



Shaping a Better World

Contents

01	About This Report	60	FOCUS AREA 3: PRODUCT QUALITY AND SAFETY
01	Reporting Framework	61	Core Area 1: Our Commitment to Customers
01	Scope of Report	63	Core Area 2: Quality Management System
01	Statement of Assurance	65	Core Area 3: Consumer Health and Well-being
02	Board of Directors' Statement for 2024	67	Core Area 4: Quality and Sustainability Certifications
03	Message from Deputy Chairperson, Chief Executive Officer and Executive Director	68	FOCUS AREA 4: VALUING OUR PEOPLE
05	About Mewah Group	70	Core Area 1: Socialisation
07	Corporate Profile	78	Core Area 2: Talent Management
09	Sustainability Highlights	81	Core Area 3: Employee Health, Safety and Well-being
11	Our Approach to Sustainability	90	FOCUS AREA 5: COMMUNITY SUPPORT
13	ESG Material Matters / Materiality Matrix	91	Core Area 1: Active Volunteerism and Community Aid
15	Our Commitments and Progress	92	Core Area 2: Supporting the Next Generation
18	Mewah Sustainability Framework	94	Core Area 3: Disaster Relief
20	Climate Action – Task Force on Climate Related Financial Disclosure	95	APPENDIX
34	FOCUS AREA 1: ENVIRONMENTAL PROTECTION AND STEWARDSHIP	95	Global Reporting Initiatives (GRI) Standards Index
35	Core Area 1: Carbon Management		
41	Core Area 2: Water Management		
44	Core Area 3: Waste Management		
46	Core Area 4: Biodiversity Management		
47	Core Area 5: Fire and Pest Management		
49	FOCUS AREA 2: RESILIENT SUPPLY CHAIN		
50	Core Area 1: Sustainability Policy		
52	Core Area 2: Towards Full Traceability		
55	Core Area 3: Stakeholder Engagements		
59	Core Area 4: Grievance Mechanism		



Glossary of Key Abbreviations

AI	Artificial Intelligence
ASEAN	The Association of Southeast Asian Nations
BioCNG	Bio compressed natural gas
BFSB	Bremfield Sdn. Bhd.
CPO	Crude Palm Oil
DOE	Department of Environment, Malaysia
ESG	Environmental, Social and Governance
FFB	Fresh Fruit Bunches
FPIC	Free, Prior and Informed Consent
GHG	Greenhouse gas
HCS	Singapore Healthier Choice Symbol
HODs	Heads of Departments
HSE	Health, Safety and Environment Department
ISCC	International Sustainability and Carbon Certification
ISPO	Indonesian Sustainable Palm Oil
MDSB	Mewah Datu Sdn. Bhd.
MDRSB	Mewah Dairies Sdn. Bhd.
MOF	Mewah Oils & Fats Pte. Ltd.
MOIFM	Mewah Foods Malaysia Sdn. Bhd.
MOIPG	Mewaholeo Industries Sdn. Bhd.
MOSB	Mewah-Oils Sdn. Bhd.
MSPO	Malaysian Sustainable Palm Oil
NCHM	Ngo Chew Hong Oils & Fats (M) Sdn. Bhd.

NDPE	No Deforestation, No Peat, and No Exploitation
POCG	Palm Oil Collaboration Group
POME	Palm Oil Mill Effluent
PORE	Palm Oil Refinery Effluent
PT ADS	PT Angso Duo Sawit
PT AM	PT Agro Murni
PT ARM	PT Agro Raya Mas (Formerly known as PT Able Commodities Indonesia)
PT JBP	PT Jambi Batanghari Plantation
PT KIP	PT Kencana Inti Perkasa
PT SKL	PT Simpang Kanan Lestarindo
PV	Photovoltaics
QA	Quality Assurance
RA	Rainforest Alliance
REC	Renewable Energy Certificate
RSPO	Roundtable on Sustainable Palm Oil
SGX	Singapore Exchange
SSC	Mewah Group Strategic Sustainability Committee
TCFD	Task Force on Climate-Related Financial Disclosures
TTM	Traceability to Mill
TTP	Traceability to Plantation
UNSDGs	United Nations Sustainable Development Goals
WFH	Work From Home

About This Report

As prescribed by Singapore Stock Exchange Securities Trading Limited ("SGX") Listing Rules 711A, 711B and Practice Note 7.6 Sustainability Reporting Guide, this is the Sustainability Report for Mewah International Inc for Financial Year 2024. The objective of this report is to provide our stakeholders with our latest sustainability progress and achievements on our Environmental, Social, and Governance material matters and sustainability commitments, targets and goals. We strive to provide an informative and concise report to keep all stakeholders abreast and updated on our sustainability efforts and activities.

REPORTING FRAMEWORK

This report is prepared in compliance with the SGX Listing Rules 711A, 711B and Practice Note 7.6 Sustainability Reporting Guide; with reference to the Global Reporting Initiative ("GRI") Universal Standards 2021, and the recommendations of the Task Force on Climate-Related Financial Disclosures ("TCFD"). The selection of these frameworks provides a systematic and structured format to ensure transparency, accountability and comparability in Environmental, Social and Governance ("ESG") matters that are material to Mewah.

Following the publication of International Financial Reporting Standard ("IFRS") Sustainability Disclosure Standards issued by the International Sustainability Standards Board ("ISSB"), we will adopt these standards starting from financial year 2025 as prescribed by SGX.

SCOPE OF REPORT

The disclosures are based on activities and events from 1 January to 31 December 2024. Historical data and information, where appropriate, will be included to provide a balanced and comparable report.

STATEMENT OF ASSURANCE

The report has been subjected to an internal review by Mewah's Group Internal Audit to ensure it meets SGX mandated requirements prior to being reviewed and approved by the Board of Directors for publication.

**Reporting on our Supply Chain
Data for January to December 2023
based on the NDPE Implementation
Reporting Framework ("IRF")
Methodology has been
independently verified by Control
Union on the 13 August 2024.**



Board of Directors' Statement for 2024

We, the Board of Directors (the “Board”) of Mewah Group is responsible to ensure Sustainability and ESG material matters and considerations are managed and monitored within the group’s operations and business activities. Our function aims to ensure Mewah delivers value and positive impact for our stakeholders as a leading, integrated and diversified global food and agribusiness.



During 2024, the Board directed a reassessment of the Group's ESG material matters through surveying and engaging with our stakeholders. This resulted in our refreshed Material Matrix that has been endorsed by our Group Strategic Sustainability Committee (“SSC”) prior to being validated by the Board. This refreshed Material Matrix provides confirmation of our present Sustainability Strategies and guides the Board in driving and directing our next steps.

The Board works closely with the management team to monitor and provide oversight to ensure sustainability practices are incorporated into our operations and taken into consideration when making business decisions to manage risk and opportunities. At management level, our Heads of Departments and the operations team are guided by the SSC on their daily implementation and delivery of the Group's Sustainability programmes and activities. The SSC reports to, and is accountable to, the Board on all sustainability and ESG-related matters identified as material to the

business, in support of the Board's overall responsibility for Mewah's sustainability governance and reporting.

This 2024 Sustainability Report will provide you our valued stakeholders information about Mewah's Sustainability activities and initiatives to address the ESG material matters and the progress and results. In accordance to SGX's requirement, our internal audit team has undertaken an internal review of the processes in relations to Sustainability reporting.

The Board, being accountable for this report, hopes to hear from you about your ideas and comments on our sustainability activities after you have reviewed this report. Please email us at groupsustainability@mewahgroup.com

Thank you.

BOARD OF DIRECTORS
Mewah International Inc.

Message from Deputy Chairperson, Chief Executive Officer and Executive Director

We are proud to present our eighth (8th) annual sustainability report since our listing on the Singapore Exchange in 2010. This report is prepared in accordance with SGX Listing Rule 711A, with reference to Global Reporting Initiative (“GRI”) Universal Standards 2021, the United Nations Sustainable Development Goals (“UN SDGs”) and the recommendation from Task Force on Climate-Related Financial Disclosure (“TCFD”).

2024 has been another year of record high temperatures as we witness increasing erratic weather patterns, whilst the Footprint Data Foundation together with York University has calculated that *Earth Overshoot Day*¹ for 2024 fell on the 1 August, which is a day earlier than in 2023. All of which are strong reminders to accelerate our sustainability transformation journey. Worldwide, there are global shifts towards sustainable development and adopting climate mitigation strategies. Against this backdrop, Mewah, as a responsible corporate citizen, firmly believes that action speaks louder than words. We are rapidly embracing digitalisation and technological solutions to improve energy efficiency, and adopting clean energy towards reducing our Greenhouse Gas (“GHG”) emissions. This is in adherence to Mewah’s long-standing traditional value and culture where we continuously challenge our management, operations and people to do better and “to achieve more with less”.

In this report, we share with you our valued stakeholders the activities conducted and progress achieved in 2024. The key items to look out for are our refreshed Materiality Matrix, the escalation of our efforts to improve energy and resource efficiency and adoption of renewable energy to reduce our GHG emissions, collaboration programmes on Human rights and Labour Practices with various Non-governmental Organisations on MyVoice and Labour Transformation Programme, and our inaugural Rainforest Alliance Sustainable

Agriculture certification of our Cocoa farmers and their produce in Cameroon.

ESG MATERIALITY STUDY

In 2024, we reached out to our Stakeholders to obtain their feedback to rank and prioritise our ESG material matters covering a range of issues across corporate governance, anti-bribery & corruption, environmental stewardship, climate action, human and labour rights, community and people. The outcome indicates a strong alignment between Mewah’s sustainability and business activities and objectives with the expectations and requirements of our stakeholders. This supports our ongoing sustainability programmes and guides our next steps in the development of further activities and initiatives.

TRANSITIONING TO LOW CARBON

This year, our capacity to harness solar energy more than doubled compared to 2023 with the installation of Solar PV systems at Mewah-Oils Sdn. Bhd. and Bremfield Sdn. Bhd. In addition, a series of intelligent energy efficiency solutions has been installed across most of our Malaysia’s plants to support our energy transition journey.

LABOUR AND HUMAN RIGHTS

Our people underpinned all our success and achievements. By ensuring the well-being of our employees and upholding labour rights, it creates an ecosystem for them to be safe, happy, productive and to excel in their domain. This year, we partnered with Earthworm Foundation

¹ <https://overshoot.footprintnetwork.org/>

and successfully completed their Labour Transformation Programme and with the support of Proforest, we completed the MyVoice Project. The outcome highlighted that Mewah's practices are well-aligned with international human rights standards. These two programmes facilitated further enhancements to strengthen oversight of our labour practices.

COCOA SUPPLY CHAIN

As we expand our businesses beyond palm oil, we are supporting and empowering the farmers in our cocoa supply chain to improve their livelihood and build resilience. In 2024, we commence certification of our farmers under Rainforest Alliance Sustainable Agriculture Standard (Farm) with EUDR alignment requirements which was carried out by Bureau Veritas, and we are very excited to announce the successful achievements of our first Rainforest Alliance Identify Preserve Certification of our pioneer cocoa smallholder group. I take this opportunity to congratulate and celebrate the crew on the ground for all their hard work and effort for making this possible.

Going forward, Mewah is expanding our efforts to empower additional cocoa and palm oil smallholders, building capabilities amongst our palm supply chain on international human rights standards to uphold and protect labour rights. Within our own operations, we are looking to leverage on Artificial Intelligence and Internet of Things, and install low carbon solutions like BioCNG to reduce and/or avoid GHG emissions, and to explore opportunities to help Nature to help us by reversing environmental degradation to mitigate climate change.

I hope you enjoy this report, and we look forward to hearing from you on how we can progress to achieve our common goals and shared commitments.

Lastly, a big shout out to all our people and partners for their boundless energy, new ideas and unwavering enthusiasm to deliver on our Focus Areas and Core Activities.

MICHELLE CHEO

Deputy Chairperson, Chief Executive Officer and Executive Director



About Mewah Group

We have come a long way from our humble beginnings in 1950s, when we established our first packing factory in Pandan Loop, Singapore, with a small but dedicated team of employees.

Over the decades, we have transformed from a local packing operation into a global food and agribusiness listed on the Mainboard of the Singapore Stock Exchange Securities Trading Limited in 2010. Our products now reach customers in over 100 countries, supported by a well-established global sales and distribution network, and its wide range of brands including our flagship brands **OKI** and **MOI** brands.

Today, Mewah stands as one of the prominent edible oils and fats businesses with total refining capacity in excess of 4.5 million MT annually. Our diverse operations span Malaysia, Singapore, and Indonesia, where we operate edible oil refineries, food manufacturing plants for bakery and confectionery products, biodiesel plant and dairy factory.

In addition to our core edible oils & fats business, we market and distribute a wide range of Fast-Moving Consumer Goods products such as rice, cashew, dairy related products, cocoa, food premixes and soap. At Mewah, we are dedicated to enhancing the everyday lives of families around the world providing essential ingredients that contribute to better-tasting and healthier meals.

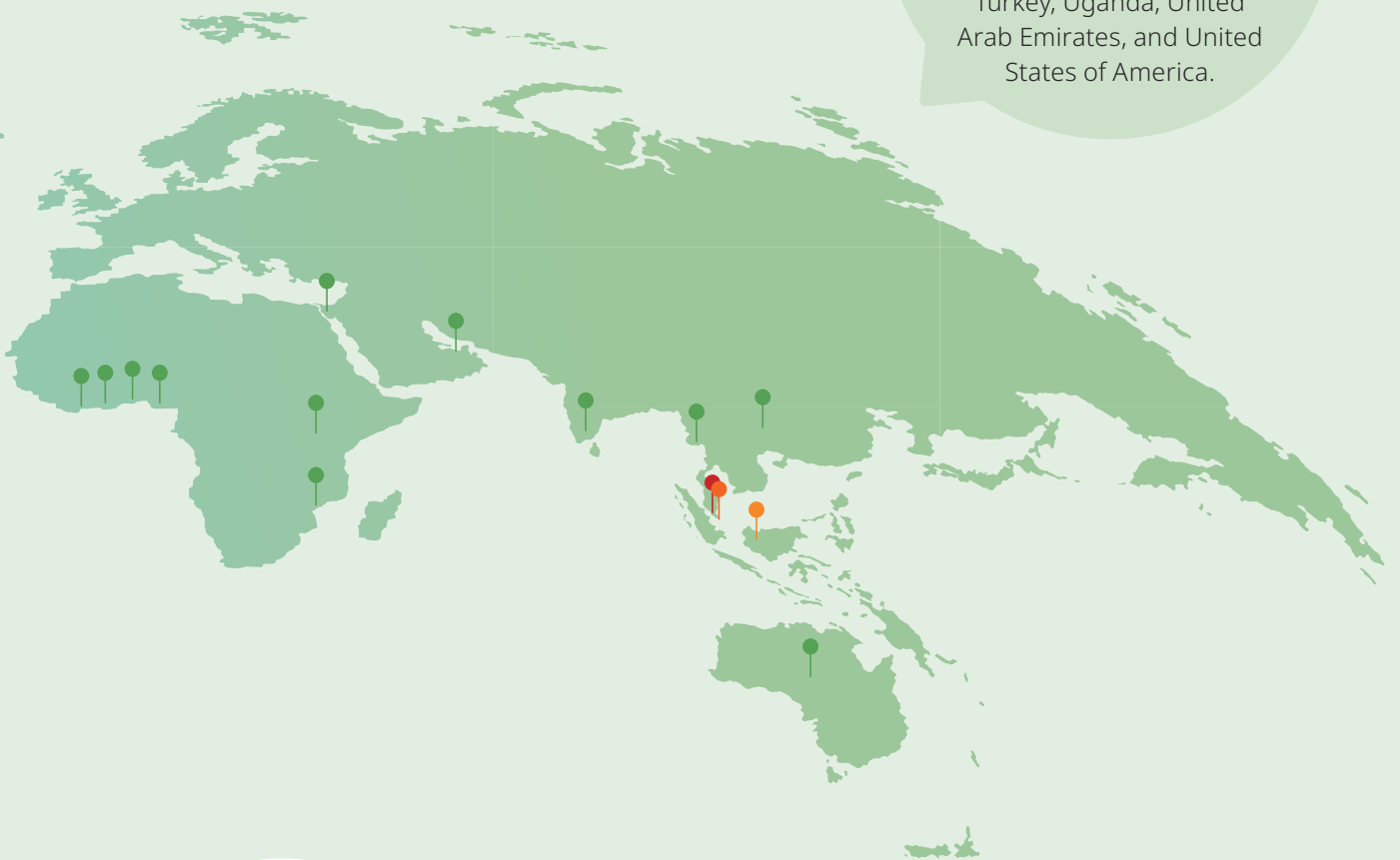


Sales to over
100
countries



SALES AND MARKETING OFFICES

Malaysia, Singapore,
Indonesia, Australia,
Cameroon, China, Ghana,
India, Ivory Coast,
Mozambique, Nigeria,
Turkey, Uganda, United
Arab Emirates, and United
States of America.



MANUFACTURING OPERATIONS

Malaysia, Singapore,
Indonesia

Malaysia

- 4 edible oil refineries and manufacturing plants
- 2 packing plants
- 1 biodiesel plant
- 1 dairy manufacturing plant

Singapore

- 1 packing plant

Indonesia

- 2 edible oil refineries
- 3 milling plants
- 1 plantation*
- 1 manufacturing & packaging plant

* Plantation in Indonesia is insignificant to the Group

Corporate Profile

Our business operations are integrated throughout the value chain from sourcing of raw materials, refining, processing, packing, branding to marketing and distribution to end customers under our own brands.

A GLOBAL FOOD AND AGRIBUSINESS

focused on edible oils
and fats



UPSTREAM

- Plantation*
- Milling



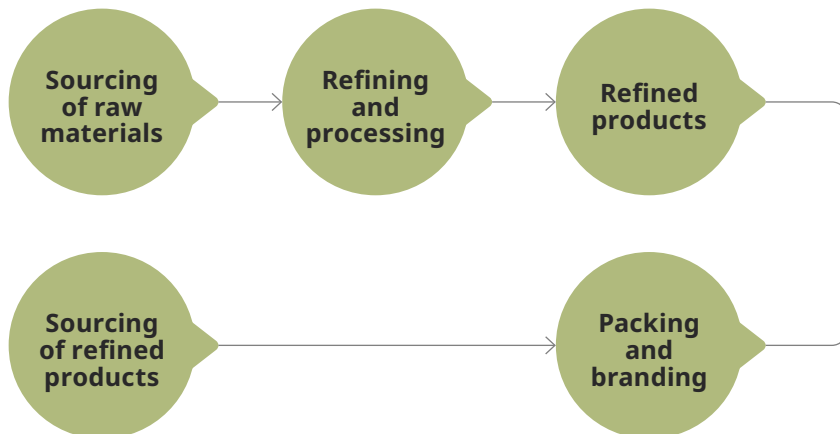
MIDSTREAM

- Refining vegetable oil
- Specialty oils
- Bioenergy



DOWNSTREAM

- Consumer packs
- Branding
- Private Label
- Sales / marketing
- Distribution



Bulk

Bulk segment produces and sells vegetable-based edible oil and fat products in bulk form primarily to distributors and factories involved in the production of confectionery, bakery products and other food items. Additionally, the Group also produces bioenergy products as part of its bulk products offerings.

Consumer Pack

Consumer pack segment produces vegetable-based edible oil and fat products, in consumer pack form and sell under own brands and under the brands of third parties, primarily to importers and distributors at destination markets. Dairy related products, soap, and rice are also part of the Group's Consumer Pack portfolio, which serves as an additional stream of income and help to better serve existing customers, as they normally deal in a basket of commodities.

* Plantation in Indonesia is insignificant to the Group

>70
years of
operations

Sales
volume of
4.8
million MT

Total refining
capacity in
excess of
4.5
million MT
annually

Products are sold
to customers in
>100
countries

SALES, MARKETING & DISTRIBUTION



CUSTOMERS



Our Flagship Brands – **OKI & MOI**

Consumer Products Range

Our range of consumer products include cooking oils, margarine, rice, cashew, sweetened condensed creamer, evaporated milk, cheese, soap, detergent, cocoa and premix powder. We are continuously working on expanding the products range.



Sustainability Highlights

Our Key Sustainability Progress and Achievements in FY2024.

CLIMATE ACTION AND ENVIRONMENTAL STEWARDSHIP

GHG ABSOLUTE EMISSION (GROUP)

	2024	2023
Scope 1 (tCO ₂ e)	333,673.06	322,047.57
Scope 2 (tCO ₂ e)	79,523.34	65,690.42
Scope 3 (tCO ₂ e)	10,277,523.65	2,787,414.34

* Absolute GHG for the Group increased due to the expansion of reporting boundaries.

GHG EMISSION INTENSITY

	2024	2023
Upstream Operation: Plantation (Scope 1 + 2, kgCO ₂ e/metric tonne production)	1,969*	928
Upstream Operations: Mill (Scope 1 + 2, kgCO ₂ e/metric tonne production)	523.39	402.28
Downstream Operations: Refineries, biodiesel, dairy, packing plant. (Scope 1 + 2, kgCO ₂ e/metric tonne production)	44.67	49.41

* The increase in GHG emission intensity for plantation business is primarily from a revision in our land-use change calculations and a 31% reduction in production figures compared to FY2023.

WATER SAVING

In 2024, total
rainwater
harvested is
214,302m³
compared with
7,203m³ in 2023

RENEWABLE ENERGY

In 2024, the total
Solar energy
generated is
**2,572
MWh**
compared with
1,775 MWh
in 2023

BIOMASS ENERGY

In 2024, we
improved our
biomass efficiency,
generating
85,979 kg
of steam compared
with 81,952 kg of
steam in 2023

SUSTAINABLE SUPPLY CHAIN

TRACEABILITY TO PLANTATION ("TTP") OF CPO

In 2024, TTP for CPO stands at
90.29%
compared to 82.63% in 2023

TRACEABILITY TO PLANTATION ("TTP") OF CPKO

In 2024, TTP for CPKO stands at
79.39%
compared to 88.71% in 2023

GOVERNANCE AND SOCIAL



WORKPLACE SAFETY

- 0 fatalities at all entities for 2024.
- Lost time injury ratio improved from 2.38 in 2023 to 1.28 in 2024.



EMPLOYEE TRAINING HOURS

- In 2024, the average training hour per employee is 33.5 hours, an increase from the 31.9 hours in 2023.
- 22% of employee have received training on anti-bribery and corruption, this is an increase from the 6% in 2023.



GENDER EQUALITY

- In 2024, female representation on our Board of Directors is 57%, an increase from 43% in 2023.



LEADERSHIP – SENIOR MANAGEMENT

- In 2024, 35% of Senior leadership position are held by women. This is a slight increase from 34% in 2024.



SOCIAL RELIEF AND SUPPORT

- In 2024, we provided aid, helped and/or assisted 64,788 beneficiaries. This is an increase from 55,594 beneficiaries in 2023.

Our Approach to Sustainability

LEADERSHIP AND GOVERNANCE

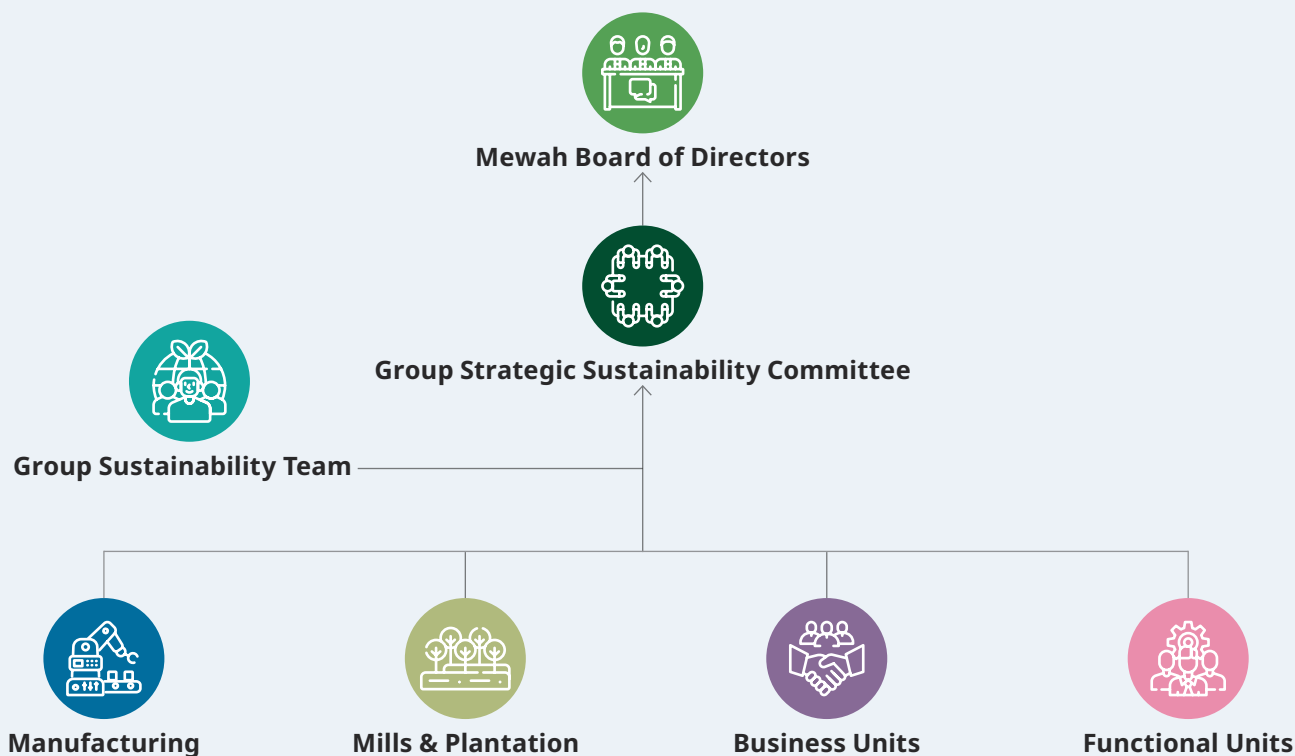
Mewah as a global food and agribusiness stand in solidarity with our peers and partners to protect our environment, mitigate climate change, and safeguard human rights, to ensure prosperity of people and planet.

Our approach on Sustainability is guided by our commitment as set out in our sustainability framework with governance starting at Board level providing strategic direction and oversight to ensure Sustainable and Responsible Growth. It covers all our ESG material matters and five key focus areas, ranging from climate action, environmental stewardship, human rights and labour well-being, responsible and ethical supply chain, to community empowerment. Mewah's Group Strategic Sustainability Committee ("**SSC**") supports the Board to incorporate sustainable practices across all business and functional units. The SSC is chaired by the

Group's CEO and comprises senior leadership teams and Heads of Departments ("**HODs**") across all business and functional units which facilitates the alignment of business objectives with the Group's Sustainability commitment. The SSC meets twice a year or as and when required. The members of the SSC along with the Group Sustainability Team work closely with the respective HODs to craft implementation plans to deliver on the Group's sustainability commitments and goals. The SSC sets the necessary targets and metrics, which are endorsed by the Board, for all the respective units, to ensure timely achievements of goals.

The following two diagrams provide our Sustainability Governance structure and illustrates how strategic directions are executed, targets and metric are set and adopted, and effective oversight and monitoring are put in place, to ensure accountability.

SUSTAINABILITY ORGANISATION CHART



SUSTAINABILITY GOVERNANCE



This robust governance and implementation process in sustainability and ESG matters is instrumental in ensuring Mewah Group delivers exceptional long-term value to all our stakeholders, which is positive for planet and people. Our 2024 achievements

are underpinned by this process which provides a people centric platform to drive collaboration and participation, whilst clear milestones and targets ensure result orientated methods are adopted to achieve our goals.

ESG Material Matters / Materiality Matrix

As a one of the leader in our industry, Mewah has consistently delivered excellent and quality products and services to our customers and partners. Equally, Mewah is best poised to deliver exception sustainable value to stakeholders through an understanding of our organisation’s impact on ESG issues along with a deep appreciation of our stakeholders’ views and needs.

