time injuries	no.	774	1,357	1,765	1,729	2,689
	High-consequence work-related injuries	no.	1	3	3		
	Work-related ill health	no.	0				
	Total days lost due to work-related injuries	no.	2,984	2,429	2,812	2,767	4,258
	Total hours worked	no.	56,912,798	59,878,291	57,732,018	55,020,005	56,340,863
Employee development and retention (GRI 404, GRI 401)	Group average hours of training per year per employee	hours	8.7	11.9	17.3		
	Men	hours	9.4	9.9	18.3		
	Women	hours	6.2	7.0	9.7		
	New hires by age group	no.	8,765	10,617	16,086		
	Under 30 years old	no.	5,461	6,247	9,383		
	30–50 years old	no.	3,300	4,360	6,677		
	Over 50 years old	no.	4	10	26		

BASE DATA

PEOPLE AND COMMUNITIES							
INDICATOR	**DESCRIPTION**	**UoM**	**2024**	**2023**	**2022**	**2021**	**2020**
Employee development and retention (GRI 404, GRI 401)	Employees who left by age group	no.	10,243	11,508	12,860		
	Under 30 years old	no.	5,266	5,773	6,448		
	30–50 years old	no.	4,586	5,333	6,268		
	Over 50 years old	no.	391	402	144		
	New hires by gender	no.	8,765	10,617	16,086		
	Men	no.	6,703	8,389	12,267		
	Women	no.	2,062	2,228	3,819		
	Gender breakdown of employees who left	no.	10,243	11,508	12,860		
	Men	no.	7,889	8,960	9,969		
	Women	no.	2,354	2,548	2,891		
Social and community development	Central clinics	no.	9	8	8	13	12
	Branch clinics	no.	50	46	48	41	40
	Ambulances	no.	16	19	11	16	14
	Doctors	no.	8	8	9	6	6
	Paramedics	no.	118	136	127	115	113
	Childcare centres	no.	148	146	147	121	124
	Preschool children	no.	3,031	2,628	2,661	2,075	2,067
	Schools	no.	43	41	39	39	38
	Teachers	no.	327	336	327	305	300
	Students	no.	6,058	5,901	5,456	5,201	5,281

SUPPLY CHAIN AND RESPONSIBLE SOURCING							
INDICATOR	**DESCRIPTION**	**UoM**	**2024**	**2023**	**2022**	**2021**	**2020**
FFB volumes traceable to plantations	Total external volumes traceable	MT	1,430,933	1,632,491	1,445,129	1,262,099	1,164,168
		%	78.5	98.1	98.4	99.4	95.4
	Large outgrowers	MT	397,745	335,636	170,740	38,658	98,712
		%	87.1	96.5	100.0	100.0	100.0
	Independent smallholders	MT	449,040	1,060,255	1,274,389	1,223,441	1,065,457
		%	96.0	98.7	98.2	99.4	95.1
	Other third-party suppliers	MT	584,148	236,600			
		%	65.1	97.9			

IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS [GRI 304-4]						
				PRESENCE IN		
NO	**SCIENTIFIC NAME**	**COMMON NAME**	**IUCN STATUS**	**WK**	**CK**	**RIAU**
1	*Pongo pygmaeus*	Bornean orangutan	CR	●	●	
2	*Manis javanica*	Sunda pangolin	CR	●	●	●
3	*Hylobates albibarbis*	Bornean White-bearded Gibbon	EN	●		●
4	*Nasalis larvatus*	Proboscis monkey	EN	●	●	
5	*Ciconia stormi*	Storm's stork	EN	●	●	●
6	*Acridotheres javanicus*	Javan myna	VU	●	●	●
7	*Aonyx cinerea*	Asian small-clawed otter	VU	●	●	●
8	*Rusa unicolor*	Sambar deer	VU	●	●	●
9	*Chloropsis sonnerati*	Greater green leafbird	EN	●	●	●
10	*Cuora amboinensis*	Amboina box turtle	EN	●	●	●
11	*Helarctos malayanus*	Sun bear	VU	●	●	●

BASE DATA

IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS [GRI 304-4]						
				PRESENCE IN		
NO	SCIENTIFIC NAME	COMMON NAME	IUCN STATUS	WK	CK	RIAU
12	*Leptoptilos javanicus*	Lesser adjutant	NT	●	●	●
13	*Lutra perspicillata*	Smooth-coated otter	VU			●
14	*Macaca nemestrina*	Southern pig-tailed macaque	EN	●	●	●
15	*Numenius arquata*	Eurasian curlew	NT		●	
16	*Nycticebus coucang/Nycticebus brachycephalus*	Sunda slow loris	EN			●
17	*Nycticebus menagensis*	Philippine slow loris	VU	●		
18	*Ophiophagus Hannah*	King cobra	VU	●	●	●
19	*Trachypithecus cristatus*	Silvery lutung	VU	●	●	●
20	*Presbytis frontata*	White-fronted surili	VU	●	●	
21	*Pycnonotus zeylanicus*	Straw-headed bulbul	CR	●	●	●
22	*Rheithrosciurus macrotis*	Tufted ground squirrel	VU	●	●	
23	*Setornis criniger*	Hook-billed bulbul	VU	●	●	●
24	*Siebenrockiella crassicollis*	Black marsh turtle	EN	●	●	●
25	*Sus barbatus*	Bornean bearded pig	VU	●	●	●
26	*Cephalopachus bancanus*	Horsfield's tarsier	VU	●	●	
27	*Treron capellei*	Large green pigeon	VU	●	●	●
28	*Macaca fascicularis*	Long-tailed Macaque	EN	●	●	●
29	*Presbytis rubicunda*	Red langur	VU	●	●	
30	*Pardofelis marmorata*	Marbled Cat	NT		●	●
31	*Ratufa affinis*	Pale Giant Squirrel	NT	●	●	●
32	*Rhinoplax vigil*	Helmeted Hornbill	CR	●	●	●
33	*Acridotheres javanicus*	Javan Myna	VU	●	●	●
34	*Aegithina viridissima*	Green lora	NT	●	●	●
35	*Buceros rhinoceros*	Rhinoceros Hornbill	VU	●	●	●
36	*Leptoptilos javanicus*	Lesse adjutant	NT	●	●	●
37	*Phaenicophaeus diardi*	Black-bellied Malkoha	NT	●	●	●
38	*Prinia familiaris*	Bar-winged Prinia	NT			●
39	*Pycnonotus eutilotus*	Puff-backed Bulbul	NT	●	●	●
40	*Pycnonotus zeylanicus*	Straw-headed Bulbul	CR	●	●	●
41	*Treron fulvicollis*	Cinnamon-headed Green-pigeon	VU	●	●	●
42	*Muntiacus atherodes*	Bornean Yellow Muntjac	NT	●	●	
43	*Anthracoceros malayanus*	Black Hornbill	VU	●	●	●
44	*Psittacula longicauda*	Long-tailed Parakeet	VU	●	●	●
45	*Hylobates agilis*	Agile Gibbon	EN			●
46	*Lutra sumatrana*	Hairy-nosed Otter	EN	●	●	
47	*Malacopteron affine*	Sooty-capped Babbler	NT	●	●	●
48	*Chloropsis cyanopogon*	Lesser Green Leafbird	NT	●	●	●
49	*Chloropsis cochinchinensis*	Javan Leafbird	EN	●	●	●
50	*Anorrhinus galeritus*	Bushy-crested Hornbill	NT	●	●	●
51	*Argusianus argus*	Great Argus	VU	●	●	●
52	*Trichixos pyrropygus*	Rufous-tailed Shama	NT	●	●	●
53	*Lophura ignita*	Bornean Crested Fireback	VU	●	●	
54	*Eurylaimus ochromalus*	Black-and-yellow Broadbill	NT	●	●	●

