FIMA CORPORATION BERHAD
(197401004110) (21185-P)

ANNUAL REPORT 2026

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Momentum with Discipline

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Sustainability Report

40 - 109

ESG Highlights FYE2026

Environment

GHG Emissions
4.4% reduction total GHG emissions to 6,387 tCO_2e

Renewable Energy (solar power)
14.3% increased to 729 MWh

Plantation: Water intensity
Improved to **0.24** from 0.25 CBM per MT of Fresh Fruit Bunches (FFB) processed

Conservation areas
Totalled **815 Ha**, comprising 216 Ha of buffer zone

Energy consumption
8.7% decreased in total energy consumption stood to 67,509 GJ

Water consumption
5.1% decreased in total water consumption to 166 ML

Plantation: Harvesting fuel intensity
Malaysia:
Improved to **2.80** from 3.74 L/MT of FFB produced

Indonesia:
Improved to **1.59** from 1.70 L/MT of FFB produced

Waste generated
9.9% decrease in total waste generated to 91,620 MT

Social

Workforce
Total workforce:
1,587 employees, with **78.3%** comprising local hires

Occupational Safety & Health (OSH)
Accident Rate stood at **14.82**, while Lost Time Injury Frequency Rate (LTIFR) stood at **6.94**

Training
Training hours increased to **9,979** hours, averaging **6.29** hours per employee

Fatalities
Zero fatalities recorded

Governance

Whistleblowing cases
Zero whistleblowing cases recorded

Anti-Bribery & Corruption cases
Zero bribery cases recorded

Local supply chain
85.2% for Malaysia

97.2% for Indonesia

Anti-Bribery & Corruption training
147 participants

Sustainability Report

Reporting Scope and Period

Unless otherwise stated, this Sustainability Statement covers the financial year from 1 April 2025 to 31 March 2026 ("FYE2026"), consistent with the reporting period of FimaCorp's Annual Report.

The reporting scope of this Statement has been determined with reference to the Group's consolidated financial reporting boundary, while also taking into consideration the significance of the operations concerned, the relevance of the material sustainability matters identified and the sustainability-related and climate-related risks and opportunities associated with the Group's operations.

This Statement covers FimaCorp's core business divisions, namely the Plantation Division and Manufacturing Division, together with the relevant Group-level corporate and support functions under Head Office. The Plantation Division covers the Group's plantation operations in Malaysia and Indonesia, including estate operations and PTNJL's palm oil mill activities in Indonesia. The Manufacturing Division covers the Group's security printing operations in Malaysia, while Head Office covers Group-level sustainability governance, corporate functions, employee-related matters and resource consumption.

The reporting scope has also been determined by considering the nature and size of the Group's operations, geographical presence, workforce profile, operational activities and environmental, economic and social impacts. As the Group's sustainability impacts are mainly driven by its Plantation Division, greater emphasis is placed on plantation-related matters. The Manufacturing Division is also covered as a key business segment, where relevant to the Group's sustainability performance and disclosures.

Property division has been excluded from the scope of this Sustainability Statement on the basis that its sustainability-related impact on FimaCorp's operations are currently assessed to be immaterial. This assessment reflects Management's judgment and may be reviewed in future reporting periods if the division's scale, level of activity or sustainability-related impacts become more material.

Ladang FCB Kuala Betis, Gua Musang

Sustainability Report

Introduction

FimaCorp's approach to sustainability is built on a simple principle: that responsible business and long-term value creation are inseparable. Responsible stewardship remains part of how we run the business, rather than a separate compliance exercise. We direct our efforts towards the sustainability matters most relevant to our stakeholders, our operating environment and the communities we serve. Following these targeted efforts, we implement practical initiatives that deliver measurable outcomes over time.

This commitment extends beyond our own businesses and reflects a broader ambition to contribute to the societies and economies we are part of. Through our operations, we aim to support resilience, livelihoods, and the longer-term development of the regions impacted by our presence.

Stakeholder Engagement

Materiality Matters

ESG Metrics

United Nations Sustainability Development Goals ("SDGs")

Sustainability Governance

Sustainability Report

Our Approach

Sustainable business begins with how we manage the resources entrusted to us: our people, our land and the relationships we hold with the communities around us. This shapes how we approach sustainability, with an emphasis on rigour, transparency and a steady commitment to operational discipline.

Our framework is structured around five interconnected priorities:

Ethical Practices: Upholding integrity and transparency in all business dealings.
Continuous Innovation: Leveraging technology and improved processes to enhance efficiency.
Environmental Protection: Managing impacts on land, water and climate.
Health and Safety: Ensuring the well-being of our employees and customers.
Inclusive Growth: Contributing to the socioeconomic development of local communities.

Underpinning all of this is a disciplined, data-driven cycle: measure, monitor and manage. By tracking performance against clear indicators, we are able to identify gaps, set meaningful targets and turn sustainability ambitions into accountable action. These actions are embedded within our broader strategy rather than sitting alongside it.

Our sustainability policies and strategies reflect a shared commitment to responsible, ethical and inclusive practices. FimaCorp's leadership provide oversight and strategic guidance, while our stakeholders shape the depth of our practices.

Our sustainability priorities are created from the ground up. Initiatives originate at the subsidiary level, informed by local operating realities and stakeholder needs, before being reviewed and consolidated by the Group Sustainability Committee ("GSC"). This ensures that what we pursue is both relevant and practical, while remaining aligned with FimaCorp's Group-wide objectives.

The GSC reviews initiatives from subsidiaries against FimaCorp's overarching sustainability objectives, evaluating their relevance and materiality across ESG dimensions. This bottom-up model keeps our sustainability efforts grounded in operational realities while supporting Group-wide priorities.

From the perspective of sustainability matters and their associated topics, the Risk Steering Committee ("RSC") assists the GSC by reporting to the Audit and Risk Committee ("ARC") on risk management and any other risk-related matters it deems appropriate. Mitigation action plans are then assigned to the corresponding employees within the designated division or department.

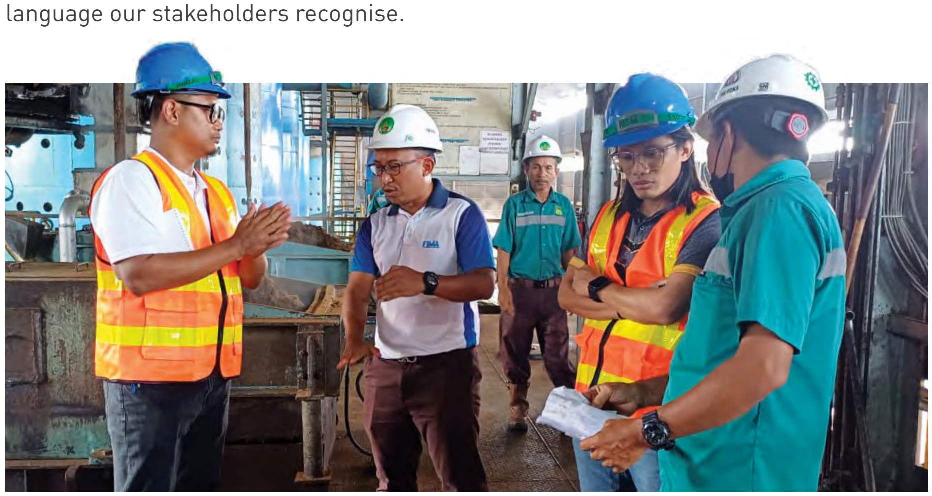
To ensure our efforts remain anchored to globally recognised benchmarks, our material sustainability matters are mapped against the United Nations Sustainable Development Goals ("SDGs"), which guide our choice of indicators and help us communicate impact in a language our stakeholders recognise.

In addressing these material matters, FimaCorp considers their potential influence on operational continuity, cost efficiency, regulatory compliance, and market positioning across all business divisions. A more structured approach to identifying and managing these issues supports better decision-making and strengthens the Group's long-term resilience.

Stakeholder Engagement

FimaCorp's diverse operations depend on effective stakeholder engagement. We engage to understand our stakeholders' concerns and to respond to the ESG impacts of our activities, which helps us build trust and resilience over time. This depends on the relevance of each stakeholder input and the needs of our business. Interactions may take the form of periodic consultations, regular updates, or more frequent engagement where deeper dialogue is required.

The following section outlines our key stakeholder groups, engagement platforms, key concerns, and the ways in which we engage and respond to them. Through these efforts, we aim to maintain transparency, strengthen relationships and create shared value for all parties involved.



Sustainability Report

Employees

Engagement Platform
- Employee Engagement Survey
- Performance and career development reviews
- Labour union meetings and negotiations
- Virtual meeting
- Internal communications

Key Concerns
- Job security and wages
- Conducive workplace
- Career development and growth development
- Occupational safety, health and well-being
- Human rights

Our Response
- Attracting, retaining and developing a skilled and committed team through sustained investment in career growth.
- Providing diverse employment roles with competitive salaries, benefits and clear paths for promotion.
- Establishing grievance procedures and a secure Whistleblowing Policy to rectify employee concerns.
- Prioritising the physical well-being of our staff by funding and strictly applying comprehensive Occupational Safety and Health (OSH) protocols.
- Upholding and protecting fundamental freedoms of equity and respect for all employees in accordance with the United Nations Human Rights Council's Human Rights Policy.
- Providing regular instruction on anti-corruption and integrity and nurturing a professional environment rooted in honesty and compliance.

Shareholders and Investors

Engagement Platform
- AGM meetings
- Corporate website
- Comprehensible reports and timely disclosure of financial and ESG matters
- Response to queries
- Meetings with fund managers
- Investor Relations Channel

Key Concerns
- Timely disclosure of information
- Financial performance and resilience
- Transparent communication

Our Response
- Ensuring transparent communication regarding our corporate policies and financial outcomes in a clear and timely manner to bolster investor trust.

Customers

Engagement Platform
- Physical or virtual meetings
- Audit
- Survey
- Training and support

Key Concerns
- Changing needs of customers and consumers
- Business ethics
- Innovation
- Traceability
- Food safety
- Health and safety certification
- Transparent supply chain

Our Response
- Working to ensure our products consistently meet high standards of quality and customer satisfaction, in line with our principles of fairness and honesty.
- Providing reliable products which are aligned with all relevant safety and quality mandates.
- Meeting relevant industry and international certification standards to support market access and build trust with stakeholders.
- Utilising customer insights, survey data and audit findings to pinpoint specific areas where our service can be improved.
- Proactively adhering to regulations and ensuring operational adherence.

Communities

Engagement Platform
- Town hall with local residents
- Community volunteering activities
- Environmental and Social Impact Assessment

Key Concerns
- Economic empowerment
- Livelihood protection
- Community safety and health
- Environmental protection

Our Response
- Driving regional economies by prioritising local recruitment and fostering local business ties.
- Investing in local infrastructure and providing welfare during times of crisis in our operating areas.
- Offering financial aid to ensure school-aged children have sufficient educational resources.

Sustainability Report

Suppliers & Business Partners

Engagement Platform
- Meetings
- Training and support

Key Concerns
- Quality control
- Business ethics
- Transparency
- Sustainability requirements

Our Response
- Maintaining long-term and stable alliances by conducting all purchasing activities with strict impartiality and in line with our integrity policies.
- Informing our partners of any changing laws/regulations to prevent operational disruptions.
- Closely collaborating with suppliers to secure a sustained flow of materials and actively search for new business prospects.
- Determining opportunities for growth and efficiency discovered during internal evaluations and supplier audits.

National & Local Governments

Engagement Platform
- Meetings/dialogues

Key Concerns
- Updated licences and permits
- Zero compliance issue
- Community issues
- Community development

Our Response
- Engaging with federal and local governments, as well as regulatory authorities, to advocate for industry-specific legislation and collaborate on policy development.
- Supporting national strategies and contributing actively to the economic and social advancement of the countries in which the Group operates, promoting sustained growth.

Our Materiality Matters

Materiality assessment helps us identify and prioritise the ESG matters most relevant to FimaCorp and to our stakeholders. It shows how different issues are viewed across stakeholder groups and directs our efforts towards the topics of greatest significance to the business. We re-evaluate our material matters every two years to keep pace with the changing needs of our operations and stakeholders. The most recent assessment was conducted by the Group Corporate Services Department in FYE2026. The materiality survey received 669 responses across stakeholder groups, including investors, employees, vendors and government officials. To ensure the assessment reflected both internal and external perspectives, the Group followed a four-stage process:

Group Material Matters	GRI	SDGs
Climate Risk & Impacts	GRI 305	13 CLIMATE ACTION; 14 LIFE BELOW WATER; 15 LIFE ON LAND
Water Impact & Waste Management	GRI 303, 306	6 CLEAN WATER AND SANITATION; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION; 14 LIFE BELOW WATER
Biodiversity & Deforestation	GRI 304	12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION; 14 LIFE BELOW WATER; 15 LIFE ON LAND
Human Rights	GRI 405, 408, 409, 412	1 NO POVERTY; 2 ZERO HUNGER; 4 QUALITY EDUCATION; 5 GENDER EQUALITY
Occupational Safety, Health & Well-being	GRI 403	8 DECENT WORK AND ECONOMIC GROWTH
Sustainable & Traceable Supply Chains	GRI 102, 204	12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 14 LIFE BELOW WATER; 15 LIFE ON LAND
Product Quality & Safety	GRI 416, 417	2 ZERO HUNGER; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Community Investments	GRI 203, 413	1 NO POVERTY; 2 ZERO HUNGER; 4 QUALITY EDUCATION
Innovation & Technology	Non-GRI Indicator	8 DECENT WORK AND ECONOMIC GROWTH
Anti-Bribery & Corruption	GRI 205	8 DECENT WORK AND ECONOMIC GROWTH; 14 LIFE BELOW WATER

Sustainability Report

To ensure the assessment reflects both internal and external perspectives, the Group followed a four-staged process:

1. **Identification:**
   Potential sustainability matters were identified through a review of internal sources (business strategy, enterprise risk management, operational priorities) and external sources (industry trends, regulatory requirements, peer benchmarking, and applicable frameworks including Global Reporting Initiative ("GRI") Standards and Sustainability Accounting Standards Board (SASB).

2. **Stakeholder Engagement:**
   Relevant internal and external stakeholders, including senior management, employees, customers and regulators were engaged through surveys and consultations to capture their assessment of impact and significance.

3. **Prioritisation:**
   Identified matters were assessed against two dimensions: their significance to the Group's business operations and their importance to stakeholders. Results were mapped onto a materiality matrix to determine relative priority.

4. **Review and approval:**
   The prioritised matters were reviewed and approved by senior management and the Group Sustainability Committee to ensure alignment with FimaCorp's strategic objectives and reporting commitments.

Identify issues that could have an impact on the Group's value creation processes as well as internal strengths and weaknesses and broader contextual trends

Distribution of surveys

Internal Survey
Evaluate internal issues

External Survey
Evaluate external issues

Final scoring and issue prioritisation (based on their significance)

Reviewed *by and* ***presented*** *to Group Sustainability Committee*

Determine matters to be disclosed in the report

Ladang FCB Aring, Gua Musang

Sustainability Report

Materiality Matrix

The assessment results are presented in FimaCorp's materiality matrix, which identifies the sustainability matters most relevant to the Group's operations, strategic direction and stakeholder expectations. The X-axis plots each issue's significance to our business operations and the Y-axis its priority to stakeholders. The matrix is divided into four quadrants, with the top-right quadrant representing the matters most material to both the business and our stakeholders.

In the current cycle, the assessment has been considered alongside evolving disclosure expectations under the National Sustainability Reporting Framework ("NSRF") and the International Financial Reporting Standards ("IFRS") Sustainability Disclosure Standards (IFRS S1 and S2), so that our disclosures remain decision-useful and aligned with our operating context. As the Group refines its reporting approach, the prioritisation and presentation of sustainability- and climate-related matters will be reviewed on an ongoing basis.

The matrix identified four critical sustainability matters for the Group:
- Anti-Bribery & Corruption
- Occupational Safety, Health & Well-being
- Innovation & Technology; and
- Product Quality & Safety.

Sustainability Report

These matters are interconnected. A safe and respectful workplace directly upholds the dignity and rights of our workforce, reinforcing human rights in practice. Robust anti-corruption controls, in turn, sustain the integrity of the working environment and deter conduct that could otherwise erode both safety standards and human rights protections. Taken together, these four priorities reflect the interdependencies between governance, people and operations that are central to how FimaCorp creates and sustains long-term value.

Because these priorities are linked, the Group manages them through a holistic lens, reinforcing its commitment to ethical integrity, business stability and enduring sustainability.

Detailed disclosures on our strategies, initiatives and performance results in these areas are set out in the following chapters of this report.

Our ESG Key Metrics

To assess the impact of our ESG focus, we measure, monitor and manage where applicable, the metrics set out in the table that follows:

Environment

Group Material Matters:

Climate Risk & Impacts, Water Impact & Waste Management, Biodiversity & Deforestation

Metrics Measured and Monitored:

- Energy Consumption – renewable and non-renewable
- Greenhouse gas emissions (GHG) (Scope 1, 2 and 3 emissions)
- Intensity for fuel consumption (harvesting operation)
- Intensity for water consumption (FFB processing)
- Tracking water withdrawals and consumption
- Waste disposal amount and type

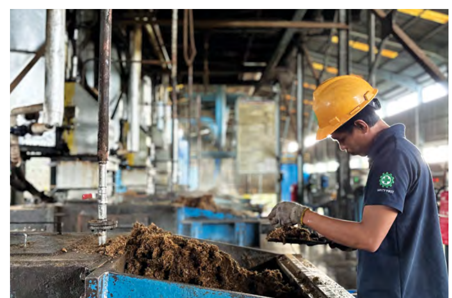
Social

Group Material Matters:

Human Rights, Occupational Safety, Health & Well-being, Community Investment

Metrics Measured and Monitored:

- Diversity throughout the Group
- Employee training and development
- Number of work-related fatalities
- Work related injuries
- Accident & Lost time Injury Frequency Rate (LTIFR)
- Community engagement and investments where we operate



Governance

Group Material Matters:

Sustainable & Traceable Supply Chains, Product Quality & Safety, Innovation & Technology

Metrics Measured and Monitored:

- Anti-Bribery and Corruption
- Value Distribution to our Stakeholders
- Supporting Local Procurement
- Year on year improvement, technology and process innovation
- Quality standards and certifications of our operations

Sustainability Report

United Nations Sustainable Development Goals

SUSTAINABLE DEVELOPMENT GOALS

FimaCorp has integrated the United Nations Sustainable Development Goals into its sustainability roadmap. The SDGs (launched in 2015), constitute 17 global goals which target challenges such as poverty, inequality, climate change and the climate crisis.

