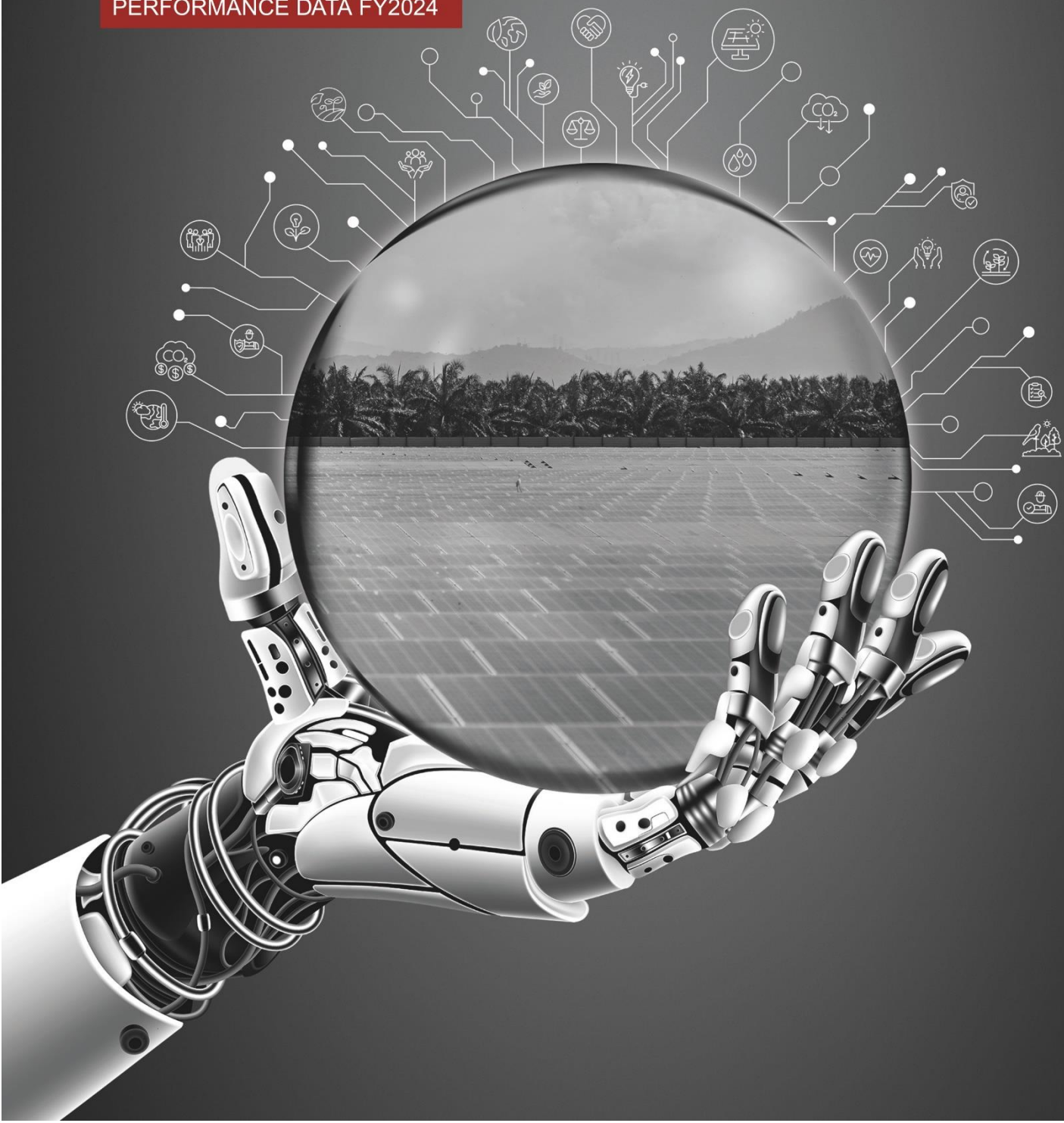


Beyond Boundaries

Sustainability Report 2024

PERFORMANCE DATA FY2024





ZERO EMISSIONS				
Indicator	Measurement Unit	FY2022	FY2023	FY2024
Total amount of biogas plants installed	Number	14	16	19
Estimated emissions reduction from biogas plants	Tonne of CO ₂ e	352,074	411,406	411,943
Scope 1 FLAG¹	Tonne of CO₂e	9,033,894	8,701,557	8,044,944
Land Use Change	Tonne of CO ₂ e	8,213,824	7,909,338	7,118,346
Land Management	Tonne of CO ₂ e	742,464	713,284	829,414
Fuel Consumption	Tonne of CO ₂ e	77,607	78,935	97,184
Scope 1 Energy and Industrial Processes²	Tonne of CO₂e	1,535,446	1,543,736	1,353,453
Fuel Consumption	Tonne of CO ₂ e	263,119	240,405	248,434
Effluent Treatment	Tonne of CO ₂ e	1,272,327	1,303,331	1,105,019
Total Gross (Scope 1)	Tonne of CO₂e	10,569,340	10,245,293³	9,398,397⁴
Scope 2 Energy and Industrial Processes	Tonne of CO₂e	164,201	167,688	187,678⁴
Purchased Electricity	Tonne of CO ₂ e	155,498	159,983	178,668
Purchased Steam	Tonne of CO ₂ e	8,702	7,705	9,011
Scope 1 and 2 Energy and Industrial Processes	Tonne of CO₂e	1,699,647	1,711,424	1,541,130
Total (Scope 2)	Tonne of CO₂e	164,201	167,688	187,678⁴
Scope 3 FLAG	Tonne of CO₂e	6,510,037	6,659,804	6,950,482
Cat 1: Purchased Goods & Services	Tonne of CO ₂ e	6,510,037	6,659,804	6,950,482
Scope 3 Energy and Industrial Processes	Tonne of CO₂e	2,451,084	2,468,423	2,081,317
Cat 1: Purchased Goods & Services	Tonne of CO ₂ e	877,466	938,148	964,457
Cat 2: Capital Goods	Tonne of CO ₂ e	225,124	275,346	166,547
Cat 3: Fuel and Energy – related Activities	Tonne of CO ₂ e	65,545	62,275	80,005
Cat 4: Upstream Transportation and Distribution	Tonne of CO ₂ e	171,118	180,575	182,759
Cat 5: Waste Generated in Operations	Tonne of CO ₂ e	17,270	18,722	39,268
Cat 6: Business Travel	Tonne of CO ₂ e	6,105	6,795	5,210