Note
CR: critically endangered
EN: endangered
VU: vulnerable
NT: near threatened
WK: West Kalimantan
CK: Central Kalimantan

GRI CONTENT INDEX

The GRI is a widely adopted multi-stakeholder standard for sustainability reporting, providing guidance on determining report content and indicators. It has been designed to enhance the global comparability and quality of information on environmental and social impacts, thereby enabling greater transparency and accountability of organisations. Our 2024 Sustainability Report has been prepared in alignment with the 2021 GRI Standards and the GRI 13 Standards for Agriculture. Our GRI Content Index references our 2024 Sustainability Report and the Bumitama Website.

Statement of use	Bumitama Agri Ltd has reported in accordance with the GRI Standards for the period 1 January 2023 to 31 December 2024
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI Standard/ Other source	Disclosure	Location/Reason for omission	Topic Standards
The organisation and its reporting practices			
GRI 2: General Disclosures 2021	**2-1** Organisational details	Business in brief, p14	
	2-2 Entities included in the organisation's sustainability reporting	About this report, p3 Our business	
	2-3 Reporting period, frequency and contact point	About this report, p3	
	2-4 Restatements of information	Available throughout where relevant	
	2-5 External assurance	About this report, p3 Internal audit assurance statement, p60 The report has only undergone internal audits.	
Activities and workers			
GRI 2: General Disclosures 2021	**2-6** Activities, value chain and other business relationships	Business in brief, p14	
		Supply chain and responsible sourcing, p54	
		Base data, p61	
	2-7 Employees	Employee overview, p45	
		Base data, p61	
	2-8 Workers who are not employees	Employee overview, p45	
		Base data, p61	
Governance			
GRI 2: General Disclosures 2021	**2-9** Governance structure and composition	Governance and management, p21 Base data, p61 Board of directors	
	2-10 Nomination and selection of the highest governance body	AR2024	
	2-11 Chair of the highest governance body	Governance and management, p21	
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance and management, p21	
	2-13 Delegation of responsibility for managing impacts	Governance and management, p21	
	2-14 Role of the highest governance body in sustainability reporting	Materiality, p19	
	2-15 Conflicts of interest	AR2024	
	2-16 Communication of critical concerns	Governance and management, p21	
	2-17 Collective knowledge of the highest governance body	AR2024	
	2-18 Evaluation of the performance of the highest governance body	AR2024	
	2-19 Remuneration policies	AR2024	

GRI CONTENT INDEX

GRI Standard/ Other source	Disclosure	Location/Reason for omission	Topic Standards
Governance			
GRI 2: General Disclosures 2021	**2-20** Process to determine remuneration	AR2024	
	2-21 Annual total compensation ratio	AR2024	
Strategy, policies and practices			
GRI 2: General Disclosures 2021	**2-22** Statement on sustainable development strategy	Welcome from Bumitama's CEO, p4	
	2-23 Policy commitments	Approach to Sustainability, p19	
		Grievances and whistleblowing, p22	
		Upholding our no deforestation commitments, p25	
		Peat conservation, p33	
		Fire mitigation and monitoring, p39	
		Waste management, p42	
		Diversity and equal opportunities, p47	
		Supply chain and responsible sourcing, p54	
	2-24 Embedding policy commitments	Approach to Sustainability, p19	
		Grievances and whistleblowing, p22	
		Upholding our no deforestation commitments, p25	
		Peat conservation, p33	
		Fire mitigation and monitoring, p39	
		Waste management, p42	
		Diversity and equal opportunities, p47	
		Supply chain and responsible sourcing, p54	
	2-25 Processes to remediate negative impacts	Grievances and whistleblowing, p22	
	2-26 Mechanisms for seeking advice and raising concerns	Grievances and whistleblowing, p22	
	2-27 Compliance with laws and regulations	Legal and regulatory compliance, p22	
		Environmental compliance, p44	
	2-28 Membership associations	Stakeholder engagement and transparency, p24	
Stakeholder engagement			
GRI 2: General Disclosures 2021	**2-29** Approach to stakeholder engagement	Stakeholder engagement and transparency, p24	
		Stakeholder engagement overview, p57	
	2-30 Collective bargaining agreements	Freedom of association, p48 1.4% of the permanent employees are covered by collective bargaining agreements.	
GRI 3: Material Topics 2021	**3-1** Process to determine material topics	Materiality, p19	
	3-2 List of material topics	Materiality, p19	
GHG reduction and climate adaptation			
GRI 3: Material Topics 2021	**3-3** Management of material topics	Climate mitigation, p33	**13.1.1**
GRI 201: Economic Performance 2016	**201-2** Financial implications and other risks and opportunities due to climate change	Bumitama's TCFD aligned strategy	**13.2.2**
		Resilience through IFRS S1 & S2 climate scenario analysis, p36	
GRI 302: Energy 2016	**302-1** Energy consumption within the organisation	Energy use and efficiency, p35	
		Base data, p61	
	302-2 Energy consumption outside of the organisation	Information unavailable	