We drive progress towards these goals and place an emphasis on the following:

- Ensuring that manufacturing and sales processes are conducted sustainably.
- Contributing to the development of host nations through transparent tax contributions.
- Fostering local economic vitality and social well-being by creating regional job opportunities.
- Investing in local vendors through development programs and training to encourage resilience and economic self-sufficiency.
- Executing targeted initiatives to minimize the company's environmental footprint.

While FimaCorp's broader ethical standards align with the spirit of all 17 SDGs, the Group has identified nine specific goals that are most relevant to its current operations and strategic vision. These prioritized goals serve as a framework for the company's most focused sustainability efforts. The alignment between these nine SDGs and FimaCorp's material issues, GRI disclosures, and primary risks is detailed within the Group's sustainability framework, illustrating the tangible contributions made across all operations.

	Sustainability Matters	Alignment with GRI	Our Contribution
Our Environment Land, Water & Climate 6 Clean Water and Sanitation; 12 Responsible Consumption and Production; 13 Climate Action; 14 Life Below Water; 15 Life on Land	• Climate Risk • Water Impact & Waste Management • Biodiversity & Deforestation • Innovation & Technology • Community Investment	302, 303, 304, 305, 306	• Applying advanced agricultural techniques and best management practices across our plantations, ensuring strict alignment with MSPO and Good Agricultural Practices ("GAP") benchmarks. • Preventing aquatic pollution by ensuring that our wastewater/effluent discharge consistently meets or exceeds statutory environmental requirements. • Maximising our use of non-traditional water supplies by investing in rainwater collection and recycling programs. • Lowering our carbon footprint by adopting green energy solutions, such as solar power, biodiesel and biomass. • Maintaining compliance with international certifications such as ISO 14001 and ISO 50001 by sustaining the efficiency of our water and energy systems. • Championing efficient usage of natural resources into our operational culture by implementing principles of Recycle, Reuse, Reduce and Refuse.

Sustainability Report

	Sustainability Matters	Alignment with GRI	Our Contribution
Our People Livelihood, Health & Well-Being	• Community Investment • Human Rights • Product Quality & Safety • Sustainable & Traceable Supply Chains • Occupational Safety, Health & Well-being	202, 203, 401, 402, 403, 404, 405, 406, 407, 409, 412, 413	• Providing meaningful job opportunities and fostering local business growth to help the local community improve their livelihoods. • Guaranteeing that all employees receive equitable pay for their labour and that we remain in full compliance with minimum wage laws via our human resources policies. • Satisfying employees' personal and professional development needs through substantial investments in training initiatives. • Providing educational assistance and initiatives for youth development. • Advocating for and contributing to the physical health and well-being of people in our operating regions. • Opening our corporate infrastructure to neighbours and providing local communities with clean water and solar energy. • Providing humanitarian aid and relief to support those affected by natural disasters or periods of hardship. • Reducing and repurposing waste into valuable by-products. • Adopting industry-leading techniques to continuously improve efficiency in extraction and improved crop yields. • Ensuring suppliers are reputable in demonstrating environmental consciousness and social responsibility. • Fostering a professional, safe and healthy work environment to aid success.
Our Business Fair, Inclusive and Decent Society	• Anti-Bribery & Corruption • Sustainable & Traceable Supply Chains • Occupational Safety, Health & Well-being	201, 203, 204, 205, 417, 418	• Upholding supply chain with adherence to local and international frameworks such as MSPO and ISO 37001. • Ensuring Occupational Health and Safety standards are met to maintain a healthy and secure work environment. • Embedding human rights into our operations, through rigorous policies such as non-discrimination, anti-modern slavery, child labour prevention and anti-harassment. • Sourcing from suppliers known for their sustainable practices. • Implementing corporate and sustainability governance policies including Codes of Conduct, Anti-Bribery Policies and Whistleblowing Policies. • Working with non-governmental organisations advocating for a fair, inclusive and decent society. • Recognising labour rights by respecting the freedom of association by engaging with labour union members and their concerns.

Sustainability Report

Sustainability Governance

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-18, 3-1

FimaCorp employs a bottom-up governance model that begins at the operational level. Local management teams are tasked with executing sustainability programmes and engaging with stakeholders, with each business unit tailoring its strategies and resource allocation to its specific context. Every month, these divisions submit monthly data on key indicators such as safety records, environmental impact and regulatory compliance to the Group Corporate Services department at the main office. This monthly reporting ensures that material issues are tracked and if necessary, escalated to higher management.

The GSC coordinates and oversees sustainability efforts across the organisation. By evaluating input from subsidiaries and materiality reviews, the GSC identifies priority areas and monitors progress, meeting quarterly to discuss ongoing challenges and review both qualitative and quantitative performance data. In FYE2026, the GSC reviewed progress across all areas of sustainability, notably environmental indicators (waste management, energy efficiency, fuel intensity) and social indicators (safety performance, labour practices and standards). The GSC consists of representatives from the Boards of KFima, FimaCorp and members of senior management, and is chaired by a Non-Independent Non-Executive Director of FimaCorp, supported by a diverse team from various divisions. Sustainability data is verified by Group Internal Audit ("GIA").

Climate-related matters are managed within the Group's existing sustainability governance framework: the GSC also reviews relevant climate-related risks and opportunities, including emissions, climate-related reporting, physical and transition risks and related divisional priorities and response measures. The Group is undertaking preparatory work towards compliance with IFRS S1 and S2, including gap assessments and alignment of our existing disclosures with International Sustainability Standards Board (ISSB) requirements.

The ARC assists the Board in overseeing the Group's risk management and governance framework. On a quarterly basis, the ARC reviews sustainability-related risks and metrics which form part of the ARC's reporting to the Board. Operational, compliance related, or reputational risks are identified by the ARC and dealt with appropriately. The ARC maintains an overview of the Group's risk landscape through regular briefings from both the GSC and the Risk Steering Committee ("RSC"), integrating sustainability — including climate-related risks and opportunities — into the Group's overall risk management and accountability systems.

The Group's broader enterprise risk management process is further described in the Statement on Risk Management and Internal Control section of this Annual Report, including the Key Risk Areas table which sets out the Group's principal risk areas, risk appetite, mitigation actions and linkage to material matters and stakeholders. This provides a further reference point for how sustainability-related matters are considered within the Group's overall risk management framework.

Overall accountability for FimaCorp's sustainability performance rests with the Board of Directors. The Board sets the overarching strategy and ensures that environmental and social factors - including material sustainability- and climate-related matters managed through the Group's governance framework - are considered in all major business decisions and aligned with the interests of its shareholders, employees, and communities. The Board's specific responsibilities in this area are set out in the Corporate Governance chapter of the Annual Report.

Additionally, the Group's organisational chart clearly defines roles for managing both climate-related issues and broader sustainability goals. This is outlined in the table below.

Role	Responsibilities
Board of Directors	Oversight of all sustainability strategy and focus areas.
Audit & Risk Committee (ARC)	Supports the Board in overseeing sustainability-related risks and controls. Reviews key findings from the GSC and RSC, ensuring risks are identified, evaluated and addressed through appropriate mitigation measures.
Risk Steering Committee (RSC)	Reports to the ARC on key risks, risk management and internal controls. The RSC oversees enterprise risk management and actively identifies, assesses and monitors key business risks of the Group while providing mitigation action plans for respective business units.
Group Sustainability Committee (GSC)	Oversees and consolidates sustainability-related initiatives across the Group. Reviews focus areas and action plans from divisions, monitors progress and guides implementation of the Group's sustainability and climate-related strategies.

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Role	Responsibilities
Managing Director ("MD")	Leads the setting of the Group's sustainability direction and ensures effective management of Group-wide sustainability and climate-related risks and opportunities in line with business strategy.
Group Corporate Services	Coordinates sustainability governance at the Group level. Supports the GSC and MD in evaluating and reporting on sustainability and climate-related risks and opportunities across business divisions.
Divisional Working Groups	Lead the development and execution of sustainability strategies at operational level. Responsible for monitoring, measuring and reporting monthly divisional performance data to Group Corporate Services.

To maintain data integrity, GIA regularly evaluates the reliability of sustainability metrics and the progress of environmental and social initiatives across all business units. Furthermore, external parties including regulatory agencies, certification organisations and customers conduct independent audits to confirm our compliance with legal requirements, industry standards and contractual agreements. Where discrepancies arise, we investigate to identify their underlying causes and implement corrective and preventive measures to resolve them and reduce the likelihood of recurrence, supporting continual operational improvement.

Since 2022, the performance reviews for our MD and divisional leaders have formally included strategic ESG KPIs. These benchmarks are specifically customised to reflect the unique operational focus and business context of each specific division.

This governance framework provides the basis for integrating sustainability into how the Group operates and where applicable, supports the Group's oversight and management of climate-related matters through the same governance, reporting and escalation structure. It underpins our commitment to transparent and responsible operations and to generating meaningful value for all our stakeholders both now and in the future.

Reporting Maturity and Phased Implementation

FimaCorp is strengthening its sustainability reporting on a phased basis as part of the Group's broader implementation approach for the NSRF and the IFRS Sustainability Disclosure Standards. For the current reporting cycle, the Group has focused on the priority disclosures relevant to FYE2026, including stronger basis and scope disclosures, enhanced climate-related reporting, selected Scope 3 greenhouse gas disclosures and further integration of sustainability-related matters into governance and risk management processes.

Over the next phases of implementation, the Group expects to broaden the application of IFRS S1 to non-climate sustainability-related risks and opportunities, provide fuller Scope 3 disclosures and continue developing its reporting maturity. This phased approach is intended to support a more structured transition while allowing the Group to progressively improve the quality, completeness and comparability of its sustainability-related and climate-related disclosures.

PRIORITY 1

FY2026
Current-year critical action

- Enhance scope & basis of Sustainability Statements
- Strengthen sector-specific disclosures
- Standardise data & performance reporting format
- Conduct scenario & time-horizon analysis
- Identify & disclose climate-related risks, opportunities & financial impacts qualitatively
- Disclose Scope 1, 2 & selected Scope 3 emissions

PRIORITY 2

FY2027
Scaling disclosures and operations

- Apply IFRS S1 (non-climate risks & opportunities)
- Expand ESG disclosures beyond climate
- Strengthen data systems & reporting processes
- Prepare for full Scope 3 disclosure

PRIORITY 3

FY2028
Advance integration and maturity

- Full adoption of IFRS S1 & S2
- Complete Scope 3 emissions disclosure
- Appoint external assurance provider
- Achieve full ESG integration in strategy & reporting
- Align with NSRF requirements

Our Environment

We actively manage our environmental impact through a structured and integrated approach that emphasises efficient use of energy and resources, waste minimisation and resilience to climate-related risks. These priorities are incorporated into our strategic planning and daily operations, reflecting our commitment to continually strengthening our sustainability performance and advancing our broader ESG agenda.

Environmental responsibility is a fundamental value of the Group. Guided by our Environmental Policy, our environmental management strategy is developed to ensure that our practices support our sustainability objectives, including responsible land stewardship, the delivery of long-term positive environmental outcomes and the creation of shared value for all stakeholders.

Our Alignment to SDGs

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Strategic Commitments

- We promote responsible stewardship of the environment
- We strive to use natural resources efficiently and minimise waste
- We foster partnerships with local communities and stakeholders to address environmental issues
- We continuously work on improving our energy efficiency and reducing the use of non-renewable energy
- We strictly practise zero burning in our oil palm plantation operations
- We commit to complying with legislation and regulations on the environment
- We employ sustainable agricultural practices

CLIMATE CHANGE

GRI 201-2, 302, 303, 305
With reference to GRI 102: Climate Change 2025

Climate-related matters are becoming crucial to FimaCorp's operating environment, supply chain and long-term business resilience. Given the Group's activities across the Plantation and Manufacturing divisions, FimaCorp may be exposed to physical risks such as extreme weather events, flooding, heat stress and operational interruptions, as well as transition risks linked to changes in regulations, stakeholder expectations, carbon-related developments and the shift towards lower-emission practices.

The tables below summarise the analysis scope, key assumptions, financial impact parameters and the main climate-related risks and opportunities identified at Group and divisional level, including their existing and expected financial implications.

Climate Risk Scenario Analysis

Scope of analysis

All business division under FimaCorp covering Plantation and Manufacturing

	Scenario Used
Physical Risks	• IPCC AR6 SSP2-4.5 represents a middle-of-the-road climate future with moderate emissions reductions, resulting in higher temperatures and increasing physical climate risks • IPCC AR6 SSP5-8.5 describes a future with very high emissions, heavy reliance on fossil fuels and limited climate policy action, resulting in severe warming and significant physical climate impacts
Transition Risks	• The NGFS Current Policies scenario assumes that only climate and energy policies already in force are implemented, assuming development without introduction of low-carbon measures • NGFS Net Zero 2050 describes a future where strong and coordinated climate action reduces global greenhouse gas emissions to net zero by around 2050, limiting global warming to about 1.5°C

Note : IPCC AR - Intergovernmental Panel on Climate Change Sixth Assessment Report
SSP2 - Shared Socioeconomic Pathway
NGFS - Network for Greening the Financial System (a group of central banks and supervisors that develop climate scenarios for financial and corporate risk assessment.)

To better understand the potential impacts of climate-related risks and opportunities, FimaCorp performed a climate risk scenario analysis covering the short-, medium- and long-term time horizons, in line with the recommendations of the TCFD and the climate-related disclosure requirements of IFRS S2. Following the previous year's assessment, the Group refined its time horizon assumptions by moving from a single year projection to defined multi-year ranges. This approach provides a more practical basis for assessing potential climate-related impacts across the Group's operations and value chain, as detailed below:

Short Term	Medium Term	Long Term
2026 – 2030	2031 – 2040	2041 – 2060

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As this is FimaCorp's first climate risk assessment conducted at this level of detail, the exercise was developed using defined climate scenarios, assessment periods, assumptions and financial impact parameters to allow for a practical and consistent review across the Group.

The assessment provides a reasonable basis for identifying and evaluating climate-related risks and opportunities. However, the results should be read in light of inherent uncertainties, including future climate patterns, regulatory developments, carbon pricing mechanisms and the rate of technology adoption. Accordingly, the assessment may be updated and enhanced over time as FimaCorp strengthens its climate-related data, scenario analysis process and overall risk management approach.

Assumptions and Significant Areas of Uncertainty

Physical Risks

There is significant uncertainty regarding how climate change will affect frequency and intensity of future flooding and drought events, due to variability in climate projections and unpredictable shifts in weather patterns

Transition Risks

- Climate policy ambitions are expected to strengthen over time, with more aggressive mitigation efforts under the net-zero scenario compared to Business-as-Usual (NGFS Current Policies)
- Carbon prices are expected to rise, covering only Scope 1 emissions and will be significantly higher in the net-zero scenario
- The net-zero scenario relies more heavily on emerging technologies compared to the Business-as-Usual scenario
- With green technologies maturing over time, it lowers investment costs as adoption rate increases
- There is considerable uncertainty surrounding future carbon pricing, influenced by factors such as regulations and market demand
- Expect business locations remain the same over the time horizon

Metrics

Physical Risks

Estimated projected average annualised financial impacts arising from physical climate-related risks across FimaCorp's business divisions, including impacts on crop yield, operations, utilities, logistics, revenue, operating costs, downtime and resilience-related capital expenditure, in line with the Group's Enterprise Risk Management Framework

Transition Risks

Estimated projected average annualised financial impacts arising from transition climate-related risks across FimaCorp's business divisions, including impacts from rising energy and compliance costs, lower-emission investment, certification and traceability requirements, reporting expectations, sourcing changes, market demand shifts, operating margins and capital expenditure, in line with the Group's Enterprise Risk Management Framework

Sustainability Report

Risk Financial Impact Rating					
Financial impact	**Insignificant**	**Minor**	**Moderate**	**Major**	**Very Significant**
Total Revenue	Decrease by ⩽0.5%	Decrease by >0.5% - 1%	Decrease by >1% - 5%	Decrease by >5% - 25%	Decrease by >25%
Total PBT	Decrease by ⩽0.5%	Decrease by >0.5% - 1%	Decrease by >1% - 5%	Decrease by >5% - 15%	Decrease by >15%

The Risk Financial Impact Rating is used as a severity guide for assessing climate-related financial impacts. The thresholds are intended to distinguish impacts that can generally be managed through normal divisional action from those that may require broader management attention, stronger mitigation measures and closer oversight.

Impacts below 0.5% are treated as Insignificant, while higher bands reflect progressively greater potential to affect operating stability, cost management, investment priorities and strategic decisions. As this is a first-year climate risk assessment, these thresholds provide a practical basis for consistent evaluation across the Group and may be further refined over time in line with the development of the Group's climate-related data, scenario analysis and risk management approach.

The climate-related risks and opportunities identified through this assessment complement the Group's existing risk management process by providing further analysis of climate-related exposures, time horizons and financial impact ratings.