Cat 7: Employee Commuting	Tonne of CO ₂ e	25,300	24,861	30,519
Cat 8: Upstream Leased Assets	Tonne of CO ₂ e	0	0	0

Indicator	Measurement Unit	FY2022	FY2023	FY2024
Cat 9: Downstream Transportation and Distribution	Tonne of CO ₂ e	90,946	89,537	34,259
Cat 10: Processing of Sold Products	Tonne of CO ₂ e	763,936	654,734	371,853
Cat 11: Use of Sold Products	Tonne of CO ₂ e	18,118	23,361	26,927
Cat 12: End-of-Life Treatment of Sold Products	Tonne of CO ₂ e	30,942	32,338	23,352
Cat 13: Downstream leased assets	Tonne of CO ₂ e	5,569	5,569	17,470
Cat 14: Franchised	Tonne of CO ₂ e	0	0	0
Cat 15: Investments	Tonne of CO ₂ e	153,645	156,162	138,691
Total Gross (Scope 3)	Tonne of CO₂e	8,961,121	9,128,227	9,031,799⁴
Total Energy and Industrial Processes	Tonne of CO₂e	4,150,731	4,179,847	3,622,447
Total Gross (Scope 1, 2 & 3)	Tonne of CO₂e	19,694,662	19,541,208	18,617,874
Total Scope 1 Carbon Removals	Tonne of CO₂e	(5,702,855)	(5,622,199)	(5,794,374)
Net Scope 1 FLAG	Tonne of CO₂e	3,331,039	3,079,358	2,250,570
Total Scope 3 Carbon Removals	Tonne of CO₂e	(1,189,662)	(1,221,501)	(1,255,870)
Total Carbon Removals	Tonne of CO₂e	(6,892,517)	(6,843,700)	(7,050,246)⁴
Net Scope 1 and 3 FLAG	Tonne of CO₂e	8,651,414	8,517,661	7,945,182
Total Net (Scope 1, 2 & 3)	Tonne of CO₂e	12,802,145	12,697,508	11,567,628
Total Biogenic Emissions	Tonne of CO₂	28,487	29,539	32,320

Notes:

1. FLAG (Forest, Land and Agriculture) refers to estate-related emissions.
 2. Energy & Industrial refers to all emissions unrelated to estate, i.e. mills and refineries.
 3. These emissions have been restated due to changes in estimate in the land use change emissions.
- ⁴ The data has been subjected to an external limited assurance by an independent third party, PricewaterhouseCoopers PLT. Please refer to the independent limited assurance report in the Sustainability Report 2024, pages 59 – 62.