GRI CONTENT INDEX

GRI Standard/ Other source	Disclosure		Location/Reason for omission	Topic Standards
GHG reduction and climate adaptation				
GRI 302: Energy 2016	**302-4**	Reduction of energy consumption	Information unavailable	
GRI 305: Emissions 2016	**305-1**	Direct (Scope 1) GHG emissions	Managing GHG emissions, p33	**13.1.2**
	305-2	Energy indirect (Scope 2) GHG emissions	Managing GHG emissions, p33	**13.1.3**
	305-3	Other indirect (Scope 3) GHG emissions	Managing GHG emissions, p33	**13.1.4**
	305-4	GHG emissions intensity	Managing GHG emissions, p33	**13.1.5**
	305-5	Reduction of GHG emissions	Managing GHG emissions, p33	**13.1.6**
	305-6	Emissions of ozone-depleting substances (ODS)	Not applicable	**13.1.7**
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Not applicable	**13.1.8**
Traceability and supply chain monitoring				
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Traceability, p54 Assessing and engaging suppliers, p55	
GRI 204: Procurement Practices 2016	**204-1**	Proportion of spending on local suppliers	Traceability, p54	
GRI 308: Supplier Environmental Assessment 2016	**308-1**	New suppliers that were screened using environmental criteria	Assessing and engaging suppliers, p55	
	308-2	Negative environmental impacts in the supply chain and actions taken	Confidentiality constraints	
GRI 414: Supplier Social Assessment 2016	**414-1**	New suppliers that were screened using social criteria	Assessing and engaging suppliers, p55	
	414-2	Negative social impacts in the supply chain and actions taken	Confidentiality constraints	
Topic 13.23 Supply chain traceability		*Describe the level of traceability in place for products sourced*	Traceability, p54	**13.23.2**
		Report the percentage of sourced volume certified to internationally recognised standards	Certification, p23	**13.23.3**
		Describe improvement projects to get suppliers certified to internationally recognised standards	Smallholder inclusivity, p55	**13.23.4**
NDP, conservation and restoration				
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Upholding our no deforestation commitments, p25 Monitoring land cover change in conservation areas, p26 Conservation initiatives, p27 Peat conservation, p33 Assessing and engaging suppliers, p55	**13.4.1**
GRI 13.4: Natural ecosystem conversion		*Assessment method and percentage of production volume sourced from own land determined to be deforestation-free*	Upholding our no deforestation commitments, p25 Monitoring land cover change in conservation areas, p26	**13.4.2**
		Assessment method and percentage of production volume sourced from suppliers determined to be deforestation-free	Assessing and engaging suppliers, p55	**13.4.3**
		Hectares and location cleared at own operations since cut-off date	Monitoring land cover change in conservation areas, p26 Only data since 2022 is available	**13.4.4**
Human rights and labor standards				
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Workforce human rights, p45	**13.16.1** **13.18.1**
GRI 202: Market Presence 2016	**202-1**	Ratios of standard entry level wage by gender compared to local minimum wage	Wages and benefits, p46	

GRI CONTENT INDEX

GRI Standard/ Other source		Disclosure	Location/Reason for omission	Topic Standards
Human rights and labor standards				
GRI 401: Employment 2016	**401-2**	Benefits provided to full-time employees that are not provided to temporary or part time employees	Wages and benefits, p46	
GRI 402: Labor/ Management Relations 2016	**402-1**	Minimum notice periods regarding operational changes	Freedom of association, p48	
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	Freedom of association, p48	**13.18.2**
GRI 409: Forced or Compulsory Labor 2016	**409-1**	Operations and suppliers at significant risk for incidents of forced or compulsory labor	No forced labour and recruitment practices, p48	**13.16.2**
Topic 13.20 Employment practices		*Describe policies and practices regarding recruitment of workers*	No forced labour and recruitment practices, p48	**13.20.1**
Topic 13.21 Living income and living wage		*Describe commitments and methodology related to providing a living income or paying a living wage*	Wages and benefits, p46	**13.21.1**
		Percentage of employees and workers who are not employees whose work is controlled or covered by CBAs that have terms related to wage levels and frequency of wage payments	Freedom of association, p48 1.4% of the permanent employees are covered by collective bargaining agreements.	**13.21.2**
		Percentage of employees and workers who are not employees whose work is controlled is paid above living wage	Wages and benefits, p46	**13.21.3**
Smallholder inclusiveness and CSR				
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Social forestry, p49	**13.22.1**
		Describe actions taken to support the economic inclusion of farmers, and their communities, and the effectiveness of these actions; Describe actions taken to identify and adjust the sourcing practices that cause or contribute to negative impacts on economic inclusion of farmers in the supply chain	Social and community development, p51 Smallholder inclusivity, p55	
GRI 201: Economic Performance 2016	**201-1**	Direct economic value generated and distributed	Social and community development, p51	**13.22.2**
GRI 203: Indirect Economic Impacts 2016	**203-1**	Infrastructure investments and services supported	Social forestry, p49 Social and community development, p51 Smallholder inclusivity, p55	**13.22.3**
	203-2	Significant indirect economic impacts	Social forestry, p49 Social and community development, p51 Smallholder inclusivity, p55	**13.22.4**
GRI 204: Procurement Practices 2016	**204-1**	Proportion of spending on local suppliers	Traceability, p54	
Community development				
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Social and community development, p51	**13.12.1**
GRI 203: Indirect Economic Impacts 2016	**203-1**	Infrastructure investments and services supported	Social forestry, p49 Social and community development, p51	**13.22.3**
	203-2	Significant indirect economic impacts	Social forestry, p49 Social and community development, p51	**13.22.4**