Group-level climate transition risk

No	Climate-related risk	Risk Type	Material Matter	Current impact	Short term	Medium term	Long term	Opportunity arising
1	Evolving carbon regulation, carbon pricing, climate-related disclosure and assurance requirements	Transition	Climate Risk & Impacts / Innovation & Technology / Sustainable & Traceable Supply Chains	The Group is facing increasing expectations to strengthen climate-related data collection, internal monitoring, disclosure quality and cross-divisional reporting consistency, particularly as reporting requirements and stakeholder scrutiny continue to evolve. **The current financial impact is assessed as Insignificant.**	In the short term, the financial impact is expected to be **Minor**, as the Group is more likely to face added compliance, monitoring and reporting effort rather than immediate material earnings disruption.	In the medium term, the financial impact is assessed as **Moderate**, as stronger climate governance, resilience planning, disclosure quality and possible assurance-related requirements may require more structured investment and management attention.	In the long term, the financial impact could become **Major**, particularly if carbon pricing, external assurance expectations and tighter climate-related requirements increasingly influence cost structures, investment decisions and market expectations.	Stronger governance over climate-related issues, better-quality emissions data and reduction planning, earlier transition planning and targeted capital deployment are opportunities which may improve resilience and strengthen stakeholder confidence.

Sustainability Report

Plantation

No	Climate-related risk	Risk Type	Material Matter	Current impact	Short term	Medium term	Long term	Opportunity arising
1	Heat stress, rainfall variability and agronomic pressure affecting yield, crop quality and biological performance	Physical	Climate Risk & Impacts	FimaCorp has identified heat stress on crops, rainfall variability and weather events that may disrupt business plans as relevant physical risks for the Plantation Division, although current quantified loss data remains limited. **The current financial impact is assessed as Insignificant.**	In the short term, hotter conditions and more variable rainfall may affect fruit development, field productivity, crop quality and operational planning across oil palm and pineapple activities. **The financial impact is expected to be Minor.**	In the medium term, repeated periods of heat and moisture stress may increasingly influence yield stability, fertiliser response, pest and disease pressure and the cost of estate management. **The financial impact is assessed as Moderate.**	In the long term, sustained temperature rise may contribute to more structural yield pressure, higher agronomic management requirements and greater exposure to pests, diseases and crop health issues. **The financial impact could become Major.**	The implementation of regenerative agriculture practices, planted better planting materials, effective water-table management, and stronger agronomic discipline may enhance resilience and support more stable long-term productivity.
2	Extreme rainfall, flooding and disruption to field access, harvesting and employee safety	Physical	Climate Risk & Impacts / Occupational Safety, Health & Well-being	This remains a relevant issue for the segment, as weather-related disruption can directly affect output, estate accessibility, logistics and employee safety. In FYE2026, the Plantation Division continued to monitor field and operational performance, with year-to-date harvesting transportation fuel intensity improving in both Malaysia and Indonesia, supported by more efficient vehicle arrangements and reduced overall transport usage. **The current financial impact is assessed as Minor.**	In the short term, continued heavy rainfall or localised flooding may disrupt harvesting, crop evacuation, fertiliser application, estate access and labour deployment, particularly in lower-lying or logistics-dependent areas. **The financial impact is expected to be Minor.**	In the medium term, more frequent extreme rainfall events may increase the need for drainage upgrades, water management infrastructure, early warning systems and climate-resilient field access. **The financial impact is assessed as Moderate.**	In the long term, if adverse weather patterns become more frequent and severe, plantation infrastructure, field productivity and operating continuity may require more sustained adaptation investment and stronger flood resilience measures. **The financial impact could become Major.**	Proper management of drainage systems, enhanced and closely monitored water management, the establishment of good ground cover, improved logistics arrangements, and more resilient estate planning may help protect yields, improve operational continuity and strengthen long-term estate performance.

Sustainability Report

Plantation

No	Climate-related risk	Risk Type	Material Matter	Current impact	Short term	Medium term	Long term	Opportunity arising
3	Tightening sustainability, traceability, certification, land-use and deforestation-related expectations	Transition	Sustainable & Traceable Supply Chains / Biodiversity & Deforestation	The segment is already operating within a tightening sustainability environment. FimaCorp's fully developed Malaysian estates have maintained MSPO certifications, selected employees have undergone MSPO 2.0 training and the ISPO audit for PTNJL remains on hold pending regularisation of PTNJL's HGU. At the same time, customer and market scrutiny around responsible land management, traceability, deforestation, good labour practices and the credibility of environmental claims is increasing. **The current financial impact is assessed as Minor.**	In the short term, more work may be required on certification readiness, traceability, due diligence, responsible land management and sustainability reporting, particularly where customers or export-linked markets demand clearer assurance. **The financial impact is expected to be Minor.**	In the medium term, evolving certification, traceability, land-use and climate-related disclosure requirements may influence market access, compliance cost, supplier engagement and operating discipline. **The financial impact is assessed as Moderate.**	In the long term, stronger sustainability requirements, verification expectations and climate-linked land use controls may become more embedded into customer expectations and sector competitiveness. **The financial impact could become Moderate.**	Continuous commitment to effective certification, traceability, conservation management and sustainability positioning may support market access, customer confidence and participation in higher-standard supply chains over time.

Sustainability Report

Plantation

No	Climate-related risk	Risk Type	Material Matter	Current impact	Short term	Medium term	Long term	Opportunity arising
4	Climate-linked labour productivity strain and the need to strengthen mechanisation, field efficiency and estate resilience	Physical	Innovation & Technology / Occupational Safety, Health & Well-being	Mechanisation and improved field efficiency are already contributing positively to performance. FimaCorp continues to enhance mechanisation in field operations, including in-in field collection, fertiliser application and transfer of seedlings from nurseries. The Group has also introduced motorised wheelbarrows (land surf) across its Malaysian estates to improve land-to-labour ratio and worker productivity. At the same time, hot conditions, wet-weather disruption and difficult field accessibility can reduce labour efficiency and complicate workforce deployment. **The current financial impact is assessed as Minor.**	In the short term, further mechanisation, better field accessibility and stronger work planning may help the segment maintain output during periods of labour tightness and variable weather conditions. **The financial impact is expected to be Minor.**	In the medium term, climate volatility may reinforce the business case for wider mechanisation, better internal transport, improved route design, more efficient evacuation systems and stronger workforce support. **The financial impact is assessed as Moderate.**	In the long term, estates that are more mechanised, accessible and operationally disciplined are likely to be better placed to sustain productivity under more variable climate conditions. **The financial impact could become Moderate.**	Greater mechanisation, better in-field transport, stronger internal logistics, improved work design and more resilient estate design may improve productivity, reduce disruption and support more stable long-term returns.

Sustainability Report

Plantation

No	Climate-related risk	Risk Type	Material Matter	Current impact	Short term	Medium term	Long term	Opportunity arising
5	Climate-related disruption to own and third-party crop supply	Physical	Sustainable & Traceable Supply Chains	Plantation output remains dependent on stable operating conditions across estates, logistics routes and surrounding supply networks, making supply continuity sensitive to weather-related disruption and local operating constraints. **The current financial impact is assessed as Insignificant.**	In the short term, weather-related disruption may affect crop movement and supply predictability, although short-run mitigation may still be available. **The financial impact is expected to be Minor.**	In the medium term, more persistent climate pressure across the value chain may increase sourcing uncertainty and require stronger supplier engagement and contingency planning. **The financial impact is assessed as Moderate.**	In the long term, structural climate shifts could materially affect the reliability and economics of supply from certain locations and increase the importance of resilient supply arrangements. **The financial impact could become Moderate**.	Closer supplier collaboration, the introduction of cash FFB purchases for third-party crop supply at competitive market prices, climate-readiness support and more resilient supply arrangements can help strengthen supply continuity and enhance long-term operational resilience.
6	Energy, fuel and logistics emissions intensity in estate and mill operations	Transition	Innovation & Technology / Energy Use	The segment is already taking action to lower its carbon footprint through improved resource efficiency, mechanised field operations, solar power and biomass use. FimaCorp's palm oil mill in Indonesia also uses a palm biomass-powered cogeneration system to support internal energy needs. Current exposure appears manageable, but it remains relevant. **The current financial impact is assessed as Insignificant.**	In the short term, greater focus on fuel efficiency, equipment use and emissions management may influence operating practices and help manage cost pressures. **The financial impact is expected to be Minor.**	In the medium term, emissions expectations and internal efficiency targets may encourage wider use of lower-emission equipment, renewable energy and improved transport and evacuation systems. **The financial impact is assessed as Moderate.**	In the long term, more efficient and lower-emission plantation and mill operations are expected to be better positioned on both cost competitiveness and sustainability expectations. **The financial impact could become Moderate.**	Close monitoring of diesel intensity across all estates, optimised route planning, increased utilisation of renewable energy and enhanced harvesting efficiency may improve cost efficiency, strengthen margins and reinforce the segment's long-term sustainability credentials.

Sustainability Report

Manufacturing

No	Climate-related risk	Risk Type	Material Matter	Current impact	Short term	Medium term	Long term	Opportunity arising
1	Extreme weather and infrastructure disruption affecting facilities, utilities and secure delivery processes	Physical	Climate Risk & Impacts	At present, there is no specific disclosure of material weather-related disruption within the Manufacturing division. Nevertheless, the segment depends on stable utilities, secure production facilities, controlled storage conditions, reliable raw material flow and timely delivery processes, all of which remain important to operational continuity. **The current financial impact is assessed as Insignificant.**	In the short term, severe rainfall, localised flooding, power interruption or transport disruption may affect production schedules, material delivery, dispatch arrangements and delivery timelines. **The financial impact is expected to be Minor.**	In the medium term, the division may require further attention to site resilience, backup systems, drainage, emergency preparedness and continuity planning to support uninterrupted operations. **The financial impact is assessed as Minor.**	In the long term, more frequent severe weather conditions may gradually increase maintenance requirements, continuity-related investment and operational complexity. **The financial impact could become Moderate.**	Improved site resilience, stronger business continuity planning and more reliable secure delivery processes may help reinforce customer trust and service consistency.

Sustainability Report

Manufacturing

No	Climate-related risk	Risk Type	Material Matter	Current impact	Short term	Medium term	Long term	Opportunity arising
2	Higher raw material, freight and supply chain cost pressure arising from tightening deforestation-related and responsible sourcing requirement	Transition	Sustainable & Traceable Supply Chains	The division remains exposed to raw material, freight and supply chain cost pressures, particularly where specialised inputs or imported materials are required. Going forward, this exposure may increasingly be influenced by tighter expectations around responsible procurement, sustainable supply chains and traceability where relevant. **The current financial impact is assessed as Minor.**	In the short term, continued volatility in freight, imported materials and specialised inputs may affect margins and procurement planning. At the same time, customers or suppliers may begin to place greater emphasis on traceability and responsible sourcing. **The financial impact is expected to be Minor.**	In the medium term, stricter deforestation-related and responsible sourcing requirements may reduce supplier flexibility, increase compliance effort and place further pressure on input costs and procurement lead time. **The financial impact is assessed as Moderate.**	In the long term, if climate-related sourcing and traceability requirements become more embedded across supply chains, the division may need a more diversified and strategically managed procurement model to maintain continuity and competitiveness. **The financial impact could become Moderate.**	Broader supplier diversification, stronger local or regional sourcing where feasible and improved procurement planning may support better continuity, cost control and resilience.
3	Tightening customer, tender, reporting and regulatory expectations on sustainability, traceability and operating standards	Transition	Product Quality & Safety	The division already operates in a highly controlled environment and maintains key certifications relevant to quality, information security and security printing. At present, this provides a sound operating base, but customer, tender and regulatory expectations may continue to develop over time, including around sustainability-related disclosures and reporting discipline. **The current financial impact is assessed as Insignificant.**	In the short term, customers and tenders may increasingly expect clearer sustainability-related disclosures, traceability and broader evidence of responsible operating practices. **The financial impact is expected to be Minor.**	In the medium term, tighter procurement, compliance and reporting expectations may influence contract retention, tender competitiveness and internal reporting requirements. **The financial impact is assessed as Moderate.**	In the long term, alignment with evolving customer, regulatory and market expectations may become a more important differentiator in maintaining relevance and competitiveness. **The financial impact could become Moderate.**	Stronger tender positioning, improved customer confidence and better contract defensibility may arise from maintaining robust certifications, disclosures and operating controls.

Sustainability Report

Manufacturing

No	Climate-related risk	Risk Type	Material Matter	Current impact	Short term	Medium term	Long term	Opportunity arising
4	Rising energy use and efficiency requirements in secure printing operations	Transition	Innovation & Technology	The Manufacturing division operates from a high-security production environment and relies on specialised printing machinery, controlled operating conditions and uninterrupted utilities. While there is no specific disclosure of material climate-related disruption at present, energy efficiency and operating discipline remain relevant as the division continues to strengthen its production capabilities. **The current financial impact is assessed as Insignificant.**	In the short term, higher electricity costs and greater focus on efficient use of machinery and utilities may gradually increase operating cost pressure, particularly where production volumes increase. **The financial impact is expected to be Minor.**	In the medium term, greater emphasis on energy efficiency, lower-emission operations and tighter monitoring of utility consumption may influence plant upgrades, process improvements and cost management priorities. **The financial impact is assessed as Moderate.**	In the long term, efficient production lines and better-controlled resource use are expected to remain important to competitiveness, particularly as customer and market expectations continue to evolve. **The financial impact could become Moderate.**	Continued investment in more efficient equipment, process optimisation and better resource monitoring may support stronger operating efficiency and a more resilient cost profile over time.
5	Technology transition, automation and equipment modernisation to maintain efficient and relevant secure printing capability	Transition	Innovation & Technology	The Manufacturing division continues to record growth from confidential documents and remains supported by recent investment in digital printing capability and refurbishment of Intaglio machines. This indicates a clear direction toward strengthening production capability, improving operational performance and maintaining relevance as customer needs evolve. **The current financial impact is assessed as Minor.**	In the short term, better utilisation of upgraded machinery and improved process control may support stronger throughput, better quality consistency and improved responsiveness to customer requirements, while customer expectations may begin to shift gradually toward more integrated physical-digital security solutions. **The financial impact is expected to be Minor**.	In the medium term, demand may increasingly favour providers that can combine secure printing capability with broader digital security, authentication or identity-related solutions, while further automation and process improvements may strengthen margins and reduce inefficiencies. **The financial impact is assessed as Moderate.**	In the long term, businesses focused only on traditional document production may face greater competitive pressure if customers increasingly adopt hybrid or digital-first secure identity ecosystems. Conversely, a more advanced, efficient and resilient manufacturing platform is expected to support competitiveness. **The financial impact could become Moderate.**	Product development, strategic alliances, better utilisation of upgraded assets and gradual capability expansion into adjacent secure and digital solutions may support longer-term relevance, stronger production reliability and improved competitiveness in higher-specification work.

Sustainability Report

Managing Climate-Related Risks and Opportunities

As highlighted in the climate-related risks and opportunities table, FimaCorp's exposure to climate-related matters is not uniform across the Group. The nature and extent of these exposures differ between the Plantation and Manufacturing divisions, depending on each division's operating environment, asset base, resource requirements and position within the value chain. In addressing these matters, the Group takes a practical and phased approach, recognising that climate-related impacts may arise from both physical factors, such as extreme weather events, flooding, heat stress and business interruptions, as well as transition-related factors, including regulatory changes, shifting market expectations, carbon-related developments and increasing climate disclosure requirements.

FimaCorp considers climate-related matters as part of its existing governance and risk management processes. This includes taking into account the operating realities of each division, key sustainability matters, stakeholder feedback and changes in the external business environment. Where relevant, climate-related matters are discussed at management level and escalated to the GSC and RSC respectively; if necessary, the ARC is engaged for further deliberation or action. This allows the Group to monitor climate-related developments and assess how these may affect its operations, regulatory compliance, resource planning and longer-term business resilience.

To manage identified risks and opportunities, FimaCorp continues to implement measures that are relevant to its business activities and operational priorities. These include strengthening operational efficiency, improving the resilience of sites and infrastructure, enhancing the monitoring of resource consumption and emissions, supporting traceability and responsible sourcing practices, and assessing responses that may help improve business resilience over time. As FimaCorp further develops its climate-related data, internal monitoring processes and reporting capabilities, its approach is expected to continue evolving in line with business needs and sustainability reporting expectations.

Both climate and sustainability-related risks and opportunities may also influence FimaCorp's business model and value chain over time. Potential effects may be seen across upstream and downstream activities, including crop productivity, availability of raw materials, supplier reliability, traceability and certification requirements, transportation continuity, utility usage, production stability, water and energy management, and future resilience-related capital expenditure. In the longer term, changing customer expectations, market requirements and sustainability due diligence practices may also play a greater role in shaping the Group's competitiveness, market access and overall strategic positioning.

GHG EMISSIONS

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

Understanding and managing our GHG emissions is essential to how FimaCorp approaches its long-term decarbonisation and reporting responsibilities. In FYE2026, we maintained reporting of our Scope 1 and Scope 2 emissions, while making targeted improvements to our Scope 3 reporting.

To align with Bursa Malaysia's sustainability disclosure requirements, the Group estimated its Scope 3 employee commuting emissions using the UK Department for Environment, Food and Rural Affairs ("DEFRA") emission factors and sampling of data from employee commuting surveys in FYE2025 and FYE2026.

To accurately capture emissions generated during each respective financial year, average emissions per employee were calculated based on the survey responses for FYE2025 and FYE2026; these average emissions were then applied to the recorded headcounts for those financial years, respectively. This process of distributing surveys, calculating average emissions based on survey responses and applying averages to the headcounts of each financial year, will be replicated until our employee commuting methodology is revised.