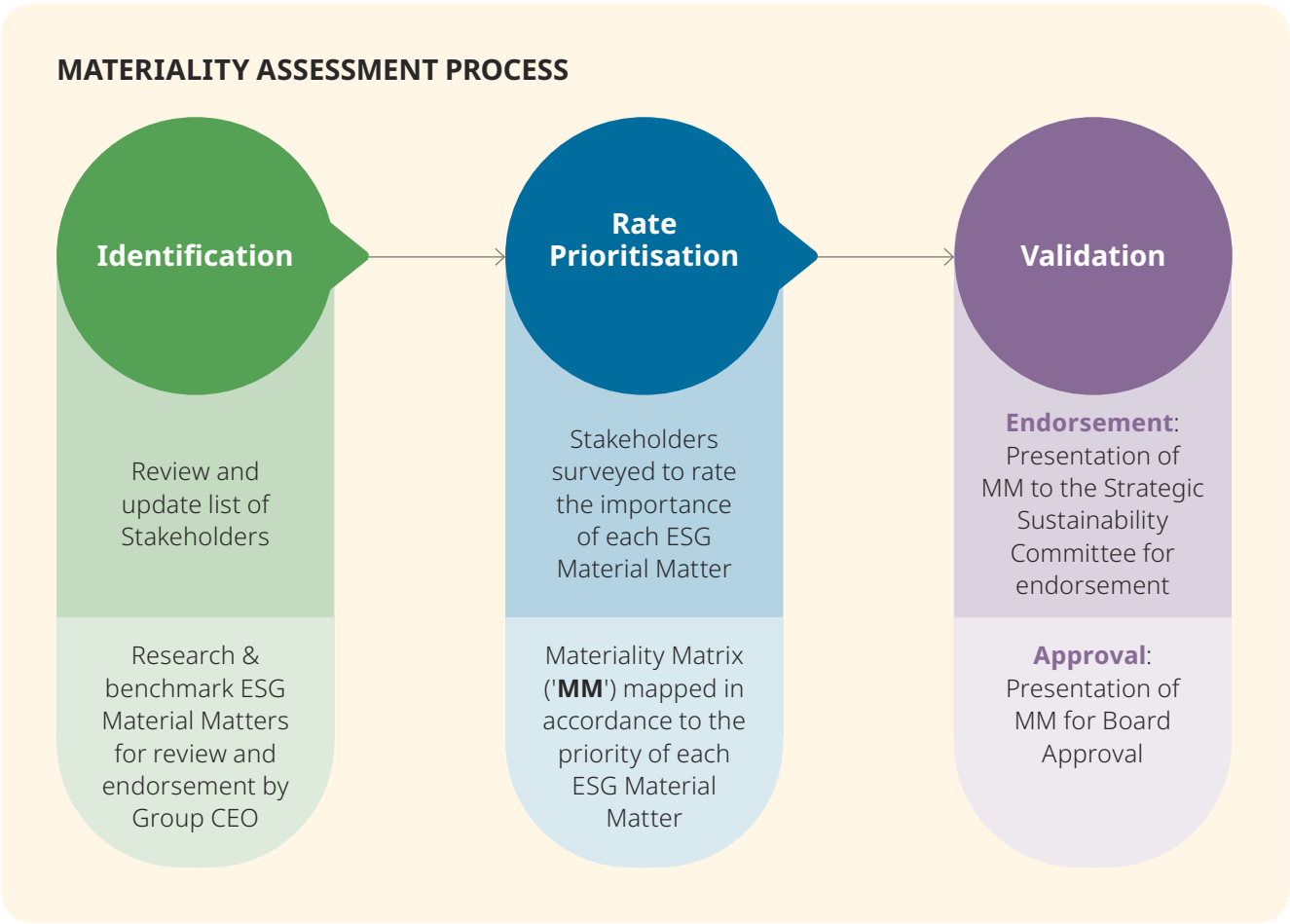
Mewah Group is in the best position to deliver benefits and value within our core business and specialised activities. Equally, Mewah can strive to deliver exceptional sustainable value for stakeholders and shareholders by understanding our material ESG matters in relation to our businesses and operations.

As directed by the Board, in 2024, Mewah conducted a reassessment of our ESG material matters. The objective of this study is to be updated on stakeholders’ view to understand

which are the important and significant ESG topics that Mewah needs to prioritise. These material topics are those that our business has a significant impact on and conversely these topics can impact Mewah’s ability to achieve our financial objectives. It is Mewah’s commitment to maximise positive value, identifying sustainable development opportunities, mitigating risks associated with these material matters and minimise negative impact.

The mitigation of these ESG risk is part of our Enterprise Risk Management System (see page 25 for further details) whilst sustainability opportunities are under the direct purview of the CEO working in collaboration with the business units.

The following is the Materiality Assessment process, which takes into consideration the guidance provided by SGX, under Practice Note 7.6 Sustainability Reporting Guide.



STEP 1: IDENTIFICATION

The Group Sustainability Team prepared a refreshed ESG material matters list and ensured that the stakeholder list is comprehensive through internal review, research, and peer benchmarking. The ESG material matter list and stakeholder groups were reviewed and endorsed by the Group CEO.

STEP 2: RATE

STEP 3: PRIORITISATION

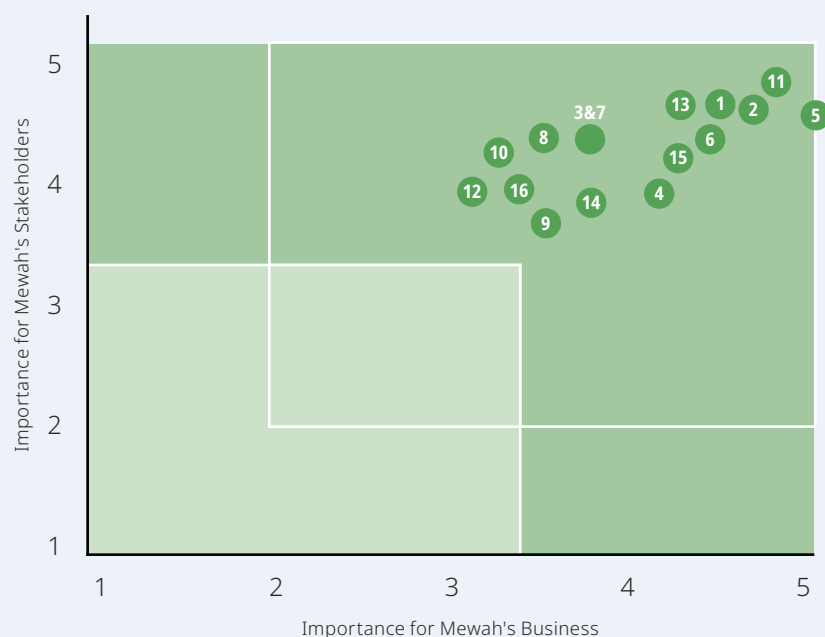
A stakeholder survey was conducted via a questionnaire to rate the importance of each ESG material matter. A diverse pool of stakeholders, representing each stakeholder group, were surveyed.

The responses and information received were analysed and prioritised, and mapped into our Materiality Matrix.

STEP 4: VALIDATION


In accordance with Mewah's sustainability governance structure, the SSC reviewed the Materiality Assessment process and the results, and endorsed the Materiality Matrix for onwards presentation for the Board's approval. The Board validated the results, and it is mapped out as our 2024 refreshed Materiality Matrix.

MATERIALITY MATRIX



No	Material ESG Matters
1	Corporate Governance
2	Anti-Bribery and Corruption
3	Sustainable Supply Chain
4	Innovation
5	Product Quality / Safety
6	Cyber-Data Security
7	Climate Action
8	Environmental Stewardship
9	Circular Economy
10	Nature / Biodiversity
11	Occupational Health and Safety
12	Smallholders
13	Human and Labour Rights
14	Local Communities
15	Training and Upskilling
16	Diversity, Equity and Inclusivity

Our Commitments and Progress

ESG MATERIAL AREAS & SDG GOALS	2024 – 2025 commitments	2024 progress	2025 – 2026 priorities
Climate Action 	Focus on the Mewah's energy transformation programme across our facilities.	Completed installation of a total 414 kWp of Solar PV system in our Malaysia factories.	Continual focus on Mewah's energy transition efforts towards reducing our GHG emissions through energy optimisation and efficiency, installation of Solar PV system, and usage of biomass to meet our energy requirements.
	Minimise emission of methane gas in our palm oil mill operations. Reduce reliance on fossil fuel by trialling bio-compressed natural gas (" BioCNG ") as an alternative fuel source in one of our Indonesia refineries.	Initiated the installation of BioCNG plant in our mill in Indonesia to minimise emission of methane gas.	Monitor outputs and results from BioCNG plant and conduct feasibility studies for adoption for adoption at all other Palm Oil Mills.
	Commit to a zero-fire policy within our estates and the surrounding community.	No occurrence of fire.	Continue staff and community awareness programmes to prevent and mitigate the risk of fires.
Occupational Safety & Health 	Ensure zero fatalities within our facilities.	Zero.	Ensure zero fatalities within our facilities.
	Reduce lost time injury ratio (" LTR ") by 50%.	2023: 2.38 2024: 1.28	
Corporate Governance & Ethics Anti-bribery & Corruption Cyber-Data Security 	Enhanced our employees' understanding and awareness of anti-bribery and corruption.	2024: 22% of employees have received training on anti-bribery and anti-corruption.	At least 50% of all employees to have received anti-bribery and anti-corruption training.
	Conduct at least four hours of anti-bribery and anti-corruption training for all employees.		
	Empowering employees through training to ensure full compliance with all laws and legal regulations.	Our Information Technology Department provides frequent reminders to all employees about frauds/ scams as well as information on best practices to safeguard both cyber and data security.	Maintain constant vigilance on threats, legal requirements, and technology development. Continue with staff awareness and empowerment to ensure security of data and cyber.

ESG MATERIAL AREAS & SDG GOALS	2024 – 2025 commitments	2024 progress	2025 – 2026 priorities
Environmental Stewardship 	Adoption of Green Procurement.	i) Enhancement of Mewah supplier code of conduct; and ii) Engagement with vendors, contractors and service providers to socialise Mewah's expectation on responsible and ethical conducts.	Work with vendors service providers, and contractors and to calculate their GHG emissions.
Traceability and Supply Chain 	To achieve 100% Traceability to Plantation for our palm supply chain by 2025.	2024 Achieved 90.29% TTP for CPO and TTP for CPKO Supply Chain reduced to 79.39% due to expansion of supply base. 2023 Achieved 82.63% TTP for CPO and 88.71% TTP for CPKO Supply Chain. * Malaysia only	Achieve 100% TTP by 2025.
Labour and Human Rights 	Capability building and increase awareness to safeguard and uphold rights of our workers.	Completed two labour and human rights programmes covering training and improvement of policies and practices in our Malaysian refineries. * Please refer to Focus Area 4 for details.	To focus on ensuring human and labour rights are safeguarded and protected in our Malaysian and Indonesia operations and supply chain.
Sustainability Certification Smallholder Inclusion 	To achieve ISPO certification for our Plantation and Palm Oil Mills in Indonesia.	ISPO Certification achieved for our Plantation and two Palm Oil Mills in Indonesia. Achieved Rainforest Alliance Sustainable Agriculture with EUDR alignment for Mewah's pioneer Cocoa farmer group.	Initiate RSPO Certification for Smallholder Groups in Indonesia and achieve certification by 2026. To achieve RSPO certification for our Palm Oil Mills in Indonesia; and to initiate RSPO Certification for one smallholder group in Indonesia and achieve certification by 2026.

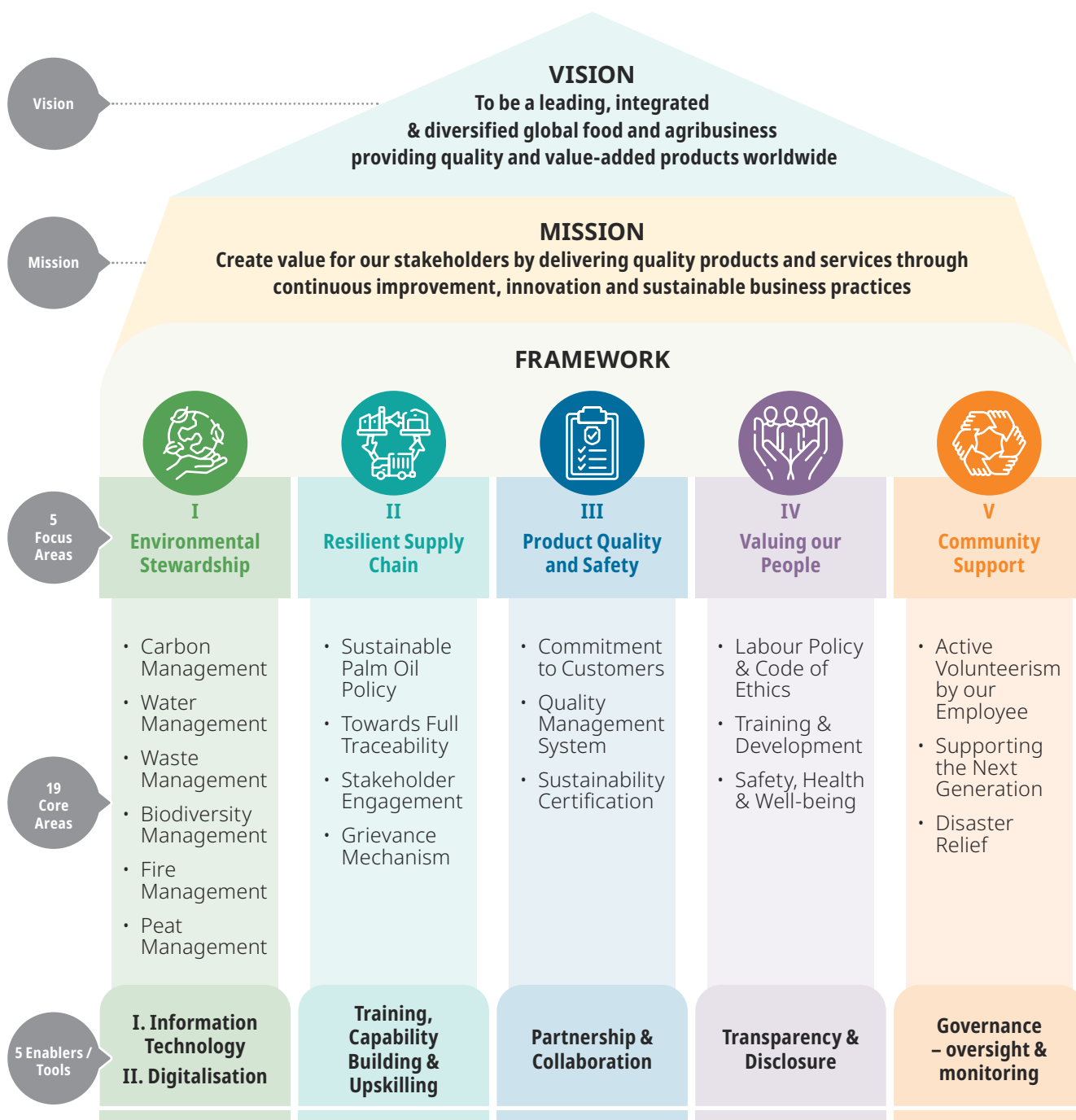
Our Commitments and Progress

ESG MATERIAL AREAS & SDG GOALS	2024 – 2025 commitments	2024 progress	2025 - 2026 priorities
Community Support 	<p>Deepening our partnerships with local communities to drive positive change through various Corporate Social Responsibility (“CSR”) initiatives – disaster relief, supporting the next generation and active volunteerism.</p>	<p>Please refer to Focus Area 5 for further details.</p>	<p>Continue supporting and uplifting the local communities wherever we operate through active volunteerism, disaster relief, and/or fundraising.</p>
Employee Upskilling and Well-being 	<p>Increase training hours by 20%.</p> <p>Implement regular medical check-ups for employees to monitor their health and well-being.</p>	<p>Training Hour has increased by 4% to an average of 33.5 hours per employee in 2024 compared to 31.9 hours in 2023.</p>	<p>Develop and nurture our employees to excel at work and for personal growth.</p> <p>Identify training needs for employee and ensure employees receive regular and/or refresher training, information and knowledge to excel at their role and responsibilities and for overall personal development.</p>
Product Quality and Safety 	<p>Ensure stringent and continuous monitoring to maintain Good Manufacturing Practices.</p> <p>Zero Product Non-compliance.</p>	<p>Zero incidents on Product Non-compliance.</p>	<p>Ensure Zero Product Non-compliance.</p> <p>Maintain continuous dialogue with industry experts, peers and service providers to stay abreast of new developments, solutions and technologies.</p>
Product Innovation 	<p>Commit to upholding rigorous standards while proactively addressing evolving customers expectations to ensure the highest quality and safety.</p>	<p>Identify customer's needs through engagement and dialogue towards developing and innovating new products to better serve the larger community</p>	<p>Maintain rigorous standards and stay abreast of new development and innovation to provide better quality and more nutritious products to our customers.</p> <p>Explore environmentally friendly packaging solutions to minimise impact on environment.</p>

Mewah Sustainability Framework

One of the key objectives of Sustainability is for People and Planet to thrive and flourish. It is in this spirit which Mewah Sustainability Framework is crafted to focus on environmental protection and to support and nurture the people across our entire operations and value chain.

Our Sustainability Framework contains five focus areas covering 19 core initiatives. It acts as a blueprint for our businesses to incorporate sustainability into their daily activities and to guide our engagements programmes within our value chain to deliver on our Vision and Mission.



Mewah Sustainability Framework



VISION

To be a leading, integrated and diversified global food and agribusiness providing quality and value-added products to customers worldwide.



MISSION

Create value for our stakeholders by delivering quality products and services through continuous improvement, innovation and sustainable business practices.

Honor

We believe in Mewah honor, helmed with honesty. We hold ourselves accountable to the highest ethical and professional standards.

Motivation

We are one great Mewah team that make things possible. We embrace challenges, we never give up.

Aspiration

We create a dynamic environment to inspire, motivate our people, our customers and community at large to continuously change for the better in order to scale new heights.

Engagement

We believe in being constantly engaged with the company and with each other. There's no you or I, there's only "WE".

Wisdom

To be discerning when making decision, after careful analysis and in-depth study.



Climate Action – Task Force on Climate Related Financial Disclosure

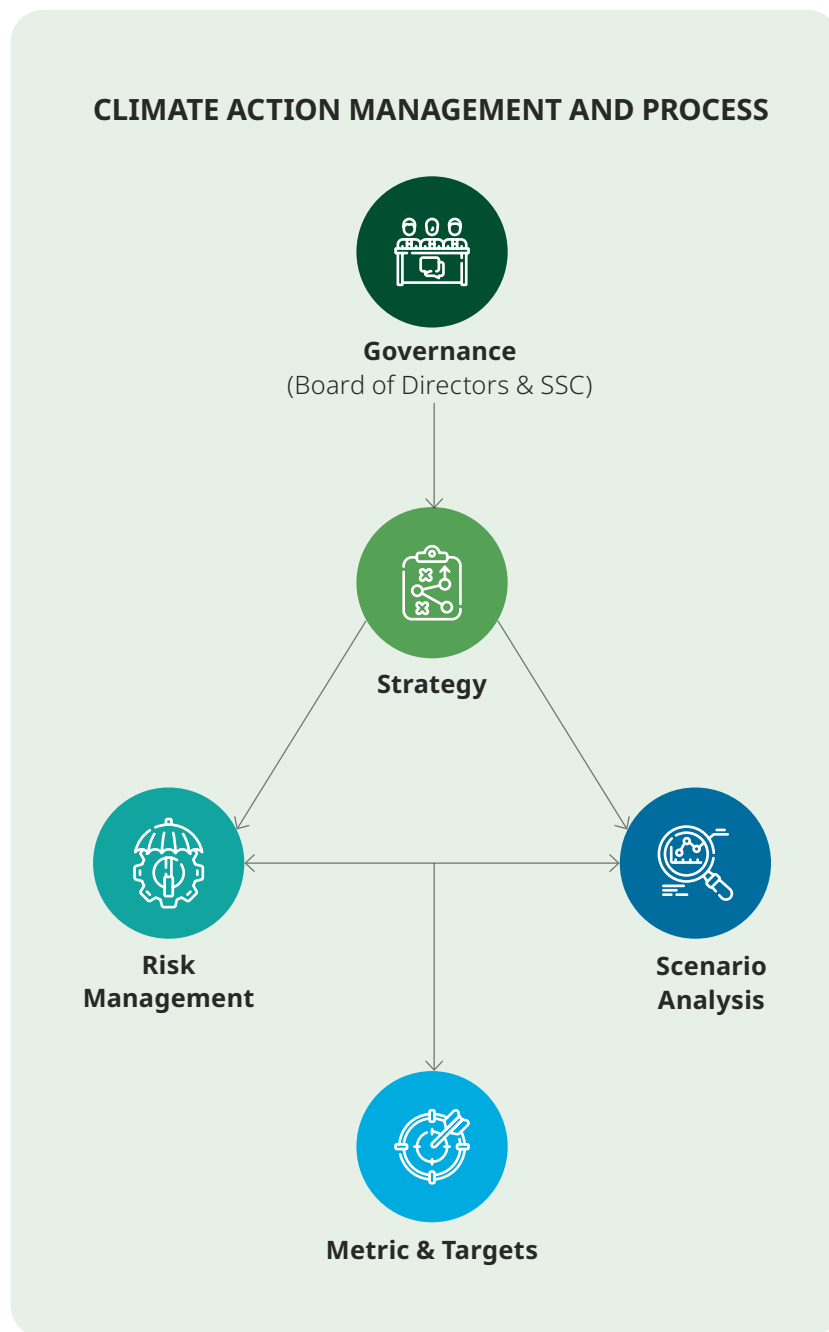
Mewah Group, as a major food and agribusiness company, is vividly aware of the potential negative impact of climate change. Changes in the weather patterns can cause disruptions to our own operations and value chain, adversely affecting all our stakeholders. To this end, Mewah is committed to monitoring and reducing our operational Greenhouse Gas Emissions ("GHG") through improving resource efficiency and increasing investment in low-carbon technologies and fuel. We recognise the significance of Scope 3 emissions and actively engage with suppliers and other stakeholders to prevent deforestation and reduce GHG emission towards ensuring a resilient and informed value chain.

Our climate action strategy is guided by the recommendations of the TCFD framework with refinement being made to our sustainability governance structure and enhancement of our enterprise risk management system in 2023 as well as the modelling of climate impact scenarios particularly on floods and droughts should temperature surpass 2°C by 2100. At Mewah, we have always strived to achieve more with less resources and this underpinned our approach in developing climate action plans which are paired with ambitious targets and the relevant metrics to mitigate climate change.

1. GOVERNANCE ON CLIMATE-RELATED RISKS AND OPPORTUNITIES

Overall Governance on Climate-Related Risks and Opportunities

Our Board of Directors (the "**Board**") are responsible for, and oversees climate-related matters impacting Mewah's business and operations by providing strategic guidance on the Group's climate-related agendas. The Board is supported by the Group's Strategic Sustainability Committee ("**SSC**") which is chaired



by the Group's CEO. The Board and the SSC is responsible to identify and prioritise material ESG matters, climate-related risks and opportunities, which have significance and impact to our businesses and our stakeholders. The SSC works closely with all the businesses to manage these risks and opportunities by driving the incorporation of sustainability measures into our daily activities and operations.

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The Board's Oversight of Climate-Related Risks and Opportunities

The Board ensures there are effective and robust corporate processes in place and is ultimately responsible for providing strategic direction on climate-related matters. The Board is assisted by the SSC on climate-related risk and opportunities, and to ensure effective oversight on climate-related risks and opportunities, the SSC reports to the Board on a semi-annual basis, providing progress updates on the management of climate-related physical and transition risk and opportunities for further guidance and direction.

The Management Role in Assessing and Managing Climate-Related Risks and Opportunities

The SSC meets at least twice a year and is responsible to ensure the development and implementation of climate-related strategies, and that risks associated with climate change are managed with mitigating measures and policies, and opportunities are reviewed for strategic development. The appropriate targets and metrics are set by the SSC and the CEO and are approved by the Board prior to adoption.

Sustainability and climate-related risks are mapped and rated based on probability and impact as part of operation unit's risk registers. The HODs of all the respective business and functional units then develop mitigation and monitoring plans for the prioritised sustainability and climate-related risks. Operating units are responsible to implement and continuously monitor the effectiveness of their mitigation plans.

2. STRATEGY

Impact of Climate-related Risks and opportunities on our businesses, strategies and financial planning

Climate change brings about a significant level of unpredictable physical

manifestations and reactionary behaviour from stakeholders to address the consequences of climate change. As recommended by TCFD, Mewah employs climate scenario modelling to identify vulnerabilities and the consequences based on plausible futures, and to map and prioritise high, medium, and low likelihood and impact situations across affected jurisdictions. This informed the development of mitigation strategies to enhance resilience within our operations and value chain, fortifying our risk management processes which in turn provides us with the basis for target setting and metric selections to minimise disruptions and ensure business continuity.

2.1 Scenario Analysis

Scenario Analysis is a strategic planning tool that helps businesses anticipate and prepare for an uncertain future. We can assess the potential future events and their potential consequences for our business. By examining different plausible future scenarios, we can identify the potential risks and opportunities to our business and develop the respective response strategies to overcome these challenges and identify competitive advantages.

We focus our analysis on two key scenarios based on assumptions from the Intergovernmental Panel on Climate Change ("IPCC") Fifth Assessment Report ("AR5"), Sixth Assessment Report ("AR6") and the Synthesis Report ("SYR"). It is however important to note that these scenarios are based on hypothetical calculations and are by no means forecasts or predictions. However, this analysis provides valuable insights into how potential climate factors could impact our businesses and operations.

2.1.1 2°C Scenario:

Alignment: This scenario is aligned with the Paris Agreement goal of limiting global warming to well below 2°C above pre-industrial levels by 2100.

Pathway: To achieve this, it requires rapid and deep GHG emission reduction and in most cases, immediate GHG emissions reductions. Reductions in GHG emissions can be achieved through:

- **Renewable energy:** Increase usage of solar, biomass, and other renewable energy sources.
- **Energy efficiency:** Improvements in energy efficiency equipment and technologies.
- **Carbon capture and storage technologies:** Technologies to capture and store carbon emissions.

Implication for our business: This 2°C scenario presents both challenges and opportunities.

- **Risks:** Transitioning to a low-carbon future requires significant investment and an operational shift. This includes transitioning from fossil fuels to renewable energy sources, investing in low-carbon technologies, and enhancing our overall energy efficiency.
- **Opportunities:** Gain a competitive edge by positioning our company as a sustainability leader. This enhances our corporate reputation and attracts environmentally conscious customers whilst building resilience.



2.1.2 4°C Scenario:

Alignment: This scenario represents a “business-as-usual” trajectory with continued reliance on fossil fuels and limited efforts to reduce GHG emissions.

Pathway: In this scenario, GHG emissions continue to rise significantly, leading to a substantial increase in global temperatures. This pathway is associated with severe and widespread impact, including:

- Increased frequency and intensity of extreme weather events (e.g., heatwaves, droughts, floods are expected to be more severe).
- Rising sea levels, impacting coastal businesses, communities and infrastructures.
- Disruptions to supply chain, reduce access and sources of raw material and raise in material prices.

Implication for our business: This 4°C scenario presents significant risks to our operations and our long-term viability.

- **Risks:** Increased operational disruptions due to extreme weather events. In severe cases such as prolonged floods, our assets and infrastructure will be damaged. Adapting to climate change will necessitate increased investments in climate resilient infrastructures such as flood barriers, improved drainage and other protective measures. Climate-related events can disrupt supply chains, leading to raw material shortages, increased transportation costs and delays in production and delivery. Climate change can contribute to market volatility, impacting demand for our products, prices of raw materials and the overall economic conditions.
- **Opportunities:** Climate mitigation and adaptation measures against flood and extreme weather will ensure minimal disruption and strengthen our reputation as a reliable and responsible business partner.


Climate Action – Task Force on Climate Related Financial Disclosure





2.1.3 Response Plan

Our response plan outlines our approach to mitigating the potential financial impact of the identified scenarios. Our response plan includes:

- Developing strategies to reduce the likelihood and/or impact of the identified risks.
- Establishing contingency planning to address unforeseen circumstances.
- Effective communication to ensure timely information sharing and coordination within the organisation and with external stakeholders and partners.
- Monitoring and reviewing the effectiveness of our response plan and making necessary adjustments where appropriate.

TABLE 1: SCENARIO ANALYSIS AND RESPONSE PLAN

Risk Type	Scenario Analysis			Response Plan
Physical		2°C Scenario	4°C Scenario	Risk Mitigation
Physical Risks 	Flood and sea level rise.	<p>A moderate sea-level rise of 0.5 metres, combined with more frequent and severe extreme weather events, could increase flooding and erosion in coastal areas.</p> <p>This could disrupt operations located near the coast, disrupt transportation routes, ports, and storage facilities, leading to delays in the delivery of goods.</p>	<p>Extreme sea-level rise by 0.7 metres, more frequent and severe extreme weather events.</p> <p>A high frequency of extreme weather events leads to reduction of raw material and increase in prices.</p> <p>Disruptions to transportation routes, ports, and storage facilities could become more frequent and severe.</p> <p>Mewah's major business operations are predominantly in mid-stream and downstream part of the palm oil value chain. As such, the raw material price is generally pass-through to the customers.</p> <p>Financial impact : Low</p>	<ol style="list-style-type: none"> 1. Construct flood barriers, enhance drainage systems to manage the increased rainfall and storm water; installed raised platforms where possible to shield facilities and equipment against rising sea levels and flood waters. 2. Diversify supply chains: Reduce reliance on land transportation routes and expand sourcing region and supplier pool. 3. Maintain close dialogue with Insurers to improve infrastructure resilience. 4. Reduce GHG emissions to support global collective action to counter climate change.
	Drought and wildfire.	<p>Drier conditions lead to lower palm oil yields and increase risk of wildfires.</p>	<p>Severe droughts can cause crop failures and increase the risk of wildfires.</p> <p>Mewah's major business operations are predominantly in mid-stream and downstream part of the palm oil supply chain. Fluctuation in raw material prices are generally pass-through to the customers.</p> <p>Financial Impact: Low</p>	<ol style="list-style-type: none"> 1. Improved water storage and management: Implement water storage systems, more efficient irrigation systems and reduce water consumption. 2. Fire prevention measures: Implement fire prevention measures, such as monitoring for potential fire hazards, engagement with local communities during the drought season, and increased fire-fighting drills.

Risk Type	Scenario Analysis			Response Plan
Transitional Risk		2°C Scenario	4°C Scenario	Risk Mitigation
Technology 	Increased investment cost.	Increase capital expenditure due to rapid adoption of low-carbon technology coupled with a degree of uncertainty as there is a lack of matured scalable low-carbon technology, and high costs of bio-based fuels.	Gradual increase in investment in low-carbon technologies and replacing fossil fuels with renewable energy sources.	Establish a Technology Specialist Working group to conduct due diligence on new technology prior to pilot and adoption.
Market 	A shift in consumer preference for low-carbon products and sustainable packaging.	Loss of market share, high cost of sustainable materials and certifications.	A moderate shift in consumer preference for sustainable products and sustainable packaging.	Collaborate with suppliers, customers, and NGOs to understand evolving market demands and regulatory requirements.
Policy and Legal 	Environmental and social compliance.	More stringent environmental regulations, including carbon pricing and emissions trading schemes will impact production costs and profitability.	The current regulatory requirements are maintained or moderate regulatory changes with limited impact to production costs and operations.	Maintain dialogue with industry bodies, stay informed about changes in regulations and industry standards. Develop strategies to manage any new climate regulations.
Reputation 	Greenwashing and corporate governance.	Governments may implement stricter regulations and heavier penalties for non-compliance with environmental and social standards.	Less intensive scrutiny from investors, consumers, and regulators regarding sustainability practices.	<ol style="list-style-type: none"> 1. Develop and implement ambitious climate change mitigation and adaptation strategies. 2. Obtain assurance and verification of data collected and results achieved. 3. Communicate the company's sustainability efforts to maintain a positive brand image.