ZERO EMISSIONS				
Indicator	Measurement Unit	FY2022 ¹	FY2023 ¹	FY2024
Energy Management				
Total Energy Consumption	Gigajoule	40,261,470	41,135,641	41,254,412²
B10 biodiesel	Gigajoule	469,268	529,136	875,911
B30 biodiesel	Gigajoule	678,552	687,348	655,603
Biomass	Gigajoule	34,351,358	35,416,487	35,065,205
Biogas	Gigajoule	457,801	563,453	616,609
Rooftop Solar	Gigajoule	2,266	3,817	9,486
Dimethyl Ether	Gigajoule	0	145	115
Purchased Electricity	Gigajoule	847,374	881,052	1,044,907
Purchased Steam	Gigajoule	121,408	105,477	122,145
Diesel	Gigajoule	1,270,307	1,291,262	1,160,935
Petrol	Gigajoule	27,486	32,820	58,129
Liquefied petroleum gas	Gigajoule	276	92	18
Medium fuel oil	Gigajoule	466,468	367,152	334,992
Natural gas	Gigajoule	1,568,860	1,257,400	1,310,356
Others	Gigajoule	44	0	0
Energy Sold²	Gigajoule	149,972	204,728	215,720

ZERO HARM				
Indicator	Measurement Unit	FY2022	FY2023	FY2024
Supply Chain Management				
Proportion of spending on local suppliers ³	Percentage %	97	99	75 ⁴
Fresh Fruit Bunches (FFB) Sourcing				
Sourced from Guthrie-owned Estates and Scheme Smallholders				
FFB volume	Metric Tonnes (Percentage %)	8,929,582 (90%)	9,426,682 (91%)	9,381,398 (91%)
Sourced from Third-Party Suppliers				
FFB volume	Metric Tonnes (Percentage %)	1,033,214 (10%)	984,393 (9%)	913,201 (9%)
Traceability & No Deforestation, No Peat and No Exploitation (NDPE)⁵				
Overall Traceability to Mill	Percentage	96.2	95.7	97.9
Guthrie-owned mills	Percentage	100	100	100
Third-party direct mills/suppliers	Percentage	100	100	100
Third-party indirect mills/suppliers	Percentage	71.9	61.8	79.5

ZERO HARM				
Indicator	Measurement Unit	FY2022	FY2023	FY2024
Traceability & No Deforestation, No Peat and No Exploitation (NDPE)⁵				
Overall Traceability to Plantation	Percentage	73.7	81.5	90.8
Guthrie-owned mills	Percentage	96.9	99.0	100
Third-party direct mills/suppliers	Percentage	32.5	60.6	83.3
Third-party indirect mills/suppliers	Percentage	38.1	40.1	37.2
Supply Chain Transparency and Sustainability / Engagement				
Supplier Risk Status				
High Risk	Percentage	1	2	1
Medium Risk	Percentage	5	3	2
Low Risk	Percentage	94	95	97
Supply Chain Grievance Status				
Investigating	Percentage	33	0	0
Ongoing Monitoring & Engagement	Percentage	0	0	28
Resolved	Percentage	50	67	44
No Longer in Supply Chain	Percentage	17	33	28
Health and Safety				
Incidents				
Number of work-related fatalities	Number	5	5	2 ²
Lost time incident (LTI) case	Number	1,745	1,729	1,203
Total days lost	Number	10,218	8,384	6,227
Total hours worked	Hours	187,086,669	200,127,337	204,531,594
Total Hours of Training by Employee Category				
Management	Hours	28,964	22,478	23,029 ⁶
Executive	Hours	57,321	75,717	71,537
Non-Executive	Hours	62,511	96,696	118,006
Compliance with Laws				
Fines incurred	Number	12	3	5
Value of fines	MYR	79,500	16,000	75,000