During the financial year, the Group also compiled business travel data to facilitate a more comprehensive evaluation of its indirect Scope 3 emissions. These initiatives represent an important milestone in establishing a credible emissions baseline while improving the coverage and transparency of our GHG emissions reporting. The Scope 3 emissions disclosed are estimated based on available activity data, survey responses and relevant assumptions. These estimates may be refined over time as the Group improves its data collection process and reporting methodology. Moving forward, the Group will continue to refine its data collection methods and broaden coverage to support more consistent emissions tracking and intensity measurement. As our emissions data and reporting capabilities develop, the Group intends to assess the establishment of Group-level GHG reduction targets, in line with evolving regulatory expectations and recognised climate frameworks. In the interim, we will focus on improving the quality and coverage of our Scope 1, 2 and 3 emissions data and on operational efficiency measures that may contribute to emissions reduction across its divisions.

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Based on the information collected, emissions associated with employee commuting, business travel and downstream transportation and distribution were estimated at approximately 890 tCO_2e annually. This notable increase was attributed to expanding the scope of our downstream transportation data collection, to cover all plantation estates and the manufacturing sector:

Employee commuting:
537 tCO_2e

Employee Business travel:
46 tCO_2e

Transportation and Distribution (Upstream and Downstream for Plantation and Manufacturing):
307 tCO_2e

Emissions arising from employee commuting contribute to 58.2% of the Group's reported Scope 3 emissions, positioning it as the largest source within this category. Accordingly, employee commuting will remain an important area of focus as the Group continues to enhance its Scope 3 emissions reporting.

Our GHG emissions categorised by scopes and divisions are observed in the following table:

GHG Emissions by Division (tCO2e)

DIVISION	FYE2026	FYE2025	FYE2024
PLANTATION	**4,283**	**4,597**	**6,110**
SCOPE 1			
Non-renewable energy	3,772	4,197	5,830
Renewable energy	4	2	4
SCOPE 2			
Grid	109	86	180
SCOPE 3			
Employee Commuting	79	179	-
Employee Business Travel	18	16	-
Upstream Transportation and Distribution (Plantation only)	301	117	96
MANUFACTURING	**2,010**	**1,981**	**1,325**
SCOPE 1			
Non-renewable energy	13	35	40
Renewable energy	35	32	32
SCOPE 2			
Purchased electricity	1,517	1,475	1,253
SCOPE 3			
Employee Commuting	422	398	-
Employee Business Travel	17	41	-
Downstream Transportation and Distribution	6	-	-
HEAD OFFICE	**94**	**105**	**48**
SCOPE 1			
Renewable energy	15	13	15
SCOPE 2			
Purchased electricity	32	33	33
SCOPE 3			
Employee Commuting	36	38	-
Employee Business Travel	11	21	-
TOTAL GROUP	**6,387**	**6,683**	**7,483**

Note : The Group has adopted the UK Department for Environment, Food and Rural Affairs ("DEFRA") methodology and emissions factors.

Sustainability Report

MSPO GHG Reporting for Malaysian Estates

In accordance with MSPO 2.0 requirements, we implemented the MSPO GHG calculator to track emissions from its Malaysian plantation estates. This calculator provides a detailed view of emissions generated in plantation operations, measured in tonnes of carbon dioxide (tCO2) rather than tonnes of carbon dioxide equivalent (tCO_2e). The emissions data is calculated on a calendar year basis, which differs from the Group's 31 March financial year end. Accordingly, the calendar year 2025 results are presented below:

Total Emissions and Reduction for Calendar Year 2025

Total Emission (tCO2/year)	Total Emission Reduction - Crop Sequestration (tCO2/year)	Total Emission After Reduction (tCO2/year)
2,105	**258**	**1,847**

Crop sequestration from plantation activities offset a portion of total emissions, resulting in a net emission of 1,847 tCO2 for calendar year 2025.

Strengthening Operational Efficiency and Resilience

The Group continues to strengthen operational efficiency and resilience across its business divisions as part of its broader environmental and climate-related response. These efforts matter not only from an emissions and resource-efficiency perspective, but also in supporting operational continuity, service reliability and longer-term resilience across different operating environments.

For the Plantation Division, a combination of field management improvements, equipment modernisation and technology adoption across estate operations has contributed to measurable improvements in fuel intensity and water consumption at the mill level. The Division's biomass-based cogeneration system further reduces reliance on external energy sources, supporting both cost control and lower emissions.

In the Manufacturing Division, the Group recognises the importance of efficient utility use, reliable production conditions and stronger operational continuity as customer, tender and regulatory expectations continue to evolve. Energy efficiency, process optimisation and continuity planning remain central to cost control, service reliability and longer-term competitiveness, particularly in a secure production environment that depends on stable utilities, timely material delivery and consistent operating standards.

BIODIVERSITY AND DEFORESTATION

GRI 304-1, 304-2, 304-3, 304-4

Due to the wide range of the Group's business operations, we remain mindful of the various environmental and social impacts associated with our activities. To address these responsibly, our environmental management framework focuses on areas such as habitat conservation, water usage and quality management, and soil conservation, in line with SDG 14: Life Below Water and SDG 15: Life on Land. Our policies also cover key sustainability requirements within the oil palm industry, including commitments related to deforestation, greenhouse gas reduction and the adoption of zero burning practices.

Sustainability Report

Ladang Fima Sungai Siput, Perak

Sustainable Agricultural Practices

Our oil palm plantation operations focus on improving cost efficiency by increasing estate productivity per hectare through the implementation of sustainable agricultural practices. Central to this approach is our firm commitment to a No Deforestation, No Peat and No Exploitation ("NDPE") principle in all new plantation developments.

Prior to undertaking any new development, independent consultants are engaged to carry out an Environmental and Social Impact Assessment ("EIA") to ensure that potential environmental and social risks are properly identified and addressed at an early stage. Consistent with industry best practices, FimaCorp also maintains a strict zero-burning policy that prohibits all forms of open burning for both new planting and replanting activities.

In terms of waste management, we emphasise the reuse and recycling of resources. Biomass residues, including palm kernel shells and fibre residues, are utilised as fuel for steam and electricity generation, while empty fruit bunches ("EFB") are returned to the fields as organic fertiliser to improve soil quality and reduce dependence on chemical inputs.

Soil Management

We avoid planting oil palms on land with slopes greater than 25 degrees or at elevations exceeding 300 metres above sea level. Where feasible, double terracing is implemented to help retain topsoil and minimise soil erosion. At PTNJL, soil fertility is enhanced through the application of EFB and compost, which also helps reduce reliance on chemical fertilisers. We also cultivate leguminous cover crops such as *Mucuna bracteata*, *Calopogonium mucunoides* and *Calopogonium caeruleum* as part of our soil management practices. Among these, *Mucuna bracteata* is particularly beneficial due to its rapid growth, which helps suppress weed growth. It also aids in controlling erosion on sloped areas and enriches soil nutrients through natural nitrogen fixation.

Conservation Areas

Within our oil palm estates, riparian buffer zones planted with native species are maintained along riverbanks to safeguard surrounding ecosystems. These areas function as ecological corridors, providing safe passage, habitat and sanctuary for a diverse range of flora and fauna. In total, approximately 815 hectares across the Group have been designated as protected areas. Land that is unsuitable for cultivation, such as steep or sloping terrain, is set aside as conservation areas where natural vegetation is preserved.

In Indonesia, our subsidiary PT Nunukan Jaya Lestari ("PTNJL") has established dedicated water catchment zones within its estate. Within these zones, chemical inputs are strictly prohibited to support the protection and restoration of natural vegetation and surrounding ecosystems.

Sustainability Report

	FYE2026		FYE2025		FYE2024	
	Conservation Area (HA)	Buffer Zone (HA)	Conservation Area (HA)	Buffer Zone (HA)	Conservation Area (HA)	Buffer Zone (HA)
Ladang Cendana Laksana	7	0	7	0	7	0
Ladang Bunga Tanjong	34	5	34	5	34	5
Ladang Fima Dabong	31	0	31	0	31	0
Ladang Fima Aring	11	19	11	19	11	19
Ladang Fima Sg Siput	400	13	400	13	337	13
Ladang FCB Kuala Betis	52	58	52	58	52	58
Ladang FCB Aring	42	15	36	8	36	8
PTNJL	22	106	22	106	22	106
GRAND TOTAL	**599**	**216**	**593**	**209**	**530**	**209**

Biological Pest Controls

Beneficial plants such as *Turnera subulata, Antigonon leptopus*, and *Cassia cobanensis* are planted to attract insect predators that feed on leaf pest larvae, thereby reducing the need for pesticide use. As part of our efforts to control the rodent population without relying on pesticides or chemicals, our estates in Kelantan, Perak and Indonesia have installed 88 barn owl boxes to attract owls. Through these integrated pest management approaches, reliance on chemical inputs is reduced. These practices simultaneously limit greenhouse gas emissions and prevent contaminants from entering the soil and waterways, supporting a sustainable approach to agricultural operations.

Mechanisation

During the year, we continued to advance our mechanisation initiatives, with a focus on expanding and optimising the use of mechanised tools in field operations. The main areas of focus include in-field crop collection, fertiliser application and the transfer of seedlings from nurseries. As part of these efforts, motorised wheelbarrows have been deployed across our Malaysian estates, contributing to a higher land-to-labour ratio and improved worker productivity. Although these assets require upfront capital investment, the associated costs are expected to be offset over time through reduced labour expenses and improved yields.

ENERGY MANAGEMENT

GRI 302-1, 302-3, 302-4, 302-5

Effective energy management remains a key priority for the Group, as it helps reduce dependence on natural resources, lower carbon emissions, and support long-term cost efficiencies. To support this, each division has set internal targets and performance indicators to track energy consumption, identify areas of inefficiency and evaluate intensity metrics. This data-driven approach supports continuous improvement and is expected to generate measurable environmental and business benefits over time.

In FYE2026, the Group's total energy consumption decreased by 8.7%, from 73,905 Gigajoules ("GJ") in FYE2025 to 67,509 GJ. This reduction was primarily driven by lower energy consumption in the Plantation Division, reflecting reduced diesel usage, improved logistics efficiency and fewer tugboat and barge operations throughout the year.

Meanwhile, energy consumption in the Manufacturing Division rose modestly by 0.7% reflecting higher grid electricity consumption consistent with the Division's production activity during the year. Solar generation grew by 11.1%, while grid electricity consumption increased by 2.9%, indicating that the Division is progressively supplementing its energy needs with renewable sources.

For Head Office, renewable energy accounted for 83.2% of total Head Office electricity consumption in FYE2026, up from 80.9% in FYE2025, while grid electricity consumption declined by 2.8%, reflecting a transition towards cleaner energy sources.

Sustainability Report

Energy Consumption by Division (GJ)

DIVISION	FYE2026	FYE2025	FYE2024
Plantation	57,952	64,488	63,731
Manufacturing	8,704	8,645	7,718
Head Office	853	772	869
TOTAL	**67,509**	**73,905**	**72,318**

Types of Energy (GJ)

TYPES OF ENERGY	FYE2026	FYE2025	FYE2024
Diesel & Petrol	48,856	54,636	52,958
Solar PV	2,624	2,298	2,380
Biomass	8,601	9,831	10,909
Purchase Electricity	7,428	7,140	6,071
TOTAL	**67,509**	**73,905**	**72,318**

Non-Renewable Sources (Litres)

DIVISION	FYE2026	FYE2025	FYE2024
Plantation	1,423,280	1,583,448	1,532,436
Manufacturing	5,262	14,109	16,053
TOTAL	**1,428,542**	**1,597,557**	**1,548,489**

Note: Non-Renewable Sources consist of petrol and diesel

Plantation Division recorded an 10.1% reduction in non-renewable energy consumption, decreasing from 1.58 million litres in FYE2025 to 1.42 million litres in FYE2026. This reduction reflects improved operational efficiency and more disciplined fuel management.

Notably, the Manufacturing Division recorded a significant reduction of 62.7% in non-renewable energy consumption, from 14,109 litres in FYE2025 to 5,262 litres in FYE2026, driven by lower petrol and diesel usage across its operations.

However, generator sets remain a primary contributor to non-renewable energy consumption, reflecting the Group's reliance on diesel-powered electricity generation, particularly in remote estates without grid connectivity.

In addition to the reduction in non-renewable energy consumption, the Group recorded improvements in resource use intensity across several areas, indicating more efficient energy use per unit of output:

Plantation: Harvesting Transportation Fuel Intensity (L/MT)

	UNIT	FYE2026	FYE2025	FYE2024
Malaysia	L/MT	2.80	3.74	3.86
Indonesia	L/MT	1.59	1.70	1.86

Note: Fuel Oil consist of diesel and petrol. Petrol consumption by Land Surf was included in the intensity computation.

In FYE2026, fuel intensity improved for both Malaysia and Indonesia. In Malaysia, fuel intensity improved by 25.1%, driven by higher FFB production and a combination of operational improvements including better harvesting planning, improved field management practices, continued in-field mechanisation and more efficient vehicle arrangements.

In Indonesia, fuel intensity improved by 6.5% notwithstanding unfavourable weather conditions and operational disruptions during the year. A key contributor to this improvement was the commissioning of seven new excavator units, which offer improved fuel efficiency compared to the older fleet. The introduction of these units contributed to lower fuel consumption across harvesting and transportation activities.

Measuring what matters

How intensity tracking drives efficiency and decarbonisation

FimaCorp uses fuel and water intensity as a management tool — tracking resource consumed per unit of output — to make better decisions, measure real progress, and reduce its environmental footprint.

Intensity tracking → Better decisions → Greater efficiency → Lower emissions

01 ECONOMIC — INFORMING INVESTMENT DECISIONS

Better data leads to better investment decisions

Intensity data gives management a clear, objective basis for deciding when to upgrade equipment or replace ageing assets. Across the Group's Plantation and Manufacturing operations, tracking intensity helps identify where performance is lagging and where targeted investment will deliver the greatest return. These decisions, informed by evidence rather than assumption, ensure capital is directed to the upgrades that matter most.

02 EFFICIENCY — MEASURING WHAT ACTUALLY IMPROVES

A reliable measure of genuine operational progress

Intensity adjusts for changes in output volume and shows whether operations are genuinely becoming more efficient. In FYE2026, Malaysia's harvesting transportation fuel intensity improved by 25.1%, from 3.74 L/MT to 2.80 L/MT, driven by higher FFB production, better harvesting planning, improved field management and more efficient vehicle arrangements. In Indonesia, fuel intensity improved by 6.5% from 1.70 L/MT to 1.59 L/MT, notwithstanding unfavourable weather conditions during the year. At PTNJL's palm oil mill, water intensity for FFB processing continued its three-year downward trend. These results confirm that operational changes are translating into measurable gains.

03 GHG EMISSIONS — THE OUTCOME OF DOING BOTH WELL

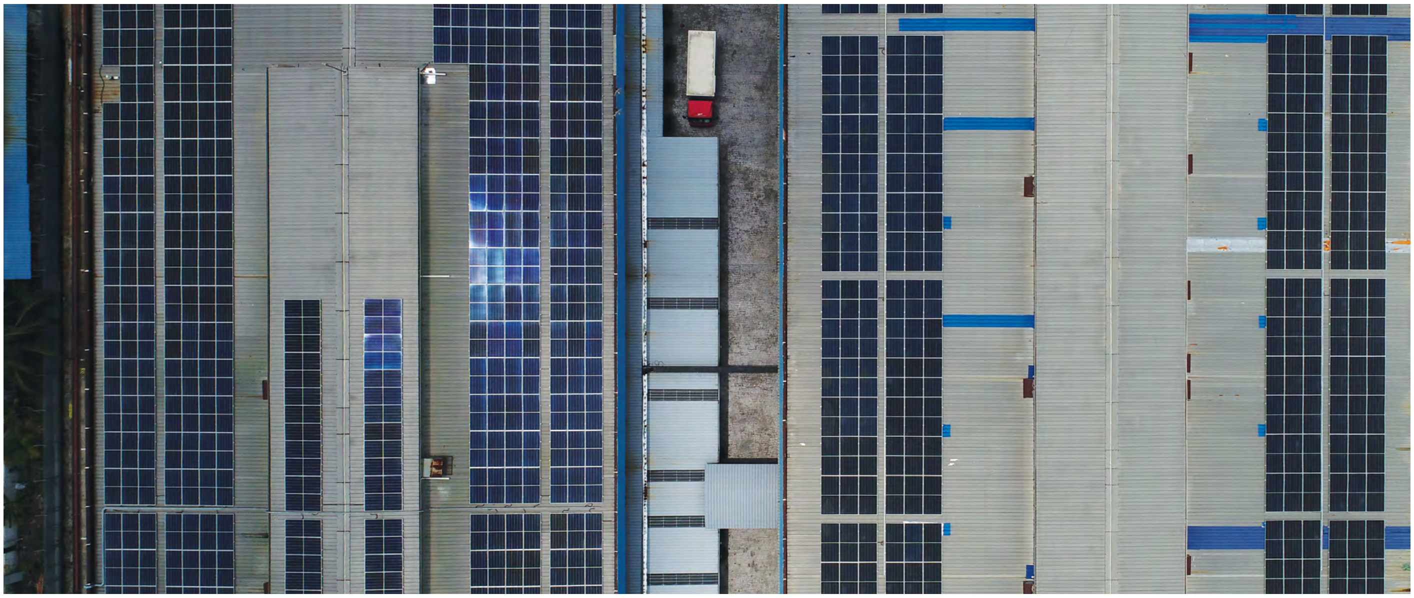
Efficiency gains translate directly into lower emissions

When better decisions are made and resources are used more efficiently, emissions fall as a direct consequence. The Plantation Division's total GHG emissions decreased from 4,597 tCO_2e in FYE2025 to 4,283 tCO_2e in FYE2026 — a reduction of approximately 5.2% — driven primarily by lower non-renewable energy consumption, which fell by 10.1% from 1.58 million litres to 1.42 million litres. This illustrates the direct link between intensity improvements and emissions outcomes at divisional level.