Climate Action – Task Force on Climate Related Financial Disclosure

3. CLIMATE RISK MANAGEMENT

Mewah takes a holistic approach towards risk management which includes management of sustainability and climate-related risk to ensure continuity of all operations by minimising and/or preventing disruptions, and to ensure the achievements of our business goals and growth. Operating units are responsible to identify sustainability and climate-related risk and to develop a comprehensive risk register. This is followed by risk rating through analysis of probability and impact to prioritise mitigation measures. Each operating units is responsible to implement and monitor the effectiveness of their mitigation activities. The Enterprise Risk Management ("ERM") team works closely with each operating unit throughout the entire process, providing risk training to increase awareness and inculcate a strong culture on risk prevention and management.

For our business operations, as stated earlier, we may be subjected to potential negative impact arising from physical and/or transition risk. This could include erratic or extreme weather resulting in floods or typhoons, or sea level rise or heat waves due to global warming. Similarly, there are

potential issues arising from the transition to a lower carbon economy which may include market changes or new regulations to mitigate the effects of climate change. Climate-related risks are assessed yearly and reviewed on a regular basis by the operating units.

3.1 Physical and Transition Risks Resilience

In assessing the climate-related physical and transition risks, we seek to understand the potential impact on our assets across our key operating locations: Malaysia, Indonesia and Singapore and within our supply chains.

3.1.1 Own Operations

Our operations in Malaysia, Singapore and Indonesia are exposed to a range of extreme weather events, including floods and droughts as well as long-term risks such as sea-level rise and change in weather patterns. These climate-related risks can disrupt our operations, damage assets and infrastructure, and disrupt our raw material supply chains. We have conducted a preliminary assessment of physical risks at our key sites, considering factors such as flood risk and drought vulnerability.



3.1.2 Physical Risk: Flood

The Coastal risk screening tool, <https://coastal.climatecentral.org/>, provides us with the portfolio view of the inherent physical risk exposure to a sea-level rise of one metre if no mitigation and adaptation measures are taken. The outcome of this assessment indicates that several of our operations are deemed to be at no risk of flooding, while a limited number of our operations are identified with risk of flooding.

Our risk mitigation and adaptation measures include:

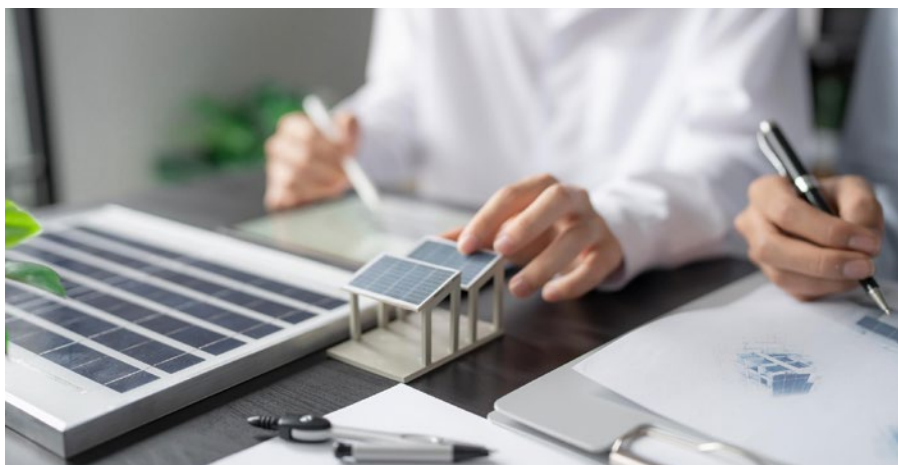
- Deepening and widening drains to mitigate flood risks during monsoon season.
- Enhancing coastal defence: Fortifying existing walls and increasing platform height of equipment to minimise the impact of sea-level rise.
- Comprehensive flood insurance: working with our insurance partners to identify high risk hazard and develop mitigating solutions and ensuring adequate insurance coverage against all flood-related damage.

3.1.3 Physical Risk: Drought

We assessed the drought risk exposure of our operations using the United Nations Convention to Combat Desertification Drought Toolbox. A drought risk score exceeding 0.5 is considered significant. Based on this assessment, a limited number of our operations are identified as facing significant drought risk.

Our mitigation measures to address drought risks include:

- Water conservation: Implement high efficiency irrigation systems and reduce water consumption and optimise water usage.
- Water storage: Install water storage tank to provide emergency water supply, put in place water-gates to maintain water within the estates blocks.
- Drought preparedness and response plan: Develop and implement robust drought monitoring and early warning systems to enable timely responses.



3.1.4 Physical Risk: Suppliers/Supply Chain

Building upon our physical risk screening exercise in 2023, we conducted a preliminary study to assess the vulnerability of our suppliers across Malaysia and Indonesia to sea-level rise. These two geographical regions supplies over 80% of our raw material needs, and are critical to our operations.

Our analysis indicates a potential 10% disruption in our CPO supply due to climate-related factors. This assessment considers potential impact from sea-level rise of up to one metre. To mitigate this risk, we engage with our suppliers to understand their climate risk assessment and mitigation strategies. We have performed financial modelling, which indicates that the financial impact of a 10% reduction in CPO supply is low and not significant. Mewah's major business operations are predominantly in mid-stream and downstream part of the palm oil supply chain. Fluctuation in raw material prices are generally pass-through to the customers. Additionally, we are continuously securing alternative supply sources and optimising inventory management to ensure minimal disruption and impact on our businesses.

By proactively addressing these challenges, we aim to ensure the resilience of our supply chain and production and minimise the potential impact of climate change on our operations.

Climate Action – Task Force on Climate Related Financial Disclosure

3.1.5 Management and Mitigation of Climate-Related Risks

Table 2 below highlights our key climate-related risks, mitigation plans and the measures taken on opportunities.

TABLE 2: TRANSITION AND PHYSICAL RISKS

Description	Impact	Mitigation	Opportunities
Transition Risk: Technology			Short to Medium Term Risk 2024 - 2050
Delayed or failure to adopt new low carbon/green technologies.	<ul style="list-style-type: none"> Reduce in business and sales as buyers might shift to other lower carbon suppliers. 	<ul style="list-style-type: none"> Adoption of short, medium and long term GHG reduction targets for the Group and for individual operating units. Operating units and technical teams to keep up to date on new technologies and prepare appropriate development plans to meet GHG reduction targets. 	<ul style="list-style-type: none"> Reduce operational GHG emission. Increase use of renewable energy, reduce reliance on fossil fuel, and lower our production cost. Potential new revenue stream arising from sale of carbon credits and renewable energy certificates.
Transition Risk: Legal and/or Policy			Short to Medium Term Risk 2024 - 2050
Imposition of carbon tax and/or carbon reduction policy by the Government.	<ul style="list-style-type: none"> Increase business costs, penalties for non-compliance and reputation damage. 	<ul style="list-style-type: none"> Adoption of short, medium and long term GHG reduction targets for the Group and for individual operating units. Operating units and technical teams to stay abreast of new technologies and prepared development plans to meet GHG reduction targets. 	<ul style="list-style-type: none"> Increase use of renewable energy, reduce reliance on fossil fuel, and lower our production cost. Adoption of new low carbon technology or renewable energy source.
Reduction or removal in diesel subsidies.	<ul style="list-style-type: none"> Increase in transportation cost. 	<ul style="list-style-type: none"> Expand logistic partners to include transporters that have electric fleets instead of fossil fuel vehicles. 	<ul style="list-style-type: none"> Reduce Scope 3 GHG emissions and the cost of doing business.
European Union Deforestation Regulation ("EUDR").	<ul style="list-style-type: none"> Reduction of sales and revenue, as buyers need to shift to other compliant source. Penalty for non-compliance. 	<ul style="list-style-type: none"> Conduct supplier engagements to support suppliers towards compliance. Collaborate with partners and industry associations to improve suppliers' capability and awareness on EUDR compliant measures. 	<ul style="list-style-type: none"> Future proofed business with an EUDR compliant supply chain to ensure market access and as a potential new revenue source.

Description	Impact	Mitigation	Opportunities
Transition Risk: Market			Short to Medium Term Risk 2024 - 2050
Enhanced market demands for traceable and climate-NDPE compliant supply chain.	<ul style="list-style-type: none"> • Increase in cost to ensure compliance. • Reduction in compliant sources leading to lower sales. 	<ul style="list-style-type: none"> • Conduct supplier engagements to support suppliers towards compliance. • Collaborate with partners and industry associations to improve suppliers' capability and awareness on compliant measures. 	<ul style="list-style-type: none"> • Ensuring market access and as a potential new revenue source.
Physical Risk: Acute			Short to Medium Term Risk 2024 - 2050
Increase in extreme and erratic weather conditions resulting in drought and/or floods.	<ul style="list-style-type: none"> • Asset damage. • Logistics disruption. • Reduction in yield and output. 	<ul style="list-style-type: none"> • Construction of flood barriers, improve drainage and irrigation systems. • Put in place water storage facilities include Rainwater harvesting equipment. 	<ul style="list-style-type: none"> • Adopt early weather pre-alert systems. • Establish a wider and diverse supply source to ensure resilience and prevent business disruptions.
Physical Risk: Chronic			Medium to Long Term Risk 2050 - 2100
Long-term changes to weather patterns.	<ul style="list-style-type: none"> • Asset damage. • Logistics disruption • Reduction of yield and output. 	<ul style="list-style-type: none"> • New business developments to expand and/or diversify the Group's business activities and revenue stream. 	<ul style="list-style-type: none"> • Adopt early weather pre-alert systems. • Establish a wider and diverse supply source to ensure resilience and prevent business disruptions.
Sea Level Rise.	<ul style="list-style-type: none"> • Asset damage. • Logistics disruption • Reduction of yield and output. 	<ul style="list-style-type: none"> • Installation floodwalls and elevation of equipment and facilities. 	

Climate Action – Task Force on Climate Related Financial Disclosure

4. METRICS AND TARGETS

4.1 Metrics

Based on Scenario Modelling and Climate-related risk assessment, the most impactful and relevant metric for Mewah to mitigate climate change and to measure climate-related opportunities are GHG emission, usage and/or generation of renewable energy, and the amounts of biomass utilised or reused.

4.2 Performance Specific Targets

To ensure structured transition to reach global goals and delivery on our climate action strategy, we have set targets to ensure mitigation of risks and deliver on the appropriate opportunities whilst being aligned with the policies laid down by the regulators and governments of the jurisdiction we are operating in. Further details are provided in Table 4 on Climate Action Plan below.

TABLE 3: METRICS

GHG by tonnes CO ₂ e (t CO ₂ e)	Renewable Energy – Solar PV Systems	Biomass
Scope 1 & 2 : tCO ₂ e	KWh / MWh	Metric Tonnes / kWh
Scope 3: tCO ₂ e		

5. CLIMATE ACTION PLAN

5.1 Investing into Energy Efficiency Improvements, Valuing our Waste, and Renewable Energy

Our climate actions are premised on mitigation and adaptation, to reduce GHG emissions and to improve/upgrade infrastructure to adapt to the consequences of climate change. In 2024, our refineries and other operating units, have taken action to install Solar PV systems, upgrade and/or replace equipment to improve our operation efficiency and to upcycle/reuse waste to align with circular economy. This is in line with Mewah's culture to achieve more with less.



TABLE 4: CLIMATE ACTION PLAN

Strategy, Commitments and Targets			Reduce reliance on fossil fuels by 20% by switching to renewable energy by 2030			
Strategy	Activities	2024 Progress	Scope	Activities	2025 - 2026 Targets	Activities by 2030
Mitigate Climate Change by Reducing the Carbon Intensity of Our Products by 20%.	To reduce reliance on fossil fuels by 20% with a three-pronged approach: i) Improve efficiency and conserve energy usage. ii) transition towards green/ renewable energy by 2030. iii)Valuing our waste.	<ul style="list-style-type: none"> Completed energy audit and heat map of high energy consumption patterns at all refineries, packing plants, biodiesel and dairy plant. Increased insulation to minimise heat loss and improve waste heat recovery in our Malaysia factories. Installed smart automation systems for air-conditioning systems and LED lighting. Doubled overall Solar PV Capacity Systems. 	All refineries, packing plants, biodiesel and dairy plants.	<ul style="list-style-type: none"> Installation of high efficiency equipment or upgrades. Increase insulation to minimise heat loss and improve waste heat recovery. Adoption/ installation of sensors, artificial intelligence and IOT to increase efficiency and reduce energy and other resources. Continue with feasibility studies on installation of solar PV systems at all sites. Increase capacity to utilise biomass instead of fossil fuels. 	<ul style="list-style-type: none"> Continue to replace or upgrade high energy consumption machines and adopt heat loss solution where appropriate. Conduct feasibility studies on installation of sensors, artificial intelligence and IOT solutions Increase the adoption of electric forklifts, trucks and other transport equipment. To install a further 1,000 kWp of new Solar PV Systems. Expansion of infrastructure and facilities to increase usage of biomass at Mewah Datu Sdn. Bhd. 	<ul style="list-style-type: none"> To stay abreast of the development of new scalable low carbon technology and conduct feasibility studies and make recommendations for adoptions. To develop strategic plans to comply with new Climate/ESG legislation and policies. For all internal transport equipment and vehicles to be fully electric in Malaysia operations. To complete installation of Solar PV systems at all Indonesian Refineries. Increase usage of BioCNG throughout our operations where appropriate and feasible.
	Reduce Methane and other GHG at our Palm Oil Mill with the adoption of methane capture or other GHG reduction/ avoidance solutions.	Initiated the infrastructure for BioCNG plant in our mill.	Palm Oil Mills.		To complete the installation of BioCNG plant by 2026.	To utilise BioCNG for own operations and to sell BioCNG to other Mewah Indonesia entities or third-party entities.

Climate Action – Task Force on Climate Related Financial Disclosure

Strategy, Commitments and Targets			Reduce reliance on fossil fuels by 20% by switching to renewable energy by 2030			
Strategy	Activities	2024 Progress	Scope	Activities	2025 - 2026 Targets	Activities by 2030
Climate Change Adaptation.	To minimise operations disruption due to water shortage.	<ul style="list-style-type: none"> The rainwater harvesting systems installed at our refineries collected a total of 214,302 m³ in FY2024. MOIPG completed segregation of wastewater from monsoon/ storm drains which reduces the energy and chemical usage of treating wastewater. 	<ul style="list-style-type: none"> All operating units. 	<ul style="list-style-type: none"> Assess water usage and needs and identify location for the installation of rainwater harvesting systems and water storage tanks and other water optimisation measures. Analyse water consumption in Malaysian operations and identify opportunities for reducing inefficiencies or implementing closed loop systems. 	<ul style="list-style-type: none"> To conduct study at all Palm Oil Mills and Plantation in Indonesia. 	<ul style="list-style-type: none"> To install water saving and storage facilities at all vulnerable operating units. Implement a comprehensive water intensity monitoring systems across all manufacturing sites.
	Enhancing Waste Management and to reduce waste by 10% waste by 2030 – Practising 5R framework to Refuse, Resue, Recover, and Recycle that drives the reduction of waste.	<ul style="list-style-type: none"> Following from MOSB success of 4% reduction of bleaching earth, MOIPG has adopted a similar strategy and reduced 1% of bleaching earth in 2024. Collected 3,012 kg of used cooking oils from employees' households, extending our waste reduction initiatives beyond our factories. 	<ul style="list-style-type: none"> All operating units. All refineries. 	<ul style="list-style-type: none"> Continue to work with vendors that have climate solutions and technology to create a close loop to minimise and reuse our waste. To identify opportunities to collect used cooking oil. 	<ul style="list-style-type: none"> For all refineries to adopt superior products and reduce usage of bleaching earth by 5%. 	<ul style="list-style-type: none"> For all operating units to adopt waste minimisation and waste recovery and reuse measures.

5.2 Smallholder Engagements to Prevent and Eliminate Deforestation

Our Indonesian operations are actively building connections within our local communities to nurture the smallholders and smaller plantations on countering and eliminating deforestation and to reduce GHG emissions.

In 2023 to 2024, we have established a Smallholder Partnership Team which have managed to form a total four smallholder

groups consisting of over 1,792 farmers with approximate 3,900 hectares. This smallholder partnership team has been working closely with these farmers to increase their yield and productivity which will help to prevent further clearance of forest. In 2025, we will be expanding this team to include certification services which will help the farmers to adopt best practices where some of the expected outcomes would be the reduction of chemicals and fossil fuel, leading to GHG emission reduction.



Climate Action – Task Force on Climate Related Financial Disclosure

5.3 Climate Action Financial Planning and Impact

Based on our scenario analyses, mitigation plans have been developed to address the physical and transition risks. It is evident that our operations must improve efficiency and optimise resource and energy usage, and renewable energy systems be adopted in order that the carbon intensity of our products are reduced to align with the global transition to a low carbon economy.

In the short and medium term, additional capital expenditure will be required to ensure we meet our commitments and climate-action strategy with the installation and/or usage of renewable energy and upgrading and adoption of high efficiency equipment, BioCNG plants, and more.

These investments will reduce our operating costs and contribute to the company's return within the medium-term duration of 10 to 15 years. Furthermore, some of these investments will facilitate the creation of new revenue streams and opportunities like carbon credit and renewable energy certificates.

With temperatures expected to rise on a longer-term outlook beyond 2100, the coastal risk screening tool, <https://coastal.climatecentral.org/> indicates the risk of sea level rise in numerous geographies, including Malaysia and Indonesia. This will likely have an impact on several of our operations. At this present time, there is insufficient data to provide an accurate forecast of the financial impact arising from the increase in sea level. Going forward, we strive to intensify mitigation plans to ensure minimal financial impact on these operations.

For 2024, as guided by our climate change mitigation plans, financial investments of US\$764,000 have been made to improve our drainage system to enhance and increase water flow rates, and installation of rainwater harvesting systems to reduce reliance on freshwater and to address drought. These improvements

are expected to minimise and/or prevent any possible disruptions to our operations and business activities. In addition, our plantation has in place a comprehensive early fire warning and prevention systems, with the entire team placed on high alert during dry weather and drought period, please refer to page 47 for the details. We have also made another important financial investment of US\$234,000 in Solar PV Systems at two of our manufacturing plants. This investment serves a dual purpose enabling us to reduce our GHG emissions to help mitigate climate change and reduce our annual cost of production by approximately US\$129,000.

It is evident that the impact of climate change are challenging to predict, as such, we continuously work with our insurers to improve infrastructures where possible and to ensure that we have robust and comprehensive insurance coverage on property damage, business disruptions, liability, employee accidents arising due to natural disasters.



Focus Area 1:

ENVIRONMENTAL PROTECTION AND STEWARDSHIP



We are committed to safeguarding the planet's most precious resource by reducing usage and minimising water loss in our operations, and to prevent deforestation to protect vital ecosystem services as forest and water catchment areas are crucial to store and regulate water supplies, and to filter and remove sedimentation ensure water quality.

A healthy and flourishing planet and people are fundamental to ensure Mewah achieves our business objectives. Environmental stewardship has been Mewah's focus and over the past decade, the core activities covering carbon management, energy efficiency, water efficiency and waste management are part of our daily business activities. In recent times since 2017, carbon management and renewable energy have also been included into our core activities.



We are constantly reminded of the climate crisis that is negatively impacting the entire planet and all living things.

We strive to actively monitor and reduce our GHG emissions, adopt adaptation solutions, prevent/minimise deforestation and increase awareness amongst our stakeholders to take collective action.



Transitioning to clean energy as a vital part of our Climate Action Strategy. Clean energy enables our operations to decarbonise. We are actively installing Solar PV systems as well as increasing the use of biomass to meet our clean energy needs. We also conduct stakeholder engagements to encourage our supply chain to similarly embark on their energy transformation journey.



Mewah being a global organisation with key plants in Singapore, Malaysia and Indonesia have put in place procedures and practices to deliver positive value and minimise negative impact to the local communities wherever we operate.

Core Area 1:

Carbon Management

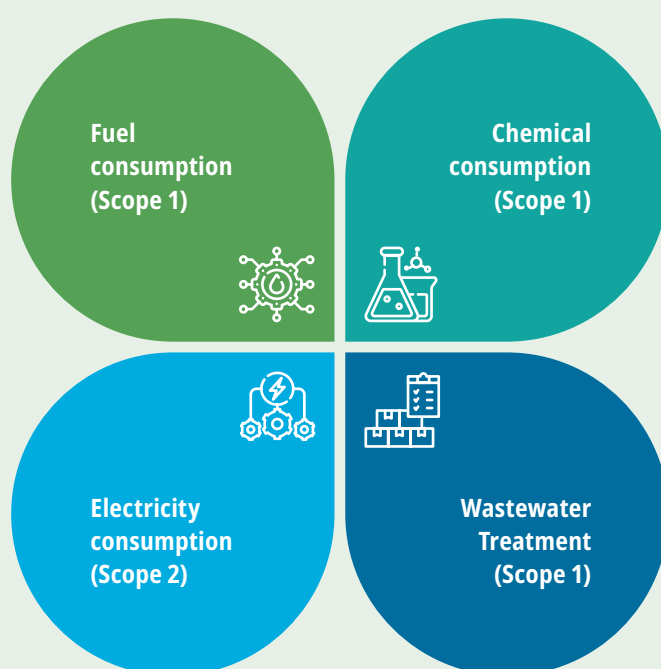
In our ongoing commitment to address climate change, we have made significant progress in carbon management. We align with the ambitious goals set at COP26 in 2023 to move away from fossil fuels and limit the increase in the global average temperature to well below 2°C above pre-industrial levels. Our adoption of Solar PV systems to reduce reliance on electricity from the grid have yielded significant results, achieving a near 15% reduction at our dairy plant and a 12% reduction in energy consumption at our Singapore offices. Going forward, some of our upcoming programmes are to increase Solar energy systems, the usage of biomass as an alternative green energy source, implementation of low-carbon/ smart technology, and more to reduce our GHG emissions.

A recent example is our successful transition from diesel-powered boilers to more energy efficient co-generation boiler systems across our refineries in Malaysia. This shift reduced our reliance on fossil fuels and improved our

overall energy efficiency. The other notable transition is our usage of biomass to power our boiler systems for steam production in our Sabah operation. This reduces waste and GHG emission, and our reliance on fossil fuels. Building upon these successes, we are actively exploring the potential of bio-CNG as green/clean fuel alternative to meet our energy needs, to drive our climate-action and transition to a low-carbon business.

A new focal point is the implementation of energy-efficient technologies and practices within our operating plants and businesses. Through initiatives such as sustainable office practices of efficient air-conditioning and lighting systems, and digitalising manual operational processes, we reduce our electricity consumption and the corresponding GHG emissions. Additionally, the installation of Solar PV systems on our roofs enabled us to harness 2,572 MWh renewable energy to power our operations, enabling us to further decarbonise.

THE PRIMARY CONTRIBUTORS TO GHG EMISSIONS IN OUR DOWNSTREAM BUSINESSES

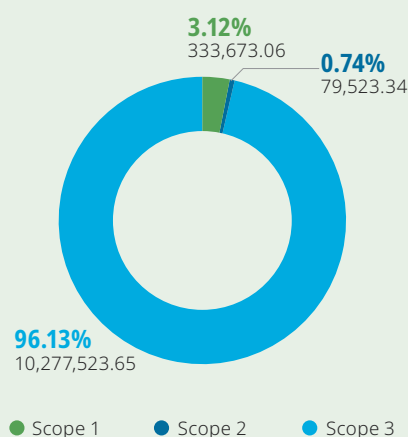


To ensure accurate reporting, we calculate our GHG emissions according to internationally recognised standards, including the Greenhouse Gas Protocol, the ISCC methodology, and the RSPO Palm GHG calculator. Our GHG calculations encompass data from all our processing facilities, including vegetable oil refineries, consumer pack plants, biodiesel plant, palm oil mills, plantation, and distribution warehouses and offices.

Beyond accurate calculations, we conduct quarterly evaluations of our GHG emissions to identify trends and opportunities for improvement. We closely monitor our production processes to further reduce our consumption of fuel, chemicals, and electricity. This comprehensive approach enables us to gain valuable insights into our environmental impact and drive sustainable practices across our business operations.

A deeper examination of our Scope 1 and Scope 2 emissions is essential as they are directly linked to our operational activities. This detailed analysis enables us to identify key areas for further reduction of our GHG emission to deliver on our climate-action strategy. Our focus is to develop action plans targeting the top three contributors to our Scope 1 and Scope 2 emissions, i) fossil fuel, ii) electricity and iii) chemicals to minimise our carbon footprint and environmental impact.

MEWAH'S GHG PROFILE (IN tCO₂e)



1.1 GHG Inventory and Reduction Plan

The palm oil industry, like many sectors, faces significant challenges posed by climate change. Our industry must take mitigating and adaptation measures to reduce its carbon footprint.

The agricultural sector is heavily dependent and can be negatively affected by the weather and climate, we are increasingly vulnerable to extreme weather events. In recent years, extended periods of rain and intensified floods have reduced raw material supply to our refineries, it has reduced our plantation yield and damaged infrastructure including bridges and roads. These disruptions of the supply chains and raw material has increased production costs.

The following are our goals to minimise our environmental impact:

- i. Transition to Low-Carbon Technologies: Invest into energy-efficient equipment and explore renewable energy sources for our facilities, to minimise our GHG emissions.
- ii. Optimising Operations: We strive to improve energy efficiency through operations optimisation by streamlining processes and minimising downtime and reducing unnecessary energy consumption.
- iii. Renewable Energy adoption: We aim to replace at least 20% of our energy requirements with renewable sources, including solar, biomass, and bioCNG by 2030. This shift towards clean energy will significantly reduce our reliance on fossil fuels and help in reducing our GHG emissions.
- iv. Sustainable Office Practices: Encouraging energy-saving behaviour, such as maintaining office air-conditioning temperatures at 25°C and switching off lights during non-working hours.

By implementing these initiatives, Mewah is taking concrete steps to address climate change and ensure a sustainable future for the palm oil industry.

Core Area 1: Carbon Management

1.1.1 GHG Performance

We have established FY2022 as the baseline year for our absolute Scope 1 and 2 GHG emissions. To accurately track and report our environmental impact, we employ a business segment approach. This approach allows us to separately report GHG emissions, energy and water data for our downstream operations, palm oil mills, plantation unit, rice mill, distribution centres/warehouses and offices. By segmenting our operations, we can prioritise areas of significant impact or hotspots and implement targeted strategies for emissions reduction.

Mewah's total Scope 1 & 2 GHG emissions increased by 6.57% from 387,738 tCO₂e in FY2023 to 413,196.40 tCO₂e in FY2024. The increase is due to the expanded reporting scope, which now includes GHG emissions from our new refinery in Dumai, Indonesia, and all our overseas subsidiaries' offices, warehouses and factories.

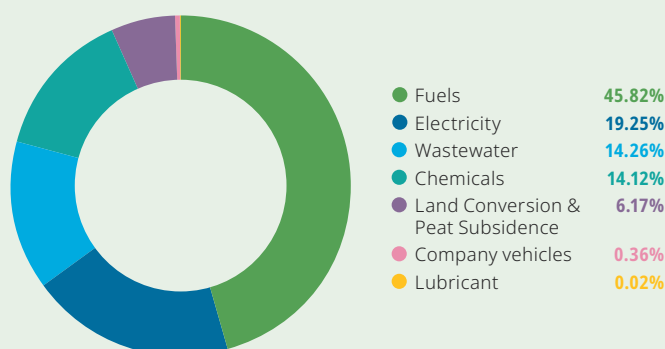
Our total Scope 1 GHG emissions increased by 3.61% from 322,047.47 tCO₂e in FY2023 to 333,673.06 tCO₂e in FY2024. This increase in Scope 1 GHG emissions is primarily due to higher fuel consumption from increased business activities such as our new refinery in Dumai, Indonesia and the inclusion of emissions from the expansion of our reporting scope.

Our total Scope 2 GHG emissions increased by 21.06% from 65,690.42 tCO₂e in FY2023 to 79,523.34 tCO₂e in FY2024 due to contributions from our offices and warehouses.

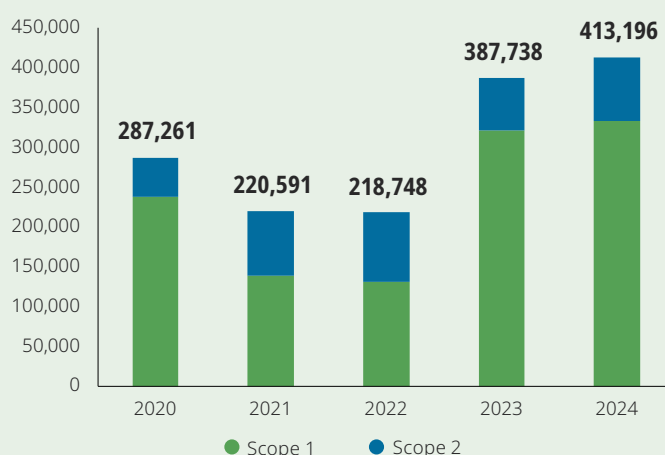
Our total Scope 3 emissions for FY2024 was 10,277,523.65 tCO₂e.

In FY2023, we initiated the calculation of Scope 3 emissions into our GHG inventory to evaluate the climate impact of our supply chain. The objective is to identify the opportunities to reduce emissions and environmental impacts within our value chain, to facilitate discussions with our supplier and stakeholders towards developing targeted emission reduction strategies.