GRI CONTENT INDEX

GRI Standard/ Other source	Disclosure	Location/Reason for omission	Topic Standards
Community development			
GRI 413: Local Communities 2016	**413-1** Operations with local community engagement, impact assessments, and development programmes	Social forestry, p49	**13.12.2**
		Social and community development, p51	
	413-2 Operations with significant actual and potential negative impacts on local communities	Social forestry, p49	**13.12.3**
		Social and community development, p51	
	Describe effectiveness of food security programmes, partnerships to address food security, and policies to address food loss in the supply chain	Social and community development, p51	**13.9.1**
Sustainability certification and standards			
GRI 3: Material Topics 2021	**3-3** Management of material topics	Certification, p23	
Stakeholder collaboration			
GRI 3: Material Topics 2021	**3-3** Management of material topics	Stakeholder engagement and transparency, p24	
Governance, regulatory compliance, and business ethics			
GRI 3: Material Topics 2021	**3-3** Management of material topics	Legal and regulatory compliance, p22	
		Governance and business ethics, p21	
GRI 205: Anti-corruption 2016	**205-1** Operations assessed for risks related to corruption	Governance and business ethics, p21	**13.26.2**
	205-2 Communication and training about anti-corruption policies and procedures	Governance and business ethics, p21	**13.26.3**
	205-3 Confirmed incidents of corruption and actions taken	Governance and business ethics, p21	**13.26.4**
Transparency and accountability			
GRI 3: Material Topics 2021	**3-3** Management of material topics	Stakeholder engagement and transparency, p24	
Wildlife and biodiversity conservation			
GRI 3: Material Topics 2021	**3-3** Management of material topics	Biodiversity protection and conservation, p26	**13.3.1**
GRI 304: Biodiversity 2016	**304-1** Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment - Conservation management	**13.3.2**
	304-2 Significant impacts of activities, products and services on biodiversity	Environment - Conservation management	**13.3.3**
	304-3 Habitats protected or restored	Biodiversity protection and conservation, p26	**13.3.4**
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	UCN Red List species and national conservation list species with habitats in areas affected by operations, p65	**13.3.5**
Health and safety			
GRI 3: Material Topics 2021	**3-3** Management of material topics	Health and safety, p47	**13.19.1**
GRI 403: Occupational Health and Safety 2018	**403-1** Occupational health and safety management system	Health and safety, p47	**13.19.2**
	403-2 Hazard identification, risk assessment, and incident investigation	Health and safety, p47	**13.19.3**
	403-3 Occupational health services	Health and safety, p47	**13.19.4**
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and safety, p47	**13.19.5**
	403-5 Worker training on occupational health and safety	Health and safety, p47	**13.19.6**
	403-6 Promotion of worker health	Health and safety, p47	**13.19.7**

GRI CONTENT INDEX

GRI Standard/ Other source		Disclosure	Location/Reason for omission	Topic Standards
Health and safety				
GRI 403: Occupational Health and Safety 2018	**403-7**	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and safety, p47	**13.19.8**
	403-8	Workers covered by an occupational health and safety management system	Health and safety, p47	**13.19.9**
	403-9	Work-related injuries	Health and safety, p47	**13.19.10**
	403-10	Work-related ill health	Base data, p61	**13.19.11**
Community rights				
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Grievances and whistleblowing, p22 Upholding land rights, p49	**13.12.1**
GRI 411: Rights of Indigenous Peoples 2016	**411-1**	Incidents of violations involving rights of Indigenous peoples	Grievances and whistleblowing, p22 Upholding land rights, p49	**13. 14.2**
Topic 13.13 Land and resource rights		*Commitments to respect land and natural resource rights*	Upholding land rights, p49	**13.13.1**
		Locations of operations where land and natural resource rights may be affected	Environment - Conservation management	**13.13.2**
		Size and location of operations where violations of land and natural resource rights occurred, and the groups of rights holders affected	Governance - List of recent and ongoing grievances	**13.13.3**
Topic 13.14 Rights of indigenous peoples		*Approach to engaging with Indigenous peoples*	Upholding land rights, p49	**13.14.1**
		Identified incidents of violations involving the rights of Indigenous peoples	Grievances and whistleblowing, p22	**13.14.2**
		List the locations of operations where Indigenous peoples are present or affected by activities	Environment - Conservation management	**13.14.3**
		Report if the organisation has been involved in the process of seeking FPIC	Upholding land rights, p49	**13.14.4**
Productivity and operational efficiency				
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Operations and productivity, p16	
Topic 13.5 Soil health		*Describe the soil management plan*	Chemical and pesticide management, p40 Improving soil health, p43	**13.5.1**
Fire and haze				
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Fire mitigation and monitoring, p39	
Gender and equal opportunities				
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Governance and management, p21 Diversity and equal opportunities, p47	
GRI 405: Diversity and Equal Opportunity 2016	**405-1**	Diversity of governance bodies and employees	Governance and management, p21 Diversity and equal opportunities, p47	**13.15.2**
	405-2	Ratio of basic salary and remuneration of women to men	Information unavailable All women are paid the same as their male counterparts, according to their level of employment.	**13.15.3**
GRI 406: Non-discrimination 2016	**406-1**	Incidents of discrimination and corrective actions taken	Information unavailable Bumitama is working on an anonymous sexual harassment reporting mechanism	**13.15.4**
Topic 13.15 Non-discrimination and equal opportunity		*Describe differences in employment terms and approach to compensation based on workers' nationality or migrant status*	Not applicable Irrelevant to Bumitama	**13.15.5**