Key Intensity Results (FYE2026)

2.80 L/MT	**1.59 L/MT**	**0.24 CBM/MT**	**▼ 6.8%**
FYE2025: 3.74 L/MT	FYE2025: 1.70 L/MT	FYE2025: 0.25 CBM/MT	
Malaysia harvesting fuel intensity per MT FFB Produced	Indonesia harvesting fuel intensity per MT FFB Produced	PTNJL water intensity per MT FFB Processed	Plantation GHG emissions

Sustainability Report



Percetakan Keselamatan Nasional Sdn Bhd, Bangi

Renewable Energy

While the Group's operations still depend largely on fossil fuels for transportation and equipment, we continue to incorporate renewable energy sources such as solar power and biomass into our operations. In FYE2026, the Group recorded 729 MWh of solar power consumption, comprising 52 MWh from the Plantation Division, 480 MWh from the Manufacturing Division and 197 MWh from Head Office. These alternative energy sources help diversify our energy mix and reinforce our commitment to reducing our carbon footprint.

During FYE2026, the Manufacturing Division expanded its installed solar PV capacity at its Bangi facility from 355 kWp to 555 kWp, an increase of 56.3%. Solar power now accounts for approximately 25.4% of the Division's electricity consumption at the facility, reflecting the Division's ongoing efforts to reduce its reliance on grid-supplied electricity.

At our palm oil mill in Indonesia, energy is generated through a biomass-based cogeneration system that uses palm by-products including palm kernel shells, empty fruit bunches ("EFB") and fibre residues as boiler fuel. These by-products are combusted to produce high-pressure steam, which drives the steam turbine within the cogeneration plant.

This system enables the mill to meet its energy needs, supplying both electricity and heat for its operations. Any excess electricity generated is channelled to nearby infrastructure, including workers' quarters, local schools, mosques and government facilities, supporting our local communities.

Renewable Energy – Consumption (MWh)

DIVISION	FYE2026	FYE2025	FYE2024
SOLAR POWER			
Plantation	52	32	28
Manufacturing	480	432	432
Head Office	197	174	201
TOTAL	**729**	**638**	**661**
BIOMASS			
Plantation	**2,389**	2,731	3,030
GRAND TOTAL	**3,118**	**3,369**	**3,691**

WATER STEWARDSHIP

GRI 303-1, 303-3, 303-3, 303-5

Water plays a vital role in our operations and supply chain activities; hence responsible water management is crucial to minimise environmental impact and protect long-term water security, particularly in water-stressed catchments. Our approach to water optimisation involves closely monitoring water withdrawal and usage, strengthening efficiency in production and processing activities and assessing water intensity across major operational processes. In addition, we support water circularity by implementing recycling and reuse practices and rainwater harvesting systems are utilised where feasible.

Sustainability Report

Water Withdrawal and Consumption

FimaCorp sources its water from several channels, including municipal supply, harvested rainwater and treated surface water such as nearby lakes, rivers and borewells. Within our operations, water is largely utilised in utility-related functions, particularly for steam generation and cooling systems.

Water Withdrawal (ML)

DIVISION	FYE2026	FYE2025	FYE2024
Surface water (lake, pond)	123	138	158
Groundwater (well)	14	11	14
Municipal water (tap water)	29	26	31
TOTAL	**166**	**175**	**203**

Water Consumption (ML)

DIVISION	FYE2026	FYE2025	FYE2024
Plantation	137	149	173
Manufacturing	14	11	15
Head Office	15	15	15
TOTAL	**166**	**175**	**203**

We continue to strengthen our water stewardship efforts by improving water-use efficiency across our operations and reducing pressure on surrounding water resources. Total water consumption across the Group decreased by 5.1% as at 31 March 2026, from 175 ML in FYE2025 to 166 ML in FYE2026. The decrease was mainly attributable to lower water withdrawal, particularly within the Plantation Division, from surface water sources.

Water Discharge Management

Responsible water discharge management forms an integral part of our water stewardship efforts. We ensure that all water released from our operations is treated to meet environmental safety requirements and complies fully with applicable regulatory standards. Prior to discharge, the water undergoes detailed testing by accredited third-party laboratories and the results are reported to the relevant authorities in accordance with regulatory obligations. This approach strengthens transparency while helping to minimise potential environmental impacts associated with operational water discharge.

At PTNJL's palm oil mill, the final effluent pond has been repurposed into a fish breeding pond since 2013. This initiative was made possible through effective treatment of Palm Oil Mill Effluent ("POME") and sound pond management practices, enabling treated effluent to be utilised in a way that supports both operational efficiency and ecological balance.

During the year, PTNJL's palm oil mill recorded a 4.0% improvement in water intensity for FFB processing compared with the previous year, from 0.25 CBM per MT of FFB processed in FYE2025 to 0.24 CBM per MT in FYE2026. Despite the FFB processed volumes decreased, the improvement was largely driven by effective implementation, monitoring and control measures, enhanced operator awareness and the adoption of dry-cleaning methods in place of conventional wet cleaning. Additional water conservation measures have also been implemented. Reuse and recycling initiatives, supported by continuous monitoring and optimisation of water consumption, have further strengthened water reduction efforts across operations.

Water Intensity

	Water Processing Volume (CBM)	FFB Processed (MT)	Water Intensity Per MT FFB Processed (CBM/MT)
FYE2026	**29,607**	**125,872**	**0.24**
FYE2025	34,106	136,402	0.25
FYE2024	41,059	152,456	0.27

RESPONSIBLE WASTE MANAGEMENT

GRI 306-1, 306-2, 306-3, 306-4, 306-5

Improving resource efficiency while reducing environmental impact is a key focus of our waste management approach. By treating waste as a potential resource, we seek to unlock opportunities for cost savings and operational efficiency. Our efforts emphasise reuse, recycling and energy recovery, allowing us to minimise environmental risks while maximising the value of materials used across our operations.

All hazardous waste and residual materials are handled by certified contractors who manage their collection, transportation and disposal in strict compliance with relevant regulations and environmental standards. This ensures that such waste is managed responsibly while protecting both the environment and human health.

Across the Group's diverse operations, division-specific initiatives are implemented to optimise resource utilisation and minimise environmental impact. These efforts incorporate circular economy principles into daily operations, reinforcing FimaCorp's commitment to zero waste and zero discharge.

Sustainability Report

Waste by Type (MT)

	FYE2026	FYE2025	FYE2024
Hazardous	33	10	124
Non-hazardous	91,587	101,668	141,073
TOTAL	**91,620**	**101,678**	**141,197**

Waste by Division (MT)

	FYE2026	FYE2025	FYE2024
Plantation	91,476	101,588	141,139
Manufacturing	144	90	58
TOTAL	**91,620**	**101,678**	**141,197**

Sustainable waste management remains an important focus across our operations, with efforts centred on waste reduction, reuse, and recovery. In FYE2026, the Group generated a total of 91,620 MT of waste, comprising 33 MT of hazardous waste and 91,587 MT of non-hazardous waste, reflecting a decrease of 9.9% compared with FYE2025.

The Group's total hazardous waste increased by 230.0% from 10 MT in FYE2025 to 33 MT in FYE2026. The Plantation Division remains the principal source of hazardous waste, primarily comprising scheduled wastes generated from routine estate and mill operations, including used lubricating oil, contaminated rags, used chemical bottles and drums. The Division recorded an increase in hazardous waste from 10 MT in FYE2025 to 27 MT in FYE2026, as a result of higher maintenance activity associated with estates under development in Malaysia. Notwithstanding this, all hazardous waste is disposed of by licensed and competent contractors in accordance with the Environmental Quality Act 1974 and the Environmental Quality (Scheduled Wastes) Regulations 2005.

Non-hazardous waste, which accounts for the majority of total waste generated, similarly declined from 101,668 MT in FYE2025 to 91,587 MT in FYE2026. The Plantation Division remains the largest contributor to overall waste, accounting for 91,476 MT or 99.8% of total waste generated in FYE2026, consistent with the nature of plantation operations.

Resource recovery initiatives are also implemented at our Indonesian palm oil mills, where operational by-products are converted into useful outputs. POME and EFB are processed and repurposed into compost, fertiliser and renewable energy feedstock.

Regarding EFB processing, we upgraded the press unit to improve oil recovery and produce shredded EFB with enhanced combustion properties. The resulting shorter, lower-moisture fibres are now fully redirected for use as boiler fuel, replacing their previous use in composting and improving overall boiler performance.

Empty Fruit Bunches Produced (MT)

	FYE2026	FYE2025	FYE2024
Total EFB produced	27,554	30,008	33,540

In FYE2026, the Group generated 68,724 MT of POME, a decrease of 4.7% from 72,121 MT in FYE2025. This continued the downward trend from 76,386 MT recorded in FYE2024. POME generated at our palm oil mill is treated and composted as part of our responsible effluent management practices. At the operational level, the mill's decanter system continues to support POME clarification and has contributed to lower water consumption in processing. Based on operational data, the decanter system has reduced water consumption by approximately 50.0%.

Palm Oil Mill Effluent (POME) Generated (MT)

	FYE2026	FYE2025	FYE2024
Total POME generated	68,724	72,121	76,386

Waste Disposal Method by Type (MT)

	FYE2026		FYE2025		FYE2024	
	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous
Reuse	18	89,573	10	88,664	124	106,163
Recycle	-	138	-	90	-	58
Composting	-	1,845	-	12,909	-	34,847
Recovery	14	-	-	-	-	-
Landfill	-	31	-	5	-	5
Incineration	1	-	-	-	-	-
TOTAL	**33**	**91,587**	**10**	**101,668**	**124**	**141,073**

Sustainability Report

Transforming By-Products into Value-Added Goods

Various residual materials arise from our operations, including biomass generated from plantation activities. Instead of disposing of these materials in landfills, we redirect them for recovery and convert them into useful inputs for other processes. For instance, we repurpose biomass as a renewable fuel to generate steam and electricity for internal use, reducing reliance on external energy sources and supporting energy self-sufficiency. In FYE2026, biomass production decreased by 4.7% from 24,719 MT in FYE2025 to 23,559 MT, in line with lower FFB processed during the year.

Biomass Produced (MT)

	FYE2026	FYE2025	FYE2024
Total Biomass produced	23,559	24,719	31,312

FIMA ESG Week 2026

Inspiring Sustainable Action

INAUGURAL EDITION ♦ 5-DAY PROGRAMME ♦ 19–23 JANUARY 2026

FIMA ESG Week, 19–23 January 2026.

In January 2026, the Group hosted its inaugural FIMA ESG Week — a five-day programme held from 19 to 23 January designed to promote sustainability awareness among employees. The programme included sharing sessions covering health and safety, employee welfare, environmental education and sustainability reporting. Colleagues from all four of KFima's divisions also shared sustainability initiatives undertaken within their respective operations, giving employees a broader view of ongoing efforts across the Group.

The sessions were complemented by on-site collection drives for fabric recycling and used cooking oil. A dedicated 'Health Day' was also held, featuring health talks, screenings and medical check-ups for employees.

PROGRAMME HIGHLIGHTS

01 Sharing sessions

Health & safety · employee welfare · environmental education · sustainability reporting

02 Division showcases

Sustainability initiatives shared by all four divisions across the Group

03 Collection drives

On-site drives for fabric recycling and used cooking oil

04 Health Day

Health talks, screenings and medical check-ups for employees

First in an annual series. FIMA ESG Week is intended as the first in an annual series, with further sessions planned for the next financial year to support continued sustainability awareness within the workplace.

Our People

At FimaCorp we acknowledge the impact we have on the stakeholders and communities connected to our businesses. We strive to strengthen the bond between us and our stakeholders by committing to sustainable business practices. This commitment is reflected in our pursuit of ethical, transparent and efficient business practices that create lasting value for our stakeholders and our local communities. Our vision, mission and values also provide the foundation for this approach, guiding how we define operational excellence and make decisions across all divisions and business units.

We reinforce these principles through responsible engagement with our stakeholders, continuous development of our workforce, fair and transparent dealings with customers and suppliers and meaningful contributions to communities around us. Our policies reflect both national regulatory requirements and internationally recognised principles, including those set out in the Universal Declaration of Human Rights and the fundamental conventions of the International Labour Organization ("ILO"). We expect employees and business partners alike to uphold these principles and act with integrity and accountability. Through these efforts, we seek to strengthen FimaCorp's capacity to generate long-term economic and social value while sustaining our licence to operate.

Our Alignment to SDGs

- 1 NO POVERTY
- 2 ZERO HUNGER
- 4 QUALITY EDUCATION
- 6 CLEAN WATER AND SANITATION
- 8 DECENT WORK AND ECONOMIC GROWTH
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Sustainability Report

Strategic Commitments

- Zero harm
- We protect and support our people
- We promote diversity and inclusion
- We invest in training and skills development
- We support high-performing teams
- We build trust through our relationships

HUMAN CAPITAL

GRI 2-7, 2-8, 202-2, 401-1, 405-1, 406-1

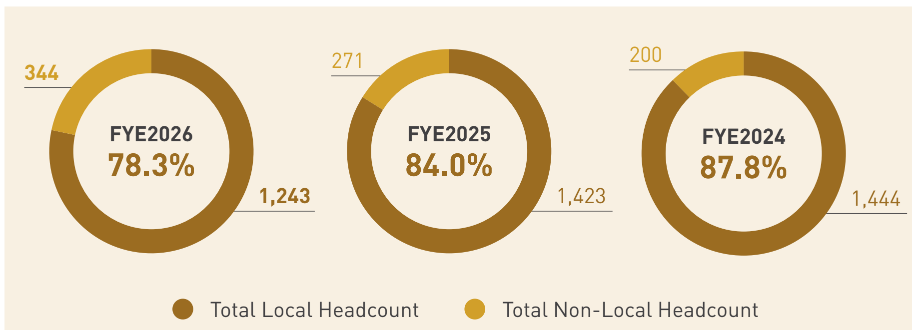
Our Workforce

The success and sustainability of FimaCorp are closely tied to the strength of our people. We therefore focus on cultivating a workplace that is safe, inclusive and supportive, where employees are encouraged to perform while upholding accountability as well as driving innovation across the organisation.

To support this, we actively invest in attracting, nurturing and retaining talent so that our workforce continues to develop the capabilities needed to sustain current operations and support future growth. The standards that guide how we work together are set out in the Group's Code of Conduct, which reinforces shared principles such as mutual respect, diversity and maintaining a safe working environment.

Local employment remains an important part of our approach to responsible business. By prioritising hiring within the communities where we operate, we contribute to local economic opportunities, strengthen relationships and support operational continuity. As of FYE2026, FimaCorp's total headcount decreased by 6.3% to 1,587 employees, compared with 1,694 employees in FYE2025. Local employees accounted for 78.3% of our total workforce and all senior management positions were held by locals. In Malaysia, the proportion of local employees stood at 56.4%, compared with 65.2% in the previous year. The decline was mainly due to the recruitment of additional guest workers within the Plantation Division to meet operational requirements, where guest worker headcount increased 27.4% from 266 in FYE2025 to 339 in FYE2026.

Group Local Headcount



Local Headcount by Country

Nationality \ Country	Malaysia	Indonesia
Malaysian	438	5
Indonesian	47	805
Bangladeshi	171	0
Indian	121	0
By Country:		
Total Headcount	**777**	**810**
Total Local Headcount	**438**	**805**
Local Headcount Rate (%)	**56.4%**	**99.4%**

Employing local workers within our Malaysian plantation operations remains challenging, as estate-based roles such as harvesting and field operations are physically demanding and our estates are typically located in remote areas, attracting limited interest from a local workforce that increasingly prefers employment in urban centres and other sectors. To maintain operational continuity, the Division has therefore had to supplement its workforce with guest workers.

To attract and retain local employees, the Group offers a range of incentives, including special attendance allowance, transport allowance, participation in the Employees' Share Option Scheme ("ESOS"), annual ex-gratia cash contributions and support through the Zakat Wakalah programme while the continued mechanisation of field operations reduces physical strain and makes estate roles more attractive.

Through these initiatives, the Group aims to enhance employee well-being, improve workforce retention and create attractive employment opportunities for local communities within our Malaysian operations.

Sustainability Report

Equal Opportunity, Diversity and Inclusion

FimaCorp seeks to build a workforce that reflects the diversity of the communities in which we operate. Recruitment, development and promotion decisions are based on merit and performance, while ensuring that equal opportunities are available to all individuals. Discrimination on the basis of age, race, gender, nationality, religious beliefs or disability is strictly prohibited. These principles are embedded in our internal policies and reinforced through everyday workplace practices.

Workforce diversity strengthens the Group's ability to operate effectively in an evolving business environment. By bringing together individuals with different backgrounds, experiences and perspectives, we enhance our capacity to innovate, make balanced decisions and respond to the changing expectations of stakeholders and markets.

The Group also maintains a strict zero-tolerance stance against discrimination, harassment and any form of unfair treatment. All employees are expected to uphold a respectful and inclusive workplace culture by recognising and valuing cultural differences and the individuality of every colleague.

Gender Balance

The Group supports greater gender representation across all levels of the organisation, while recognising that workforce composition is influenced by the operational nature of our businesses and the cultural environments in which we operate. As of FYE2026, the Group recorded 316 female employees out of a total workforce of 1,587 employees, which equates to 19.9% of the total headcount (FYE2025:19.5%).

Female representation within our plantation operations remains comparatively lower, largely due to the nature of certain estate-based roles. Positions such as harvesters, truck drivers and tractor operators are traditionally male dominated, as they typically involve more physically intensive tasks. In FYE2026, women accounted for 217 of the Plantation Division's 1,387 employees, 91 of the Manufacturing Division's 181 employees and 8 of Head Office's 19 employees.

Achieving stronger gender representation requires ongoing commitment and a willingness to address traditional perceptions surrounding certain job roles. The Group therefore focuses on creating an inclusive workplace where female employees are supported in their professional development and given opportunities to grow within the organisation. Through these efforts, we aim to expand the participation of women across our workforce while building a stronger and more diverse leadership pipeline for the future. While the Group has not yet set formal gender representation targets, it will keep this area under review as its data and reporting mature, supported by inclusive recruitment, succession planning for high-potential female employees and measures to make estate-based roles more accessible, including continued mechanisation and the childcare and family support already provided at PTNJL.