GHG INVENTORY HOTSPOTS FOR SCOPE 1 & 2



SCOPE 1 & SCOPE 2 EMISSIONS (IN tCO₂e)



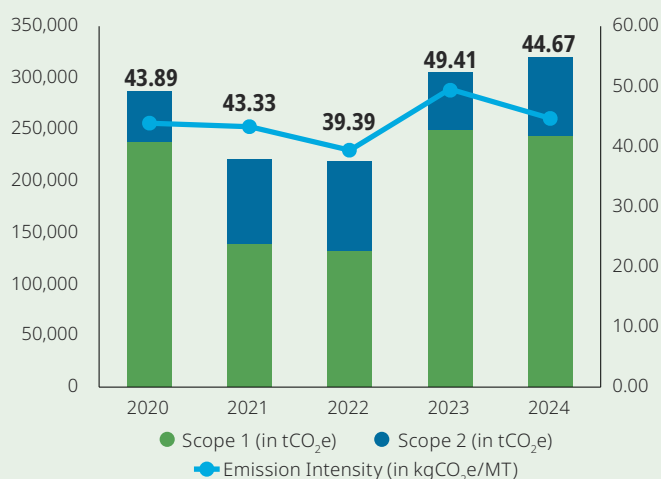
In FY2024, we have expanded the Scope 3 GHG emission data collection from five categories to 10 categories and included more business segments such as offices and warehouses into our Scope 3 inventory. Going forward, we will continue to refine and expand the scope of our GHG data collection and calculations. We believe that this comprehensive approach will provide a more accurate and holistic view of our overall environmental footprint.

In FY2024, our GHG Scope 3 emissions contributed 96.13% of our total GHG emissions, with Category 1: Emissions from purchased goods and services being the largest source, accounting for 59.70% of our

Scope 3 emissions. Through comprehensive mapping of the Scope 3 emissions, we identified the hotspots within our value chain, facilitating targeted stakeholder engagement and collaborative efforts with suppliers and customers to reduce emissions.

Scope 3 GHG emissions	2024 Total GHG Scope 3 Emissions (tonCO ₂ e)
Category 1: Purchased goods and services	6,135,368.22
Category 2: Capital Goods	31,447.30
Category 4: Upstream Transportation and distribution	42,313.98
Category 5: Waste	16,618.88
Category 6: Business travel	517.13
Category 7: Employee commuting	3,895.86
Category 9: Downstream Transportation and distribution	418,560.20
Category 10: Processing of sold products	102,506.22
Category 11: Use of sold products	2,402,220.21
Category 12: End-of-life treatment of sold products	1,124,075.67

DOWNSTREAM OPERATIONS: SCOPE 1 & 2 GHG EMISSIONS AND EMISSION INTENSITY



1.1.2 GHG Emissions Analysis for Downstream Operations

In FY2024, our total Scope 1 and Scope 2 GHG emissions of our downstream business was 319,650.22 tCO₂e, representing a 4.83% increase from 304,918.63 tCO₂e in FY2023. The increase is primarily attributed to an increase in production activities in Indonesia, contributed by our new refinery in Dumai, Indonesia. Our GHG emission intensity for Scope 1 and Scope 2 decreased by 9.59%, from 49.41 kgCO₂e/MT in FY2023 to 44.67 kgCO₂e/MT in FY2024, due to a rise in production numbers by approximately 16% from 6,171,203 MT in FY2023 to 7,155,841 MT in FY2024. Through our climate action strategy, we aim to progressively reduce the GHG emission intensity of our products.

1.1.3 GHG Emissions Analysis for Mill Operations

In our palm oil mill operations, the total Scope 1 and Scope 2 GHG emissions for our three palm oil mills increased by 10.75%, from 54,445.95 tCO₂e in FY2023 to 60,301.15 tCO₂e in FY2024. The increase is due to expansion in scope to include GHG emissions from wastewater treatment in Scope 1.

The GHG emissions intensity increased by 30.11% from 402.28 kgCO₂e/MT of FFB in FY2023 to 523.39 kgCO₂e/MT in FY2024 due to lower production volume.

The reduction in production volume of CPO by 14.87% from 135,344 MT in FY2023 to 115,213 MT of CPO in FY2024 was due to shortage in the availability of fresh fruit bunches ("FFB") in FY2024. Our performance remained more efficient than the industry average of 1,762 kgCO₂e/MT (reference: Vijaya Subramaniam, Soh Kheang Loh, Astimar Abdul Aziz, GHG analysis of the production of crude palm oil considering the conversion of agricultural wastes to by-products, Sustainable Production and Consumption, Volume 28, 2021, Pages 1552-1564.)

Core Area 1: Carbon Management

1.1.4 GHG Emissions Analysis for Plantation Business

FY2024 has been a challenging year for our plantation business. We recorded a total Scope 1 and 2 GHG emissions of 27,057.15 tCO₂e, a 47.00% increase from 18,406.27 tCO₂e in FY2023. This significant rise is largely attributed to higher emissions reported for land-use change and a broader range of chemicals and lubricants included in Scope 1.

Furthermore, we suffered a 40% decline in expected production output because of a prolonged flood. This was the most severe flood we experienced since acquiring the estate in 2008, the flood persisted for four months since January 2024 and damaged a substantial portion of our crops, resulting in a 30.72% reduction in actual production output from 19,835 MT FFB in FY2023 to 13,741 MT FFB in FY2024.

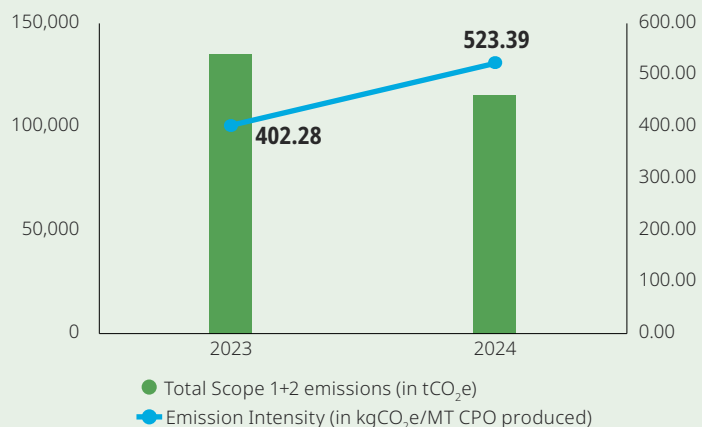
This, combined with the increase in total emissions, resulted in our emission intensity to double from 928 kgCO₂e/MT in FY2023 to 1,969 kgCO₂e/MT in FY2024.

1.1.5 Empowering Employees: Training Workshops on GHG Emissions

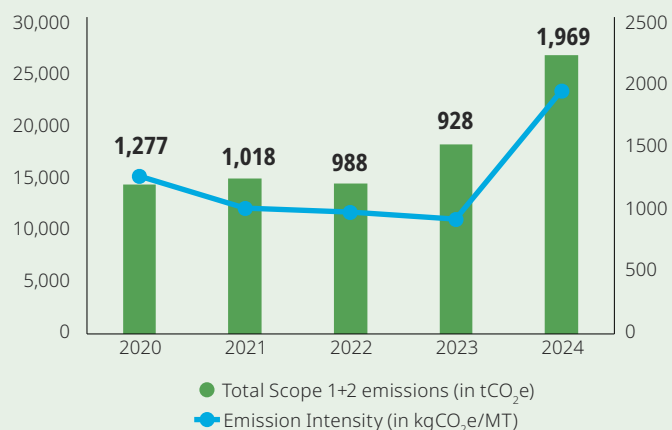
In FY2024, we conducted 12 employee awareness training workshops/briefing sessions related to energy conservation and GHG emissions reduction to educate our factory managers on their roles towards mitigating climate change. Our key training topics include practical tips on GHG calculations, introduction to new energy-efficient guidelines, government initiatives and policies to support sustainable practices as well as the financial implications of climate change and the opportunities for green investments. This empowers our factory managers to make data-driven decisions and implement sustainable practices.



MILL OPERATIONS: SCOPE 1+2 GHG EMISSIONS AND EMISSION INTENSITY



PLANTATION OPERATIONS: SCOPE 1+2 GHG EMISSIONS AND EMISSION INTENSITY



1.1.6 Energy Performance

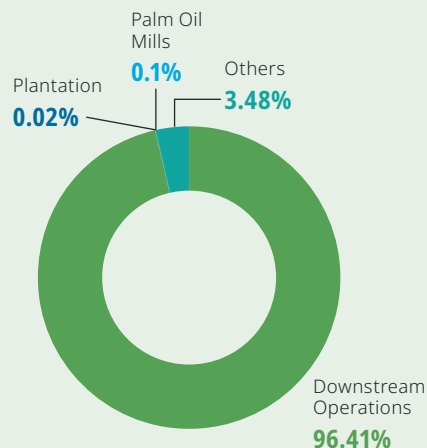
In FY2024, the total electricity consumption at Mewah's processing facilities, offices, and warehouses fell by 29.69%, from 138,584 MWh in FY2023 to 97,441 MWh in FY2024. This reduction is due to a decrease in production volume in our energy-intensive container fabricator factory and a 44.91% increase in solar energy generated in our factories and offices from 1,775 MWh in FY2023 to 2,572 MWh in FY2024. This also represents 2.64% of our total electricity consumption in FY2024.

Additionally, our total electricity consumption intensity decreased by 38.79% from 21.85 kWh/MT in FY2023 to 13.38 kWh/MT in FY2024. This reduction in intensity is primarily due to an increase in production volume, contributed by our Indonesian refineries. The energy consumption intensity of our downstream operations also reduced by 36.52% from 20.68 kWh/MT in FY2023 to 13.13 kWh/MT in FY2024.

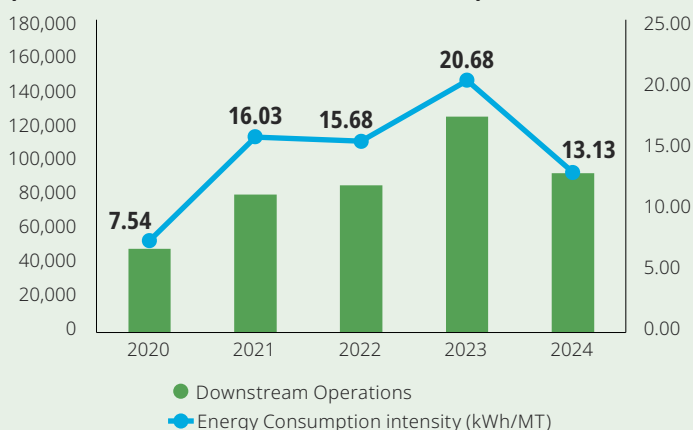
As we look forward to greener electricity from the Grid, we continue to work on improving energy efficiency, expand adoption of solar energy solutions across operations worldwide.

Mewah aims to achieve a 20% reduction of our GHG footprint by FY2030.

ELECTRICITY CONSUMPTION BY BUSINESS SEGMENTS



ENERGY PERFORMANCE OF DOWNSTREAM BUSINESS (INTENSITY IN kWh/MT PRODUCTION)



Core Area 2: Water Management

Water is essential for our operations, particularly in Malaysia and Indonesia, and we are always looking for ways to conserve water and achieve greater water efficiency in our processing processes. Our water conservation is built on the principles of water efficiency (reduce usage of freshwater) and conservation (collecting rainwater and recycling water for repurposing).

To deliver on these two principles, we have installed water-saving devices such as flow restrictors and water shutoff valves and adjusting water pressures to minimise wastage in the factories.

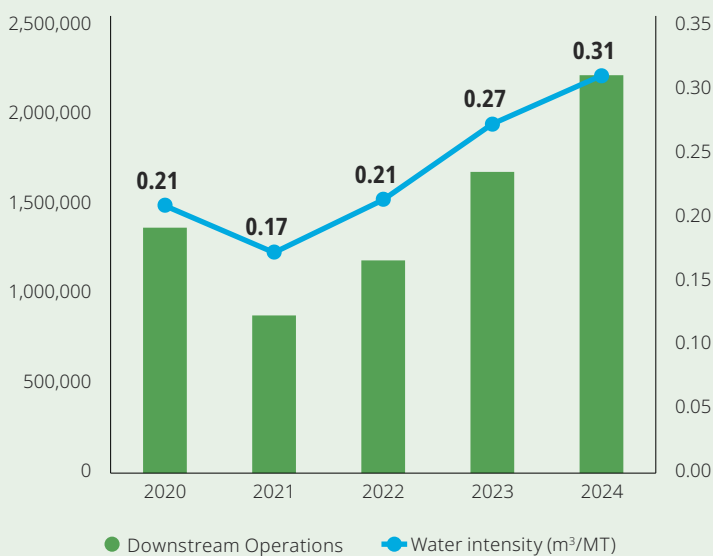
All wastewater from our facilities is treated in accordance with best practices to meet regulatory requirements before being discharged to external water bodies and drains. The palm oil refinery effluent ("**PORE**") undergoes a multistage process including coagulation and flocculation process to remove any oil, grease and other inorganic substances, followed by aerobic biological digestion process to break down organic matter prior to being discharge into open waters. Likewise, the palm oil mill effluents ("**POME**") from our mills, are treated using the open pond system (anaerobic and facultative), to ensure it meets regulatory requirements prior to being discharge.

In our plantation, we conduct an annual water-stress assessment to assess water scarcity and water-related risks of our plantation.

In FY2024, our total water usage increased by 18.17% from 2,326,412 m³ to 2,749,085 m³. The increase is mainly due to expansion of the reporting scope in FY2024, which now includes water utilised by our new refinery in Indonesia and our foreign subsidiaries' offices and warehouses. In FY2024, the group's water intensity increased by 2.62%, from 0.37 in FY2023 to 0.38 m³/MT in FY2024. This was attributed to an increase in water intensity for the downstream operations by 13.86% from 0.27 m³/MT in FY2023 to 0.31 m³/MT in FY2024.

Despite this increase, we remain committed to achieve 20% reduction in our water intensity from our 2022 baseline by 2030.

MEWAH'S WATER PERFORMANCE FOR DOWNSTREAM OPERATIONS (IN M³)



In line with our sustainability commitments, our water conservation initiatives include:

- **Rainwater harvesting:** Rainwater is captured and used for flushing, watering our gardens and vegetable plots, and in our cooling towers. In FY2024, 214,302 m³ of water was collected from our rainwater harvesting systems, an increase of 2,875% from 7,203 m³ in FY2023.
- **Retrofitting and Upgrades:** We have installed flow restrictors and introduced knee-operated push buttons on our sink taps in the factories to reduce water consumption.
- **Adoption of water-efficient irrigation methods:** Our plantation adopts water-efficient irrigation techniques to optimise water consumption.
- **Educational Initiatives:** We conduct regular workshops to raise awareness about water conservation among our employees and display educational posters in toilets, canteens and dormitories to encourage water conservation.
- **Conducting regular water audits:** Our HSE teams conduct regular water audits to

identify and address water loss, assess water consumption efficiency of each factory and to ensure compliance with local environmental regulations.

2.1 Sustainable Effluent Management

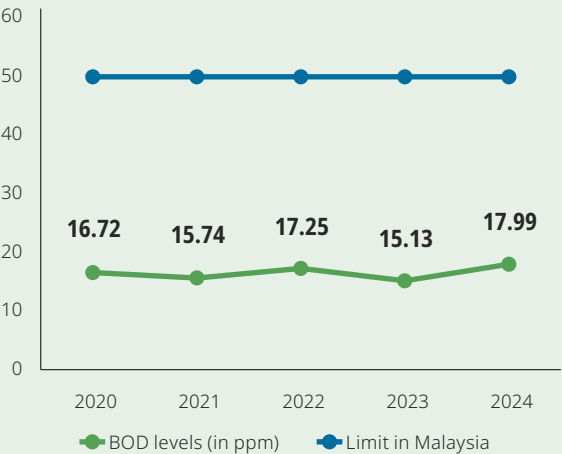
We comply with stringent environmental regulations imposed by the Departments of Environment (“DOE”) in Malaysia and Indonesia on effluent discharge through a robust effluent management system.

Our effluent management system includes:

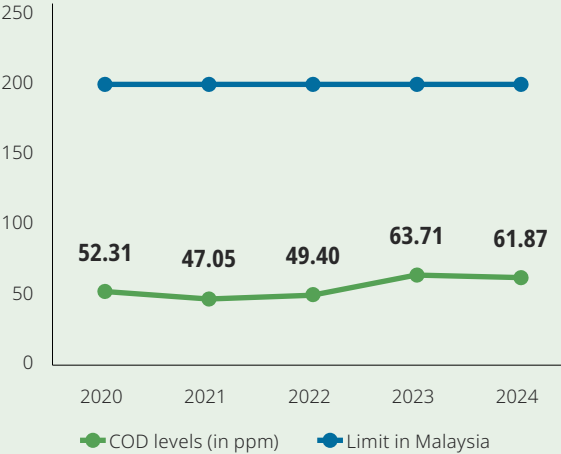
- Regular Monitoring and Reporting: Our HSE teams conduct daily sampling of effluent discharge’s Biochemical Oxygen Demand (“BOD”) and Chemical Oxygen Demand (“COD”) to ensure compliance with regulatory limits. The BOD and COD tests measure the organic load in the water, the higher the BOD or COD, the higher the levels of organic pollutants.
- In DOE’s Guided self-regulation: Usage of digital tools adopted by the government such as the Environmental Mainstreaming Tools System (“EMAINS”) to submit timely and accurate online reports on our effluent discharge monthly. This ensures transparency and accountability.
- Control and preventive measures: Regular maintenance and servicing of equipment and checks to prevent water leakage and losses, as well as reducing the risk of pollutants in the water discharged from our operations.



DOWNSTREAM OPERATIONS: DISCHARGED WATER SUMMARY FOR BOD

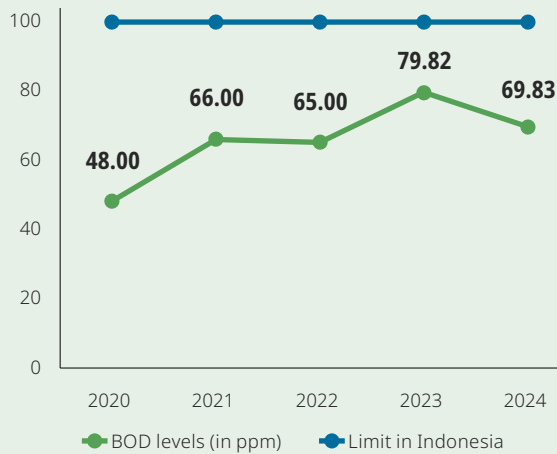


DOWNSTREAM OPERATIONS: DISCHARGED WATER SUMMARY FOR COD

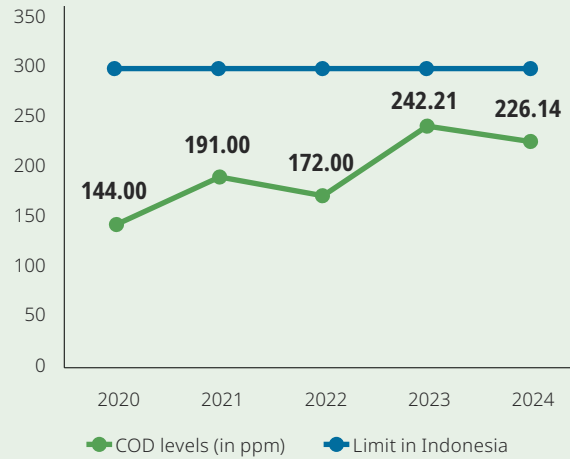


Core Area 2: Water Management

MILL OPERATIONS: DISCHARGED WATER SUMMARY FOR BOD



MILL OPERATIONS: DISCHARGED WATER SUMMARY FOR COD



2.2 Mewah's Drain Management Plan

Mewah's climate mitigation plan focuses on addressing the increasing risk of flooding and rising sea levels due to climate change. We are preparing ourselves for the risk of flash floods from more frequent and intense rainfalls and monsoon storms. The following are some of our key initiatives:

(A) Stormwater Management:

- Drainage system upgrade: Deepening and widening of existing drainage systems within our factories in Pasir Gudang and Port Klang to enhanced rainwater flow rate to and minimising flooding within our operations.
- Prevention and recovery procedures: We have integrated robust water management procedure into our code of practices to improve our resilience against the flooding due to changing climate conditions.

(B) Monsoon and Process Drain Segregation:

- Separation of the monsoon and wastewater process drains to prevent cross-contamination and reduce pollution of the stormwater that is discharged into the environment.
- Comprehensive maintenance plan: Regular maintenance and checks of this segregated drainage system to ensure its long-term effectiveness.



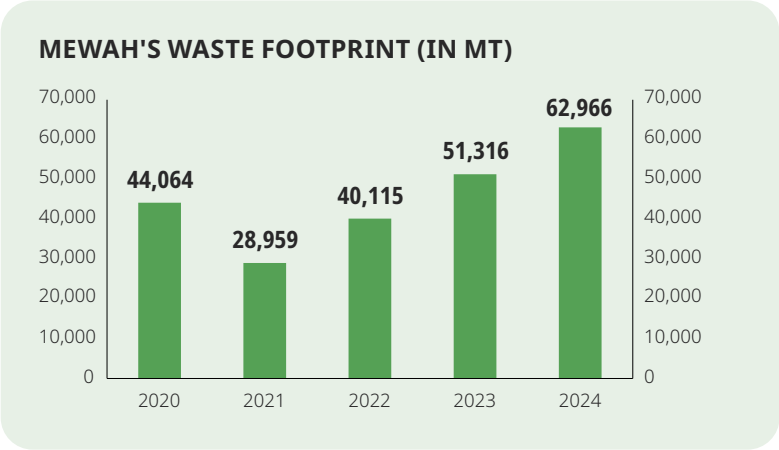
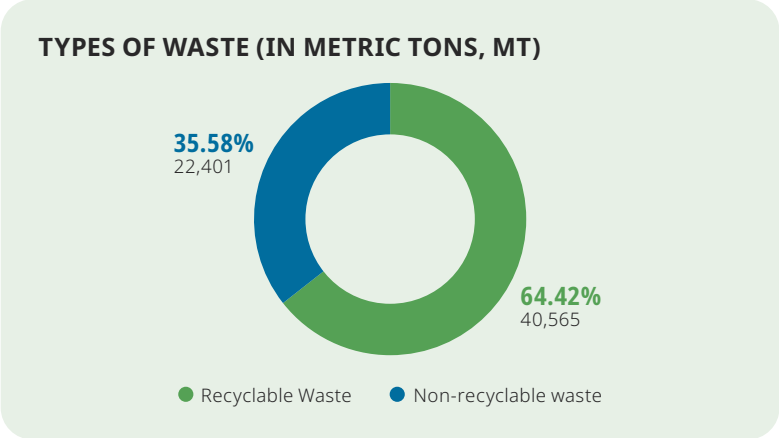
Core Area 3:

Waste Management

Our aspiration towards becoming a zero-waste company is ongoing and part of our climate change mitigation strategy. We recognise there are significant challenges involved, nonetheless, we have set an ambitious target to reduce our waste by 10% by 2030 through our waste circularity programme.

3.1 Our Approach Towards Waste Management: Principles of the 5 “Rs”: Refuse, Reduce, Reuse, Recover and Recycle

In FY2024, our total waste footprint rose to 62,966 MT. This is 22.07% higher than in FY2023 (51,316 MT). The increase is due to waste contributions from our newly operational refinery in indonesia. Of our total waste, 64.42% of our waste is recyclable waste, and the remaining 35.58% is non-recyclable waste. We are continuously working towards waste reduction and a circular economy through optimising our production processes to minimize waste generation, promoting the use of recycled materials in our products and partnering with suppliers and customers to reduce packaging waste.



REFUSE unnecessary materials from the onset to reduce usage of raw material and minimise waste. Say No and explore reusable alternatives that are aligned with our commitments to sustainability

Direct our efforts towards enhancing efficiency, implement practices that can significantly reduce our waste volume to further circular economy and closing the loop.

Cultivate a culture of reusing materials in their original form or for alternative applications, thus avoiding unnecessary disposals. We also encourage the sharing of unused materials with others who can upcycle them, fostering a collaborative and sustainable community.

Establish methods to recover the energy content inherent in our waste materials, emphasising which is how we 'value our waste', and to extract residual oil from our proessed effluent.

Implement waste segregation to maximise all recyclable material can be directed to the appropriate plants which can put the materials back into the economy or applied for other purposes, this is particularly important for paper products and metals such as steel, tin, aluminium and others.

Core Area 3: Waste Management

3.1.1 Recyclable Waste

The primary waste in our refinery production is spent bleaching earth ("**SBE**"). 100% of the SBE is recycled as it is used for the production biodiesel and/or sustainable aviation oils production, as biomass for energy production, or as raw materials for the construction industry.

The solid waste from the palm oil mills, such as palm decanter cake and empty fruit bunches, have economical value. Decanter cakes are nutrient-rich feedstock that can be used to produce high-quality animal feed which we direct to local livestock producers and our local smallholders for animal husbandry. The empty fruit bunches ("**EFB**") are readily converted into organic fertilisers to support our plantation, enhancing soil fertility and promoting sustainable agriculture practices. Our mills also recover residual palm oil from POME which is sold as raw materials for biodiesel production. Recycling of these waste materials contributes towards a circular economy and reduce our waste footprint.

Our scheduled waste, including lubricant oils, hydraulic oils and spent nickel, is sold and recycled by licensed contractors.

Other recyclable waste such as scrap waste (including metals, paper and plastics), is also recycled through licensed external partners.

3.1.2 Non-recyclable Waste

Non-recyclable waste, such as solvent waste, chemical glass bottles, clinical waste and electronic waste poses significant environmental and health risks. These hazardous materials require specialised handling and disposal to prevent contamination of the soil, water, and air. The proper management of these non-recyclable waste is carried out by licensed operators. At Mewah, we adhere to national standards for the disposal of scheduled waste. By engaging only licensed and regulated operators, we ensure compliance with stipulated guidelines and mitigate the negative impact of these waste streams, thereby safeguarding our environment.

Recycling and Upcycling:

- Mill waste: We actively recycle and upcycle our mill waste materials such as decanter cakes into valuable products like fertilisers.
- We also operate under a "zero-office paper" policy and repurpose our packaging materials into reusable containers and flowering pots.
- Refinery waste: We sell our spent bleaching earth from our refineries to companies that use it in their production of biofuel and as building materials.
- Packaging waste: unused residual packaging material from our packing lines are collected by service providers that recycle it into new packaging.
- Sustainable Packaging: We prioritise the use of sustainable packaging materials sourced from responsible suppliers.



Core Area 4: Biodiversity Management



PT Jambi Batanghari Plantations (“**PT JBP**”) is our plantation located in Muaro Jambi Regency, Jambi, Indonesia. The total managed area is 1,953 hectares (“**ha**”), with a plantable area of around 1,200 ha, and a total of 79.63 ha protected as high conservation value (“**HCV**”) area and 35.82 ha as riparian buffer zone.

In accordance with our [Sustainable Palm Oil Policy](#) and [Mewah Environmental and Biodiversity Policy](#), we are committed to conserving High Carbon Stock (“**HCS**”) and HCV to ensure protection for biodiversity and forest. We are dedicated to maintaining and monitoring these areas and our riparian reserve. It allows fauna and flora to flourish, provide ecological function and services including flood control and preserving the water quality in the rivers, and as a habitat housing a wide range of insects, aquatic and animal species.

4.1 Our Conservation Zones

To safeguard conservations areas (HCV, HCS, riparian zone), we prohibit any new planting on peat regardless of depth and prohibit the hunting of all animal species.

Since 2018, we have set clear and actionable targets for biodiversity protection, restoration and improvement. Our efforts on our riparian buffer zone includes riverbanks stabilisation, flood mitigation, filtration of chemical pollutants and reduction of surface run-off to mitigate soil erosion, improved water quality, and supports biodiversity. In our peat management plans, we focused on water management, prevention of land fires, and the prevention of peat subsidence (rewetting peatlands).

It is also important to adopt a holistic approach to conservation beyond our concession boundaries through community partnerships. These partnerships aim to promote sustainable land management practices, minimise deforestation, safeguard biodiversity and enhance livelihoods of the neighbouring local communities.

4.2 Our Species Conservation

In 2020, we conducted a field assessment on biodiversity survey including flora, mammals, avifauna, reptilian, amphibian, and aquatic biota to understand the biodiversity in our plantation. Through this assessment, we compiled a list of 282 plant species and 11 mammal species. This data was cross referenced with the international union for conservation of nature’s (“**IUCN**”) Red list of threatened species to identify species in need of conservation.

Since 2020, we established a monitoring and patrolling system to safeguard these flora and fauna. This system allows us to detect and deter any instances of trespass, illegal hunting or land clearing activities. We integrated management best practices ensuring that our activities minimise disruptions to natural ecosystems.

Aside from these preventive and monitoring measures to mitigate risk of biodiversity loss, we also keep confidential any sightings of these threatened species to prevent drawing unwanted attention from hunters, poachers and collectors.

Core Area 5:

Fire and Pest Management

4.3 Our Sustainable Peatland Management

To ensure the long-term health of our peatlands, we have implemented a comprehensive peat management strategy. Our key efforts include:

- **Water Management at peatlands:** We keep track of water level at various monitoring posts to ensure optimal water levels between 40-60 cm from the peat surface according to RSPO BMP of plantation on peatland to minimise subsidence and the emission of carbon dioxide.
- **Fire Prevention and Control:** We implement strict fire prevention measures, such as regular monitoring, early warning systems, and the establishment of firebreaks, to mitigate the risk of peatland fires spreading.
- **Monitoring of peat subsidence level:** Subsidence poles are placed at various strategic location and readings are tracked monthly.

