



TERMS OF REFERENCE OF THE ESG CENTRE COMMITTEE

The terms of reference (“TOR”) of the ESG Centre Committee are as follows:

Objectives

The ESG Centre Committee (the "Committee") is established to guide, oversee, and support the organization’s ESG initiatives. The Committee aims to enhance the organization's sustainability practices, ensure compliance with Bursa Sustain regulations, and encourage social responsibility.

Composition

The Committee consist of seven (7) members, including representatives from finance, plantation, trading and corporate communication.

The Chairman of the Committee will be chaired by the Chief Financial Officer, the members of The Committee will be recommended by the Group Chief Executive Officer.

Duties

1. To develop and recommend ESG policies and initiatives.
2. To ensure the operation of the company comply to all the ESG practices required by Bursa Sustain.
3. To review and assess ESG performance metrics.
4. To prepare reports for senior management and the board on ESG initiatives and compliance.
5. To ensure engagement with stakeholders, including employees, suppliers, and local communities on ESG compliance and initiatives.
6. To promote ESG awareness and training within the organization.

Meetings

The Committee will meet on quarterly basis with a quorum of minimum 5 members participation. Minutes of each meeting will be recorded and shared with all members.

Review of Terms of Reference

The Terms of Reference will be reviewed and amended as necessary to reflect changes in the organization.