New Hires

The Group hired 262 new employees in FYE2026, compared with 412 in the previous year. Recruitment was concentrated mainly within the Plantation Division, which accounted for 98.9% of all new hires. By geography, 121 employees were hired in Malaysia and 141 in Indonesia. In both markets, recruitment was primarily driven by operational requirements, particularly harvesting activities at the estates. Of the total new hires, 96.9% were male, while 4.6% were appointed on a permanent basis.

To support their transition into the organisation, all new employees undergo an orientation programme that introduces them to the Company's operations, workplace policies and job expectations. They are also provided with an Employee Handbook outlining the terms of employment and the professional standards expected across the organisation. These onboarding initiatives help new hires understand FimaCorp's values, encourage early engagement and support the Group's long-term workforce development efforts.

	FYE2026	FYE2025	FYE2024
Total New Hire	262	412	445
New Hire Rate (%)	**16.5**	**24.3**	**27.1**

Sustainability Report

Turnover

The Group had 283 employee turnover cases in FYE2026, with 95.8% occurring within the Plantation Division. Although the Plantation Division continued to account for the majority of turnover cases, its turnover rate improved to 19.5% from 23.1% in FYE2025 and remained within the YTD KPI threshold. At Group level, total turnover cases decreased by 19.4% year-on-year, while the turnover rate improved to 17.8% from 20.7% previously. Turnover was mainly among male, contract and non-executive employees, and was concentrated in Indonesia.

	FYE2026	FYE2025	FYE2024
Number of Turnover	283	351	424
Turnover Rate (%)	**17.8**	**20.7**	**25.8**

Headcount	FYE2026			FYE2025			FYE2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total Headcount	1,271	316	**1,587**	1,363	331	**1,694**	1,294	350	**1,644**
By Employment Status:									
Permanent	682	305	**987**	729	322	**1,051**	716	340	**1,056**
Temporary	589	11	**600**	634	9	**643**	578	10	**588**
By Region:									
Malaysia	604	173	**777**	585	180	**765**	542	191	**733**
Indonesia	667	143	**810**	778	151	**929**	752	159	**911**
By Age Group:									
<30	311	31	**342**	386	46	**432**	346	50	**396**
30-50	837	213	**1,050**	878	223	**1,101**	825	238	**1,063**
>50	123	72	**195**	99	62	**161**	123	62	**185**
By Employee Category:									
Senior Management	4	1	**5**	4	1	**5**	4	1	**5**
Management	22	5	**27**	21	5	**26**	21	14	**25**
Executive	39	16	**55**	42	15	**57**	44	16	**60**
Non-Executive	1,206	294	**1,500**	1,296	310	**1,606**	1,225	329	**1,554**
By Division:									
Head Office	11	8	**19**	16	7	**23**	11	7	**18**
Plantation	1,170	217	**1,387**	1,237	232	**1,469**	1,167	257	**1,424**
Manufacturing	90	91	**181**	110	92	**202**	116	86	**202**
By Nationality:									
Malaysian	270	173	**443**	324	180	**504**	354	189	**543**
Indonesian	709	143	**852**	832	151	**983**	804	161	**965**
Bangladeshi	171	0	**171**	177	0	**177**	131	0	**131**
Indian	121	0	**121**	30	0	**30**	5	0	**5**

Sustainability Report

New Hires	FYE2026		FYE2025		FYE2024	
	Total New Hire	New Hire Rate	Total New Hire	New Hire Rate	Total New Hire	New Hire Rate
Total Headcount	262	16.5%	412	24.3%	445	27.1%
By Gender:						
Male	254	20.0%	403	29.6%	440	34.0%
Female	8	2.5%	9	2.7%	5	1.4%
By Employment Status:						
Permanent	12	1.2%	41	3.9%	59	5.6%
Temporary	250	41.7%	371	57.7%	386	65.6%
By Region:						
Malaysia	121	15.6%	121	15.8%	189	25.8%
Indonesia	141	17.4%	291	31.3%	256	28.1%
By Age Group:						
<30	130	38.0%	197	45.6%	235	59.3%
30-50	130	12.4%	205	18.6%	205	19.3%
>50	2	1.0%	10	6.2%	5	2.7%
By Employee Category:						
Senior Management	0	0.0%	0	0.0%	0	0.0%
Management	0	0.0%	1	3.8%	0	0.0%
Executive	2	3.6%	2	3.5%	3	5.0%
Non-Executive	260	17.3%	409	25.5%	442	28.4%
By Division:						
Head Office	0	0.0%	1	4.3%	0	0.0%
Plantation	259	18.7%	405	27.6%	442	31.0%
Manufacturing	3	1.7%	6	3.0%	3	1.5%
By Nationality:						
Malaysian	13	2.9%	46	9.1%	64	11.8%
Indonesian	156	18.3%	303	30.8%	257	26.6%
Bangladeshi	0	0.0%	35	19.8%	122	93.1%
Indian	93	76.9%	28	93.3%	2	40.0%

Sustainability Report

Turnover	FYE2026		FYE2025		FYE2024	
	Total Turnover	Turnover Rate	Total Turnover	Turnover Rate	Total Turnover	Turnover Rate
Total Headcount	283	17.8%	351	20.7%	424	25.8%
By Gender:						
Male	270	21.2%	324	23.8%	388	30.0%
Female	13	4.1%	27	8.2%	36	10.3%
By Employment Status:						
Permanent	111	11.2%	127	12.1%	152	14.4%
Temporary	172	28.7%	224	34.8%	272	46.3%
By Region:						
Malaysia	53	6.8%	104	13.6%	121	16.5%
Indonesia	230	28.4%	247	26.6%	303	33.3%
By Age Group:						
<30	119	34.8%	159	36.8%	194	49.0%
30-50	157	15.0%	185	16.8%	224	21.1%
>50	7	3.6%	7	4.3%	6	3.2%
By Employee Category:						
Senior Management	0	0.0%	0	0.0%	0	0.0%
Management	2	7.4%	0	0.0%	0	0.0%
Executive	0	0.0%	4	7.0%	3	5.0%
Non-Executive	281	18.7%	347	21.6%	421	27.1%
By Division:						
Head Office	0	0.0%	2	8.7%	0	0.0%
Plantation	271	19.5%	340	23.1%	417	29.3%
Manufacturing	12	6.6%	9	4.5%	7	3.5%
By Nationality:						
Malaysian	44	9.9%	87	17.3%	101	18.6%
Indonesian	237	27.8%	261	26.6%	309	32.0%
Bangladeshi	1	0.6%	3	1.7%	14	10.7%
Indian	1	0.8%	0	0.0%	0	0.0%

Sustainability Report

LABOUR RELATIONS

GRI 2-26, 401-2, 402-1, 404-1, 404-2, 404-3, 407-1

Employee Development and Growth

We support the growth and development of our employees through internal and external training programmes, job rotation and opportunities for internal career advancement. Dedicated training budgets are allocated annually across our business units to support activities such as workshops, technical courses and professional seminars. These programmes are aimed at strengthening both job-specific expertise and broader capabilities required to meet evolving business needs. In FYE2026 for example, our sustainability reporting team attended various training sessions on topics such as IFRS S1 and S2, emerging ESG reporting landscape trends within Malaysia, and the transition from ISO 14001:2015 to the newly published ISO 14001:2026 Environmental Management System standard, including the applicable transition timeline for organisations to update their certification to the new edition.

The average training hours per employee increased to 6.29 hours, compared with 3.45 hours in FYE2025. By division, Manufacturing recorded the highest average training hours at 23.62 hours per employee, while Senior Management recorded the highest average training hours by employee category at 40.40 hours per employee. Training was delivered through on-the-job learning, external training and targeted upskilling programmes. These initiatives support employee competency development, career progression, while strengthening the Group's succession planning and long-term workforce development.

	FYE2026	FYE2025	FYE2024
Total Training Hour	9,979	5,840	4,770
Average Training Hour per Employee	6.29	3.45	2.90
Average Training Days per Employee *(based on standard 8 hour working day)*	0.79	0.43	0.36

Training Hours	FYE2026		FYE2025		FYE2024	
	Total Training Hour	Average Training Hour	Total Training Hour	Average Training Hour	Total Training Hour	Average Training Hour
By Gender:						
Male	7,747	6.10	4,488	3.29	3,926	3.03
Female	2,232	7.06	1,352	4.08	844	2.41
By Employee Category:						
Senior Management	202	40.40	66	13.20	148	29.60
Management	946	35.04	740	28.46	873	34.92
Executive	1,667	30.31	1,362	23.90	983	16.38
Non-Executive	7,164	4.78	3,672	2.29	2,766	1.78
By Region:						
Malaysia	6,903	8.88	4,588	6.00	3,487	4.76
Indonesia	3,076	3.80	1,252	1.35	1,283	1.41
By Division:						
Head Office	288	15.16	168	7.30	275	15.28
Plantation	5,415	3.90	3,772	2.57	3,291	2.31
Manufacturing	4,276	23.62	1,900	9.41	1,204	5.96

Sustainability Report

Benefits and Remuneration

FimaCorp maintains a fair and comprehensive remuneration framework that takes into account local operating conditions, role requirements, market practices and applicable regulatory requirements. Employee benefits are provided through both Group-wide and division-specific schemes, administered in compliance with applicable national labour laws, including minimum wage regulations.

The Group supports equitable pay practices and equal remuneration for work of equal value. Remuneration decisions are guided by role scope, responsibilities, skills, performance and relevant market benchmarks, with no gender-based disparities in compensation across our operations, with the aim of supporting fairness, consistency and internal equity across the Group. Employees who work beyond their designated working hours are compensated for overtime in accordance with applicable labour legislation and internal employment policies.

During the financial year, the Group engaged an external consultant to conduct a salary review and benchmarking exercise of its remuneration structure. The exercise assessed the Group's remuneration practices against relevant industry standards and market trends. The consultant's recommendations were taken into account for the FYE2026 performance review process.

Following the review, the Group is aligning its salary structure to strengthen external competitiveness while maintaining internal equity. This includes the realignment of salary bands and adjustments to minimum, midpoint and maximum salary ranges, where appropriate, to reflect role responsibilities, skills requirements and market value across specialised, operational, non-operational and business-critical roles. The findings are also being used to support the on-going enhancement of the Group's performance-linked reward framework, including the alignment of annual salary increments and incentive payments with organisational performance and individual Key Performance Indicators (KPIs). These measures reinforce a fair, transparent and performance-driven approach to remuneration while supporting employee engagement, retention and long-term workforce sustainability.

Our remuneration structure comprises both fixed and variable components, with compensation determined based on employees' qualifications, experience, performance and job responsibilities.

Through competitive compensation, benefits and development opportunities, we aim to support our employees in their personal and professional development while fostering a productive and engaged workforce. This approach helps strengthen employee motivation, enhance retention and supports the Group's long-term workforce needs.

In Indonesia, our subsidiary PTNJL provides additional support for workers and their families. This includes free transportation for workers' children to nearby schools, as well as a company-subsidised crèche that offers safe and convenient childcare for plantation staff and workers. These initiatives have helped encourage greater participation of women in the workforce at PTNJL while enabling employees to better manage their work and family commitments.

Performance Review

Performance management forms an integral part of FimaCorp's performance-driven culture. All employees undergo annual performance appraisals, which include feedback discussions, the identification of development areas and recommendations for relevant training. Assessments are conducted against key performance indicators that correspond to each employee's role and responsibilities.

The outcomes of these evaluations guide decisions on salary adjustments, bonuses and potential career advancement opportunities. In FYE2026, the performance appraisal process covered 100% of employees across the Group.

Employee Engagement

FimaCorp supports employee engagement through workplace communication, employee activities and welfare support. These efforts are intended to help employees remain informed, connected and supported across the organisation.

Sustainability Report

Employees are kept informed of key organisational developments through our Human Resources departments and regular engagement with line managers. This provides channels for communication and feedback, while supporting a more responsive working environment.

The Group also organises various social activities, including family days, sports events and festive celebrations, to encourage interaction among employees and strengthen team cohesion. In addition, we support the well-being of employees and their families by providing financial assistance and essential aid to those affected by natural disasters or chronic illnesses.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

GRI 2-26, 407-1

FimaCorp respects employees' rights to freedom of association and collective bargaining, in accordance with applicable labour laws in the countries where we operate. We maintain open and constructive engagement with labour unions and employee representatives, ensuring that discussions and negotiations are conducted in good faith and with mutual respect. Our collective agreements play an important role in safeguarding employee rights and cover key areas such as grievance and disciplinary procedures, paid leave entitlements, maternity benefits, severance arrangements, salary administration and performance management.

In Indonesia, our subsidiary PTNJL has established a Lembaga Kerjasama Bipartit, a joint committee that facilitates regular dialogue between workers and management on workplace matters, including industrial relations and employee welfare.

As at 31 March 2026, 3.1% of our workforce were union members. During FYE2026, there were no reported cases involving violations of employees' rights to freedom of association or collective bargaining across our operations and supply chain.

Grievance Procedures

The Group is committed to maintaining high standards of integrity, accountability and transparency in all aspects of its operations. Regular training and awareness programmes are conducted to reinforce FimaCorp's zero-tolerance stance towards discrimination and harassment in the workplace and to ensure employees are aware of their rights and the available reporting channels.

The Group Whistle-blowing Policy provides employees and external parties with a secure and confidential mechanism to report suspected misconduct, including concerns relating to human rights violations, workplace discrimination or harassment and other unethical or unlawful behaviour, without fear of retaliation. Reports may be submitted via email to whistleblowing@fimacorp.com and the Whistle-blowing Policy is publicly available on the Group's website, http://www.fimacorp.com.my/service-provider.html.

Reported cases are investigated by the GIA and Group Human Resource Departments. Where misconduct is substantiated, appropriate disciplinary actions may be taken, including warnings, suspension or termination of employment. Matters reported through the whistleblowing channel are overseen by the ARC.

	FYE2026	FYE2025	FYE2024
Harassment cases reported through formal reporting channels	0	2	0
Cases / complaints reported through the whistleblowing channel	2	1	0
Total cases resolved	**2**	**3**	**0**

Beyond our internal governance frameworks, the Group's Malaysian estates, operate under the Malaysian Sustainable Palm Oil ("MSPO") certification scheme, which includes stringent requirements relating to governance practices, grievance handling mechanisms and ethical business conduct.

During FYE2026, there were no harassment cases reported through formal reporting channels, compared with two cases in FYE2025. Two cases were reported through the whistleblowing channel, compared with one case in the previous year. Both whistleblowing cases were resolved during the year.

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HUMAN RIGHTS

GRI 409-1, 412-2

FimaCorp is committed to respecting human rights across all areas of our operations. Our policies strictly prohibit forced, bonded or involuntary labour and we take active measures to ensure compliance with legal requirements relating to minimum working age, working hours and fair treatment of employees. We are also committed to maintaining safe and healthy working environments while respecting employees' rights to freedom of association, collective bargaining and access to grievance mechanisms.

We extend these expectations to our vendors and service providers, requiring them to uphold the same ethical standards and comply with our human rights principles throughout their operations and supply chains.

Monitoring and Accountability

Human rights considerations are incorporated into the routine audit scope conducted by Group Internal Audit across all divisions. These reviews focus on key risk areas such as working hours, wages and labour practices, with the aim of identifying compliance gaps and providing management with recommendations for corrective action where necessary. Beyond internal reviews, our operations are also subject to periodic assessments by external parties, including regulatory authorities, certification bodies and customers, to ensure continued compliance with legal requirements, contractual obligations and stakeholder expectations.

Zero Tolerance for Forced, Bonded, and Child Labour

FimaCorp adopts a zero-tolerance approach towards forced labour, bonded labour and child labour across both our operations and our wider supply chains. All employment relationships within the Group must be voluntary and free from coercion, deception or intimidation. To uphold these standards, each division and business unit, supported by their respective human resources teams, implements structured recruitment procedures to verify that all workers, whether permanent or temporary, meet the legal minimum working age at the time of employment. Employee records together with supporting identification documents are securely maintained in our HR information systems throughout the duration of employment.

The Group also exercises due diligence in its business relationships and does not knowingly engage with any parties associated with slavery, forced labour, or the exploitation of children. Our expectations are clearly communicated to those in our value chain; suppliers, vendors and business partners are required to comply with our ethical and human rights standards and must provide a formal declaration confirming their adherence to these requirements. Any failure to meet these expectations may result in serious consequences, including the suspension or termination of the business relationship.

Personal Data Protection

FimaCorp is committed to protecting the privacy and personal data of its employees, job applicants, contractors, customers, suppliers and other stakeholders. Personal data is collected, processed, stored and retained for legitimate business, employment, operational and regulatory purposes, and in accordance with applicable data protection requirements.

Access to personal data is restricted to authorised personnel based on relevant roles and responsibilities. The Group has established controls and procedures to safeguard personal data against unauthorised access, misuse, disclosure, alteration or loss.

The Group applies data management practices, access controls and internal procedures to maintain the confidentiality, integrity and security of personal information entrusted to us.

Ethical Recruitment and Protection of Guest Workers

In FYE2026, the Malaysia Plantation Division recorded 339 guest workers, compared with 266 in FYE2025. Recognising that migrant workers may face heightened risks of exploitation and modern slavery, we place strong emphasis on protecting their rights and welfare throughout their employment with the Group.

Guest worker recruitment follows legally approved processes recognised by Malaysian authorities and the respective countries of origin. The Group adopts a direct hiring approach and requires all authorised recruitment agents to adhere contractually to our code of conduct, which prohibits any form of unethical recruitment practice. To ensure transparency, interviews are conducted in person within the source countries. Employment terms are communicated clearly before departure, with contracts translated into the workers' native languages. During these briefings, our representatives are present to ensure that workers fully understand the terms of employment and provide their consent before signing.