Since the early 1990s, transboundary haze pollution has been a recurring challenge that poses significant impact such as reduced visibility, school and business closures, disrupting daily lives and economic activities particularly in the ASEAN region. Over the past three decades, ASEAN member states have launched several initiatives and roadmaps to address transboundary haze pollution, which is primary caused by land and forest fires.

Our plantation, PT JBP, witnessed firsthand the detrimental environmental impact and devastating consequences to the local communities arising from forest/peat fires. At Mewah, we are committed to prevent and control peat fires in our plantation and the surrounding communities.

We also recognise the importance of effective pest management in maintaining optimal productivity at PT JBP. To achieve this, we have implemented an integrated pest and weed management system. This approach minimises the use of chemical pesticides and herbicides, promoting sustainable pest control and ensuring long-term productivity.

5.1 Comprehensive Fire Management Plan

Our fire management plan includes regular patrols, in-house firefighters, early warning

systems, and firebreaks to mitigate the spread of potential fires. Our key Initiatives include:

- **Fire-fighting infrastructures:** Our fire-fighting arsenal includes fire watchtowers, drone surveillance, portable pumps and water tanks.
- **Regular Patrols:** Our team conducts regular patrols to monitor for potential fire hazards and early signs of fire.
- **Team Elite Damkar:** Our dedicated team of 30 in-house firefighters is trained and equipped to respond to emergency situations.
- **Early Warning Systems:** We utilise advanced early warning systems to detect fires promptly and initiate a rapid response.
- **Firebreaks:** We maintain clear firebreaks to contain the spread of fire to protect our plantation and safeguard our neighbouring communities.
- **Community spirit:** We offer training and support to our community residents to respond to fire emergencies.

5.2 Zero-burning and Sustainable Replanting Practices

In addition to fire prevention, our zero-burning policy ensures that we avoid the destructive practice of slash-and-burn agriculture. We employ the chipping approach for replanting, a method that involves chipping and shredding of the palm trees which are then left to decompose on site, allowing the palm debris to be incorporated into the soil. This practice is superior to the slash-and-burn technique because it allows complete return of organic matter to the soil, which helps to preserve, restore and improve soil fertility.



5.3 Integrated Pest Management

The proliferation of weeds in plantation not only creates habitat for pests such as snakes and rats, posing danger for our plantation workers. Traditionally, the extensive use of herbicides has been a common approach to weed control. However, this practice has detrimental effects on the environment as well as human health.

To mitigate these challenges, we are committed to sustainable weed management practices that reduce the use of chemical herbicides.

Our weed and pest management practices include:

- Banning the use of highly hazardous pesticides: Prohibit the use of WHO Class 1A and/or 1B pesticides to minimise exposure to toxic chemicals and protect our workers and the surrounding environment.
- Beneficial plants for natural pest controls: We plant species such as *Antigonon leptopus*, *Cassia cobanensis* and *Turnera subulata* to attract beneficial insects like bees and wasps which act as pollinators and predators. These insects help to naturally control pest populations such as leaf-feeding caterpillars, reducing our reliance on chemical pesticides and contributing to a healthier ecosystem.
- Weed prevention: To effectively manage weed growth and minimise its impact on our plantation, we deploy a mechanical weed control strategy. We regularly clear weeds along harvesting paths and oil palm basin areas using specialised mechanical equipment. This method controls and suppresses weed growth, whilst the reduction of chemical handling enhances the safety for our workers.

5.4 Fertiliser Management

Nutrients such as nitrogen, phosphorus, potassium, and magnesium help to ensure good growth and deliver high yields of FFB output.



To ensure optimal nutrient balance of the soil, we apply a combination of chemical fertilisers.

Macro-fertiliser: Urea, Kieserite, Muriate of potash, Rock Phosphate, and all-in-one compound fertiliser that provides Phosphorus, Potassium and Nitrogen.
Micro-fertiliser: Boron, Copper, and Zinc.

To ensure sustainable nutrient management and reduce our reliance on inorganic chemicals, we implement the following soil management strategies:

- Soil and leaf Testing: Regular soil and leaf testing helps us monitor nutrient levels to ensure the appropriate type and amounts of fertilisers are applied towards precision fertilisation.
- Cover Cropping: Planting cover crops helps to improve soil structure, reduce erosion, and enhance nutrient retention.
- Mulching using EFB and Palm Fronds: Mulching is practiced in our plantation to reduce water evaporation, suppress weed growth, and improve soil organic matter content.

We believe that by effectively managing soil nutrients and mitigating nutrient losses, we can enhance soil fertility, promote sustainable palm oil production, and minimise negative impact on our environment.

Focus Area 2:

RESILIENT SUPPLY CHAIN

Mewah is committed to operating in a responsible manner and to deliver value and quality products, build a supply chain that is resilience, traceable and compliance to *No deforestation, No Peat, and No Exploitation* ("NDPE") requirements. We have three key Sustainable Commodities Policies in place to guide our commitments:

- Sustainable Palm Oil Policy
- Sustainable Coconut Policy
- Sustainable Cocoa Policy

There are a suite of procedures and practices to deliver on these three policies to ensure there is no deforestation, new development on peat and exploitation of people in our operations and supply chain.



Mewah believes that empowerment and nurturing is the best means to alleviate poverty; and with Agri-economy as an excellent enabler. Palm oil and our other commodity business has helped to reduced poverty for millions of people directly and indirectly in rural and remote areas.



All our operations recognise the importance and value of biodiversity found below water and on land. Mewah has made commitments to safeguard high conservation values on land and adoption of best management practices of water usage and discharge which ultimately minimise impact to the coastal and ocean areas.

Mewah in managing our logistics endorses the International Maritime Organisation (IMO) main conventions and regulations.



Robust governance and strong institutions are fundamental and foundational to establishing a sustainable, prosperous and equitable society. We see Sustainable Certification as one of the essential indicators for responsible operations and value chain. In addition, our public grievance mechanism acts as a transparent means to check and ensure the delivery of our commitments.

Core Area 1:

Sustainability Policy



1.1 Mewah Sustainable Palm Oil Policy

1. Build a traceable, transparent, and sustainable supply chain.
2. Commit to no deforestation, no burning, and no development of HCV and HCS areas starting from 31 December 2015.
3. Commit to no new oil palm development on peatland regardless of depth and ensure that best practices are adopted for existing plantations on peat, starting from 31 December 2015.
4. Respect and uphold internationally recognised human rights, including the rights of all workers, children, and indigenous local communities.
5. Respect the rights of indigenous people and local communities to give or withhold free, prior, and informed consent ("FPIC") where oil palm plantation development occurs.
6. Commit to progressively reducing GHG emissions on existing operations.



1.2 Mewah Sustainable Coconut Policy

1. Improving smallholders' livelihood and income.
2. Improving productivity.
3. Enhancing supply chain traceability.
4. Reducing deforestation and encroachment.
5. Respect rights of indigenous people and local communities to give or withhold FPIC where coconut plantation development take place.
6. Respect human rights and ensure the protection of the rights of all workers.



1.3 Mewah Sustainable Cocoa Policy

1. Farmer focus: Improve income and eradicate poverty; and to eliminate any gender discrimination against female farmers.
2. Empowerment and Education: Support education and empowerment to eliminate forced and child labour.
3. Nature Protection and Conservation: Counter deforestation and prevent biodiversity loss.
4. Traceable Supply Chain: To ensure full traceability of farmers to provide transparency in quality and source.
5. Compliance: Full adherence to all application laws, regulations and business code of practices; foster a respectful workplace and culture to prevent harassment; prioritise health and safety; and ensure continuous improvement with the adoption of Sustainable Certification.

Rainforest Alliance Certification with EUDR compliance of Cocoa Smallholders

In 2024, MOI Food Cameroon embarked on our maiden Rainforest Alliance ("RA") Certification of our pioneer group of Cocoa Farmers which consists of a total 1,861 smallholders where 311 are female and 1,550 are male. This certification covers a

comprehensive list of environmental, social and governance criteria of the RA standard for farm requirement, and in addition, Mewah has opted to be audited against the four European Union Deforestation Regulation ("EUDR") self-selected requirements introduced by RA to comply with EUDR.

Core Area 1: Sustainability Policy



Mewah's team in Cameroon expanded a commendable effort and dedication to engage, map farm polygon, document, nurture, train and upskill, over 1,861 smallholders throughout 2024 to empower them with agriculture best management practices to increase their yield and reduction of and safe usage of chemicals, conservation of biodiversity and to eliminate deforestation, facilitate the establishment of governance and business administration procedure to ensure human and labour rights are observed and practised, the adoption and implementation of a transparent grievance mechanism, and improving their access to financial services.

The facsimile of the Certificate below was issued by Bureau Veritas and is valid from 15 October 2024 and till 14 October 2024. Achieving the level of identity preserve for 3,605 MT of cocoa from 4,789 ha of farm.

Rainforest Alliance Sustainable Agriculture Standard – Farm Requirement

Rainforest Alliance ("RA") is an international non-governmental organisation with presence in over 70 countries. They aim to safeguard the planet by leveraging on social and market forces with the objective of protecting nature and improving the lives of farmers and communities that rely on the forest. <https://www.rainforest-alliance.org/>

Rainforest Alliance developed their Sustainable Agriculture Standard – Farm Requirement to certify crops according to six principles over 37 criteria to ensure they are sustainably produced. These six principles and 37 criteria cover areas across i) Management; ii) Traceability; iii) Income and Shared Responsibilities; iv) Farming; v) Social; and vi) Environment.

To learn more about the standard, please refer to <https://www.rainforest-alliance.org/resource-item/2020-sustainable-agriculture-standard-farm-requirements/>

Alignment with European Union Deforestation Regulations ("EUDR")

In October 2024, RA introduced an additional EUDR alignment annexure to support the farmers and other supply chain actors to comply with EUDR to ensure certificate holder access to the European Union Market. This EUDR alignment annexure to the Sustainable Agriculture Standard – Farm Requirements is a voluntary option and consists of four self-selected requirements to close gaps making RA Sustainable Agriculture Standard in full alignment with EUDR expectations.

The four self-selected EUDR requirements are as follows:

- EUDR1: Availability of polygons for farms above 4 ha, and all other farm units used in producing the EUDR relevant commodity have at least a geolocation point; and that forest has not been converted after 31 December 2020 for production.
- EUDR2: Geolocation data for both points and polygons must have six decimals.
- EUDR3: Implementation of management systems to prevent and address corruption, bribery, extortion, fraud and nepotism including training, awareness, whistleblowing channel, grievance mechanism, and public policy.
- EUDR4: Evidence that taxes prescribed by local laws and regulations associated with the production farm have been paid.

To learn more about the standard, please refer to [Alignment with the European Union Deforestation Regulations \(EUDR\) | Rainforest Alliance](#) ; and [How the Rainforest Alliance Supports EUDR Compliance from Farm to Retailer | Rainforest Alliance](#)

Core Area 2: Towards Full Traceability



In FY2024, we sourced a total of 679,117 metric tons ("MT") of FFB, 1,862,379 MT of CPO and 230,847 MT of CPKO.

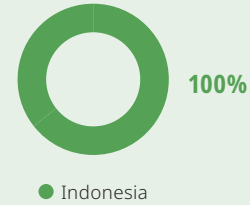
100% of our FFB are sourced in Indonesia by our three mills located in North Sumatra and Riau. Our FFB supply chain consists of a diverse pool of suppliers, with 1.96% of the FFB crops from our own plantation company, PT JBP, while the remaining 98.04% of the FFB crops are sourced from third parties. In FY2024, these three mills produced a total of 115,217 MT CPO, demonstrating our commitment to maximising yield and resource utilisation, as well as supporting the local Indonesian palm oil industry. We also maintained 100% Traceability to Plantation ("TTP") for our three mills.

Our CPO are sourced from Malaysia (98.24%), Philippines (0.16%) and the 1.60% from Indonesia are for processing in the Indonesia refinery, PT ARM.

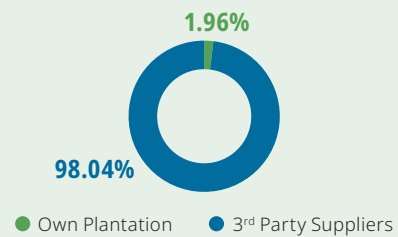
Our CPKO sourcing is similarly concentrated in Malaysia (97.14%), with a smaller portion from Thailand (2.86%). All the CPO and CPKO are sourced from third party suppliers.

We strive to ensure a resilient and low-risk supply chain by strategically diversifying our sourcing across our palm oil refineries.

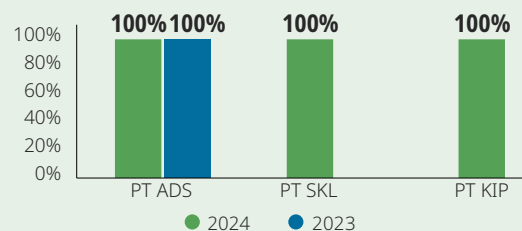
FFB SOURCING COUNTRIES IN 2024



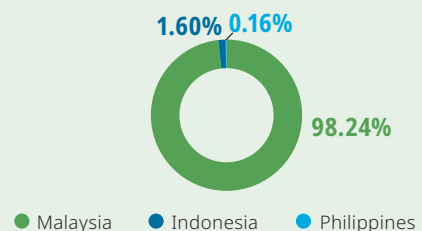
FFB SUPPLY BASE IN 2024



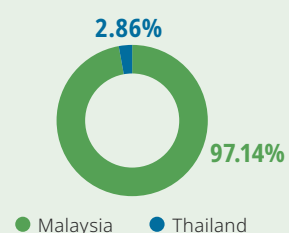
TTP PROGRESS FOR FFB SUPPLY



CPO SOURCING COUNTRIES IN 2024



CPKO SOURCING COUNTRIES IN 2024



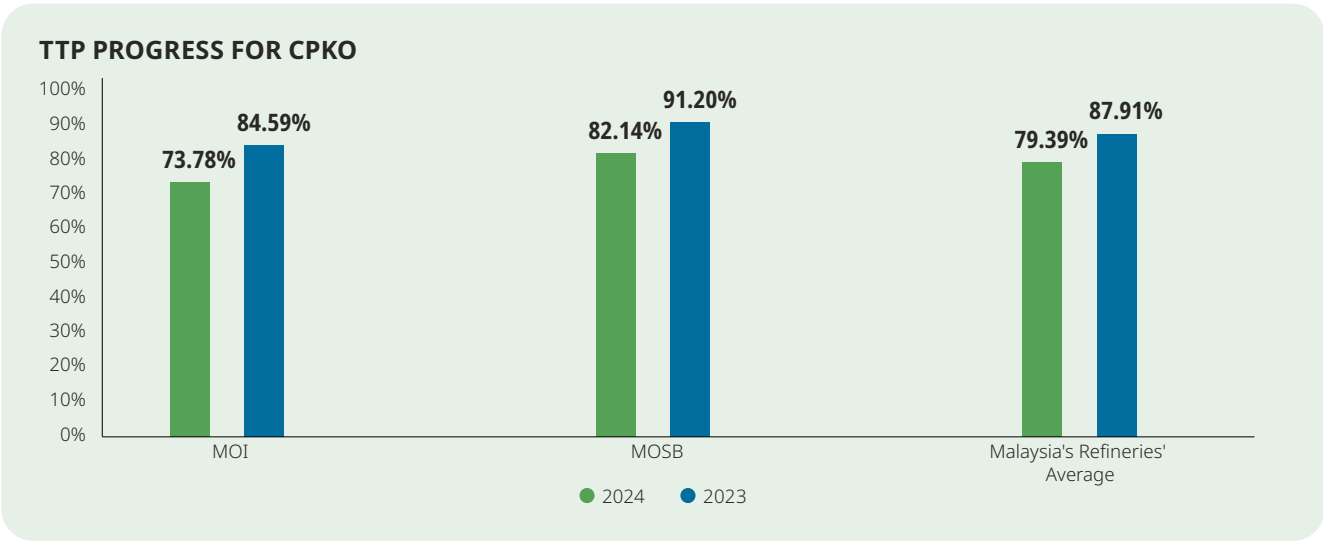
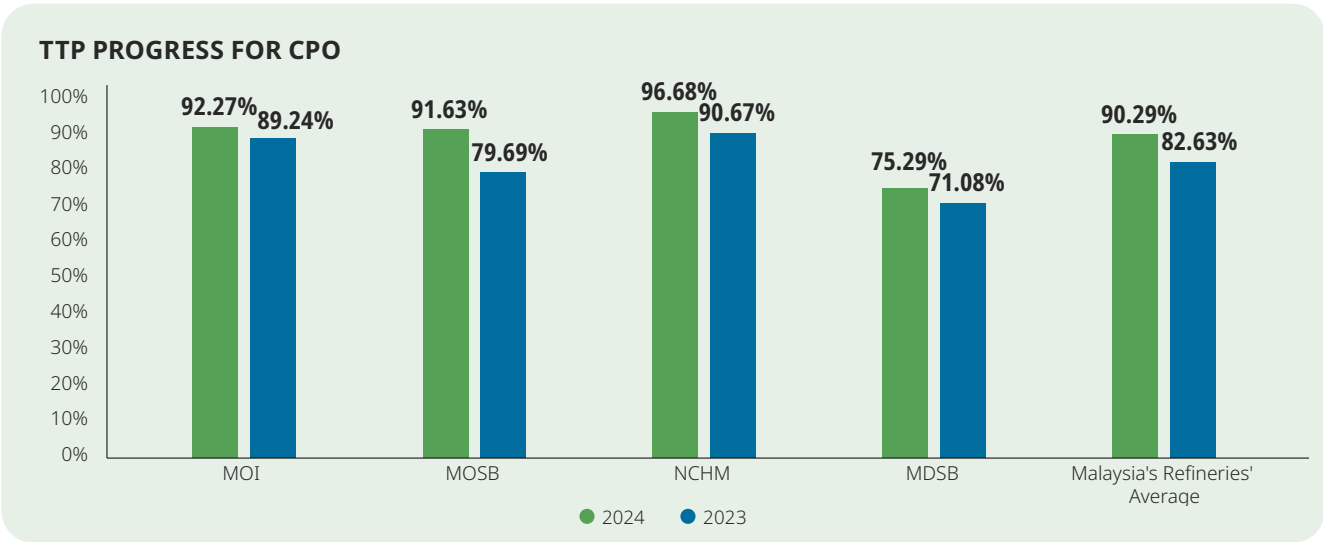
Core Area 2: Towards Full Traceability

2.1 Traceability to Plantation (TTP) Progress

In 2024, our group's average TTP improved by 6.71% to reach an all-time high of 89.34% in FY2024 for the Malaysia and Indonesia CPO,

making significant progress towards our target of 100% TTP by 2025.

The charts below provide details of each refinery's TTP score for CPO and CPKO.



2.2 RSPO – Roundtable of Sustainable Palm Oil

In FY2024, sales of RSPO-certified palm and palm-kernel materials remained stable at approximately 10%. This consistent demand is largely driven by the European Union's (EU) market requirements and in anticipation of the European Union Deforestation Regulation.

2.3 MSPO – Malaysian Sustainable Palm Oil

All our Malaysian CPO suppliers hold valid Malaysian Sustainable Palm Oil ("MSPO") certification, demonstrating their commitment to sustainable palm oil production practices. Some of our CPO suppliers are already utilising the MSPO trace platform to declare the MSPO-certified CPO to us. This digital platform facilitates the traceability of MSPO-certified CPO throughout the supply chain.

2.4. NDPE IRF – No Deforestation, No Peat and No Exploitation Implementation Reporting Framework

Mewah adopts the NDPE Implementation Reporting Framework ("NDPE-IRF") as a tool to monitor and understand our supply chain's progress on NDPE commitments. The NDPE-IRF provides a visual representation of the NDPE status of each of our suppliers. By using the NDPE-IRF, we can assess the progress of our suppliers on their NDPE commitments and identify the suppliers where more engagements are necessary.

Our NDPE-IRF profiles of each refinery has been independently verified in July 2024 by Control Union (Malaysia) Sdn. Bhd. The table below summarises the FY2023's volume (in %) of the CPO and CPKO at the "Delivering" category.



Refinery	Product	% volume in "Delivering" category
MOI	CPO	75.7%
MOSB	CPO	82.8%
NCHM	CPO	85.2%
MDSB	CPO	93.4%
MOI	CPKO	95.3%
MOSB	CPKO	88.6%

We aim to achieve 100% of our sourcing volume to be at the "Delivering" category by 2025 through more engagement and support for our suppliers.

Core Area 3: Stakeholder Engagements

Stakeholder engagement is essential for fostering responsible and sustainable business practices. We proactively communicate with our stakeholders to raise awareness, inform them about our sustainable palm oil initiatives, and share our practices and information. By building trust and collaborating with our stakeholders, we can identify, and address challenges related to deforestation and ethical sourcing. Additionally, we offer guidance and support to our stakeholders to help them to integrate sustainable practices into their own operations.

3.1 Sustainability Dashboard

Open communication and transparency are key to maintaining and enhancing our relationship with our stakeholders, and to build trust and confidence. Since 2016, we have maintained an [online sustainability dashboard](#) as a dedicated platform to share clear, accurate and assessable information with our stakeholders. This dashboard provides access to our policies, targets and achievements, ensuring that our stakeholders can stay informed on our sustainable and ethical sourcing efforts in a transparent and timely manner.

Our primary goal is to address stakeholder concerns in a timely manner. We regularly update our dashboard with information on policy enhancements, grievance status, traceability information and factory sustainability certifications. By sharing this information openly and transparently, we empower our stakeholders to understand our operations and hold us accountable.

3.2 Supplier Engagement

Our supplier engagement programme is a continuous and iterative process aimed at building capacity amongst our suppliers to ensure compliance with our sustainable palm oil policy. We work closely with our suppliers to monitor their performance, identify areas for improvement. To facilitate the effective implementation of our sustainable palm oil policy, we have developed a comprehensive supplier monitoring framework.

This framework ensures that all suppliers:

- i. Comply with our sustainable palm oil policy.
- ii. Provide data on traceability to plantation annually.
- iii. Assist Mewah in addressing grievance matters in accordance with our grievance procedure.



3.2.1 Supplier Workshop on Ethical Recruitment

On 24 September 2024, an ethical recruitment workshop was held in Segamat, Johor for suppliers located in Johor and Pahang. Organised by Nestle and Earthworm Foundation, the workshop focused on the due diligence of recruitment agents, and the importance of conducting post-arrival interviews for newly recruited workers. Participants from the refineries and mill representatives received greater awareness of ethical recruitment principles, standards and requirements and a deeper understanding of the significance of post-arrival interviews for their newly recruited workers. They also shared their experiences with agents and the integration of new workers into their company operations.

3.2.2. Supplier Assessment on Environment and Social Practices

In 2024, we conducted more than 20 individual mill assessments to evaluate the sustainability practices of our suppliers (covering environmental and social criteria). The suppliers were in the states of Johor, Negeri Sembilan, Pahang, Perak, Penang and Kelantan. During these assessments, we engage with suppliers on the following:

- i. Mewah's Sustainable Palm Oil Policy to ensure compliance.
- ii. Provide market updates: Keep suppliers informed on evolving regulations such as EUDR and industry standards such as mineral oil contaminants.
- iii. Share customer expectations: We communicate the requirements of our customers' expectations on sustainability and ethical sourcing.

3.2.3. Sustainability Performance

As part of our commitment to transparency and accountability, our suppliers are expected to disclose their sustainability information, performance metrics, and initiatives to support our commitment to sustainable procurement and responsible business practices. This information is published in our [dashboard](#).



In addition, to meet the stringent sustainability-linked performance targets required by our buyers, such as Verified Deforestation-Free ("VDF") and Deforestation and Conversion-Free ("DCF") palm oil, we are actively working with our supply chain to fulfil the requirements through verification by external organisations, such as, Earthworm Foundation, enabling our suppliers to be qualified.

3.2.4 Smallholders Initiative

Smallholders are a very important part of our value chain. They supply a significant amount of FFB to our mill operations in Indonesia. By nurturing and empowering smallholders, we strive to create a mutually beneficial partnership. In FY2024, our smallholder partnership programme in Sumatra consists of four groups with a total of 1,792 farmers. We are committed to supporting these farmers in improving their yield and productivity. In FY2026, we aim to assist them in achieving RSPO certification, further solidifying our commitment to sustainable palm oil production. Please refer to page 32 for more information.

Core Area 3: Stakeholder Engagements

3.3 Multi-stakeholder Engagement

We are actively involved in multi-stakeholder engagement initiatives which enable us to stay abreast of current and emerging trends and to share our experiences and challenges. Participation in these open dialogues helps in identifying opportunities for collaboration and contribute to collective solutions.

3.3.1 Palm Oil Collaboration Group ("POCG")

The POCG brings together companies from across the entire palm value chain to accelerate the effective implementation of No deforestation, No Peat Expansion, No Exploitation ("NDPE") commitments. As a group, we collaborate to identify the opportunities and challenges in monitoring and tracking the implementation of NDPE commitments within the palm supply chain and develop actionable solutions. We also work with independent third-party verifiers to ensure the credibility and accuracy of our NDPE status.

The NDPE-IRF continues to evolve to reflect the palm industry's best practices to meet stakeholder expectations.

3.3.2 Singapore Alliance for Sustainable Palm Oil ("SASPO")

The SASPO is a multi-stakeholder initiative bringing Singapore-based companies together across varying sectors to tackle palm oil supply chain challenges. By working together, SASPO members aim to increase the supply and demand of certified sustainable palm oil in Singapore.

Mewah has been a member of SASPO since 2016. As a palm oil refiner, Mewah plays a critical role in supplying and promoting certified sustainable palm oil in the Singapore market. Through our brand "OKI", we offer a range of RSPO Mass Balance ("MB") certified cooking oils in 1 kg, 2 kg, and 17 kg sizes, catering to both households and F&B operators.



3.3.3 Suppliers and Customers Events

In 2024, we participated in several NDPE (No Deforestation, No Peat, and No Exploitation) workshops organised by our customers and supply chain actors. This helps us to stay updated of our customers' latest ESG commitments and NDPE expectations. Buyers are increasingly demanding 100% traceable and sustainably sourced palm oil, attending these events is crucial for us as suppliers to understand the specific requirements and standards we need to meet. By actively engaging in these discussions, we can position ourselves to capitalise on all emerging sustainable business opportunities.

3.3.4 Sustainability Insights for Students

On 9 January 2024, Mewah welcomed a group of students from the University of Twente, Norway, as part of their "Stress Study Tour". The students and teachers were eager to learn about our sustainable practices and the alignment to SDG goals 7, 9 and 11. We shared insights into our journey towards energy transformation. We discussed the challenges we faced in transition from fossil fuels to renewable sources such as solar and biomass in our factories. In addition to our energy transition initiatives, we highlighted our efforts in water and waste management, and our vision of circular economy within our palm oil mill and refinery businesses. The visit provided a valuable opportunity for the students to gain firsthand knowledge about Mewah's sustainability initiatives. We believe that by sharing our experiences and challenges, we can inspire future generations leaders to embrace sustainable practices and contribute to a more sustainable future.

3.3.5 ESG Awareness Day

Our central procurement team organised an informative event on 27 June 2024 to raise awareness about ESG issues among our key equipment and consumable vendors and suppliers. Together with Mewah's management and sustainability team, industry experts from leading universities, insurance companies and government representatives shared their insights on a range of ESG development and trends such as Mardi – Malaysian Agricultural Research and Development Institution, Mapan – Malaysian Association of Public Advocacy for Nature, and Universiti Putra Malaysia. A particular focus of the event is on Scope 1, 2, and 3 GHG emissions. Participants engaged in lively discussions and learned about the importance of reducing their carbon footprint and adopting sustainable practices. The event was well attended by over 70 external participants, and we received positive feedback from the attendees.



Core Area 4:

Grievance Mechanism

We have established a clear and accessible grievance procedure to facilitate stakeholders to raise issues, concerns and grievances that are non-compliant with our Sustainability Policies and Code of Ethics. We welcome feedback from all stakeholders, particularly our buyers, NGOs, and third-party suppliers on our business and operations particularly on palm, coconut and cocoa.

4.1 Our Purpose

- Mewah's Sustainable Palm Oil Policy, Sustainable Cocoa Policy and Sustainable Coconut Oil Policy applies to the business and operations of Mewah Groups and our value chain. The grievance procedure is to provide structured, public, accessible and transparent mechanisms to all stakeholders. It provides a record of Mewah's responses to grievances from all internal and external parties.
- There is a systematic review and resolution process by the Senior Management Team of any grievance or issues raised and to that appropriate PICs are assigned to manage, engage and identify solutions accordingly.
- We value the input of stakeholders in helping us to achieve the objective of our sustainable policies and commitments.

4.2 Our Grievance Process

Our grievance mechanism is aligned with the RSPO's grievance process, ensuring transparency, accountability, and fairness. The process involves:

- Filing a Grievance: All grievances are treated with fairness and equal importance. We have a clear and easily accessible process for submitting grievances through email, phone or written form to the grievance channel.
- If a grievance is found eligible, Mewah will log the grievance and inform the Grievance Raiser within 10 days. Should the grievance be found to be ineligible, Mewah will provide a recommendation on how to correctly address the grievance.
- When a grievance is made against a third-party supplier of Mewah, we shall engage with the Grievance Raiser and the respective supplier to discuss and investigate the grievance.
- If the said supplier repeatedly fails to engage and address the issue, Mewah may decide to review its relationship with the said supplier.
- More information on our grievance mechanism process flow can be found [here](#).
- Record Keeping: All grievances, investigations, and resolutions are meticulously documented and stored securely. Our grievance logs are kept updated regularly.



Focus Area 3:

PRODUCT QUALITY AND SAFETY



Mewah's products are sold to over 100 countries, and this places an immense responsibility and duty on us to ensure and maintain the highest product quality and food safety. Our customers rely on, and trust us to safeguard their health and well-being.