Notes (Pages 3-4):

- The energy consumption for previous years has been updated to incorporate the latest energy conversion factors used in 2024.
- The energy sold comprises electricity generated from solar and biogas plants and supplied to the grid.
- Data for this indicator represents Malaysian and Indonesian operations only for FY2022 and FY2023.
- In FY2022 and FY2023, only suppliers from Malaysia and Indonesia were included in the calculation. For FY2024, the scope has been expanded to include suppliers from Malaysia, Indonesia, and PNG/SL.
- Traceability numbers for FY2024 have been revised following verification by Control Union, completed in June 2025. These updated figures differ from those previously published in the FY2024 Sustainability Report.
- Data for FY2024 have been subjected to an internal assurance by Group Corporate Assurance (GCA), a unit under Group Integrity, Governance and Assurance (GIGA).

© The data has been subjected to an external limited assurance by an independent third party, PricewaterhouseCoopers PLT. Please refer to the independent limited assurance report in the Sustainability Report 2024, pages 59 - 62.

TACKLING WASTE THROUGH CIRCULARITY				
Indicator	Measurement Unit	FY2022	FY2023	FY2024
Waste Management				
Total Waste Generated	Metric Tonnes	177,684	182,810	225,831
Upstream Malaysia	Metric Tonnes	27,037	29,099	38,642
Upstream Indonesia	Metric Tonnes	119,784	120,126	46,113
Upstream PNG/SI	Metric Tonnes	9,971	10,234	9,817
Downstream	Metric Tonnes	20,892	23,350	131,259
Total Waste Directed to Disposal	Metric Tonnes	162,267	167,394	142,830
Upstream Malaysia	Metric Tonnes	26,931	28,994	38,490
Upstream Indonesia	Metric Tonnes	119,784	120,126	46,113
Upstream PNG/SI	Metric Tonnes	9,971	10,234	9,817
Downstream	Metric Tonnes	5,581	8,040	48,410
Total Waste Diverted from Disposal	Metric Tonnes	15,417	15,417	84,886
Effluent Management				
Effluent Discharged	Cubic meter	8,886,060	8,198,639	7,718,408
Upstream Malaysia	Cubic meter	4,025,071	3,540,121	3,708,214
Upstream Indonesia	Cubic meter	3,537,347 ¹	3,408,530 ¹	2,966,880
Upstream PNG/SI	Cubic meter	1,323,642	1,249,988	1,043,314
Downstream	Cubic meter	1,456,481	1,387,712	1,259,763
Effluent (Discharged) Intensity²				
Upstream Malaysia	Cubic meter/ MT FFB processed	0.95	0.75	0.70
Upstream Indonesia	Cubic meter/ MT FFB processed	1.06 ³	1.06 ³	1.06
Upstream PNG/SI	Cubic meter/ MT FFB processed	0.53	0.51	0.48
Downstream	Cubic meter/ MT refined products	0.64	0.58	0.50

Notes:

1. Volume of effluent discharged for Upstream Indonesia for FY2022 and FY2023 is restated due to revision in calculations.
2. Refer to page 38 of the Sustainability Report 2024 for effluent intensity based on effluent generated at palm oil mills.
3. Effluent (discharged) intensity for Upstream Indonesia for FY2022 and FY2023 is restated due to revision in calculations.



REGENERATIVE AGRICULTURE				
Indicator	Measurement unit	FY2022	FY2023	FY2024
Water Management				
Total Water Withdrawal	Cubic meter	29,681,281	28,730,518	27,189,942
Upstream Malaysia	Cubic meter	8,063,517	9,141,879	8,349,760
Upstream Indonesia	Cubic meter	12,642,970	12,436,057	12,018,841
Upstream PNG/SI	Cubic meter	8,974,794	7,152,582	6,821,341
Total Water Consumption	Cubic meter	24,964,528	23,649,125	19,481,038
Upstream Malaysia	Cubic meter	5,058,155	5,601,758	4,641,546
Upstream Indonesia	Cubic meter	12,255,221	12,144,773	9,061,465
Upstream PNG/SI	Cubic meter	7,651,152	5,902,594	5,778,027
Water Consumption Intensity for FFB Processed at Mills				
Upstream Malaysia	Cubic meter/MT FFB processed	1.37	1.52	1.46
Upstream Indonesia	Cubic meter/MT FFB processed	1.56	1.50	1.61
Upstream PNG/SI	Cubic meter/MT FFB processed	1.32	1.23	1.20

