



TERMS OF REFERENCE OF THE SUSTAINABILITY WORKING TEAM

The terms of reference (“TOR”) of the Sustainability Working Team are as follows:

Objectives

The Sustainability Working Team (the "Team") is established to execute sustainability practices across the organization set and planned by the ESG Centre Committee. The Team aims to enhance environment, social, and governance practices in line with the organization’s strategic goals.

Composition:

The Team consist of members representing each division, including plantations, trading, HR, finance and contract department.

The Chairman of The Team will be the Secretary of the ESG Centre Committee.

Duties

1. To guide every division on ESG execution from operating set up to data collection.
2. To track and report on sustainability metrics and progress to ESG Centre Committee.
3. To promote stakeholder engagement by frequently communicating with employees, suppliers and local communities, and promote collaboration on sustainability initiatives.
4. To share knowledge and best practices to every division.

Resources and Support

The Team will have access to the necessary resources, including budget, tools, and consultation to effectively carry out respective responsibilities.

Review of Terms of Reference

The Terms of Reference will be reviewed and updated as needed to reflect changes aligning with the ESG Centre Committee.