The growth of our sales to over 100 countries is testament to Mewah's excellent product quality and safety standards, and our deep commitment to meet and satisfy customer and consumer needs and expectations.



We have in place a robust food safety and quality programme which includes various food certification systems such as HACCP, FSSC 22000 and more, that entails implementing stringent procedures and controls, regular staff training and monitoring processes. Earning us an esteemed and respected brand and reputation and long-lasting client loyalty.



As part of Mewah's mission, our Research & Development team ("R&D") are tasked with developing innovative and creative solutions and products that have positive sustainable value. The R&D teams are guided by our philosophy to achieve more with less whilst doing no harm, which ensures cost and resource efficiency that are people and planet friendly.

Core Area 1:

Our Commitment to Customers

Mewah is committed to providing customers with safe and sustainable products. Our quantitative targets include achieving zero product recalls or safety incidents yearly through 2030. In FY2024, we successfully achieved zero product recalls. We aim to provide carbon footprint information for 100% of our products by 2030 and utilise packaging that is free of toxic chemicals and 100% biodegradable or compostable that is available from responsible vendors.

We have also implemented the HACCP methodology company-wide to ensure food safety. Furthermore, in tandem with stricter customer requirements, we have enabled some of our facilities to produce low contaminants products such as low 3-MCPD and GE product as well as product with low MOSH and MOAH. We also prioritise trans-fat free products that prevent nutritional diseases, such as for people with risk of high cholesterol. To further support healthy consumption, we conduct company-wide awareness programmes to promote healthy eating habits and reduce food waste.

1.1 Quality Assurance Goals

At Mewah, we are committed to achieving a 100% customer satisfaction record by consistently delivering products that fully meet or exceed customer requirements. We achieve this through the implementation of a robust quality control system and process control system across all stages of our production. Our approach involves the following:

1. **Quality Management System ("QMS"):** We implement a robust QMS to identify, prevent, and mitigate potential quality issues. This includes regular internal audits, process reviews, and continuous improvement initiatives to ensure the effectiveness of our quality management processes.
2. **Stringent Quality Control Measures:** We perform quality control measures at every stage of production, including raw material inspection, storage tank inspection, intermediate and final product testing. This ensures that all products meet the

highest quality standards and comply with customers' requirements and legal regulations.

3. **Implementation of HACCP System:** The implementation of the HACCP system allows us to identify and control potential food safety hazards at critical points throughout the production process. This ensures the safety and integrity of our products.
4. **Maintaining a Hygienic Production Environment:** We maintain stringent hygiene standards throughout our facilities, including regular sanitation procedures, employee hygiene training, and adherence to Good Manufacturing Practices ("**GMP**").
5. **Regular Food Safety and Quality Training:** We invest in the continuous training and development of our employees, ensuring they are equipped with the knowledge and skills necessary to maintain the highest standards of food safety and quality.
6. **Shared Commitment:** We practise a shared commitment to quality throughout the organisation, encouraging all employees to actively participate in quality improvement initiatives and take ownership of their roles in maintaining product safety and quality.
7. **Supplier Quality Programme:** We work closely with our suppliers to ensure the quality and safety of all incoming raw materials. This includes regular supplier audits, quality checks, and ongoing communication to address any potential quality issues.

1.2 Responsible Marketing and Advertising

At Mewah, we take ethical and responsible marketing and advertising very seriously, giving priority to the health and well-being of our consumers.

Misleading or deceptive advertising and messaging not only damages our brand reputation and erode consumer trust but also have negative impact on public health.

To ensure responsible marketing practices, we adhere strictly to all relevant local government regulations and international guidelines, including the World Health Organization ("WHO") recommendations on the marketing of food and non-alcoholic beverages to children. We have a dedicated taskforce who oversee the implementation of these national and international regulations, guidelines and recommendations, ensuring that all our marketing and advertising activities align with our company values, sustainability principles, and a balanced global marketing strategy.

By upholding the highest ethical standards in our marketing and advertising efforts, we aim to build strong and lasting relationships with our consumers based on trust, transparency, and a shared commitment to promoting healthier lifestyles.

1.3 Food Safety Culture Academy and Quality Assurance ("QA") Newsletter

To further strengthen our commitment to product quality and safety, we launched the Food Safety Culture Academy, a 24/7 learning platform designed to provide every employee with readily accessible knowledge and resources, as well as update them with a bi-weekly group QA newsletter. This way, we encourage our employees to actively participate in improvement initiatives and foster ownership in product safety and quality.

1.4 Food Safety Campaign

The annual health and safety campaign was held over three days from 10-12 September 2024 to enhance employee safety and well-being across our Malaysia operations. This three-day programme focused on increasing awareness of safety practices in both work and personal life while ensuring the highest standards in food safety across all our operations.

The campaign introduced our employees to new topics such as:

- Food safety through effective transport tank management.
- Biosafety awareness.
- Defensive driving on the roads.
- Crime prevention.
- Anti-drugs.

Employees were offered subsidised health checks and free HPV vaccines. And the campaign included our annual blood donation drive.

To cultivate a culture of work safety and preparedness, the campaign also included engaging activities such as fire-fighting skills competitions, group aerobic exercise sessions, and various exhibitions showcasing the expertise of local authorities and technical vendors in areas like firefighting, emergency response, technology, safety, health and wellness.

Through these activities, we aim to ensure the highest standards in food safety, and to cultivate a strong culture of continuous improvement and awareness within our organisation. We firmly believe that by investing in such educational campaigns, we can contribute to the well-being of our employees, consumers and the broader community.



Core Area 2:

Quality Management System

At Mewah, we prioritise customer satisfaction by ensuring the highest quality and safety standards in all our products to maintain the trust of our customers and consumers. To achieve this, we have implemented a rigorous quality management system ("**QMS**"), encompassing a rigorous set of procedure, updated assessment and a comprehensive HACCP control system. This QMS system approach is focused on continuous improvement across all operational areas:

1. **Operational Excellence:** We strive for efficient and streamlined production processes to minimise waste and maximise productivity. This includes implementing lean manufacturing principles, investing in low-carbon and low-energy technologies and circularity to enhance operational efficiency.
2. **Skilled Workforce:** We invest in our employees through ongoing training and development programmes to upgrade their skills and expertise in product quality and safety. This ensures a highly skilled and competent workforce capable of consistently delivering high-quality products.
3. **Stringent raw material sourcing:** We source high-quality raw materials from reliable and sustainable suppliers, adhering to strict quality control measures at the source.
4. **Hygienic practices:** We maintain a clean and hygienic production environment. All employees adhere to stringent food hygiene protocols, and we implement robust sanitation procedures throughout the entire production process.
5. **Regulatory Compliance:** We ensure strict adherence to all relevant local and international regulations, including food safety standards, environmental regulations as well as labour and human rights laws.

6. **Efficient logistics:** We maintain a dedicated and efficient logistics network system and collaborate with reliable and trustworthy transport partners who adhere to strict safety and quality standards to ensure timely and safe delivery of our products to our customers.
7. **Customer-centric service:** We prioritise customer satisfaction by actively listening to customer feedback, addressing their concerns promptly, and building strong and lasting relationships.
8. **Environmental Mindfulness:** We integrate environmental considerations into all aspects of our operations, minimising our environmental impact and promoting sustainable practices throughout the value chain.

2.1 Quality Management System

Our quality management system ("**QMS**") consists of the following seven key steps:

1. **Setting standards:** We establish clear and measurable quality standards that align with manufacturing best practices, customer expectations, and regulatory requirements. These standards serve as the foundation for all our quality-related activities.
2. **SMART benchmarks:** We set specific, measurable, achievable, relevant, and time-bound ("**SMART**") targets to track progress towards our quality objectives.
3. **Responsible delegation:** We clearly define roles and responsibilities within our team to ensure accountability for achieving quality objectives.
4. **Cost control:** We integrate cost considerations into all our quality management processes to ensure that quality improvements are achieved efficiently and cost-effectively.



5. Improvement Review: We conduct regular reviews of our quality performance through data analytics, identifying areas for improvement, and implementing corrective and preventive actions to enhance our overall quality performance.

6. Total quality management: We embrace a Total Quality Management ("TQM") philosophy, emphasising the importance of regular audits, employee involvement, continuous improvement, and customer satisfaction in achieving our quality and safety objectives.

7. Set Priorities and Goals: We set clear priorities and goals for quality improvement, ensuring that our efforts are focused on the most critical areas and aligned with our overall business objective of delivering products of the highest quality and safety to our customers.

This structured approach ensures that our quality management efforts are effective, efficient, and aligned with our overall business strategy, ultimately driving continuous improvement and improving customer satisfaction.

2.3 Customer Feedback System

We strongly believe that customer feedback is vital in assessing and reviewing our organisational effectiveness.

Our feedback system incorporates comments, inputs and feedbacks from both our internal and external stakeholders. This system records all concerns, compliments, and complaints related to quality and safety.

A comprehensive guideline governs this feedback process, outlining the response times, departmental responsibilities, and the necessary follow-up actions. This system is designed to ensure that all customer feedback is addressed promptly and effectively, achieving our objective of resolving issues and rectifying complaints.

To further improve efficiency and accessibility, we have adopted an electronic version of the Customer Complaint Form and Sample Requisition Form, enabling us to effectively track, monitor, and analyse all customer feedback in a timely manner.

2.4 Mewah's Unified Analysis Library

To achieve standardised QA excellence and enable cross-entity knowledge integration, we have developed our own Unified Analysis Library. This centralised repository houses a comprehensive suite of standardised in-house analytical methods, data templates, and best practice guidelines, ensuring consistency and accuracy across all our quality assurance processes.

Core Area 3:

Consumer Health and Well-being

At Mewah, we prioritise consumer health and well-being. We strive to provide healthier choices by offering products that meet the Singapore Healthier Choice Symbol ("HCS") criteria. Furthermore, we are committed to minimising contaminants in our palm oil products, such as 3-MCPD, glycidyl esters and mineral oil hydrocarbons which can potentially impact human health. By implementing rigorous quality control measures and adhering to international standards, we ensure that our products are both safe and healthier.

3.1 Healthier Choice Symbol Programme

The Singapore's Healthier Choice Symbol ("HCS") on packaged food products indicates that these products are healthier options. This is an easy way for consumers to tell which food products are better for their diet than others and empowers

them to make informed food choices. The HCS is awarded to food products that meet Singapore Health Promotion Board's ("HPB") HCS nutritional criteria, such as lower saturated fats and lower sodium content.

Currently, we have 32 "OKI" brand products that are listed in the HCS product listing, including cooking oils, drinks and seasoning. The complete listing of our qualified products can be found using this [link](#).

We are committed to championing healthier cooking oil options.

We recognise the evolving needs of consumers and the importance of public health, and maintain an emphasis on research and development to continuously innovate our products.



Higher in Calcium

3.2 Mitigating the Formation of 3-MCPD Esters and Glycidyl Esters in Palm Oil

At Mewah, we prioritise food safety and recognise the potential health risks associated with contaminants like 3-monochloropropanediols ("**3-MCPD**") and glycidyl esters ("**GE**"s). These "food contaminants" may be formed during processing of palm oil and high levels of such contaminants can be potentially carcinogenic and/or genotoxic to human. Factors contributing to the formation of such contaminants particularly during the deodorisation process of palm oil at high temperatures in the presence of high chloride content within the raw material, crude palm oil ("**CPO**"). The mitigation of 3-MCPDE and GE in refined bleached and deodorised palm oil ("**RBDPO**") can be challenging. Effective mitigation strategies include:

- Pre-treatment of CPO by water washing to reduce the chloride content.
- Alkali neutralisation to remove any acids present in the oil prior to deodorisation.
- Use neutral bleaching earth or antioxidants after bleaching to reduce free radicals.
- Lowering the deodorisation temperature with a longer retention time.

Since 2021, we have adopted the following to mitigate these contaminants:

- Installation of a CPO washing plant in the refinery.
- Upgrading our analytics instrumentation for sample analysis.
- Educating CPO millers on good milling practices such as no excessive heating and no blending with recycled oil.
- Auditing CPO mills for compliance with food safety requirements.

Together with our suppliers we are committed to implementing best practices to minimise and mitigate these 3-MCPD and GEs in our palm oil products.

3.3 Mitigating Mineral Oil Hydrocarbon Contamination

Mineral oil hydrocarbons such as mineral oil saturated hydrocarbons ("**MOSH**") and mineral oil aromatic hydrocarbons ("**MOAH**") are undesired oils that are found in many fats and oils products. These contaminants usually enter the food supply chain through various channels such as lubricants at mills and refineries, contact with packaging materials, and contamination from additives and storage. Both MOSH and MOAH are of concern due to potential adverse effects on human health.

To mitigate the risk of MOSH and MOAH contamination, Mewah has implemented several measures such as:

1. Hazard Analysis Critical Control Point ("**HACCP**") System: A robust HACCP system is in place in all refineries to identify and control potential sources of contamination throughout the entire production process.
2. Replacing mineral oil-based lubricants with synthetic NSF-H1 lubricants in the machines and plants in all production steps.
3. Avoid excessive or under lubrication through correct dosage of lubricant, determining the re-lubricant interval and quantity needed.
4. Active engagement with suppliers on good milling practices.

We are determined to work with all our suppliers to ensure full compliance with our customers' standards and to provide safe and high-quality products that are free from contaminants.

Core Area 4:

Quality and Sustainability Certifications

In 2024, to maintain consumer confidence and meet the expectations of our customers, Mewah continues to maintain and/or complete sustainability certification for our operations, this includes MSPO, ISPO, RSPO, ISCC-EU and Rainforest Alliance.

PT JBP, our plantation in Jambi achieved their ISPO certification in August 2023. Our dairy plant, MDRSB, secured its RSPO Supply Chain Certification in September 2024, and started selling RSPO certified dairy products to customers in Asia and Europe, further expanding our sustainable product footprint across our product range.

Our distributing arm, Krispi Turkey achieved its RSPO Trader Certification, signifying our commitment to responsible sourcing and traceability within our supply chain.

Since obtaining the ISCC EU certification in September 2023, we had initiated the collection used cooking oil within Singapore and delivering these ISCC-EU certified used cooking oil for biodiesel production in our biodiesel plant in Port Klang, Malaysia. This enables us to contribute to the circular economy and reduce the environmental impact.

Our cocoa division, MOI Foods Cameroon achieved their maiden Rainforest Alliance certification for our Cocoa first smallholder group. Please refer to pages 50 to 51 for more details.

4.1 Sustainable Energy: Biodiesel Production

Bremfield Sdn. Bhd. ("BFSB"), our biodiesel plant, uses a range of palm waste and residues as feed stock to produce biodiesels, supporting circularity and the global aim for a low carbon economy. The following are some of the raw materials used in BFSB:

1. Palm Methyl Ester that meets the EN 14214 specifications. The biodiesel also adheres to the ISCC-EU certification scheme in compliance with the European Union's ("EU") Renewable Energy Directive.

2. Used Cooking Oil Methyl Ester that meets the EN14214 specification. This material also adheres to the ISCC-EU certification scheme in compliance with the EUs Renewable Energy Directive, German mandate (Nabisy) compliant material eligible for UK and Dutch double-counting. For more information on Nabisy <https://nabisy.ble.de/app/locale?set=en>
3. Palm Oil Mill Effluent Oil Methyl Ester that meets the EN14214 specification. This material also adheres to the ISCC-EU certification scheme in compliance with the EUs Renewable Energy Directive, German mandate (Nabisy) compliant material eligible for UK and Dutch double-counting.

All the biodiesel produced also conforms to the Malaysia standard ("MS 2008").

Mewah also produces high-quality refined glycerin that meets the stringent standards of the United States Pharmacopeia ("USP"), British Pharmacopoeia ("BP"), and European Pharmacopoeia ("EP") for both food and pharmaceutical applications. Our food-grade glycerin is manufactured to the highest standards, ensuring the safety of consumables to safeguard public health.



Focus Area 4:

VALUING OUR PEOPLE



As the saying goes “Health is Wealth”, good health amongst our people and all our stakeholders is imperative. We strive to foster a healthy lifestyle amongst our people and the surrounding communities with regular health awareness programmes and knowledge and sporting activities.

Our people are central to our business. They are our key capital and an invaluable asset, ensuring the delivery of our sustainable objectives and the achievement of our business targets. This belief shapes our commitment to attracting, developing, and retaining top talent. We strive established a diversified, inclusive and equitable environment and to inspire and support our employees, making them feel deeply connected to the company’s mission.



The right to work is a basic human right and we at Mewah, places high importance to ensure a safe and respectful working environment that is rewarding and opportunities are provided for individual development and career progression.



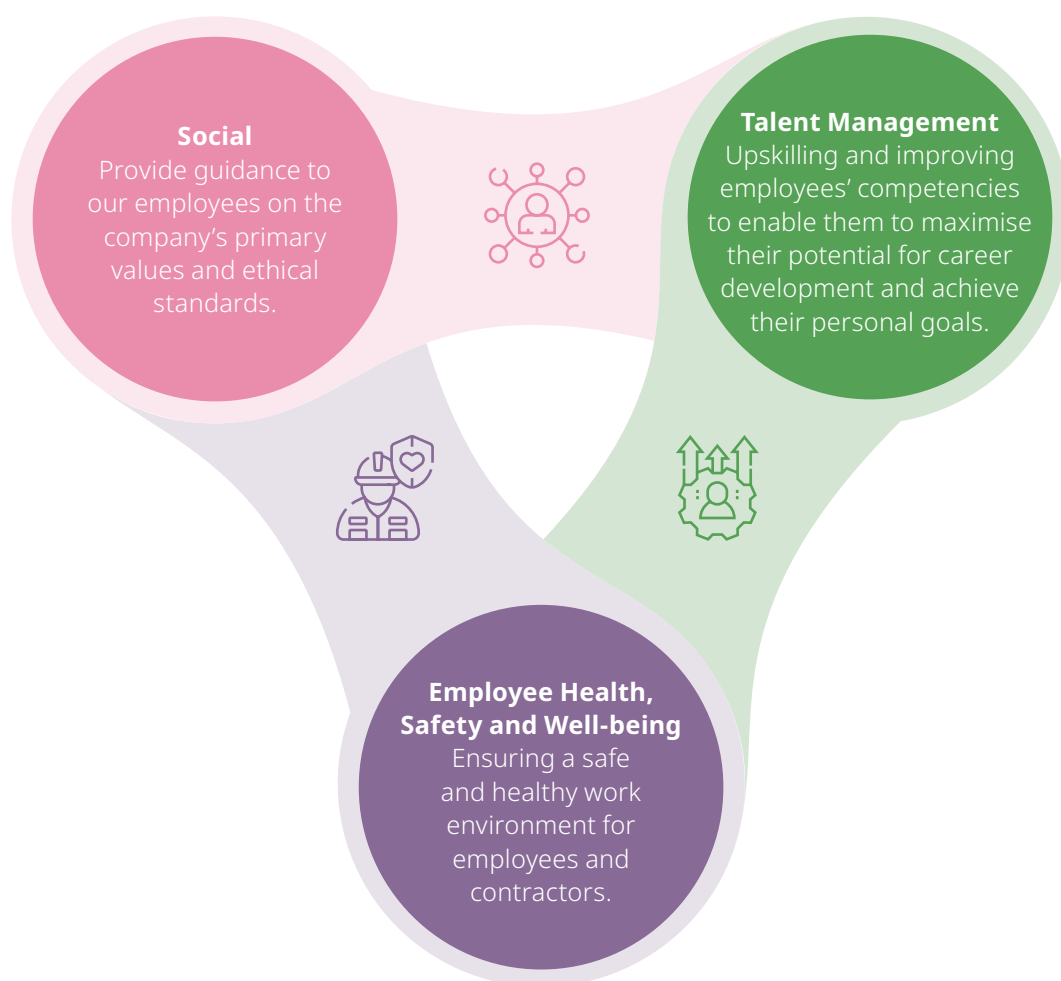
Gender equality and women empowerment is highly evident in Mewah with many top and senior management roles and responsibilities are helmed by women, delivering tangible and positive value and we strive to foster this value within our entire operations and our value chain.



Discrimination and inequality are reprehensible and have detrimental consequences in an organisation and society. We continuously engage with people within our operations and supply chain to eliminate such harmful practices and ensure social and economic inclusion regardless of gender, race, age, religion, ethnicity or other situations.

Our focus is on fostering career growth and providing the best opportunities for personal and professional development.

This commitment is reflected in our three-pronged approach: Social, Talent Management, Employee Health, Safety and Well-being.



OUR COMMITMENT AND PROGRESS

SDG Involved	Our Key Sustainability Efforts
SDG 3: Good Health and Well Being	Workplace Fatality (Number of Cases): Zero
SDG 5: Gender Equality	Women on Board: 57% Woman account for 27% of total workforce
SDG 8: Decent Work and Economic Growth	Employee Training Hours: 33.50 hrs/employee Total Workforce of 4,669 (permanent and contract workers) Fair Compensation Safe Working Environment Social Protection
SDG 10: Reduced Inequalities	Human Rights and Labour Policy Employee Social and economic inclusion

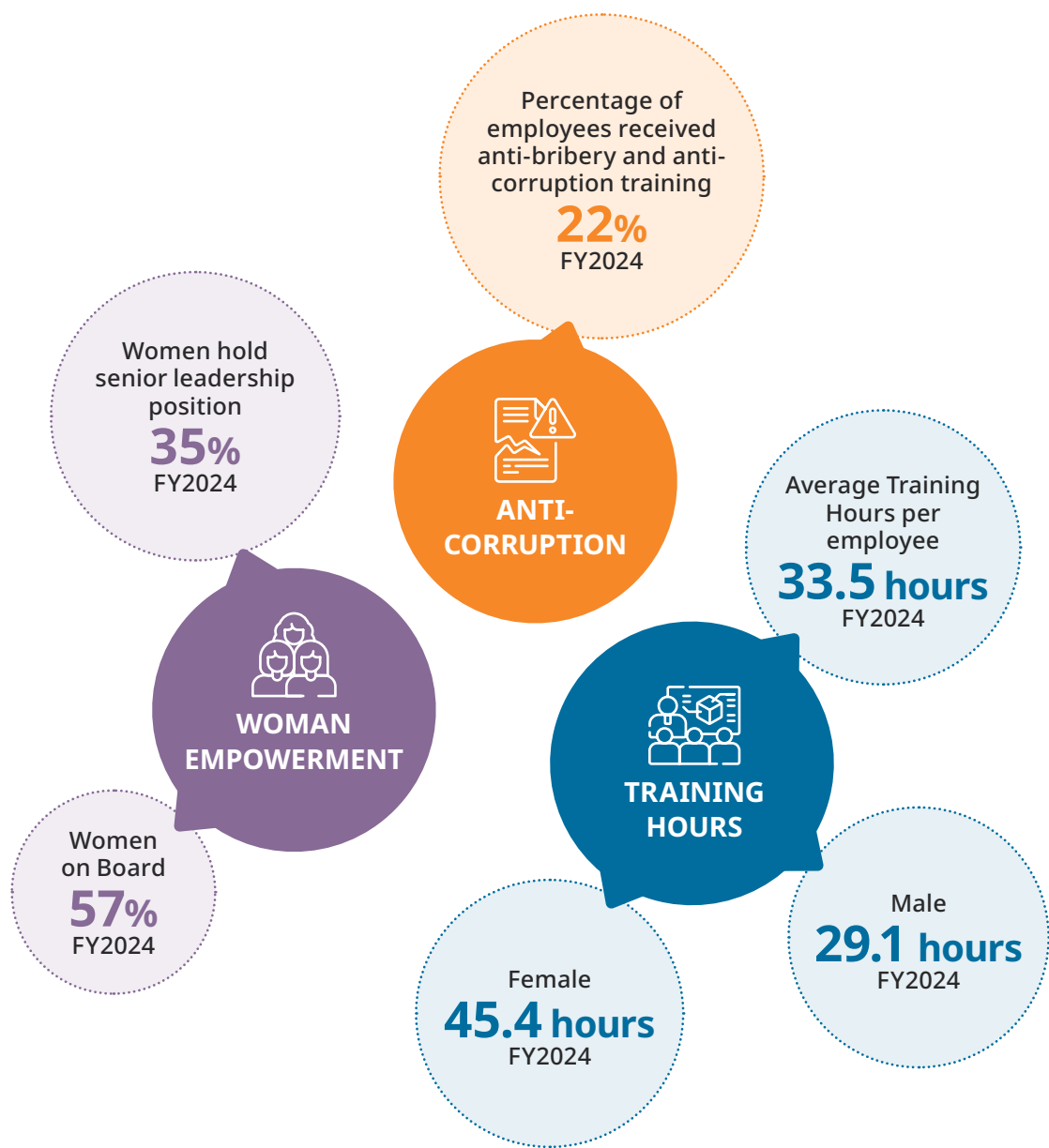
Core Area 1: Socialisation

At Mewah, we are deeply committed to fostering equality and inclusivity at every level of our organisation. We believe in offering fair and equitable opportunities to all employees, regardless of their gender, race, nationality, religion, age, marital status, ethnicity, union membership, or caste. Our people-focused

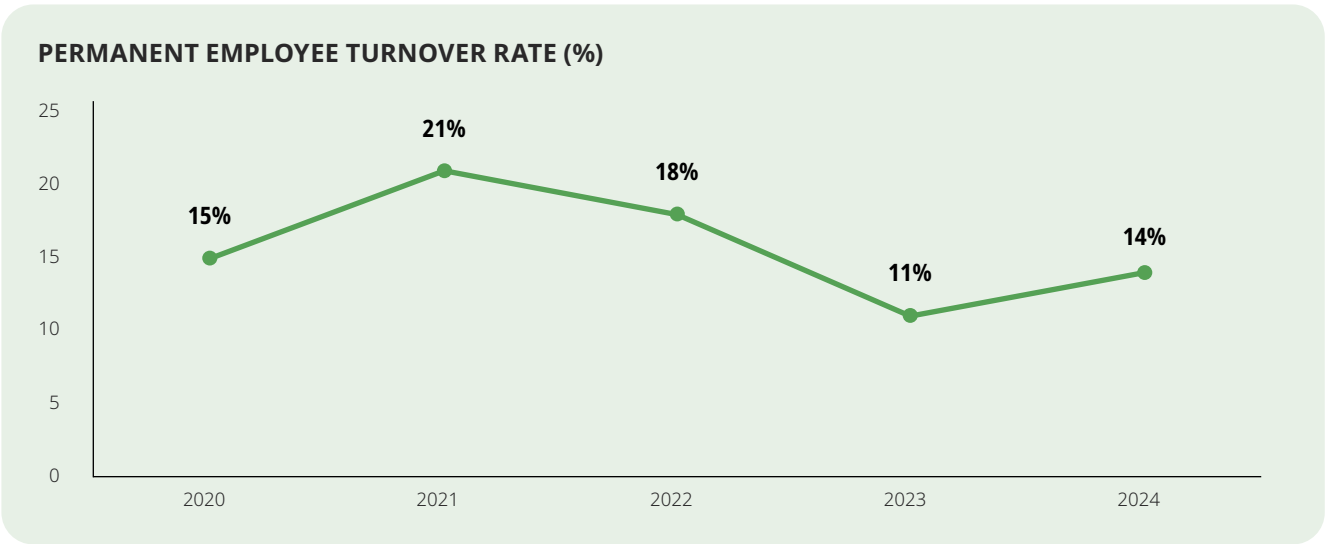
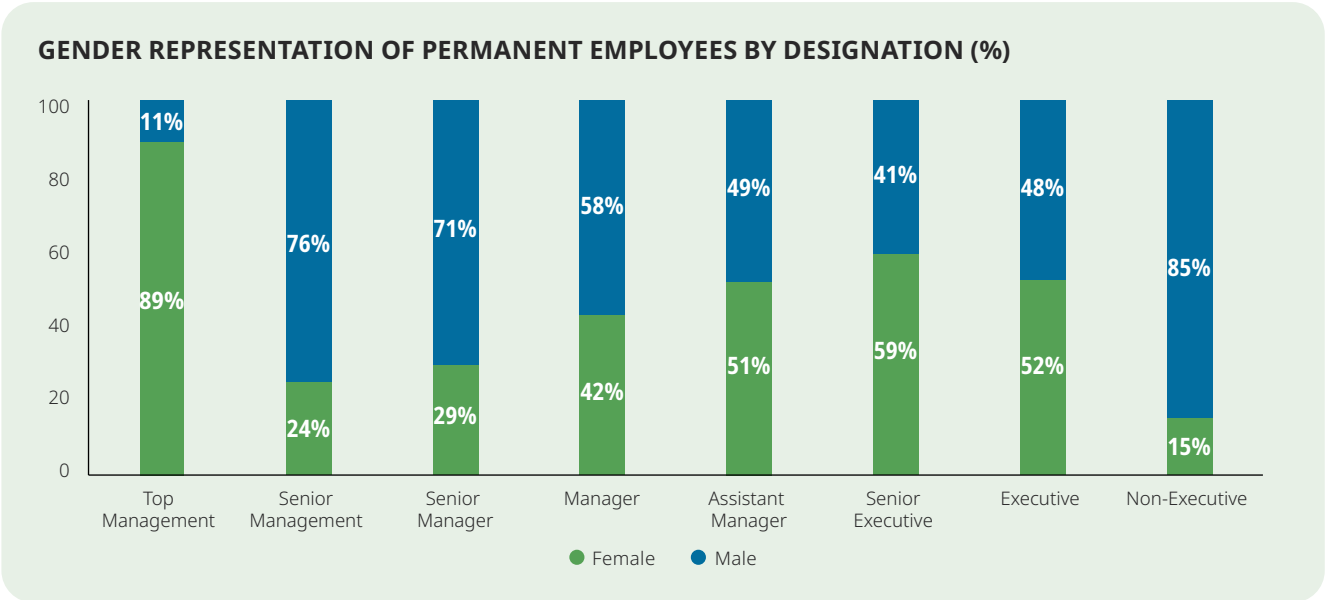
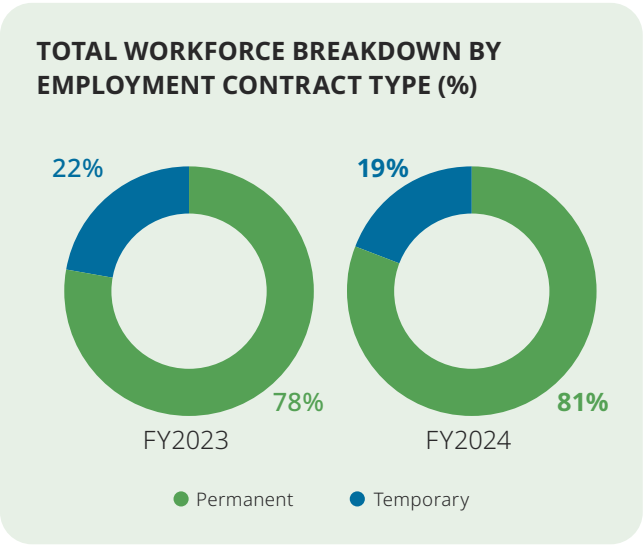
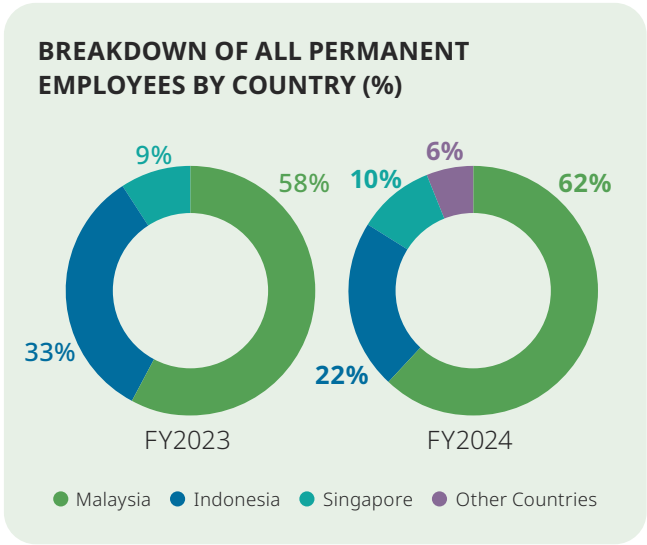
approach ensures the well-being, safety, and continuous growth of our workforce.