All recruitment expenses are borne by the Group, including costs related to work permits, levies, travel arrangements and medical examinations conducted under the Foreign Workers' Medical Examination Monitoring Agency ("FOMEMA"). Workers retain full possession of their passports and personal identification documents at all times. Upon arrival in Malaysia,

Sustainability Report

accommodation is arranged for guest workers in designated living quarters that provide comfortable facilities, including internet access, recreational areas and spaces for religious practice.

To support their transition, guest workers are provided with financial assistance upon arrival and the Group ensures that their basic needs are met before they receive their first salary. This helps ease their adjustment to a new environment and provides essential support during the initial period of employment.

OCCUPATIONAL SAFETY AND HEALTH ("OSH")

GRI 403-1, 403-2, 403-4, 403-5, 403-9

FimaCorp places strong emphasis on safeguarding the health and safety of our workforce. Across our operations, we uphold a zero-harm philosophy that promotes safe and healthy working environments for all employees. Division heads are responsible for ensuring compliance with applicable OSH regulations and overseeing the implementation of structured safety management frameworks. Each division and business unit is also supported by designated OSH coordinators, in line with regulatory requirements.

We take a preventive and structured approach to OSH by prioritising early identification of workplace risks and implementing appropriate mitigation measures. Continuous monitoring and improvement of our safety practices enable us to manage potential hazards more effectively. Through these efforts, we aim to foster a strong safety culture across the organisation that protects our employees, reduces the likelihood of incidents and supports stable business operations.

Workplace safety is supported through the provision of essential safety infrastructure across our facilities, including first aid kits, firefighting equipment and spill containment controls. The Group also implements structured safety programmes and established emergency response procedures to ensure that workplace hazards are managed in a timely manner. Safety awareness is reinforced through daily briefings conducted at all worksites, while employees are required to wear personal protective equipment (PPE) whenever their tasks involve potential risks. Contractors are also required to attend comprehensive safety, health and environmental briefings prior to entering our facilities so that they fully understand and comply with the Group's safety requirements.

Maintaining workforce readiness is equally important in supporting our OSH commitments. To achieve this, the Group conducts periodic refresher training sessions to update employees on safety policies, operational guidelines and safe work procedures. These efforts help strengthen safety awareness, encourage proactive risk management and reinforce shared accountability for workplace safety.

OSH Performance, Awareness and Training

In FYE2026, the Group had 24 recordable work-related injuries and zero work-related fatalities. The Group's accident rate increased to 14.82 from 12.04 in FYE2025, while LTIFR increased to 6.94 from 5.73. The severity rate also increased to 65.65 from 56.99. These results indicate the need for continued improvement in hazard identification, worksite supervision and safety controls across operational sites.

The Group continues to reinforce OSH awareness and accountability through Health and Safety Committees established within each division, with representation from both management and employees. These committees oversee workplace safety matters, review incident reports, support accident investigations and address health and safety concerns. Outcomes from serious incident investigations and related corrective actions are communicated to divisional management, allowing lessons learned to be shared across the Group. Across our facilities, plants and terminals, the Group implements programmes covering preventive maintenance, timely repairs and, where required, replacement of equipment or infrastructure. Periodic safety audits are also conducted to assess compliance with established standards and identify areas for improvement. Divisions further support workplace safety through safety campaigns, emergency response drills and reviews of standard operating procedures, taking into account the risk profile and regulatory requirements of their respective operations.

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To strengthen employee capability, the Group provides general and specialised OSH training covering areas such as hazard identification, risk assessment, cardiopulmonary resuscitation (CPR), first aid and compliance with occupational safety and health regulations. During FYE2026, 258 employees participated in training covering these areas.

PTNJL has embedded daily safety briefings at all critical worksites as part of routine site management. Newly recruited employees are also required to complete mandatory safety training covering operational procedures as well as the correct handling of tools and personal protective equipment before commencing their duties.

PTNJL continues to maintain its Sistem Manajemen Keselamatan dan Kesehatan Kerja ("SMK3") certification, an Indonesian national occupational health and safety management system comparable to the internationally recognised OHSAS 18001:2007 standard. Maintaining this certification reflects PTNJL's continued compliance with local regulatory requirements and its alignment with recognised occupational health and safety management practices.

	FYE2026	FYE2025	FYE2024
Recordable Work-related Injuries	24	20	45
Injuries by Absent Days	227	199	716
Total Working Hours	3,457,696	3,491,664	3,544,112
Accident Rate*	14.82	12.04	27.37
Lost Time Injury Frequency Rate ("LTIFR")**	6.94	5.73	12.70
Fatalities	0	0	1

* *Accident rate indicates the number of injuries per 1,000 workers*
** *LTIFR indicates the number of injuries per 1,000,000-man hours*

Hazard Identification, Risk Assessment and Risk Control

Occupational Safety and Health is managed through a structured framework based on our Hazard Identification, Risk Assessment and Risk Control ("HIRARC") system. This framework forms an integral part of our operational processes and is aligned with the general duties set out under the Occupational Safety and Health Act 1994 (Act 514), providing a strong foundation for managing workplace risks across the organisation.

The HIRARC framework is embedded within both operational planning and day-to-day activities to ensure that risk management practices are applied consistently. When a hazardous incident occurs, a clear and systematic response protocol is followed:

1. **Incident Reporting**
The employee identifies and reports the hazard or incident to the Person in Charge within their respective unit.

2. **Documentation and Escalation**
The Person in Charge records the details of the incident and escalates it to the Safety, Health and Environment ("SHE") Manager.

3. **Regulatory Reporting**
The SHE Manager files a formal report with the Department of Occupational Safety and Health ("DOSH") within seven days of the incident.

4. **Investigation**
A detailed investigation is carried out by the SHE Manager, in consultation with members of the Occupational Safety and Health Committee, to determine the root cause of the incident.

5. **Risk Mitigation Recommendations**
The Safety and Health Committee reviews the investigation findings and proposes appropriate measures to manage and reduce future risks.

6. **Implementation of Corrective Actions**
Corrective actions are put in place to prevent the recurrence of similar incidents.

7. **Management Review**
A detailed report covering the incident, findings, and follow-up actions — is presented to management for review and further oversight.

COMMUNITY

GRI 203-2, 413-1

Community engagement initiatives are guided and implemented by our respective business units to ensure that value is delivered in ways that align with their operational needs and the cultural context of the communities they serve.

Sustainability Report

Social Impact Assessment – Engaging Communities

AT A GLANCE

Estates
Ladang FCB Kuala Betis & Ladang FCB Aring

Period
October 2025 - April 2026

Method
Desktop review, stakeholder consultations, field assessments, analysis, and report preparation.

For our plantation operations, responsible management extends beyond yield and productivity; it is also about understanding how our activities affect the people who live and work around our estates.

Social Impact Assessments (SIAs) were undertaken at Ladang FCB Kuala Betis and Ladang FCB Aring between October 2025 and April 2026, comprising desktop review, stakeholder consultations, field assessments, analysis and report preparation. The assessments were conducted in collaboration with MDV Management Sdn Bhd, a plantation advisory and management consultancy providing environmental and social impact assessment services. The assessment adopted a structured and objective approach to identify social issues, understand stakeholder perspectives and evaluate the actual and potential social impacts associated with estate operations.

Stakeholder engagement formed a key component of the assessment process and was undertaken through interviews, focus group discussions (FGDs), key informant interviews (KIIs) and field observations. Stakeholders consulted included estate management, local and foreign workers, female workers, contractors, nearby communities, relevant government agencies and Orang Asli communities at Ladang FCB Kuala Betis. These engagements provided stakeholders with opportunities to share their views, raise concerns and contribute to the assessment process. Consultations with the Orang Asli communities were conducted in a manner consistent with the principles of Free, Prior and Informed Consent (FPIC), ensuring that participation was voluntary, informed and respectful of community perspectives.

The SIAs gave FimaCorp a clearer and more structured understanding of stakeholder priorities across both estates. At Ladang FCB Kuala Betis, workers shared practical suggestions relating to day-to-day estate living, including a preference for water dispensers to complement the bottled drinking water currently provided. They also raised suggestions on waste collection arrangements and the continued upkeep and refurbishment of worker housing. Engagement with nearby Orang Asli communities also provided useful feedback. Community members noted FimaCorp's regular communication through WhatsApp, which has helped keep them informed of estate developments and supported

> *"FIMA is considering regular community engagement sessions as a practical way to maintain open communication, better understand local priorities and strengthen long-term relationships"*

ongoing trust and familiarity between the estate and the surrounding communities. They also welcomed opportunities for direct engagement, including their visit to the Kuala Betis estate office during the assessment, which reinforced the value of face-to-face dialogue.

Building on this engagement, FimaCorp is considering regular community engagement sessions as a practical way to maintain open communication, better understand local priorities and strengthen long-term relationships. The feedback gathered through the SIAs has also been used to develop estate-level Social Management Plans for both estates. These plans set out follow-up actions, responsible parties, indicative timelines and monitoring arrangements to help ensure that stakeholder feedback is considered in estate operations and community engagement.

Sustainability Report

Community Engagement and Investments

Our community engagement efforts and investments are directed towards issues that influence the well-being and development of the communities where we operate. To address these priorities, FimaCorp implements programmes across our key focus areas: education, economic empowerment, environment and community:

- **Local Employment, Internships and Training**

  Since 2018, a total of 127 university graduates completed an eight-month workplace attachment with the Group's Malaysian operations through the Protégé programme. The programme provides practical exposure, job-specific skill development, as well as allowances and employee benefits. In addition, 19 vocational students specialising in agriculture and business from a local institution in Nunukan undertook a six-month internship at PTNJL, gaining hands-on experience in plantation operations. Efforts are also underway to enhance the capabilities of workers in our oil palm plantations as harvesting activities increasingly incorporate mechanisation. This transition supports a higher land-to-labour ratio and improved productivity while also enhancing worker well-being by reducing physical strain and creating opportunities for potentially higher earnings.

- **Water Treatment and Distribution**

  PTNJL treats and distributes water sourced from its own catchment area to neighbouring villages, supporting daily household needs as well as irrigation activities.

- **Sustainable Energy Utilisation**

  At PTNJL's palm oil mill, biomass by-products such as mesocarp fibre and palm shells are utilised to generate renewable energy. The electricity produced is used to power surrounding facilities, including workers' quarters, schools, government buildings and mosques.

- **Platform Konsultasi dan Komunikasi**

  This platform serves as a communication channel between our Plantation division's Malaysian estates and local stakeholders, strengthening engagement with surrounding communities and fostering closer collaboration.

PT Nunukan Jaya Lestari, Kalimantan Utara

Our Business

Our Alignment to SDGs

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

Sustainability Report

Strategic Commitments

- Upholding Responsible Business Practices Guided by Corporate Values
- Integrating Sustainable Practices for Maximum Benefits to Business and Society
- Zero Tolerance for Fraud, Bribery and Corrupt Practices
- Promoting Transparency and Sustainability in Supply Chains

RESPONSIBLE BUSINESS PRACTICES

GRI 201- 1

We conduct business in an ethical and responsible manner that aligns with our corporate values. These values also guide our employees to act with integrity, accountability and a strong sense of responsibility in all that they do. By fostering a culture of care for our work, our colleagues and our stakeholders, we aim to build a business that is both respectful and responsible. We treat all stakeholders with dignity and respect and expect the same standards of conduct in return.

We maintain a robust set of policies to ensure compliance with all applicable national and international statutory and regulatory requirements, as well as relevant international conventions and treaties. These policies address key ESG aspects of our operations and guide both our strategic direction and day-to-day decision-making. We regularly review and update them to reflect evolving sustainability priorities and stakeholder expectations.

Shaping Sustainability: Our Sustainability Policy Statements

In FYE2025, we enhanced our ESG governance framework by developing our 'Sustainability Policy Statements'. This is a guide that articulates all our sustainability and business-related practices across the Group, encompassing several key areas such as:

1. **Corporate Governance:** Describes our procedures surrounding ethical conduct, accountability in our operations and how we setup our oversight mechanisms.
2. **Environmental:** Outlines our commitments towards minimising the environmental impact of our operations. The statements also describe our compliance with laws, regulatory requirements, while keeping our employees trained and informed on environmental awareness. We will also engage our local communities, suppliers and vendors to ensure our supply chain remains aware on any emerging environmental stewardship expectations.
3. **Employee Safety and Well-being:** Provides clear direction for all employees on our adherence to all applicable regulations, guidelines and procedures pertaining to occupational safety and health.
4. **Good Social Practices:** Formalises our commitments to the core conventions of the International Labour Organisation and laws applicable to our operations. Our commitments towards our employees are included by providing fair, safe and healthy working environments, and respecting our employees' right to collective bargaining. We also support a 'social license to operate' through open communication with local stakeholders and communities. We also reaffirm our rejection of any form of slavery, forced or child labour.
5. **Quality:** Formalises our commitments towards quality products and services while fostering a culture of continuous improvement.
6. **Supply Chain:** Guides our employees on our commitment to compliance, anti-bribery and anti-corruption measures, traceability, transparency and monitoring of grievances or violations across our supply chain.
7. **Review and Governance:** The Policy Statement shall be reviewed annually or as necessary by the Group Sustainability Committee supported by all relevant departments.

Through this document, we establish clear expectations and standards that govern the conduct of our businesses, employees, suppliers and business partners.

ANTI-BRIBERY AND CORRUPTION

GRI 205-2, 205-3

We uphold high ethical standards in the way we conduct our business and maintain a zero-tolerance stance against fraud, bribery and corruption. All interactions across our operations are expected to be carried out with professionalism, fairness and integrity.

As described in our Group-wide policies, officers, employees, agents and service providers are prohibited from offering, soliciting or accepting any gifts or benefits that may be perceived as conferring an unfair advantage. This includes any form of exchange intended to secure favours or obtain improper privileges. This policy promotes transparency and accountability across all business dealings. Any breach will result in appropriate disciplinary action, which may include termination of employment or business relationships, in order to maintain compliance and uphold our commitments.

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To reinforce these ethical standards in our operations, contracts with vendors and service providers include anti-bribery clauses to ensure that our expectations for ethical conduct extend throughout our value chain. We also equip our employees with the necessary awareness through structured training programmes. All new hires receive anti-bribery training as part of their onboarding and periodic refresher sessions are organised to keep employees informed of emerging bribery risks and the importance of ethical conduct.

We regularly update our training materials to address emerging risks and regulatory developments. During the year, the Group conducted integrity and workplace awareness training for the Group's employees through on-site and hybrid sessions, covering anti-bribery policies and critical workplace topics, including child labour, bullying, sexual harassment, grievance procedures and cybersecurity awareness. A total of 147 participants attended these sessions. The training also helped employees, including managers and supervisors, understand the available reporting and escalation channels should such issues arise, such as whistleblowing email, reporting to line managers or other established internal channels.

In addition, we periodically review authority limits to strengthen oversight and reinforce our internal controls. Employees are required to confirm their compliance with the Group's Anti-Bribery Policy annually. The policy, which is available on the Company's website, clearly states that every employee has a shared responsibility to prevent and detect fraud, bribery and corruption. Any suspected incidents must be reported promptly and will be investigated thoroughly and timely manner. To support these measures, we have also implemented a Whistle-blowing Policy that safeguards the confidentiality of individuals who report misconduct. The policy sets out clear procedures for handling, investigating and following up on reports of non-compliance.

VALUE DISTRIBUTION TO OUR STAKEHOLDERS

GRI 201-1, 201-3, 203-2

We take pride in supporting the communities in which we operate and in contributing to the economies of our host countries through the taxes we pay, both directly and indirectly. These fiscal contributions encompass include local and government taxes, social security contributions on employee wages, sales and services tax (SST), customs duties and property taxes.

	FYE2026	FYE2025	FYE2024
Revenue	RM209.18 million	RM236.79 million	RM206.75 million
Employee Wages and Benefits	RM50.72 million	RM49.63 million	RM47.22 million
Taxes Paid	RM18.28 million	RM19.78 million	RM19.02 million
Dividends	RM29.62 million	RM29.63 million	RM29.64 million
Number of Employees	1,587	1,694	1,644
Community Investments	RM0.36 million	RM0.14 million	RM0.32 million

Through these contributions, we support broader economic development by enabling the provision of essential public services and infrastructure that benefit the wider community. In Malaysia, our responsibilities as an employer also include statutory contributions to the Employee Provident Fund ("EPF") and the Social Security Organisation ("SOCSO") in accordance with applicable laws.

CYBER AND DATA SECURITY

GRI 418-1

We safeguard our digital infrastructure by ensuring that antivirus and firewall systems are regularly updated to protect sensitive information, secure IT networks, and preserve the reliability of communication platforms across all divisions. Each division, including the Head Office, operates its own dedicated IT network and team responsible for managing technology-related risks and serving as the first line of defence against potential cyber threats.

To strengthen these safeguards, our IT teams perform daily monitoring of system activities using automated reporting tools that analyse network traffic and flag potential security risks. This is complemented by multiple layers of controls, including routine system screenings and spam filtering mechanisms, to further reduce exposure to threats. Throughout the year, the Group did not experience any material incidents related to phishing or malware attacks.

Sustainability Report

Our cybersecurity framework is subject to regular vulnerability assessments to identify and address potential risks in a timely manner. Protecting the confidentiality and integrity of data remains a key priority, supported by access controls and monitoring measures that guard against unauthorised access, data breaches and the unlawful manipulation of information. Any suspected breach or violation is treated with utmost seriousness and investigated promptly. We periodically review and enhance our data protection measures to ensure our framework keeps pace with an evolving threat landscape.