GRI CONTENT INDEX

GRI Standard/ Other source	Disclosure		Location/Reason for omission	Topic Standards
Water impacts				
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Water usage and quality, p39	**13.7.1**
GRI 303: Water and Effluents 2018	**303-1**	Interactions with water as a shared resource	Water usage and quality, p39	**13.7.2**
	303-2	Management of water discharge related impacts	Water usage and quality, p39	**13.7.3**
	303-3	Water withdrawal	Base data, p61	**13.7.4**
	303-4	Water discharge	Base data, p61	**13.7.5**
	303-5	Water consumption	Water usage and quality, p39	**13.7.6**
Capacity and training				
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Employee development and retention, p49	
GRI 401: Employment 2016	**401-1**	New employee hires and employee turnover	Employee development and retention, p49	
			Base data, p61	
GRI 404: Training and Education 2016	**404-1**	Average hours of training per year per employee	Employee development and retention, p49	
			Base data, p61	
	404-2	Programmes for upgrading employee skills and transition assistance programmes	Employee development and retention, p49	
Children's rights and education				
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Children's rights and programmes, p53	**13.17.1**
GRI 408: Child Labor 2016	**408-1**	Operations and suppliers at significant risk for incidents of child labor	Children's rights and programmes, p53	**13.17.2**
Pesticides and chemical usage				
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Chemical and pesticide management, p40	**13.6.1**
		Pest management plan and actions taken to prevent, minimise and remediate negative impacts, and plans to switch to less hazardous pesticides		
Topic 13.6 Pesticides use		*Volume and intensity of pesticide use by toxicity hazard levels*	Chemical and pesticide management, p40	**13.6.2**
			Base data, p61	
Waste management				
GRI 3: Material Topics 2021	**3-3**	Management of material topics	Waste management, p42	**13.8.1**
GRI 306: Waste 2020	**306-1**	Waste generation and significant waste-related impacts	Waste management, p42	**13.8.2**
	306-2	Management of significant waste-related impacts	Waste management, p42	**13.8.3**
	306-3	Waste generated	Waste management, p42	**13.8.4**
	306-4	Waste diverted from disposal	Waste management, p42	**13.8.5**
	306-5	Waste directed to disposal	Waste management, p42	**13.8.6**

GRI 13 Topics not material to Bumitama		
Topic		**Explanation**
13.10	Food safety	Bumitama does not produce any food products.
13.11	Animal health and welfare	Bumitama does not handle animals in its business operations
13.24	Public policy	Bumitama does not make any political contributions
13.25	Anti-competitive behaviour	Bumitama has no incidences of legal actions during the reporting period

IFRS INDEX

IFRS S1

IFRS S1 INDICATOR	IFRS S1 INDICATOR DESCRIPTION	PAGE NUMBER	SECTION
GOVERNANCE			
27 (a)	**The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability-related risks and opportunities. Specifically, the entity shall identify that body(s) or individual(s) and disclose information about:**		
27 (a) (i)	How responsibilities for sustainability-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s);	21	Governance and management
27 (a) (ii)	How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to sustainability-related risks and opportunities;	21	Governance and management
27 (a) (iii)	How and how often the body(s) or individual(s) is informed about sustainability-related risks and opportunities;	21	Governance and management
27 (a) (iv)	How the body(s) or individual(s) takes into account sustainability-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities; and	21	Governance and management
27 (a) (v)	How the body(s) or individual(s) oversees the setting of targets related to sustainability-related risks and opportunities, and monitors progress towards those targets (see paragraph 51), including whether and how related performance metrics are included in remuneration policies.	21	Governance and management
27 (b)	**Management's role in the governance processes, controls and procedures used to monitor, manage and oversee sustainability-related risks and opportunities, including information about:**		
27 (b) (i)	Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and	21	Governance and management
27 (b) (ii)	Whether management uses controls and procedures to support the oversight of sustainability-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	21	Governance and management
METRICS AND TARGETS			
46	**An entity shall disclose, for each sustainability-related risk and opportunity that could reasonably be expected to affect the entity's prospects:**		
46 (a)	Metrics required by an applicable IFRS Sustainability Disclosure Standard; and	14-56	Narrative report sections
46 (b)	**Metrics the entity uses to measure and monitor:**		
46 (b) (i)	That sustainability-related risk or opportunity; and	14-56	Narrative report sections
46 (b) (ii)	Its performance in relation to that sustainability-related risk or opportunity, including progress towards any targets the entity has set, and any targets it is required to meet by law or regulation.	14-56	Narrative report sections
50	**If a metric has been developed by an entity, the entity shall disclose information about:**		
50 (a)	How the metric is defined, including whether it is derived by adjusting a metric taken from a source other than IFRS Sustainability Disclosure Standards and, if so, which source and how the metric disclosed by the entity differs from the metric specified in that source;	10-12	Targets and progress
50 (b)	Whether the metric is an absolute measure, a measure expressed in relation to another metric or a qualitative measure (such as a red, amber, green or RAG status);	10-12	Targets and progress
50 (c)	Whether the metric is validated by a third party, and if so, which party; and	60	Internal audit assurance statement

IFRS S1

IFRS S1 INDICATOR	IFRS S1 INDICATOR DESCRIPTION	PAGE NUMBER	SECTION
50 (d)	The method used to calculate the metric and the inputs to the calculation, including the limitations of the method used and the significant assumptions made.	14-56	Narrative report sections
51	**An entity shall disclose information about the targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation. For each target, the entity shall disclose:**		
51 (a)	The metric used to set the target and to monitor progress towards reaching the target;	14-56	Narrative report sections
51 (b)	The specific quantitative or qualitative target the entity has set or is required to meet;	14-56	Narrative report sections
51 (c)	The period over which the target applies;	14-56	Narrative report sections
51 (d)	The base period from which progress is measured;	14-56	Narrative report sections
51 (e)	Any milestones and interim targets; and	14-56	Narrative report sections
51 (f)	Performance against each target and an analysis of trends or changes in the entity's performance.	14-56	Narrative report sections