We have established policies and practices that promote diversity and inclusivity throughout our workplace to deliver on these values and positive results are visible in our employee profile in the section below.

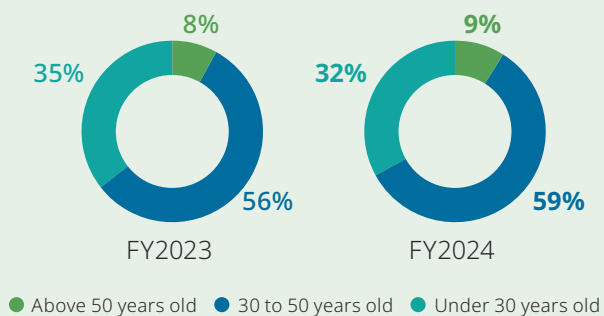
EMPLOYEE INFORMATION



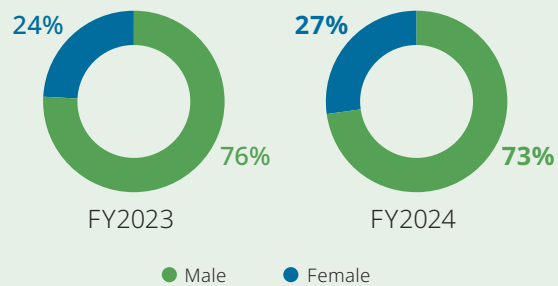
Core Area 1: Socialisation



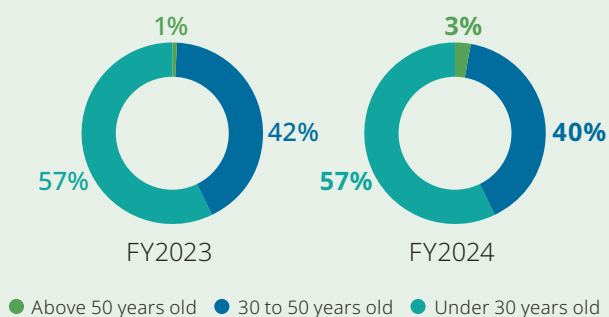
CURRENT EMPLOYEES BY AGE GROUP (%)



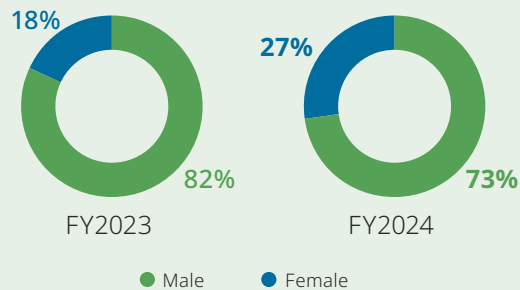
CURRENT EMPLOYEES BY GENDER (%)



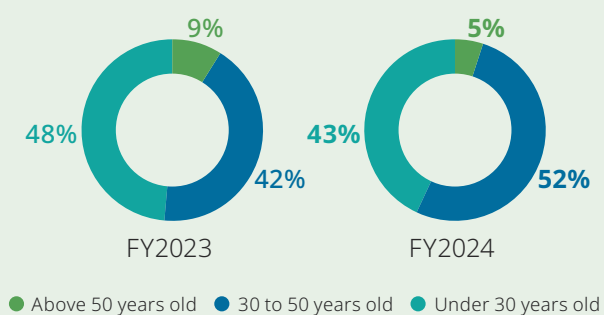
NEW HIRES BY AGE GROUP (%)



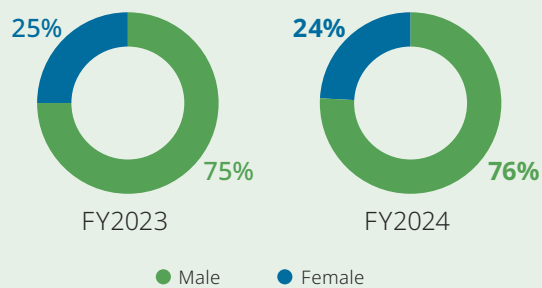
NEW HIRES BY GENDER (%)



TURNOVER BY AGE GROUP (%)



TURNOVER BY GENDER (%)



Core Area 1: Socialisation

Employee Profile of Our Workforce

Our 3,779 permanent employees are spread across three countries: Malaysia (62%), Indonesia (22%), Singapore (10%) and other countries (6%). 81% of our workforce are permanent while 19% are temporary.

1.1 Employee Information

In 2024, our permanent workforce gender composition remained stable with 73% male and 27% female employees, and the ratio of permanent employees increased from 78% in 2023 to 81%. This reflects our efforts to ensure employment security and stability.

In terms of age distribution amongst employees, 59% fall in the 30 to 50 years old category, followed by 32% that are under 30 years old and with 9% above 50 years old. As for new recruits, 57% are in the under 30 years old age group and 40% are between the ages of 30 to 50-year-old group. The turnover rate among employees aged 30 to 50 years old increased from 42% to 52%, the turnover rate for employees under 30 years old decreased from 48% to 43%. This is reflective of our focus on retaining talent and providing opportunities for the youth.

1.1.1 Breakdown of Permanent Employees by Designation

In 2024, our permanent workforce gender distribution reflects our commitment to fostering diversity and inclusion across all levels of the organisation. Women hold 89% of top management positions, demonstrating strong female leadership at the highest level.

At the mid-management level, 29% of senior managers and 42% of managers are women, showing gradual progress toward gender balance. The representation of women increases at the assistant manager (51%), senior executive (59%), and executive (52%) levels, reflecting positive trends in gender diversity within our talent pipeline.

However, non-executive roles remain predominantly male, with 85% men and 15% women. This is partly due to governmental policies which restrict the recruitment of migrant workers for our sectors to males only. Nonetheless, we strive to ensure

inclusivity whenever appropriate to ensure our recruitment is merit-based.

Moving forward, we remain committed to promoting gender-inclusive policies and programmes, and equitable career advancement opportunities to support a more balanced and diverse workforce.

1.1.2 Anti-Corruption

In 2024, we maintain our commitment to ethical business practices, by increasing awareness about bribery and corruption and the risk and negative consequences. Total percentage of employees trained in anti-bribery and anti-corruption (ABC) increased from 6% in 2023 to 22%.

1.1.3 Training Hours

The average training hours per employee increased slightly to 33.5 hours from 31.9 hours in 2023. Our focus remained on ensuring our staff are well-equipped with the appropriate skills and knowledge for their roles and responsibilities and to deliver on our overall corporate objectives.

1.2 Employee Gender Profile of Our Workforce

From the data, it can be seen that women play a pivotal role in Mewah's success, contributing their skills, knowledge, and efforts across all levels of the organisation. Notably, women's participation in our Board of Directors has reached 57%, surpassing regional averages, and 89% of our top management team are women, showcasing our commitment to advancing gender diversity in leadership roles. We aim to build on this progress by implementing targeted initiatives to enhance gender equality and increase female representation across all employment categories. These efforts align with our broader strategy to create a supportive and equitable workplace for all employees.

By promoting flexible work arrangements, transparent career progression, and a zero-tolerance policy for discrimination or harassment, this recognises the invaluable contributions of women in building a successful and sustainable organisation. This is reflected in [Mewah Gender Equality Policy](#), [Mewah Group Anti-Discrimination Policy](#) and [Workplace Sexual Harassment Policy](#).

1.3 Self-Social Risk Assessment

We have developed a comprehensive social compliance due diligence framework to ensure effective implementation and adoption of our human rights, labour and ethics policies, and on the effectiveness of the reporting mechanisms. This framework includes the following key metrics to build a diversified, inclusive and equitable culture in Mewah:

- a. Risk assessment: We conduct regular risk assessments to identify potential areas of non-compliance and assess the effectiveness of our existing measures. Our social risk focus areas include no child labour, work and living conditions of our migrant workers and review of our management systems. The assessment process involves collaboration between the human resources department and the sustainability department. This includes policies and documentation review, worker interviews, and on-site audits.
- b. Internal audit: Our internal audit team conducts annual audits to evaluate our compliance with relevant laws, regulations, and internal policies.
- c. Corrective action plan: We promptly investigate and address any identified non-compliance issues, taking appropriate corrective actions if necessary.
- d. Employee feedback: We actively seek feedback from our employees through surveys, focus groups, and other channels to identify any areas of concern or improvement.
- e. Third party assessment: We collaborate with independent third party to conduct due diligence assessments of our operations and value chain to ensure adherence to international ethical standards and labour practices.

Social Risk Focus Area	Social Impact
Children	<ul style="list-style-type: none"> Ensuring No Child Labour.
Forced Labour	<ul style="list-style-type: none"> Upholding workers' rights on freedom of movement, freedom of association, and rights to collective bargaining. Ethical recruitment practices. Ensuring fair wages & compensation standards. Feedback/Grievance Mechanism.
Living Conditions	<ul style="list-style-type: none"> Ensuring living conditions complies with legal and regulatory requirement or better.
Social Management System	<ul style="list-style-type: none"> Ensuring legal compliance to all relevant labour and human rights laws and regulations. Enhancing effectiveness of the management system.
Fair Pricing	<ul style="list-style-type: none"> Reviewing supply chain and pricing practices.
Community Support	<ul style="list-style-type: none"> Strengthening corporate social responsibility initiatives.

1.3.1 MYVoice Project: Improving Social and Ethical Practices for Our People

In 2024, to uphold and safeguard human rights and labour well-being, MOIPG conducted a social compliance assessment with the assistance of Proforest and Social Accountability International ("SAI"). This assessment identified our existing strengths, weaknesses, and highlighted areas for improvement in social compliance practices for our migrant workers.

Through face-to-face interviews with our migrant workers, executives and managers from various departments and on-site visits to the factory and dormitories, the assessment, which include feedback on job satisfaction, identified areas where working conditions and practices that did not align with international best practices. Additional information on this exercise is available [here](#).

Core Area 1: Socialisation



Based on the assessment findings, MOIPG's management team developed and implemented an action plan to improve the social and ethical practices within the factory. The action plan included:

- (i) Increased awareness training for migrant workers on trade unions, their rights and the benefits of collective bargaining.
- (ii) Improved access to our grievance platform and improving our grievance mechanism.
- (iii) Establishment of a worker welfare team: This management team will be equipped with training on social compliance standards, labour rights and conflict resolution skills. They will lead MOIPG's social compliance process and instil a culture of openness and trust through active employee engagement.

MOIPG is fully committed to ensuring our migrant workers have safe, fair, and equitable working conditions.

1.3.2 Colgate-Mewah LTP Project: Improving Labour Practices in MOSB

In collaboration with Colgate-Palmolive and the Earthworm Foundation, MOSB completed the *Labour Transformation Programme* ("LTP") in 2024 to identify areas for improvement and to implement an action plan to that aligns with Mewah's sustainable palm oil policy and Colgate-Palmolive's No Deforestation, No Peat, No Exploitation ("NDPE") commitments. The LTP is designed as an engagement programme to strengthen human rights due diligence ("HRDD") particularly in Palm Oil upstream supply chain.

This engagement provides an opportunity for MOSB to evaluate labour practices within our own operations across eight critical areas, including grievance mechanisms, freedom of movement, wages and working hours, and health and safety. This initiative also helps us to align our practices with NDPE requirements, MSPO 2.0, RSPO standards, and international frameworks such as the UN Guiding Principles on Business and Human Rights, ILO conventions, OECD Guidelines on Responsible Business Conduct, Universal Declaration of Human Rights, and UNSDGs, addressing global concerns on forced labour, child labour, and recruitment practices.

Through this programme, MOSB has progressively implemented several improvements measures to enhance the labour conditions for our workers. These include improving access to grievance channels and avenues, improving health and safety of working and living conditions, and upholding freedom of association, improving the transparency of recruitment practices as well as the condition of workers' accommodation. Aside from operational improvements, MOSB provided training for its workers to increase awareness and understanding of labour policies, fostering better inclusion and improved labour conditions within MOSB's operations.

1.4 Management Approach

At Mewah, in ensuring that our employees, our most valuable resource and the driving force behind our success, can thrive and excel. We have put in place a series of policies and practices to foster a fair, respectful, and safe workplace for all employees across the Group.

1.4.1 Human Rights and Labour Policy

Our Human Rights and Labour Policy, alongside our Code of Ethics, forms the cornerstone of our employment framework. These key documents outline the rights and labour principles that all employees are entitled to, regardless of their location, and provide guidance to ensure our operations align with the Group's ethical principles. They also reflect our adherence to the United Nations Guiding Principles on Business and Human Rights ("UNGP"s), reinforcing our responsibility to prevent, mitigate, and address any human rights impact wherever we operate.

The key principles of our Human Rights and Labour Policy:

- No Forced Labour and Free Choice of Employment.
- Non-Discrimination in Employment.
- Non-Exploitation of Child Labour and Protection of Children's Rights.
- Freedom of Association and Collective Bargaining.
- Compliance with Laws & Regulations in Working Hours, Benefits, and Wages.
- Supply Chain Responsibility & Community Engagement.
- Respect, Dignity and Uphold Gender Equality.
- Implementation and Continuous Improvement.

For full details on the policy, please visit [Mewah's Human Rights and Labour Policy](#)

1.4.2 Gender Equality Policy

In 2024, Mewah Group continued to deliver on our commitment to gender equality by building upon our comprehensive Gender Equality Policy introduced in 2021. We are dedicated to maintaining a work environment free from gender-based discrimination, ensuring that recruitment, hiring, placement, development, training, compensation, and career advancement are based solely on qualifications, performance, skills, and experience.

We have also increased opportunities for female employees to engage in public speaking, both internally and externally, and have recognised more high-achieving women in our succession planning processes.

For more detailed information, please refer to [Mewah's Gender Equality Policy](#).

1.4.3 Anti-Discrimination Policy

In 2024, we continued to strengthen our commitment to a workplace culture that values and respects every individual by enhancing our company-wide Anti-Discrimination Policy. This policy aims to ensure that all employees have equal opportunities in a professional environment free from any form of discrimination.

We maintain a zero-tolerance stance against discrimination of any kind and are dedicated to promptly addressing and investigating all reported incidents or complaints.

There are comprehensive training programmes in place for all employees to recognise and combat discrimination, and reporting mechanisms to ensure swift and effective resolution of any issues.

For more detailed information, please refer to [Mewah's Group Anti-Discrimination Policy](#)

Core Area 1: Socialisation

1.4.4 Workplace Sexual Harassment Policy

Harassment of any form is abhorrent and has no place in civilised society and Mewah Group has reinforced its commitment to a safe and respectful workplace with our [Anti-Sexual Harassment Policy](#).

This policy is supported by our Whistle Blowing Policy and Grievance Mechanism, which address workplace-related issues, including any gender-based concerns.

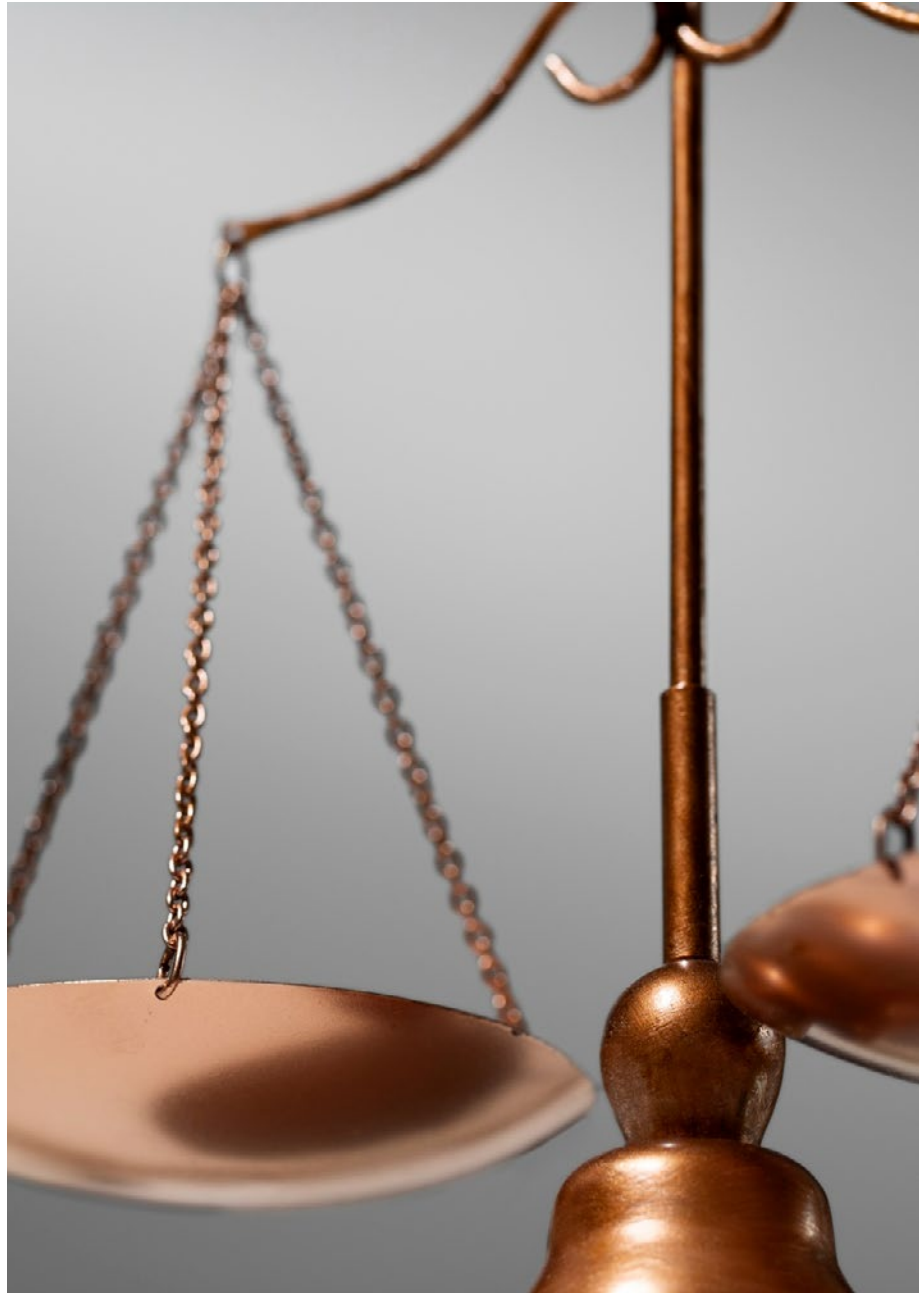
This year, we have expanded our training initiatives by conducting additional webinars and interactive sessions on the Prevention of Workplace Sexual Harassment. These sessions provided employees with a comprehensive understanding of their rights, the various forms of sexual harassment, and effective measures to combat such behaviour in the workplace.

1.4.5 Code of Ethics

Mewah Group has continued to uphold the highest standards of integrity and ethical behaviour through our comprehensive Code of Ethics. This code guides our employees to act in accordance with the company's core values and ethical standards, ensuring that all actions and decisions reflect our commitment to ethical business practices.

Our Code of Ethics includes the following key principles:

- Compliance with laws, rules, and regulations.
- Maintenance of confidential and proprietary information.
- Avoidance of conflicts of interest.
- Commitment to fair dealing.
- Prohibition of insider trading.
- Rejection of gifts, bribes, and kickbacks in dealings with stakeholders.



This Code of Conduct is detailed in our employee handbook, providing clear guidelines to help our employees navigate ethical dilemmas and maintain the highest standards of professional conduct.

1.4.6 Anti-Bribery & Anti-Corruption Policy

Bribery and Corruption of any form cannot be tolerated as it is highly detrimental and could have long lasting negative impact on society. Mewah Group has put in place our anti-bribery and anti-corruption policy to ensure strict adherence to all relevant laws.

Since the introduction of our Anti-Bribery & Corruption Policy in 2020, we have prioritised comprehensive training for our employees. This year, we are pleased to report that 22% of our workforce has completed the training, a notable improvement from the previous year. Our objective is to have every employee participate in at least one training session by the end of 2026. We are dedicated to ensuring that all employees understand the importance of ethical behaviour and are equipped to uphold our standards against bribery and corruption.

1.4.7 Whistle Blowing Policy

To complement and reinforce all our policies, Mewah Group has put in place our Whistle Blowing Policy to facilitate the reporting of any non-compliance or instances of malpractice, illegal activities, or omissions by current or former employees. We strive to create an environment of openness and trust, where employees feel empowered to raise concerns without fear of retaliation.

The Whistle Blowing Policy is overseen by a dedicated committee led by senior management. All reports are received in confidence, and thoroughly reviewed, and if necessary, investigated by the committee for further action.

We ensure strict confidentiality throughout the entire process, always protecting the identity of the whistleblower to ensure that there is no retaliation and repercussions.

By fostering a culture that values integrity and accountability, we aim to safeguard the interests of our employees and the reputation of our organisation.

Mewah Group is honoured to announce that it has been conferred the prestigious Silver Award for Best Managed Board at the Singapore Corporate Awards ("SCA") 2024. This accolade recognises the exemplary governance practices of Mewah's Board of Directors, underscoring its commitment to transparency, accountability, and strategic leadership. The award celebrates companies listed on the Singapore Exchange ("SGX") with a market capitalisation of S\$300 million to S\$1 billion. Mewah is proud to be acknowledged among this distinguished cohort for its efforts in upholding high standards of corporate governance.

The award was presented by the Deputy Prime Minister of Singapore, Mr Heng Swee Keat, at the SCA 2024 presentation ceremony. Representing Mewah's Board of Directors, Ms Bianca Cheo, the Group's Deputy Chief Executive Officer and Executive Director, accepted this esteemed recognition on behalf of the company. Organised by The Business Times, the Singapore Institute of Directors, and the Institute of Singapore Chartered Accountants, the Singapore Corporate Awards are supported by the SGX and the Accounting and Corporate Regulatory Authority of Singapore ("ACRA").

This achievement reflects Mewah Group's unwavering dedication to fostering a culture of strong corporate governance and sustainability, ensuring value creation for all stakeholders.



Core Area 2:

Talent Management

2.1 Training, Education and Development

Mewah Group continues to prioritise the development and strengthening of our human capital to ensure we have the necessary competencies, capabilities, and skills to drive our mission and realise our vision. By investing in our employees, we are laying the foundations for future success.

Mewah's Online Learning Management System, iLearning Mewah, launched in 2021, remains a cornerstone of our training strategy. It makes training flexible and easily accessible.

The following are some key learning areas:

- i. Professional development: Focus on technical skill sets, role-specific training, safety and compliance training.
- ii. Personal development: Emphasis on leadership development and communication skills.
- iii. Righteousness and virtue: Promotes honesty, integrity, and respect for others

This platform is user-friendly, cloud-based, and mobile, allowing employees to access learning materials anytime, anywhere, simplifying and optimising learning times.

In 2024, we have enriched the content available on iLearning Mewah, covering a wider array of topics, including both soft and hard skills, as well as compliance training covering policies, ethics, governance, risk management, and control processes.

i-Learning Platform – Let us learn Mewah



i-Learning Programmes



2.1.1 Mewah Technical Forum

To further upskill and develop our people, in 2024, we organised a Technical Forum bringing together internal teams and external vendors and experts to explore the "Next Frontier in Manufacturing: Efficiency, Quality, and Sustainability." With over 100 participants, the forum featured 11 insightful presentations and 12 interactive booths showcasing innovative products and services.

The event served as a valuable platform for exchanging ideas, fostering collaboration, and driving innovation within the manufacturing sector. Sustainability is a key focus, with presentations and discussions exploring decarbonisation strategies, renewable energy solutions, and circular economy principles. The forum also incorporated sustainable practices, such as utilising recycled materials for event signage and minimising paper usage through digital presentations and registration.

2.2 Leadership Development Programme

We continued to partner with the Franklin Covey's All Access Pass programme. This comprehensive leadership development programme equips our managers with the leadership skills necessary to cultivate a positive and productive work environment. By communicating and thinking effectively, our managers are empowered to inspire and guide their teams towards our shared goals.

Through the All-Access Pass programme, below are some of the key trainings that our managers have undertaken:

1. The 7 Habits of Highly Effective People®
2. The 6 Critical Practices for Leading a Team™
3. The 4 Disciplines of Execution®



Core Area 2: Talent Management

2.3 Recruitment and Retention

Mewah Group continues to place a strong emphasis on attracting and retaining top talent, understanding that our employees are key to our success and growth. With the competition for skilled professionals intensifying, our recruitment strategy now prioritises not only job-specific skills but also essential personal qualities such as leadership and adaptability.

To enhance employee retention, Mewah's management has introduced a range of initiatives aimed at boosting employee engagement and satisfaction. These include regular feedback sessions, career development opportunities, and comprehensive wellness programmes designed to improve overall job satisfaction.

We recognise the challenges of maintaining a sustainable workforce and are dedicated to overcoming these obstacles. By investing in our employees and cultivating a positive work culture, we aim to ensure that Mewah Group remains a desirable and fulfilling place to work.

2.4 Management Approach

2.4.1 Microsoft Viva Engage

One of our management approaches is to provide our people with sharing tool to boost engagements and connectivity. Our cloud-based employee engagement platform "Microsoft Viva Engage" offers a vibrant toolkit for employees to connect, communicate, collaborate and share information freely on both a professional and personal level.

Through this platform, our employees can create a sense of community and belonging within Mewah's workplace and feel comfortable sharing their perspectives and contributing positively to the company's culture of cohesiveness.

2.4.2 Long Service Award

At Mewah Group, we recognise and reward our loyal and committed employees for their continual contribution to Mewah's growth and success.

We reward those employees that have been with us for over 10, 15, 20, 25, and 30 years for their unwavering dedication, support, hard work and loyalty.

2.4.3 Annual Staff Appreciation Dinner

Each year, we organise a celebration to recognise and appreciate our people.

For Malaysia, the staff Dinner and Dance was held on the 12 October 2024. The evening featured a variety of engaging activities, including captivating performances by talented colleagues, heartwarming speeches, and exciting lucky draws. The "Back to School" theme added a playful touch, creating a lighthearted and enjoyable atmosphere for all attendees.

Sustainable practices were incorporated throughout, including the utilization of eco-friendly decorations and the provision of reusable tableware.



Core Area 3:

Employee Health, Safety and Well-being

3.1 Mewah Safety Performance

At Mewah, the health, safety, and well-being of our employees is top priority. Our team members are the backbone of our operations, and we provide a safe workplace while actively promoting their health and well-being. We believe that when our employees feel safe and appreciated, they can thrive and contribute to our collective success. To us, any work-related injury or fatality is unacceptable, and we have a zero-tolerance policy for unsafe behaviours in the workplace. Our goal is to ensure that every employee is

healthy and feels secure as they move forward with the company.

We aim to create a workplace where every employee feels valued, secure, and empowered to achieve their best. Our commitments include ensuring all our employees go home safely every day, achieving zero fatalities and work-related injuries within our facilities, continuously improving Mewah's safety culture and systems, and reducing the Lost Time Injury Rate ("**LTIR**").

