

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

Commitment

Urun Plantations Sdn Bhd ("UPSB") is committed to sustainable development of agriculture in a manner which is environmentally and economically sustainable while being beneficial to local communities. We believe sustainable palm oil must be produced in a manner that excludes the conversion of areas of high conservation value (HCV), minimizes greenhouse gas (GHG) emissions, applies Good Agricultural Practices (GAP), and protects the rights of workers and local communities.

UPSB is committed to adopt the Malaysian Sustainable Palm Oil (MSPO) as the primary sustainability standard together with the following principles:

The General Sustainability Principles

- To comply with applicable national and/or local laws and regulations conforming to MSPO certification principles and criteria.
- To respect compliance of relevant international laws and regulations for further enhancement of improvement.
- To continue to support the National and/or State agriculture policy on land use in the country that we are operating in.
- To integrate sustainability consideration into all business decisions.
- To be accountable and transparent to key stakeholders.
- To encourage employees, suppliers, customers, contractors, trading partners, and other relevant stakeholders to adopt responsible social and environmental practices.

Environmental Management

- Ensure No Deforestation of High Conservation Value ("HCV") areas.
- In existing plantations, UPSB will ensure that it shall identify and protect HCV areas.
- New development areas will undergo integrated HCV and High Carbon Stock (HCS) assessments to determine the planting areas, after taking into considerations of the National and State Agriculture and Land Use Policy with priority given to low carbon stock areas (e.g. grasslands and scrub areas) which have no demonstrable HCV, and where Free, Prior and Informed Consent ("FPIC") has been obtained from rights-holders.

- Currently, UPSB has no plantings on peat and commits to **No Development on Peat Areas** of any depth.
- Implementation of programs to progressively reduce GHG emission.
- UPSB will continue to ensure its No Open Burning policy is adhered to for all new planting and replanting of oil palm.
- This commitment shall recognise **31 December 2015 as the cut-off date** for compliance with the provisions of this NDPE policy. Any identified and verified deforestation or non-compliance to this policy shall require the appropriate remediation actions and/or Recovery Plans.

Workplace and Human Rights

- Ensure that equal opportunities are provided to all personnel and based on individual qualification and performance regardless of religion, race, age, gender, nationality or disability.
- Respect and support the Universal Declaration of Human Rights and treat all employees fairly with protection from any form of discrimination.
- Respect and recognise the rights of all workers including contract, temporary and migrant workers
- Eliminate all forms of illegal, forced, bonded, compulsory or child labor and to follow responsible recruitment practices.

Local Community Development and Social Impact

- Respect and contribute to the quality of life and wellbeing of the communities in which the Group operates.
- Respect and recognize the rights of indigenous and local communities to give their Free, Prior, and Informed Consent (FPIC) in the utilisation of the lands which they hold legal, communal or customary rights, in particular, indigenous land owners should have the right to pursue better life and to determine the use of their land.
- Engage effectively with the communities in an open and transparent manner through effective communication channels and grievance mechanism to resolve verifiable complaints and conflicts.
- Undertake Corporate Social Responsibility (CSR) programmes that have positive social impacts on the people and local communities.

Continuous Stakeholder Engagement

UPSB acknowledges that the implementation of this Policy and its effectiveness would require the support and co-operation of its supply chain partners. We value constructive inputs and suggestions to further enhance the implementation of these commitments.

Revision date 01: 22 October 2025

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