RESTORATION AND CONSERVATION				
Indicator	Measurement Unit	FY2022	FY2023	FY2024
Total Conservation Areas¹	Hectares	47,304	45,396	44,442
High conservation value (HCV) areas	Hectares	38,459	36,513	35,599
Conservation set-aside (CSA) areas	Hectares	8,845	8,883	8,843

Note:

1. These areas are within of Guthrie's concession areas.



TRANSFORMING LIVES AND LIVELIHOODS, & PROMOTING HUMAN, LAND AND LABOUR RIGHTS				
Indicator	Measurement unit	FY2022	FY2023	FY2024
Sustainability Certification				
Roundtable on Sustainable Palm Oil (RSPO) Certified Guthrie Mills				
Total RSPO-certified mills	Number (Percentage %)	67 (100%)	67 (100%)	65 (100%)
Total number of mills using the segregated and identity preserved model	Number (Percentage %)	38 (57%)	38 (57%)	34 (54%)
Total number of mills using the mass balance model	Number (Percentage %)	29 (43%)	29 (43%)	29 (46%)
RSPO Certified SD Guthrie Estates				
Total RSPO-certified estates	Number (Percentage %)	239 (99%)	234 (99%)	230 (99%)
Total land area	Hectare	625,391	613,719	610,976
Total RSPO-certified land area	Hectare (Percentage %)	621,508 (99%)	600,462 (98%)	601,007 (98%)
RSPO Certified Smallholders				
Total Group-wide smallholders	Number	59,714	47,320	46,672
RSPO-certified smallholders (Direct)	Number	29,314 ¹	17,695 ¹	17,540 ¹
RSPO-certified smallholders (Indirect)	Number	306	407	0
Total RSPO-certified smallholders	Percentage	49	38	38

Indicator	Measurement unit	FY2022	FY2023	FY2024
Malaysia				
Total Malaysian smallholders	Number	15,735	8,472	3,216
Total RSPO-certified smallholders	Number	307	408	0
RSPO-certified smallholders (Direct)	Number (Percentage %) ²	1 (0.01%)	1 (0.01%)	0 (0%)
RSPO-certified land area under smallholders (Direct)	Hectare	30	30	0
Total RSPO-certified FFB volume supplied by smallholders (Direct)	Metric Tonnes (Percentage %) ³	255 (0.05%)	87 (0.02%)	0 (0%)
RSPO-certified smallholders (Indirect)	Number (Percentage %) ²	306 (2%)	407 (5%)	0 (0%)
RSPO-certified land area under smallholders (Indirect)	Hectare	364	460	0
Total RSPO-certified FFB volume supplied by smallholders (Indirect)	Metric Tonnes (Percentage %) ³	11,477 (2%)	6,187 (1%)	0 (0%)
Indonesia				
Total scheme smallholders	Number	22,045	15,015	15,015
Total RSPO-certified scheme smallholders (Direct) ⁴	Number (Percentage %)	2,469 (12%)	337 (2%)	337 (2%)
Kredit Koperasi Primer anggota (KKPA)	Number	12	13	13
Perkebunan Inti Rakyat (PIR)	Number	3	3	8
RSPO-certified land area under smallholders	Hectare	7,504	3,233	3,233
Total RSPO-certified FFB volume supplied by scheme smallholders	Metric Tonnes (Percentage %)	167,464 (42%)	30,503 (12%)	25,713 (11%)