IFRS S2

IFRS S2 INDICATOR	IFRS S2 INDICATOR DESCRIPTION	PAGE NUMBER	SECTION
GOVERNANCE			
6	**To achieve this objective, an entity shall disclose information about:**		
6 (a)	**The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the entity shall identify that body(s) or individual(s) and disclose information about:**		
6 (a) (i)	How responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s);	21	Governance and management
6 (a) (ii)	How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;	21	Governance and management
6 (a) (iii)	How and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;	21	Governance and management
6 (a) (iv)	How the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities; and	21	Governance and management
6 (a) (v)	How the body(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets (see paragraphs 33–36), including whether and how related performance metrics are included in remuneration policies (see paragraph 29(g)).	21	Governance and management
6 (b)	**Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:**		
6 (b) (i)	Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and	21	Governance and management
6 (b) (ii)	Whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	21	Governance and management
STRATEGY			
10	**An entity shall disclose information that enables users of general purpose financial reports to understand the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects. Specifically, the entity shall:**		
10 (a)	Describe climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects;	38	Resilience through IFRS S1 & S2 climate scenario analysis
10 (b)	Explain, for each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk;	38	Resilience through IFRS S1 & S2 climate scenario analysis
10 (c)	Specify, for each climate-related risk and opportunity the entity has identified, over which time horizons–short, medium or long term–the effects of each climate-related risk and opportunity could reasonably be expected to occur; and	37	Resilience through IFRS S1 & S2 climate scenario analysis
10 (d)	Explain how the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making.	37	Resilience through IFRS S1 & S2 climate scenario analysis

IFRS S2

IFRS S2 INDICATOR	IFRS S2 INDICATOR DESCRIPTION	PAGE NUMBER	SECTION
13	**An entity shall disclose information that enables users of general purpose financial reports to understand the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain. Specifically, the entity shall disclose:**		
13 (a)	A description of the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain; and	38	Resilience through IFRS S1 & S2 climate scenario analysis
13 (b)	A description of where in the entity's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	37	Resilience through IFRS S1 & S2 climate scenario analysis
14	**An entity shall disclose information that enables users of general purpose financial reports to understand the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the entity shall disclose:**		
14 (a)	**Information about how the entity has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the entity plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the entity shall disclose information about:**		
14 (a) (i)	Current and anticipated changes to the entity's business model, including its resource allocation, to address climate-related risks and opportunities (for example, these changes could include plans to manage or decommission carbon-, energy- or water-intensive operations; resource allocations resulting from demand or supply-chain changes; resource allocations arising from business development through capital expenditure or additional expenditure on research and development; and acquisitions or divestments);	38	Resilience through IFRS S1 & S2 climate scenario analysis
14 (a) (ii)	Current and anticipated direct mitigation and adaptation efforts (for example, through changes in production processes or equipment, relocation of facilities, workforce adjustments, and changes in product specifications);	38	Resilience through IFRS S1 & S2 climate scenario analysis
14 (a) (iii)	Current and anticipated indirect mitigation and adaptation efforts (for example, through working with customers and supply chains);	38	Resilience through IFRS S1 & S2 climate scenario analysis
14 (a) (iv)	Any climate-related transition plan the entity has, including information about key assumptions used in developing its transition plan, and dependencies on which the entity's transition plan relies; and	38	Resilience through IFRS S1 & S2 climate scenario analysis
14 (a) (v)	How the entity plans to achieve any climate-related targets, including any greenhouse gas emissions targets, described in accordance with paragraphs 33–36.	39, 33-35	Resilience through IFRS S1 & S2 climate scenario analysis Climate mitigation
14 (b)	Information about how the entity is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 14(a).	35	Climate mitigation
14 (c)	Quantitative and qualitative information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 14(a).	33-35	Climate mitigation
16	**Specifically, an entity shall disclose quantitative and qualitative information about:**		
16 (a)	How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period;	16	Operations and productivity
21	**If an entity determines that it need not provide quantitative information about the current or anticipated financial effects of a climate-related risk or opportunity applying the criteria set out in paragraphs 19–20, the entity shall:**		
21 (a)	Explain why it has not provided quantitative information;	36	Resilience through IFRS S1 & S2 climate scenario analysis

IFRS S2

IFRS S2 INDICATOR	IFRS S2 INDICATOR DESCRIPTION	PAGE NUMBER	SECTION
21 (b)	Provide qualitative information about those financial effects, including identifying line items, totals and subtotals within the related financial statements that are likely to be affected, or have been affected, by that climate-related risk or opportunity; and	38	Resilience through IFRS S1 & S2 climate scenario analysis
22	**An entity shall disclose information that enables users of general purpose financial reports to understand the resilience of the entity's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities. The entity shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with the entity's circumstances (see paragraphs B1–B18). In providing quantitative information, the entity may disclose a single amount or a range. Specifically, the entity shall disclose:**		
22 (a)	**The entity's assessment of its climate resilience as at the reporting date, which shall enable users of general purpose financial reports to understand:**		
22 (a) (i)	The implications, if any, of the entity's assessment for its strategy and business model, including how the entity would need to respond to the effects identified in the climate-related scenario analysis; and	38	Resilience through IFRS S1 & S2 climate scenario analysis
22 (a) (ii)	The significant areas of uncertainty considered in the entity's assessment of its climate resilience.	37	Resilience through IFRS S1 & S2 climate scenario analysis
22 (b)	**How and when the climate-related scenario analysis was carried out, including:**		
22 (b) (i)	**information about the inputs the entity used, including:**		
22 (b) (i) (1)	Which climate-related scenarios the entity used for the analysis and the sources of those scenarios;	37	Resilience through IFRS S1 & S2 climate scenario analysis
22 (b) (i) (2)	Whether the analysis included a diverse range of climate-related scenarios;	37	Resilience through IFRS S1 & S2 climate scenario analysis
22 (b) (i) (3)	Whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks;	38	Resilience through IFRS S1 & S2 climate scenario analysis
22 (b) (i) (4)	Whether the entity used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change;	37	Resilience through IFRS S1 & S2 climate scenario analysis
22 (b) (i) (5)	Why the entity decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties;	37	Resilience through IFRS S1 & S2 climate scenario analysis
22 (b) (i) (6)	The time horizons the entity used in the analysis; and	37	Resilience through IFRS S1 & S2 climate scenario analysis
22 (b) (i) (7)	What scope of operations the entity used in the analysis (for example, the operating locations and business units used in the analysis).	37	Resilience through IFRS S1 & S2 climate scenario analysis
22 (b) (ii)	**The key assumptions the entity made in the analysis, including assumptions about:**		
22 (b) (ii) (1)	Climate-related policies in the jurisdictions in which the entity operates;	37	Resilience through IFRS S1 & S2 climate scenario analysis
22 (b) (ii) (3)	National- or regional-level variables (for example, local weather patterns, demographics, land use, infrastructure and availability of natural resources);	37	Resilience through IFRS S1 & S2 climate scenario analysis
22 (b) (iii)	The reporting period in which the climate-related scenario analysis was carried out	36	Resilience through IFRS S1 & S2 climate scenario analysis