SUSTAINABLE AND TRACEABLE SUPPLY CHAIN

GRI 2-6, 204-1

Supporting local suppliers and entrepreneurs remain an important part of our procurement approach. We prioritise sourcing goods and services locally wherever possible. In Malaysia and Indonesia, 85.2% and 97.2% of contracts for goods and services are awarded to small and medium-sized local companies respectively. This approach helps stimulate local economic development and reduces the carbon footprint associated with our supply chain.

However, certain specialised materials and components, such as security printer inks and heavy equipment spare parts, are not always available from local sources and must therefore be imported. In situations where local procurement is not feasible, we conduct our sourcing through a transparent, competitive, and fair process to ensure integrity in our procurement practices. Going forward, the Group intends to deepen its commitment to local sourcing by prioritising suppliers not only within the countries we operate in, but also within the immediate communities surrounding our operations.

Percentage of Local & Foreign Suppliers (%)

Beyond procurement, the Group also consider how sustainability-related risks and opportunities may affect our upstream and downstream value chain. For the Plantation Division, this includes estate operations, PTNJL's palm oil mill activities, suppliers, transportation arrangements, logistics and customers. For Manufacturing, this includes raw material sourcing, specialised inputs, production activities, information security, customer requirements and delivery commitments. Together, these considerations help the Group manage potential impacts on supply continuity, operating efficiency, procurement costs, customer confidence and Scope 3 emissions.

Innovation and Technology

Technology and process innovation play an integral role in helping the Group manage efficiency, quality and operational risks. Across the Group, these efforts focus on improving day-to-day processes, using resources more effectively and responding to changing business requirements.

Within the Manufacturing Division, digital printing capabilities support more flexible production by enabling shorter print runs and closer alignment with actual demand. The use of water-based inks and plateless printing also reduces reliance on conventional printing plates and related process materials.

In the Plantation division, geospatial technologies such as Global Positioning System (GPS) and Geographic Information System (GIS) support accurate planning and data-driven decision-making in areas

Sustainability Report

including road construction and terrace positioning. Satellite imagery is used to map new estate developments and assist in tree counting, enabling optimisation of planting density, while drones are deployed for estate surveillance and wildlife monitoring.

At PTNJL, the ConSite application remotely monitors the performance and condition of heavy machinery — providing near real-time insights into machine usage, fuel consumption and fault alerts — enabling a more preventive, data-driven approach to asset management. The Division is also upgrading its plantation management system Group-wide, which over time is expected to give management better visibility of resource use, operating performance and environmental indicators. Together with the Group's work on climate scenario analysis, this ongoing digitisation will help the Group better understand longer-term risks and make more informed decisions.

UPHOLDING QUALITY, STANDARDS AND CERTIFICATIONS

GRI-417-1, 417-2

Safety and quality standards form an integral part of our operational practices. We maintain the relevant certifications while monitoring industry developments and regulatory changes to ensure our processes remain aligned with current requirements and stakeholder expectations.

Plantation

All Malaysian estates have maintained Malaysian Sustainable Palm Oil ("MSPO") certification continuously since FYE2020. This certification is renewed annually across all estates to ensure continued compliance and operational readiness. In FYE2025, we completed a structured MSPO 2.0 training programme across selected employees in our Malaysian estates. This milestone equips our teams with the competencies required to sustain certification and remain aligned with international sustainability expectations. The Plantation Division also operates in accordance with ISO 14001:2015 environmental management standards.

In Indonesia, the Indonesian Sustainable Palm Oil ("ISPO") audit for PTNJL remains on hold pending the regularisation of PTNJL's Hak Guna Usaha, after which the ISPO certification process can resume.

Standards	Achievement
Malaysia Sustainable Palm Oil ("MSPO")	8 Malaysian estates are MSPO-certified. The MSPO ensures responsible management of palm oil plantations, smallholdings and palm oil processing facilities. The MSPO certification also safeguards human and workers' rights.
ISO 14001:2015 (Environmental Management System)	PTNJL's commitment to environmental sustainability is reflected in its ISO 14001:2015 certification, covering its CPO, CPKO and palm kernel production processes.

Manufacturing

The Manufacturing Division upholds the following regulatory standards and certificates:

Standards	Achievement
ISO 27001:2013 Information Security Management	The accreditation reflects PKN's compliance with the highest international and security control standards to protect information against any security risks, underpinning their commitment to delivering excellence.
ISO 37001:2016 Anti-Bribery Management Systems	This certification affirms PKN's adherence to anti-bribery policies, procedures, measures and controls.

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Standards	Achievement
ISO 9001:2015 Quality Management System	This certification affirms that PKN's implementation of effective quality management systems that meet internationally recognized standards.
ISO 14298:2013 Graphic Technology- Management of Security Printing Processes	This accreditation reflects PKN's adherence to the established guidelines and requirements for managing secure printing processes.

Percetakan Keselamatan Nasional Sdn Bhd, Bangi

Sustainability Report

Statement of Assurance

Statement of assurance to the Board of Directors and Management of Fima Corporation Berhad ("FimaCorp")

Scope

We, Group Internal Audit (GIA), have performed an internal assurance review for selected subject matters and performance indicators to be published in FimaCorp's Sustainability Report, forming part of the Annual Report for the financial year ended 31 March 2026. The objective of the review process is to provide assurance to FimaCorp and its stakeholders on the accuracy and reliability of the information to be presented in the Sustainability Report.

Procedures

Our procedures include:

- testing, on a sample basis, underlying source information to check accuracy of the data;
- examining, on a sample basis, evidence supporting the selected performance indicators; and
- checking that the calculations have been applied in accordance with established methodologies.

We also reviewed the processes for collecting and consolidating the data.

Subject Matters and Performance Indicators

The selected subject matters and performance indicators are as follows:

<table>
<tr><th>Type of Assurance</th><th>Component</th><th>Subject Matter/Performance Indicator</th><th>Scope</th></tr>
<tr><td rowspan="6">Internal Review</td><td rowspan="3">Environmental</td><td>Water management:
• water consumption and management
• water intensity of FFB processed</td><td rowspan="3">Operations assessed:
1. Malaysia
2. Indonesia</td></tr>
<tr><td>Waste management:
• waste generation
• disposal method of hazardous and non-hazardous waste materials (domestic, scheduled, and production)</td></tr>
<tr><td>Energy and emissions:
• greenhouse gas emission
• renewable and non-renewable energy use
• fuel intensity for harvesting operations</td></tr>
<tr><td rowspan="3">Social</td><td>Diversity and Inclusion:
• employee headcount by gender, age group and country; employment status by permanent and contract
• new hires, attrition, and turnover by gender, age group</td><td rowspan="3">Operations assessed:
1. Malaysia
2. Indonesia</td></tr>
<tr><td>Labour relations:
• total hours of training by employee category, country, and gender</td></tr>
<tr><td>Occupational safety and health:
• work-related accidents and incidents
• lost time injuries
• fatalities
• accident rates</td></tr>
</table>

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Type of Assurance	Component	Subject Matter/Performance Indicator	Scope
Internal Review	**Governance**	Anti-bribery and corruption: • training conducted	Operations assessed: 1. Malaysia 2. Indonesia
		Value distribution to stakeholders: • revenue • employee wages and benefits • tax payment • dividends • number of employees • community investments	
		Sustainable and traceable supply chain: • local procurement engagement and practices	
		Upholding quality, standards and certifications: • externally verified certifications and adherence to recognised international standards	

During the review process, clarifications were sought from the business units on specific findings and to substantiate the accuracy of certain data points. The business units have satisfactorily corrected any inaccuracies or omissions identified during the review, and all corrections have been incorporated into the final version of the Sustainability Report.

Considerations and limitations

Non-financial data are subject to more inherent limitations than financial data, given both their nature and the methods used for calculating or estimating such data. Qualitative interpretations of relevance, materiality and the accuracy of data are subject to individual assumptions and judgements. We have not undertaken work to confirm those factors, nor have we carried out any work on data reported in respect of forward-looking statements, including future projections and targets.

Conclusion

Based on the procedures we have performed, we conclude that the selected subject matters and performance indicators listed above together with the related disclosures have been prepared and presented fairly in the Sustainability Report. Accordingly, GIA is of the opinion that the Sustainability Report provides a reasonable and well-balanced depiction of FimaCorp's sustainability performance for the reporting year.

Thank you.

Group Internal Audit

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IFRS S1		
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Performance Data Table

FIMA CORPORATION BHD
BMLR Transition Period

Date & Time: 2026-07-17 09:11:54
Main Market | Group 2 | FYE 31/03/2026

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance	Remarks
Anti-corruption	Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category - Senior Management	Percentage	60.00	20.00	The Group's objective is to provide regular annual anti-bribery and corruption training across all job grades.	Internal	The variance reflects differences in training timing and format, with the higher participation in 2025 attributable to a Virtual Summit held during the year.
Anti-corruption	Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category - Management	Percentage	100.00	14.81	The Group's objective is to provide regular annual anti-bribery and corruption training across all job grades.	Internal	The variance reflects differences in training timing and format, with the higher participation in 2025 attributable to a Virtual Summit held during the year.
Anti-corruption	Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category - Executive	Percentage	96.49	12.73	The Group's objective is to provide regular annual anti-bribery and corruption training across all job grades.	Internal	The variance reflects differences in training timing and format, with the higher participation in 2025 attributable to a Virtual Summit held during the year.
Anti-corruption	Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category - Non-Executive	Percentage	19.93	9.07	The Group's objective is to provide regular annual anti-bribery and corruption training across all job grades.	Internal	The variance reflects differences in training timing and format, with the higher participation in 2025 attributable to a Virtual Summit held during the year.
Anti-corruption	Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00	100.00	100% of operations assessed	Internal	
Anti-corruption	Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0 incidents	Internal	

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Main Market | Group 2 | FYE 31/03/2026

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance	Remarks
Community/Society	Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	143,277.90	356,169.77	Nil	Internal	
Community/Society	Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	65	169	Nil	Internal	
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Senior Management Under 30	Percentage	0.00	0.00	Nil	Internal	
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Senior Management Between 30-50	Percentage	20.00	20.00	Nil	Internal	
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Senior Management Above 50	Percentage	80.00	80.00	Nil	Internal	
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Senior Management Male	Percentage	80.00	80.00	Nil	Internal	

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Main Market | Group 2 | FYE 31/03/2026

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance	Remarks
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Senior Management Female	Percentage	20.00	20.00	Nil	Internal	
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Management Under 30	Percentage	0.00	0.00	Nil	Internal	
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Management Between 30-50	Percentage	73.08	74.07	Nil	Internal	
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Management Above 50	Percentage	26.92	25.93	Nil	Internal	
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Management Male	Percentage	80.77	81.48	Nil	Internal	
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Management Female	Percentage	19.23	18.52	Nil	Internal	

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Main Market | Group 2 | FYE 31/03/2026

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance	Remarks
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Executive Under 30	Percentage	7.02	5.45	Nil	Internal	
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Executive Between 30-50	Percentage	84.21	80.00	Nil	Internal	
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Executive Above 50	Percentage	8.77	14.55	Nil	Internal	
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Executive Male	Percentage	73.68	70.91	Nil	Internal	
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Executive Female	Percentage	26.32	29.09	Nil	Internal	
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Non-Executive Under 30	Percentage	26.65	22.60	Nil	Internal	

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Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance	Remarks
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Non-Executive Between 30-50	Percentage	64.32	65.67	Nil	Internal	
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Non-Executive Above 50	Percentage	9.03	11.73	Nil	Internal	
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Non-Executive Male	Percentage	80.70	80.40	Nil	Internal	
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category - Non-Executive Female	Percentage	19.30	19.60	Nil	Internal	
Diversity	Bursa C3(b) Percentage of directors by gender and age group - Under 30	Percentage	0.00	0.00	Nil	Internal	
Diversity	Bursa C3(b) Percentage of directors by gender and age group - Between 30-50	Percentage	0.00	0.00	Nil	Internal	
Diversity	Bursa C3(b) Percentage of directors by gender and age group - Above 50	Percentage	100.00	100.00	Nil	Internal	

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Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance	Remarks
Diversity	Bursa C3(b) Percentage of directors by gender and age group - Male	Percentage	83.33	83.33	Nil	Internal	
Diversity	Bursa C3(b) Percentage of directors by gender and age group - Female	Percentage	16.67	16.67	Nil	Internal	
Diversity	Percentage of women in the global workforce	Percentage	19.54	19.91	Nil	Internal	
Energy management	Bursa C4(a) Total energy consumption	Gigajoules	73,905	67,509	Year-on-year improvement	Internal	
Energy management	Plantation Malaysia: Harvesting Transportation Fuel Intensity Per MT FFB Produced	L/MT	3.74	2.80	Year-on-year improvement	Internal	
Energy management	Plantation Indonesia: Harvesting Transportation Fuel Intensity Per MT FFB Produced	L/MT	1.70	1.59	Year-on-year improvement	Internal	
Health and safety	Bursa C5(a) Number of work-related fatalities	Number	0	0	0 fatalities	Internal	
Health and safety	Bursa C5(b) Lost time incident rate ("LTIR")	Rate	1.15	1.39	Year-on-year improvement	Internal	
Health and safety	Bursa C5(c) Number of employees trained on health and safety standards	Number	42	258	100% of applicable employees trained on health and safety standards annually.	Internal	The Group's objective is to ensure all relevant employees receive appropriate health and safety training in line with their roles.
Health and safety	Number of work-related employee fatalities, over last 3 years	Number	1	1	0 fatalities	Internal	

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Main Market | Group 2 | FYE 31/03/2026

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance	Remarks
Health and safety	Number of work-related contractor fatalities, over last 3 years	Number	0	0	0 fatalities	Internal	
Labour practices and standards	Bursa C6(a) Total hours of training by employee category - Senior Management	Hours	66	202	Year-on-year improvement	Internal	
Labour practices and standards	Bursa C6(a) Total hours of training by employee category - Management	Hours	740	946	Year-on-year improvement	Internal	
Labour practices and standards	Bursa C6(a) Total hours of training by employee category - Executive	Hours	1,362	1,667	Year-on-year improvement	Internal	
Labour practices and standards	Bursa C6(a) Total hours of training by employee category - Non-Executive	Hours	3,672	7,164	Year-on-year improvement	Internal	
Labour practices and standards	Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	37.96	37.81	Target is to maintain an appropriate workforce mix based on operational requirements.	Internal	
Labour practices and standards	Bursa C6(c) Total number of employee turnover by employee category - Senior Management	Number	0	0	Maintain low/nil turnover and retain senior talent.	Internal	
Labour practices and standards	Bursa C6(c) Total number of employee turnover by employee category -Management	Number	0	2	Maintain Management turnover at an appropriate level and support employee retention.	Internal	
Labour practices and standards	Bursa C6(c) Total number of employee turnover by employee category - Executive	Number	4	0	Monitor executive turnover and and implement retention measures where appropriate.	Internal	

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Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance	Remarks
Labour practices and standards	Bursa C6(c) Total number of employee turnover by employee category - Non-Executive	Number	347	281	Monitor non-executive turnover and implement retention measures where appropriate.	Internal	
Labour practices and standards	Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0 complaints	Internal	
Supply chain management	Bursa C7(a) Proportion of spending on local suppliers	Percentage	90.90	89.97	To prioritise local suppliers where commercially and operationally appropriate.	Internal	
Data privacy and security	Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0 complaints	Internal	
Water	Bursa C9(a) Total volume of water used	Megalitres (ML)	175.00	166.00	Year-on-year improvement	Internal	
Water	Does the company disclose the number of incidents of non-compliance with water quality/quantity permits, standards and regulations	Number	0	0	Zero incidents of non-compliance with water-related permits, standards and regulations.	Internal	
Water	Three years of total water withdrawal data is disclosed by source - Surface water from rivers, lakes, natural ponds	Megalitres (ML)	572.00	419.00	Year-on-year improvement	Internal	
Water	Three years of total water withdrawal data is disclosed by source - Groundwater from wells, boreholes	Megalitres (ML)	44.00	39.00	Year-on-year improvement	Internal	

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Main Market | Group 2 | FYE 31/03/2026

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance	Remarks
Water	Three years of total water withdrawal data is disclosed by source - Municipal potable water	Megalitres (ML)	90.00	86.00	Year-on-year improvement	Internal	
Water	Three years of total water withdrawal data is disclosed by source - Total	Megalitres (ML)	706.00	544.00	Year-on-year improvement	Internal	
Water	Water Intensity Per MT FFB Processed	CBM/MT	0.25	0.24	Year-on-year improvement	Internal	
Waste management	Bursa C10(a) Total waste generated	MT	101,678.00	91,620.00	Year-on-year improvement	Internal	
Waste management	Bursa C10(a)(i) Total waste diverted from disposal	MT	101,672.00	91,588.00	Year-on-year improvement	Internal	
Waste management	Bursa C10(a)(ii) Total waste directed to disposal	MT	5.00	32.00	Year-on-year improvement	Internal	
Waste management	Disclosure of three years of hazardous waste generation (tonnes)	MT	147.00	167.00	Year-on-year improvement	Internal	
Waste management	Disclosure of three years of non-recycled waste generation (tonnes)	MT	432,969.00	334,208.00	Year-on-year improvement	Internal	
Waste management	Disclosure of three years of waste recycled (tonnes)	MT	287.00	285.00	Year-on-year improvement	Internal	
Emissions management	Bursa C11(a) Scope 1 emissions in tonnes of CO2e	tCO2e	4,279.00	3,839.00	Year-on-year improvement	Internal	
Emissions management	Bursa C11(b) Scope 2 emissions in tonnes of CO2e	tCO2e	1,594.00	1,658.00	Year-on-year improvement	Internal	

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Main Market | Group 2 | FYE 31/03/2026

Sustainability Matter	Metric	Measurement Unit	2025	2026	Target	Assurance	Remarks
Emissions management	Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel, employee commuting and downstream transportation and distribution)	tCO2e	810.00	890.00	Year-on-year improvement	Internal	

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