TRANSFORMING LIVES AND LIVELIHOODS, & PROMOTING HUMAN, LAND AND LABOUR RIGHTS				
Indicator	Measurement unit	FY2022	FY2023	FY2024
PNG/SI				
Total smallholders (Direct & independent)	Number	17,318	17,357	17,203
Total RSPO-certified smallholders (Direct & independent)	Number (Percentage %)	17,318 (100%)	17,357 (100%)	17,203 (100%)
RSPO-certified land area under smallholders	Hectare	43,116	43,195	43,624
Total RSPO-certified FFB volume supplied by smallholders (Direct & independent)	Metric Tonne (Percentage %)	587,697 (100%)	558,922 (100%)	506,296 (100%)
RSPO-certified FFB premium paid	PGK	8,129,957	8,707,846	7,172,398
RSPO Certification Downstream				
Total RSPO-certified operations ⁵	Number (Percentage %)	14 (100%)	14 (100%)	14 (100%)
Malaysian Sustainable Palm Oil (MSPO) Certification Upstream				
Total MSPO-certified mills	Number (Percentage %)	33 (100%)	33 (100%)	31 (100%)
MSPO Certification Smallholders				
Total MSPO-certified smallholders	Number	2,168	4,367	2,463
Total MSPO-certified smallholders (Direct)	Number (Percentage %)	33 (0.2%)	62 (0.7%)	27 (0.8%)
Total MSPO-certified smallholders (Indirect)	Number (Percentage %)	2,135 (14%)	4,305 (51%)	2,436 (76%)
MSPO Certification Downstream				
Total MSPO-certified operations ⁴	Number (Percentage %)	6 (100%)	6 (100%)	6 (100%)
Indonesian Sustainable Palm Oil (ISPO) Certification Upstream				
Total ISPO-certified mills	Number (Percentage %)	22 (100%)	20 (100%)	20 (100%)
Total ISPO-certified estates	Number (Percentage %)	65 (100%)	61 (100%)	58 (97%)
International Sustainability and Carbon Certification (ISCC) Certification				
ISCC-certified mills	Number	3	0	18
ISCC-certified facilities	Number	1	2	2

Indicator	Measurement unit	FY2022	FY2023	FY2024
Human Rights Violation				
Number of substantiated complaints concerning human rights violations	Number	0	0	5 ⁶

Notes (Pages 7-10):

1. RSPO-certified smallholders (Direct) were calculated by summing the figures from Malaysia's RSPO-certified smallholders (Direct), Indonesia's Total RSPO-certified scheme smallholders (Direct), and PNG/SI's Total RSPO-certified smallholders (Direct & independent).
2. Percentages were calculated by dividing RSPO-certified smallholders (Direct and Indirect) by the Total Malaysian Suppliers.
3. Percentages were calculated by dividing Total RSPO-certified FFB volume supplied by smallholders (Direct and Indirect) by the Total FFB volume supplied by Malaysian suppliers.
4. FY2022 and FY2023 numbers are corrected to reflect RSPO certified hectareage under smallholders only
5. Operations refer to refineries, biodiesel plant and kernel crushing plant.
6. Data for FY2024 have been subjected to an internal assurance by Group Corporate Assurance (GCA), a unit under Group Integrity, Governance and Assurance (GIGA). Cases were reported through internal channels only; as for external channels, 0 cases were reported for FY2024.

GREAT PLACE TO WORK & LIVE				
Indicator	Measurement unit	FY2022	FY2023	FY2024
Total Number of Employees by Employee Category				
Executive	Number	3,450	3,604	3,721
Non-Executive	Number	12,938	9,321	9,966
Worker	Number	66,453	71,745	69,292
Average Employee Headcount by Employee Category				
Executive	Number	3,384	3,531	3,625
Non-Executive	Number	12,565	10,752	9,932
Worker	Number	65,891	72,422	72,357
Employees by Business Segment, Region and Employee Category				
Head Office¹				
Malaysia	Number	916	1,094	1,174
Executive	Number	417	481	538
Non-Executive	Number	478	589	602
Worker	Number	21	24	34
Indonesia²	Number	7	7	10
Executive	Number	6	6	9
Non-Executive	Number	1	1	1
Worker	Number	0	0	0
Upstream				
Malaysia	Number	29,702	33,957	31,491
Executive	Number	897	921	918
Non-Executive	Number	4,057	4,092	4,129
Worker	Number	24,748	28,944	26,444
Indonesia	Number	25,212	24,503	23,010
Executive	Number	943	902	901
Non-Executive	Number	3,560	20	18
Worker	Number	20,709	23,581	22,091
PNG/SI	Number	23,537	21,475	23,492
Executive	Number	474	491	485
Non-Executive	Number	3,296	3,350	3,774
Worker	Number	19,767	17,634	19,223
Downstream				
Asia Pacific (APAC)	Number	1,726	1,764	1,827
Executive	Number	438	480	514
Non-Executive	Number	763	512	553
Worker	Number	525	772	760
EUR., M. East, Afr. (EMEA)	Number	366	413	451
Executive	Number	76	115	127
Non-Executive	Number	199	202	324
Worker	Number	91	96	0