IFRS S2

IFRS S2 INDICATOR	IFRS S2 INDICATOR DESCRIPTION	PAGE NUMBER	SECTION
RISK MANAGEMENT			
25	**To achieve this objective, an entity shall disclose information about:**		
25(a)	**The processes and related policies the entity uses to identify, assess, prioritise and monitor climate-related risks, including information about:**		
	[TCFD Required Disclosure]		
25 (a) (i)	The inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes);	37	Resilience through IFRS S1 & S2 climate scenario analysis
25 (a) (ii)	Whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related risks;	38	Resilience through IFRS S1 & S2 climate scenario analysis
25 (a) (iii)	How the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria);	38	Resilience through IFRS S1 & S2 climate scenario analysis
25 (a) (iv)	Whether and how the entity prioritises climate-related risks relative to other types of risk;	38	Resilience through IFRS S1 & S2 climate scenario analysis
25 (a) (v)	How the entity monitors climate-related risks; and	36	Resilience through IFRS S1 & S2 climate scenario analysis
25 (a) (vi)	Whether and how the entity has changed the processes it uses compared with the previous reporting period.	36	Resilience through IFRS S1 & S2 climate scenario analysis
25 (b)	The processes the entity uses to identify, assess, prioritise and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities; and	38-39	Resilience through IFRS S1 & S2 climate scenario analysis
25 (c)	The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process.	38-39	Resilience through IFRS S1 & S2 climate scenario analysis
METRICS AND TARGETS			
29	**An entity shall disclose information relevant to the cross-industry metric categories of:**		
29(a)	**Greenhouse gases—the entity shall:**		
29(a) (i)	**Disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO_2 equivalent (see paragraphs B19–B22), classified as:**		
29 (a) (i) (1)	Scope 1 greenhouse gas emissions;	34	Ensuring Compatibility with International GHG Standards
29 (a) (i) (2)	Scope 2 greenhouse gas emissions; and	34	Ensuring Compatibility with International GHG Standards
29 (a) (i) (3)	Scope 3 greenhouse gas emissions;	34	Ensuring Compatibility with International GHG Standards
29 (a) (ii)	Measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or an exchange on which the entity is listed to use a different method for measuring its greenhouse gas emissions (see paragraphs B23–B25);	34	Ensuring Compatibility with International GHG Standards

IFRS S2

IFRS S2 INDICATOR	IFRS S2 INDICATOR DESCRIPTION	PAGE NUMBER	SECTION
29(a) (iii)	**Disclose the approach it uses to measure its greenhouse gas emissions (see paragraphs B26–B29) including:**		
29 (a) (iii) (1)	The measurement approach, inputs and assumptions the entity uses to measure its greenhouse gas emissions;	33-35	Climate mitigation
29 (a) (iii) (2)	The reason why the entity has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and	33-35	Climate mitigation
29 (a) (iii) (3)	Any changes the entity made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	33-35	Climate mitigation
33	**An entity shall disclose the quantitative and qualitative climate-related targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the entity shall disclose:**		
	[TCFD Required Disclosure]		
33 (a)	The metric used to set the target (see paragraphs B66–B67);	33-35	Climate mitigation
33 (b)	The objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);	33-35	Climate mitigation
33 (c)	The part of the entity to which the target applies (for example, whether the target applies to the entity in its entirety or only a part of the entity, such as a specific business unit or specific geographical region);	33-35	Climate mitigation
33 (d)	The period over which the target applies;	33-35	Climate mitigation
33 (e)	The base period from which progress is measured; and	33-35	Climate mitigation
33 (g)	If the target is quantitative, whether it is an absolute target or an intensity target.	33-35	Climate mitigation
34	**An entity shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:**		
36	**For each greenhouse gas emissions target disclosed in accordance with paragraphs 33–35, an entity shall disclose:**		
36 (a)	Which greenhouse gases are covered by the target;	33-35	Climate mitigation
36 (b)	Whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target ; and	33-35	Climate mitigation
36 (c)	Whether the target is a gross greenhouse gas emissions target or net greenhouse gas emissions target. If the entity discloses a net greenhouse gas emissions target, the entity is also required to separately disclose its associated gross greenhouse gas emissions target (see paragraphs B68–B69).	33-35	Climate mitigation

GLOSSARY

Biodiversity | The diversity (number and variety of species) of plant and animal life.

Biological oxygen demand (BOD) | The amount of oxygen used when organic matter undergoes decomposition by microorganisms. Testing for BOD is performed to assess the amount of organic matter in water.

Bumitama Biodiversity and Community Project (BBCP) | A collaborative programme co-founded by Bumitama and the Sustainable Trade Initiative (IDH) to explore how wildlife protection can coexist with sustainable production as part of a collaborative and landscape-based approach to land use.

Carbon dioxide equivalents (CO_2e) | A universal measurement standard against which the impacts of releasing (or avoiding the release of) different greenhouse gases can be evaluated.

Effluent | Water discharged from one source into a separate body of water such as mill process water.

Extraction rate | The amount of oil extracted from oil palm fruit at a mill. Crude palm oil (CPO) is removed from the flesh; palm kernel oil (PKO) from the nut.

Free, prior, and informed consent (FPIC) | The principle that a community has the right to give or withhold its consent to proposed projects that may affect the lands they customarily own, occupy, or otherwise use.