SAFETY AND HEALTH PERFORMANCE



Core Area 3: Employee Health, Safety and Well-being

3.2 Group Safety and Health Policy

To deliver on our commitment, Mewah has in place a comprehensive Group Safety and Health Policy. It consists of the following six principles:

For details of the Mewah Group's Safety and Health Policy, please visit Mewah Sustainability Dashboard at <http://www.mewahgroup.com/Dashboardform.html>

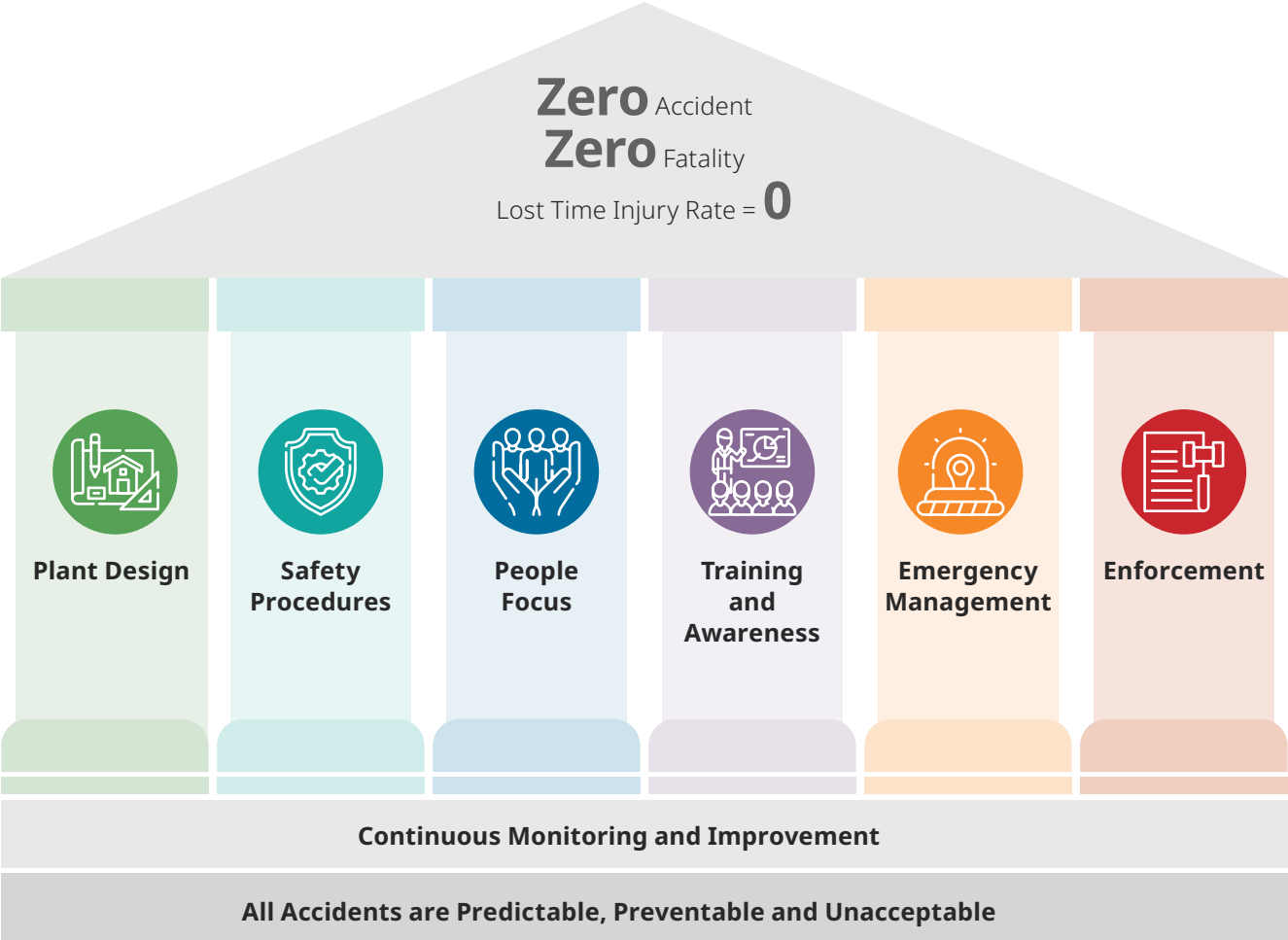
MEWAH'S SAFETY AND HEALTH PRINCIPLES



3.3.1 Safety Framework

Mewah’s Safety Framework provides our people and operating units with essential systems that must be incorporated at every workplace. The

framework includes Key Performance Indicators (“KPIs”) which acts as a constant daily reminder to prioritise safety and improve on safety performance.



Core Area 3: Employee Health, Safety and Well-being

3.3.2 Group Safety Portal

Our Centralised Safety Portal, launched in October 2020, is a one-stop platform that provides quick and easy access to up-to-date safety statistics, accident and near-miss information, accident reports, training materials, and other relevant safety resources. The Group Safety Committee, formed to ensure the portal's effectiveness, regularly examines the

information and suggests enhancements to optimise the benefits of the Safety Portal. The user-friendly layout of the portal allows employees throughout the organisation to access a wealth of safety knowledge, fostering a culture of continual improvement. This portal helps to empower our people with knowledge and skills and to remind them that 'Safety is everyone's responsibility'.



3.3.3 Merit and Demerit Point System

Since 2019, our management has utilised a Merit and Demerit Point System at all manufacturing sites. The systems encourage good behaviour with rewards and recognition whilst penalising any safety non-compliance to discourage poor practices.

3.3.4 Observation Card Programme

To complement the Merit and Demerit Point System, we have an Observation Card Programme where the numbers of Safe and Unsafe actions or conditions within a specified time are recorded. The objective is to identify positive and negative behaviour and/or practices to facilitate the development of corrective action plans by the safety committees of the operating units. This programme allows near misses to be recorded, which is invaluable to prevent accidents from happening.

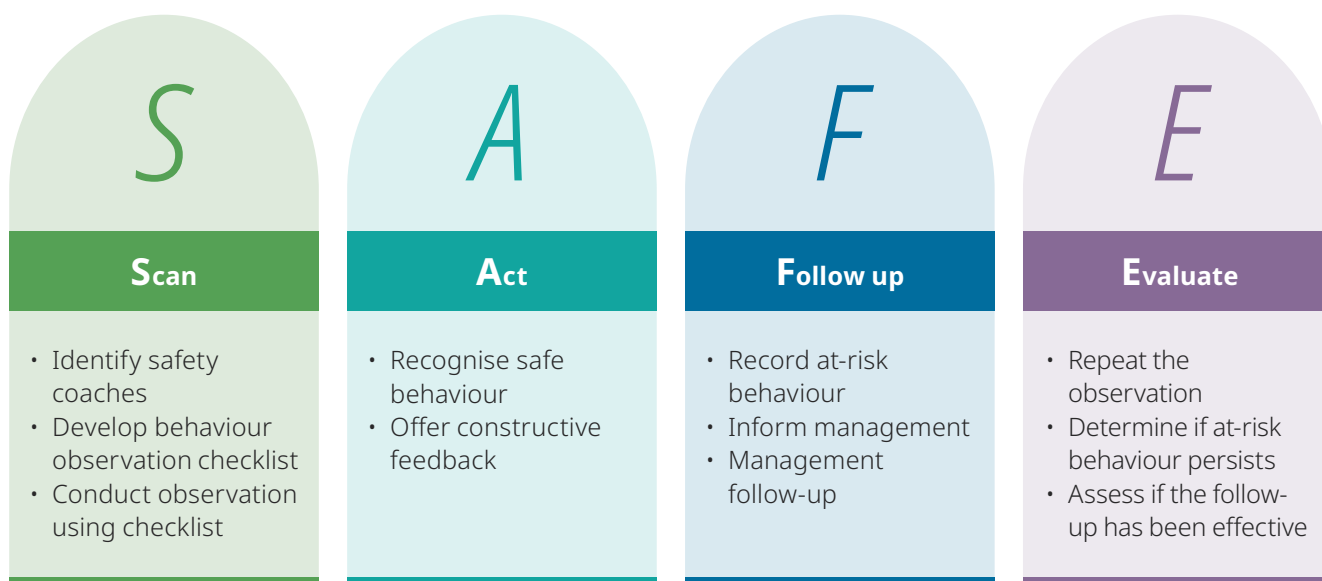
All employees are alerted to the data as each observation card is logged into the Group Safety Portal.

Our measurement approach incorporates both leading and lagging indicators to provide a comprehensive understanding of our safety performance.

The leading indicators are training completion rates, safety audit scores, and the implementation of safety recommendations. The lagging indicators, includes Lost Time Injury Rate ("**LTIR**"), Work-Related Injuries and High Consequence Injury. These provide a report card of our safety efforts, and this dual focus acts as preventive measure before any incidents can occur, which protects people and the environment, and the long-term sustainability of our operations.

Through this holistic approach, we aim to embed safety as an integral part of our organisational culture and daily habits. By prioritising both the prevention of accidents and the cultivation of a safety-conscious mindset, with the objective to minimise unsafe employee behaviour and create a more sustainable and productive workplace.

OBSERVATION CARD METHODOLOGY



Core Area 3: Employee Health, Safety and Well-being

Leading Indicators:

1. Safety Training
2. Behavioural Audit
3. Drills and Safety Audit
4. Hazard & Near Miss Reporting
5. Employee Involvement in Safety Programmes
6. Periodical Equipment/Machinery Maintenance
7. Perception Surveys on Safety Suggestion and Safety Observation
8. Hazard Identification and Risk Assessments
9. Reward/Recognition

Lagging Indicators:

1. Accident Investigation
2. Lost Time Injury Rate
3. Man-days Loss
4. Injury Frequency and Severity
5. Reported Incidents

3.3.5 Safety's Centre of Excellence ("COE")

The Safety Centre of Excellence ("COE") plays a crucial role in inculcating a safety culture across Mewah Group in 2024. Building upon positive results from previous years, the COE focused on enhancing employee engagement, leveraging technology, and integrating sustainability principles into all safety initiatives. Key achievements include the expansion of multilingual training materials for our migrant workers, the development of a user-friendly mobile application for easy access to safety information and training, and the integration of sustainability considerations into all safety programs, promoting environmental awareness, encouraging sustainable practices, and tracking key environmental indicators.





SAFETY CENTRE OF EXCELLENCE COMMITTEE'S OBJECTIVES

01

For Safety experts and specialists to share ideas

02

Expert panel for collective problem solving

03

Platform for sharing best practices

04

Platform to ensure harmonisation and standardisation of safety practices and procedures across the Group

3.3.6 Healthier Lifestyle Begins from Workplace

3.3.6.1 Group Occupational Safety, Food Safety & Quality Campaign 2024

In September 2024, we conducted a Group Occupational Safety, Food Safety & Quality Campaign 2024. It was a three-day event featuring free health checks stations, nutritional and health talks, subsidised health screening tests, HPV vaccinations, health food booths, blood donation drive, and exciting competitions such as the Food Safety & Quality Campaign Quiz and the ERT Competition, with the winners receiving attractive prizes.

This campaign acts as a reminder to our people that 'Safety is everyone's responsibility' and must be incorporated into their daily work.



Core Area 3: Employee Health, Safety and Well-being



3.3.6.2 Mewah Sport and Recreation Club

It is increasingly important for us to focus on proper exercise, recreation, and rest to ensure a healthy body and mental wellness.

Our Sports clubs actively organise a range of activities to promote health and wellness throughout the year.

This year, our sports clubs organised a variety of sporting tournaments to foster team spirit among colleagues. These tournaments include football, badminton, bowling and go-karting. In addition to these competitive events, our sports clubs also organised hiking trips and beach activities to provide employees with opportunities to relax, unwind, and bond outside of the workplace.





We are particularly proud of our football teams, MOIPG FC and Mewah FC, which have represented our company in various futsal leagues. These teams have not only showcased our employees' athletic abilities but have also strengthened Mewah's identity and sporting spirit.

The Mewah Central Sports Club hosted the inaugural Mewah Rail Hunt, an exciting team-building event that brought together employees from various entities across the Group. Participants navigated the city of Kuala

Lumpur, solving a series of challenging puzzles.

Beyond the competitive spirit, the Mewah Rail Hunt incorporated a strong focus on community engagement. Unused items were collected and donated to Rumah Penyayang Ulin Nuha, a local charity organisation in support of orphans.

The event successfully fostered teamwork, camaraderie, and a sense of community among Mewahrians, showcasing the positive impact of employee engagement initiatives on overall employee wellness.

Focus Area 5:

COMMUNITY SUPPORT

Mewah, as a homegrown Asian organisation that pulled ourselves up with our own bootstraps, remembers our humble and lean beginnings; and we appreciate all the support and trust of our stakeholders and the local communities in wherever we operate. For us, remembering our humanity, “Love thy neighbour”, an age-old wisdom is a golden rule that we strive to inculcate into the fabric of Mewah to build and maintain an equitable and just society. We set ourselves three community objectives:

- A. Active Volunteerism and Community Aid**
- B. Supporting the Next Generation**
- C. Disaster Relief**



Education is a catalyst and a great enabler for the people and the community to make personal development, change and improve for the betterment of society overall. We are always ready to support and sponsor to ensure access to education and to contribute our time and efforts particularly to the low income and marginalised communities.



The right to adequate food is a fundamental human right. We strive to fight hunger by providing knowledge on agriculture best management practices, composting food waste and organic fertiliser to help the local communities to improve yield in their plantations and in their subsistence farming cultivations.



As the proverb says, “Many hands make light work”. Collective action, partnerships and collaboration, particularly with local NGOs, to empower, nurture or assist communities will help in attaining the goals, deliver positive impact and solutions faster and extend the reach wider. The results would be expected to be more effective and better suited to meet the actual needs of the situation.

Core Area 1:

Active Volunteerism and Community Aid

In 2024, we see our people embrace the spirit of giving-back and selflessness through a wide variety of activities and programmes that have delivered joy, relief, and comfort to the people around us.

As part of our efforts to bring joy and foster connections during the festive season, we organised Chinese New Year celebrations with both old folks and orphans, creating memorable and cheerful days for the elderly and children strengthening our bonds with the local communities.

In July 2024, MOSB and MOIPG launched a blood donation campaign, to encourage and facilitate employees to contribute to society to help save lives and make a difference to those in need.

Environmental care remains at the heart of our CSR agenda. In February 2024, through the Gotong-Royong Programme, jointly organised with Majlis Bandaraya Diraja Port Klang (Port Klang Town Council), Pejabat Kesihatan Daerah Klang (Department of Health of Klang), and BOMBA (Fire Fighting and Rescue Brigade Port Klang), we undertook a community clean-up at Jalan Sungai Pinang 5/5, Pulau Indah, Klang, benefiting over 700 of the local inhabitants, fostering a cleaner and healthier environment for the residents. Similarly, our "Make the Pulau Indah" initiative invited employees and their families to participate in activities aimed at promoting environmental preservation while enjoying quality time together.

Between January and February 2024, we encourage staff to donate items like clothing, shoes, utensils and others for the underserved. This "Share Your Preloved Items" campaign encouraged staff, families, and colleagues to donate used items, to help over 200 people. In March 2024, during the fasting month, we organised a Bubur Lambuk initiative, where employees collaborated to prepare and distributed it to over 1,700 people within the surrounding communities, reinforcing teamwork and solidarity. Additionally, we provided 105 waterproof bedsheets to Pusat Jagaan Ros Biru, a home which looks after approximately 40 disabled and handicapped individuals.

In July 2027, Mewah also contributed to the Charity Annual Bazaar in Johore Bharu to help those affected by Cerebral Palsy, setting up a stall to sell products such as cooking oil, handwash, and body shampoo. All proceeds from the bazaar were donated to the Cerebral Palsy Association to support individuals with the disabilities in becoming more self-reliant. This effort demonstrated our commitment to inclusivity and raised awareness of the challenges faced by those with special needs.

Our Mill, PT KIP as part of their efforts to support and help the local community, donated spare parts and funds for the repair of the community waste collection bulldozer at Desa Sidua-dua, Labuhanbatu Utara, and provided equipment and funds to the Volleyball Association (Perbaly) of Desa Kampung Pajak to enable their team to join the yearly tournament held at Kota Batu in the district of Aek.

Through these initiatives, Mewah continues to strengthen its role as a socially responsible organisation, ensuring that our efforts align with the needs of the communities we serve.



Core Area 2:

Supporting the Next Generation

Supporting the next generation and those in needs is one of the key objectives of Mewah's Corporate Social Responsibility ("CSR") strategy, reflecting our commitment to empower children and young individuals with resources, access to education, and opportunities that they need to grow and develop.

In 2024, we conducted several initiatives to support education. Mewah organised the Back-to-School programme for underprivileged students at Sekolah Kebangsaan Kopok, Sekolah Kebangsaan Tanjung Surat, and Sekolah Kebangsaan Permas Jaya 1. This initiative provided essential school supplies and educational materials to help ease the financial burden of the low-income families, ensuring students are well-prepared and excited to begin the new school year.

In collaboration with Pertubuhan Kebajikan Shan De, we organised the 'Visit Space & You' programme, introducing children to the wonders of space exploration through interactive and educational activities. This initiative not only ignited their curiosity about science and technology but also encouraged creativity and self-expression through coloring and quizzes, fostering a fun and engaging learning experience.

In support of children with special needs, Mewah conducted a Groceries Donation in May 2024 and Charity Run in August 2024 for Xi Le Er Special Children Care Centre. These efforts provided critical financial and material support to the centre, while raising awareness about the challenges faced by children with physical and mental disabilities. Similarly, in September 2024, Mewah donated groceries and essential items to Persatuan Kebajikan Yu Shan, an orphanage and home for people with disabilities, helping to ease operational expenses. It allowed our staff to interact and spend quality time with the children and teenagers to strengthen their communication skills and to provide a short reprieve for the caretakers at the home.



Mewah, in November 2024, donated chairs and tables to Sekolah Kebangsaan Pasir Gudang 2, making the school more comfortable and more conducive for education. This initiative is in line with the motto “Insan Istimewa, Tanggungjawab Bersama,” reflecting our dedication to supporting education.

Research and enhancing knowledge are important enablers to drive continuous development and improvement to the lives of people and communities. PT Angso Duo Sawit (“**PT ADS**”) was given the opportunity

to support the Research and Development Studies of students from University of Jambi by providing the students with material to complete their research projects.

By improving educational access, supporting inclusive development, and encouraging community engagement, we are laying the foundation for a brighter, more inclusive, and sustainable future. We hope that these contributions and support will help children and youth in need to learn, grow, and thrive.

UNIVERSITY OF JAMBI

During January 2024, in support of the research students in their study to “optimise palm waste products to generate renewable energy”, PT ADS gave the following palm waste for research analysis of mechanical and combustion properties of Nano-Bio-briquettes.



20kg
Empty Fruit
Bunch

50kg
Palm Kernal
Shell

20kg
Empty Fruit
Bruch Fiber

20kg
Effluent
Sludge



PT ADS gave a total of 4.29 Metric Tons of Palm Oil Decanter Cake and Phosphorus Fertiliser to support the students’ final research project entitled “The beneficial effects of palm oil decanter cake and Phosphorus on the growth and yield of Shallots (*allium ascalonicum*) in ultisol soil”.

4.29 MT
of Palm Oil Decanter
Cake and Phosphorus
Fertiliser to support
the students’ final
research project

Core Area 3: Disaster Relief

Natural disasters cannot be predicted, and we will never know when disaster will strike displacing people from their homes, causing destruction, devastation, and suffering. Mewah fully appreciates the hardship and disruption of those in need during their times of misfortune.

We strive to provide relief to the affected communities during crises by addressing their immediate needs and helping restore normality. This is achieved by swiftly providing assistance, alleviating suffering, and contributing to the rebuilding and recovery processes.

During January 2024, our plantation unit, PT Jambi Batanghari Plantation, provided aid to repair essential infrastructure impacted by natural disasters. This includes helping to restore damaged roads by filling in potholes with gravel in several locations. In Desa Sogo, Kel. Tanjung Kec. Kumpang, we helped repair a main road to prevent traffic accidents, ensure smoother flow of traffic to aid approximately 1,000 of the local community.

Similarly, during February 2024, in Dusun Pulau Tigo, we filled flood-damaged roads with gravel to restore their functionality ensuring they are safe for both pedestrians, motorcycling and vehicles. This directly benefited over 1,000 local inhabitants.

Similar aid was provided to Desa Tanjung to clear and repair flood-affected roads to allow for safe passage, helping communities regain access to essential services and safe transportation.

Collectively, our Indonesia operations, distributed 750 Food basket to aid flood victims. This helped to ease the burden of over 1,000 people that were severely impacted by the flood.

Through these initiatives, Mewah demonstrates its commitment to responding swiftly to disaster situations to provide relief to the affected communities and aid speedy recovery. Our efforts reflect the interconnectedness between business operations and the well-being of the communities in locations where we operate.



In 2024, Mewah Group aided and helped a total of
64,788
beneficiaries.

APPENDIX

Global Reporting Initiatives (GRI) Standards Index

GRI CONTENT INDEX

Statement of use	Mewah International Inc. has reported the information cited in this GRI content index for the period 1 January 2024 to 31 December 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

DISCLOSURE		PAGE	SECTION/ REMARKS
GRI 2: General Disclosures 2021			
2-1	Organisational details	Pages 5-8	About Mewah Group
2-2	Entities included in the organization's sustainability reporting	Page 1	About This Report
2-3	Reporting period, frequency and contact point	Page 1	About This Report & Backcover of Sustainability Report
2-4	Restatements of information	N.A.	Not applicable as there is no restatement
2-5	External assurance	N.A.	Not applicable as there is no restatement
2-6	Activities, value chain and other business relationships	Pages 5-8	About Mewah Group
2-7	Employees	Pages 70-73	Focus Area 4
2-8	Workers who are not employees	Pages 70-73	Focus Area 4
2-9	Governance structure and composition	Pages 11-12	Our Approach to Sustainability
2-10	Nomination and selection of the highest governance body	Pages 11-12	Our Approach to Sustainability
2-11	Chair of the highest governance body	Pages 11-12	Our Approach to Sustainability
2-12	Role of the highest governance body in overseeing the management of impacts	Pages 11-12	Our Approach to Sustainability
2-13	Delegation of responsibility for managing impacts	Pages 11-12	Our Approach to Sustainability
2-14	Role of the highest governance body in sustainability reporting	Pages 11-12	Our Approach to Sustainability
2-15	Conflicts of interest		Annual Report 2024
2-16	Communication of critical concerns		Annual Report 2024
2-17	Collective knowledge of the highest governance body		Annual Report 2024
2-18	Evaluation of the performance of the highest governance body		Annual Report 2024
2-19	Remuneration policies		Annual Report 2024
2-20	Process to determine remuneration		Annual Report 2024
2-21	Annual total compensation ratio		Annual Report 2024
2-22	Statement on sustainable development strategy	Page 2	Board of Directors' Statement for 2024
2-23	Policy commitments	Pages 50-51	Focus Area 2
2-24	Embedding policy commitments	Pages 50-55 & 59	Focus Area 2
2-25	Processes to remediate negative impacts	Pages 50-55 & 59	Focus Area 2

APPENDIX

DISCLOSURE		PAGE	SECTION/ REMARKS
GRI 2: General Disclosures 2021			
2-26	Mechanisms for seeking advice and raising concerns	Pages 59	Focus Area 2
2-27	Compliance with laws and regulations	Pages 42-43 & 65-67	Focus Area 1 & Focus Area 3
2-28	Membership associations	Page 67	Focus Area 3
2-29	Approach to stakeholder engagement	Pages 13-14 & 55-58	Materiality Matrix & Focus Area 2
2-30	Collective bargaining agreements	Pages 50-51	Focus Area 2
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Pages 13-14	Materiality Matrix
3-2	List of material topics	Pages 13-14	Materiality Matrix
3-3	Management of material topics	Pages 13-14	Materiality Matrix
GRI 101: Biodiversity 2024			
101-1	Policies to halt and reverse biodiversity loss	Page 46-48	Focus Area 1
101-2	Management of biodiversity impacts	Page 46-48	Focus Area 1
101-4	Identification of biodiversity impacts	Page 46-48	Focus Area 1
101-5	Locations with biodiversity impacts	Page 46-48	Focus Area 1
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed		Annual Report 2024
201-2	Financial implications and other risks and opportunities due to climate change	Pages 20-33	Climate Action
201-3	Defined benefit plan obligations and other retirement plans		Annual Report 2024
201-4	Financial assistance received from government		Annual Report 2024
GRI 203: Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	Pages 92-95	Focus Area 5
203-2	Significant indirect economic impacts	Pages 92-95	Focus Area 5
GRI 205: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	Pages 70 & 73	Focus Area 4
205-2	Communication and training about anti-corruption policies and procedures	Pages 70 & 73	Focus Area 4
GRI 207: Tax 2019			
207-1	Approach to tax		Annual Report 2024
207-2	Tax governance, control, and risk management		Annual Report 2024
207-3	Stakeholder engagement and management of concerns related to tax		Annual Report 2024
207-4	Country-by-country reporting		Annual Report 2024
GRI 301: Materials 2016			
301-1	Materials used by weight or volume	Pages 35-40	Focus Area 1
301-2	Recycled input materials used	Pages 45	Focus Area 1
301-3	Reclaimed products and their packaging materials	Pages 45	Focus Area 1

DISCLOSURE		PAGE	SECTION/ REMARKS
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Pages 39-40	Focus Area 1
302-2	Energy consumption outside of the organization	Pages 39-40	Focus Area 1
302-3	Energy intensity	Pages 39-40	Focus Area 1
302-4	Reduction of energy consumption	Pages 30-31 & 35-40	Climate Action & Focus Area 1
302-5	Reductions in energy requirements of products and services	Pages 30-31 & 35-40	Climate Action & Focus Area 1
GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	Pages 30-31 & 41-43	Climate Action & Focus Area 1
303-2	Management of water discharge-related impacts	Pages 30-31 & 41-43	Climate Action & Focus Area 1
303-3	Water withdrawal	Pages 30-31 & 41-43	Climate Action & Focus Area 1
303-4	Water discharge	Climate Action & Focus Area 1	Climate Action & Focus Area 1
303-5	Water consumption	Pages 30-31 & 41-43	Climate Action & Focus Area 1
GRI 304: Biodiversity 2016			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 46-48	Focus Area 1
304-2	Significant impacts of activities, products and services on biodiversity	Page 46-48	Focus Area 1
304-3	Habitats protected or restored	Page 46-48	Focus Area 1
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page 46-48	Focus Area 1
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Pages 30-31 & 35-40	Climate Action & Focus Area 1
305-2	Energy indirect (Scope 2) GHG emissions	Pages 30-31 & 35-40	Climate Action & Focus Area 1
305-3	Other indirect (Scope 3) GHG emissions	Pages 30-31 & 35-40	Climate Action & Focus Area 1
305-4	GHG emissions intensity	Pages 30-31 & 35-40	Climate Action & Focus Area 1
305-5	Reduction of GHG emissions	Pages 30-31 & 35-40	Climate Action & Focus Area 1
305-6	Emissions of ozone-depleting substances (ODS)	Pages 30-31 & 35-40	Climate Action & Focus Area 1
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Pages 30-31 & 35-40	Climate Action & Focus Area 1

APPENDIX

DISCLOSURE		PAGE	SECTION/ REMARKS
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	Pages 30-31 & 44-45	Climate Action & Focus Area 1
306-2	Management of significant waste-related impacts	Pages 30-31 & 44-45	Climate Action & Focus Area 1
306-3	Waste generated	Pages 44-45	Focus Area 1
306-4	Waste diverted from disposal	Pages 44-45	Focus Area 1
306-5	Waste directed to disposal	Pages 44-45	Focus Area 1
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	Pages 50-59	Focus Area 2
308-2	Negative environmental impacts in the supply chain and actions taken	Pages 50-59	Focus Area 2
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	Pages 69-73	Focus Area 4
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pages 74-81	Focus Area 4
401-3	Parental leave	Pages 74-81	Focus Area 4
GRI 402: Labour/Management Relations 2016			
402-1	Minimum notice periods regarding operational changes	Pages 74-81	Focus Area 4
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	Pages 82-90	Focus Area 4
403-2	Hazard identification, risk assessment, and incident investigation	Pages 82-90	Focus Area 4
403-3	Occupational health services	Pages 82-90	Focus Area 4
403-4	Worker participation, consultation, and communication on occupational health and safety	Pages 82-90	Focus Area 4
403-5	Worker training on occupational health and safety	Pages 82-90	Focus Area 4
403-6	Promotion of worker health	Pages 82-90	Focus Area 4
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 82-90	Focus Area 4
403-8	Workers covered by an occupational health and safety management system	Pages 82-90	Focus Area 4
403-9	Work-related injuries	Pages 82-90	Focus Area 4
403-10	Work-related ill health	Pages 82-90	Focus Area 4
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Pages 70-73	Focus Area 4
404-2	Programs for upgrading employee skills and transition assistance programs	Pages 79-81	Focus Area 4
404-3	Percentage of employees receiving regular performance and career development reviews	Pages 79-81	Focus Area 4
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Pages 71-78	Focus Area 4

DISCLOSURE		PAGE	SECTION/ REMARKS
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	Pages 71-78	Focus Area 4
GRI 407: Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Pages 71-78	Focus Area 4
GRI 408: Child Labour 2016			
408-1	Operations and suppliers at significant risk for incidents of child Labour	Pages 71-78	Focus Area 4
GRI 409: Forced or Compulsory Labour 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory Labour	Pages 71-78	Focus Area 4
GRI 410: Security Practices 2016			
410-1	Security personnel trained in human rights policies or procedures	Pages 74-75 & 82-90	Focus Area 4
GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	Pages 50-54	Focus Area 2
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	Pages 50-54	Focus Area 2
413-2	Operations with significant actual and potential negative impacts on local communities	Pages 50-54	Focus Area 2
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	Pages 50-59	Focus Area 2
414-2	Negative social impacts in the supply chain and actions taken	Pages 50-59	Focus Area 2
GRI 416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	Pages 61-67	Focus Area 3
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Pages 61-67	Focus Area 3
GRI 417: Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling	Pages 61-67	Focus Area 3
417-2	Incidents of non-compliance concerning product and service information and labeling	Pages 61-67	Focus Area 3
417-3	Incidents of non-compliance concerning marketing communications	Pages 61-67	Focus Area 3



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