Indicator	Measurement unit	FY2022	FY2023	FY2024
Oceania (PNG)	Number	91	146	192
Executive	Number	8	18	20
Non-Executive	Number	35	53	63
Worker	Number	48	75	109
North America	Number	3	2	2
Executive	Number	3	2	2
Research and Development (R&D)				
Malaysia	Number	944	936	941
Executive	Number	156	153	171
Non-Executive	Number	440	439	436
Worker	Number	348	344	334
Indonesia	Number	161	160	164
Executive	Number	21	24	26
Non-Executive	Number	58	0	0
Worker	Number	82	136	138
PNG/SI	Number	206	213	225
Executive	Number	11	11	10
Non-Executive	Number	51	63	66
Worker	Number	144	139	149
New Hires by Employee Category				
Executive	Number	259	271	224
Non-Executive	Number	1,240	843	1,144
Worker	Number	14,899	19,769	14,750
Employee Turnover by Employee Category⁶				
Executive	Number	336 ³	297	257
Non-Executive	Number	1,478	965	791
Worker	Number	19,641	20,861	16,656
Employees New Hires and Turnover by Business Segment				
Upstream				
New hires	Number	15,594	20,357	15,590
Turnover	Number	20,914	21,593	17,641
Downstream				
New hires	Number	244	177	366
Turnover	Number	247	215	247
Head Office				
New hires	Number	465	243	75
Turnover	Number	127	103	71
R&D				
New hires	Number	95	106	87
Turnover	Number	166	212	45
Employees New Hires and Turnover by Gender				
Male				
New hires	Number	13,306	17,966	12,608
Turnover	Number	14,476	13,715	14,040
Female				
New hires	Number	3,087	2,915	3,456
Turnover	Number	3,757	3,579	3,636
No gender breakdown⁴				
New hires	Number	2	2	53

GREAT PLACE TO WORK & LIVE				
Indicator	Measurement unit	FY2022	FY2023	FY2024
Employees New Hires and Turnover by Age Group				
<= 23 years				
New hires	Number	6,442	7,512	3,447
Turnover	Number	4,948	3,972	2,362
24 – 38 years				
New hires	Number	7,826	10,718	9,327
Turnover	Number	8,894	8,416	9,628
39 – 55 years				
New hires	Number	2,000	2,569	3,196
Turnover	Number	3,995	4,237	4,976
=> 56 years				
New hires	Number	125	82	95
Turnover	Number	396	479	625
No age data				
New hires	Number	5	2	53
Turnover	Number	3,221	5,019	413
Diversity				
Age Group for Each Employee Category⁵				
Executive				
56 & above	Number (Percentage %)	27 (0.90%)	43 (1.50%)	37 (1%)
39-55	Number (Percentage %)	975 (33.40%)	925 (31.40%)	1,181 (33%)
24-38	Number (Percentage %)	1,470 (50.40%)	1,617 (55%)	1,896 (52%)
23 & below	Number (Percentage %)	445 (15.30%)	357 (12.10%)	524 (14%)
Non-Executive				
56 & above	Number (Percentage %)	44 (0.50%)	119 (2.30%)	39 (1%)
39-55	Number (Percentage %)	3,723 (39.40%)	1,833 (35.10%)	3,155 (32%)
24-38	Number (Percentage %)	4,465 (47.30%)	2,635 (50.50%)	5,216 (54%)
23 & below	Number (Percentage %)	1,215 (12.90%)	635 (12.20%)	1,322 (14%)
Worker				
56 & above	Number (Percentage %)	84 (0.200%)	215 (0.400%)	19 (0.003%)
39-55	Number (Percentage %)	15,070 (32.5%)	16,821 (31.3%)	18,991 (27%)
24-38	Number (Percentage %)	23,566 (50.8%)	27,681 (51.5%)	37,299 (54%)
23 & below	Number (Percentage %)	7,713 (16.6%)	9,052 (16.8%)	12,983 (19%)