Fresh fruit bunch (FFB) | Bunches harvested from the oil palm tree. The weight of the fruit bunch ranges between 10–40 kg and depends on the size and age.

Global Reporting Initiative (GRI) | A multi-stakeholder standard for sustainability reporting, providing guidance on determining report content and indicators.

Greenhouse gas (GHG) | Atmospheric gases that absorb and emit radiation within the thermal infrared range. The primary greenhouse gases in the Earth's atmosphere are water vapour, carbon dioxide, methane, nitrous oxide, and ozone.

High conservation value (HCV) | Areas with HCVs are natural habitats of outstanding significance or critical importance because of their high biological, ecological, social, or cultural values. These areas must be appropriately managed to maintain or enhance these identified values. Six possible HCVs can be identified, covering the environmental and social aspects of a natural forest.

International Financial Reporting Standards (IFRS) | A set of globally recognised accounting standards developed by the International Accounting Standards Board (IASB) to ensure transparency, consistency, and comparability of financial statements across different countries and industries. IFRS provides guidelines on how companies should prepare and disclose their financial information.

Independent smallholder | Small growers with fewer than 50 hectares, which are self-financed, managed, and equipped and are not bound to any one mill. They may deal directly with local mill operators of their choice or process their own palm oil using personal or community manual palm oil presses.

Integrated pest management (IPM) | The careful consideration of all available pest control techniques and subsequent integration of appropriate measures that discourage the development of pest populations. This method keeps pesticides and other interventions to economically justified levels and reduces or minimises risks to human health and the environment. IPM encourages natural pest control mechanisms and emphasises the growth of healthy crops with the least possible disruption to agroecosystems.

International Labour Organization (ILO) | A tripartite world body and agency of the United Nations that is representative of labour, management, and government. It disseminates labour information and sets minimum international labour standards called 'conventions', which are subsequently offered to member nations for adoption.

Indonesian Sustainable Palm Oil (ISPO) | A mandatory certification scheme regulated by the Indonesian Ministry of Agriculture that aims to improve Indonesian palm oil competitiveness in the global market and align with objectives set by the President of Indonesia to reduce greenhouse gas emissions from Indonesian oil palm plantations and operations.

Komunitas Lingkungan Eksternal Binaan BGA (KOLEGA) (Previously referred to as Income Generating Activity [IGA]) | A Bumitama programme that supports smallholders and communities in diversifying their income streams so they are not solely reliant on palm oil. This includes agroforestry, aquaculture, farming, and agritourism.

Mass Balance | An RSPO system that allows mixing RSPO-certified and non-certified palm oil at any stage in the supply chain, provided that overall company quantities are controlled. The mass balance model is constructed so that volumes of RSPO-certified products shipped will never exceed volumes received by the end user.

New Planting Procedure (NPP) | The RSPO NPP is a set of assessments and verification activities to be conducted by RSPO grower members and certification bodies prior to new oil palm development. This helps guide responsible planting and ensures that social and environmental requirements have been met. The NPP report undergoes a 30-day public consultation and planting. Associated development can only begin once the NPP is complete and RSPO approval is granted.

Non-governmental organisation (NGO) | This report uses the term to refer to grassroots campaigning organisations focused on environmental or social issues.

PalmGHG | The RSPO PalmGHG is a tool that calculates the emissions generated and sequestrated from activities and processes engaged during agricultural and mill stages. Refer to the detailed scope and boundaries here.

Palm oil mill effluent (POME) | A by-product of processed FFB.

Peat | An accumulation of partially decayed vegetation matter. Peat forms in wetlands or peat lands (also known as bogs, moors, muskegs, pocosins, mires, and peat swamp forests). Land with soil having more than 65% organic matter is considered peatland.

PROPER | An initiative by the Government of Indonesia to promote industrial compliance with regulations and adopt practices that ensure better and sustainable environmental management. Annual assessments are conducted by the Indonesian Ministry of Environment and Forestry (KLHK) to measure the performance of industrial facilities and classify them using a colour-coded rating system (black, red, green, blue, or gold) based on their performance level.

Roundtable on Sustainable Palm Oil (RSPO) | A multi-stakeholder organisation based in Kuala Lumpur, Malaysia, that has developed a certification scheme for sustainable palm oil. All RSPO members must comply with the RSPO Principles and Criteria (P&C) – a set of stringent standards for producing sustainable palm oil.

Segregated | A supply-chain model assuring RSPO-certified palm oil and its derivatives delivered to the end-user originate only from RSPO-certified sources. It permits the mixing of RSPO-certified palm oil from a variety of sources.

Stakeholder | Any group or individual affected by a company or that can affect a company's operations.

Social forestry | The management of forests for the benefit of local communities. This includes forest management, forest protection, and afforestation of deforested lands with the aim of improving rural, environmental, and social development.

Sustainability | A term expressing the long-term balance between social, economic, and environmental objectives. The word is often linked to sustainable development, which is defined as development that meets the need of current generations without compromising the needs of future generations.

Toxicity | A measure of the degree to which a substance harms living organisms. Toxicity in agricultural chemicals is measured using the LD50 methodology, i.e. the toxicity units corresponding to a lethal dose for 50% of a population of rats.

United Nations Sustainable Development Goals (SDGs) | Also known as Global Goals, the SDGs were adopted by all United Nations member states in 2015 as part of a universal call to action to end poverty, protect the planet, and ensure that all humanity enjoys peace and prosperity by 2030.

PUBLICATION DATE: 29 APRIL 2025

CONTACT

[GRI 2-3]

We welcome any questions or contributions concerning the contents of this report or our sustainability performance. Please email us at sustainability@bumitama-agri.com.

REGISTERED OFFICE
10 Anson Road
#11–19 International Plaza
Singapore 079903
Tel: +65 6222 1332
Fax: +65 6222 1336

www.bumitama-agri.com

Bumitama Agri Ltd.

Excellence Through Discipline

REGISTERED OFFICE
10 Anson Road
#11–19 International Plaza
Singapore 079903
Tel: +65 6222 1332
Fax: +65 6222 1336

www.bumitama-agri.com