Indicator	Measurement Unit	FY2022	FY2023	FY2024
Gender Group by Employee Category⁵				
Executive				
Male	Number (Percentage %)	2,145 (73%)	2,114 (72%)	2,626 (72%)
Female	Number (Percentage %)	775 (27%)	828 (28%)	1,012 (28%)
Non-Executive				
Male	Number (Percentage %)	7,353 (78%)	3,918 (75%)	7,694 (79%)
Female	Number (Percentage %)	2,094 (22%)	1,308 (25%)	2,038 (21%)
Worker				
Male	Number (Percentage %)	37,555 (81%)	45,011 (84%)	56,242 (81%)
Female	Number (Percentage %)	8,878 (19%)	8,766 (16%)	13,050 (19%)
Board of Directors⁶				
Gender				
Male directors	Number (Percentage %)	7 (70%)	6 (67%)	6 (66%)
Female directors	Number (Percentage %)	3 (30%)	3 (33%)	3 (33%)
Age				
30-50	Number (Percentage %)	0 (0%)	1 (11%)	1 (11%)
>50	Number (Percentage %)	10 (100%)	8 (89%)	8 (89%)
Community/Society⁶				
Total amount of investment in the community where the target beneficiaries are external to the listed issuer	MYR	80,918,865	72,399,562	55,368,360
Total beneficiaries of the investment in communities	Number	62,906	24,526	272,610

Notes (Pages 11-14):

1. Data is inclusive of SD Guthrie Agri Bio Sdn. Bhd. and SD Guthrie Renewable Energy Sdn. Bhd.
2. Data represents employees in PT SD Guthrie Agri Bio.
3. FY2022 number is restated.
4. FY2024 number includes Papua New Guinea and Solomon Island (PNG/SI), while data for the United Kingdom (UK) and the Netherlands continues to be excluded due to privacy laws.
5. Data for FY2023 is restated. FY2024 data has been subjected to an internal assurance by Group Corporate Assurance (GCA), a unit under Group Integrity, Governance and Assurance (GIGA). FY2024 number includes PNG/SI, with data for the UK and the Netherlands continues to be excluded due to privacy laws.
6. Data for FY2024 has been subjected to an internal assurance by Group Corporate Assurance (GCA), a unit under Group Integrity, Governance and Assurance (GIGA).

Responsible Business Practices

Responsible Business Practices

Indicator	Measurement Unit	FY2022	FY2023	FY2024
Governance and Anti-corruption				
Operations assessed for corruption related risks	Percentage	100	100	100 [Ⓐ]
Confirmed incidents of corruption and actions taken	Number	38	27	10 [Ⓐ]
Employees Who Have Received Training on Anti-Corruption by Employee Category¹				
Senior Management	Percentage	100	100	55 [Ⓐ]
Management	Percentage	100	100	43 [Ⓐ]
Executive	Percentage	100	100	36 [Ⓐ]
Non-Executive	Percentage	76	79	3 [Ⓐ]
Customer Privacy and Data Protection				
Substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0 ²

Notes:

- Represents Head Office employees only for FY2022 and FY2023.
 - For FY2023, infographic email blast was considered as one of the modes of training. For FY2024, the numbers reported under training are limited to participants for the Integrity Day events and Code of Business Conduct (COBC) awareness sessions. Nevertheless, infographic email blasts are continued as a communication tool for anti-corruption awareness.
 - For FY2024, the reported numbers were expanded to encompass all employees across all sites, including workers, providing a more comprehensive representation of training participation, whereas, in the previous reporting period, the numbers reported were limited to personnel at the Group Head Office
 - For FY2024, the number of employees is limited to participants of the Integrity Day events and Code of Business Conduct (COBC) awareness sessions. Additionally, infographic email blasts are sent to all employees and used as a communication tool for anti-corruption awareness.
- Data for FY2024 have been subjected to an internal assurance by Group Corporate Assurance (GCA), a unit under Group Integrity, Governance and Assurance (GIGA).

[Ⓐ] The data has been subjected to an external limited assurance by an independent third party, PricewaterhouseCoopers PLT. Please refer to the independent limited assurance report in the Sustainability Report 2024, pages 59 - 62.