

Sustainability  
PERFORMANCE MATRIX

ECONOMIC PERFORMANCE DATA

In RM million unless otherwise stated	2024	2021	2022	2021	2020
FINANCIAL					
Profit before interest and taxation	1,535.3	1,815.5	2,494.2	1,747.5	1,137.9
Profit attributable to owners of the parent	1,109.4	1,114.2	1,725.3	1,394.3	600.9
Equity attributable to owners of the parent	11,678.6	11,330.8	10,943.7	10,005.4	9,296.2
Return on average shareholders’ equity (%)	9.64	10.00	16.47	14.45	6.46
Basic earnings per share (sen)	17.88	17.95	27.74	22.26	9.57
Dividend per share (sen)	9.5	11.0	14.0	10.5	8.0
PLANTATION					
FFB production (MT)	2,803,965	2,686,356	2,726,516	2,917,621	3,097,262
Total oil palm area (Ha)	172,107	173,818	175,192	176,926	176,909
MANUFACTURING					
Oleochemical					
Plant utilisation (%)	62	61	67	76	77
Sales (MT)	595,801	532,493	573,942	648,130	669,854
REFINERY					
Plant utilisation (%)	55	61	61	63	69
Sales (MT)	1,365,646	1,585,419	1,868,099	2,217,093	1,973,792

Note:  
Source : IOI Corporation Berhad Annual Report 2024

WORKPLACE PERFORMANCE DATA

NUMBER OF EMPLOYEES AND DIVERSITY

GRI 405-1 Diversity of Employees

Number of Employee by Employment Level

	Senior Management	Middle Management	Executive	Non-Executive	Workers	Total
Male	83	202	729	1,914	18,127	21,055
Female	20	63	335	1,058	5,615	7,091

Employee Nationality Breakdown

Nationality	Employee Nationality (%)
Indonesian	55.52
Malaysian	22.64
German	0.91
Bangladeshi	3.09
Filipino	11.70
Indian	2.32
Nepali	3.57
Myanmar	0.22
Other	0.04
Total	100%

Note:  
Total Turnover : 8,200  
Total New Employees : 5,248

GRI 404-1: Employee Training Hours

Employee Training Hours by Employment Level (Hours/ Year)

Gender	Senior Management	Middle Management	Executive	Non-Executive	Workers
Male	4,495.17	5,946.98	39,131.93	38,145.03	731,663.60
Female	1,823.50	3,412.71	12,701.40	11,247.63	229,891.42

Average Training Hours by Employment Level (Hours/Person/Year)

	Senior Management	Middle Management	Executive	Non-executive	Workers
Average Training Hours by Employment Level (Hours/Person/ Year)	61.35	35.32	48.72	16.62	40.50

OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE DATA

GRI 403-9 & GRI 403-10: Occupational Health & Safety Data

Man-hours	Units	IOI Corporation Division			
		IOI Plantation	IOI Refinery	IOI Oleochemical	IOI Palm Wood
Employees	Hours	49,256,807.83	6,569,615.78	6,525,909.38	2,503,772.00
Non-employees Workers <sup>1</sup>	Hours	48,324,300.35	6,156,647.42	6,058,197.38	146,587.48

Note:  
<sup>1</sup> An individual who performs work for entity which provide services to IOI

Health & Safety Performance-Employee¹	Units	IOI Corporation Division			
		IOI Plantation	IOI Refinery	IOI Oleochemical	IOI Palm Wood
Injury					
Total number of injuries	Number	1176	4	13	9
Total recordable injury frequency rate	Number/ Million Hours	23.87	0.61	1.99	3.59
Total number of fatalities	Number	3	0	0	0
Fatality rate	Number/ Million Hours	0.06	0.00	0.00	0.00
Total number of high consequences injuries (excluding fatalities)	Number	119.00	0.00	0.00	4
High consequence injuries rate (excluding fatalities)	Number/ Million Hours	2.42	0.00	0.00	1.60
Total number of lost time injuries	Number	1393	4	13.00	8
Lost time injury frequency rate	Number/ Million Hours	28.28	0.61	1.99	3.20

Note:  
<sup>1</sup> Figures include consideration of both employees and workers unless otherwise stated

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Health & Safety Performance-Employee <sup>1</sup>	Units	IOI Corporation Division			
		IOI Plantation	IOI Refinery	IOI Oleochemical	IOI Palm Wood
Disease					
Total cases of recordable work-related ill health	Number	191.00	1.00	0.00	0
Total fatalities as a result of ill health	Number	2.00	0.00	0.00	1
Occupational disease rate	Number/ Million Hours	3.88	0.15	0.00	0.00

Note:  
<sup>1</sup> Figures include consideration of both employees and workers unless otherwise stated

ENVIRONMENTAL PERFORMANCE DATA

ENERGY

GRI 302-1 & GRI 302-3: Energy Production and Consumption

Performance Indicator	Units	IOI Corporation Divisions			
		IOI Plantation	IOI Refinery	IOI Oleochemical	IOI Palm Wood
Non-renewable fuels purchased and consumed	GJ	67,869.06	455,718.32	3,557,530.33	692.80
Non-renewable electricity purchased	GJ	31,544.84	57,903.59	101,159.87	12,185.00
Steam/heating/cooling and other energy (non-renewable) purchased and consumed	GJ	0.00	0.00	314,131.06	0.00
Total renewable fuels purchased and consumed	GJ	4,909,449.81	17,934.87	47,632.32	42,876.48
Total renewable energy purchased or generated	GJ	5,155,221.14	0.00	53,427.54	0.00
Total Electricity Sold	GJ		0.00	2,017.42	0.00
Total Energy Consumption	GJ	5,008,863.71	531,556.78	4,071,863.70	55,754.28
Energy Intensity	GJ/MT	-	0.45	7.00	-

EMISSIONS

GRI 305-1 & GRI 305-4: GHG Emission

Performance Indicator	Units	IOI Corporation Divisions (IOI Plantation)		
		2022	2023	2024
Total direct GHG (scope 1) emissions	tCO <sub>2</sub> e	2,362,603.31	2,545,142.81	2,288,000.67
Total indirect GHG (scope 2) emissions	tCO <sub>2</sub> e	7,434.55	0.00	180.10
Total GHG emission reduction (carbon sequestration)	tCO <sub>2</sub> e	-1,519,027.52	-1,696,882.68	-1,778,660.72
Net GHG emission	tCO <sub>2</sub> e	851,010.34	848,260.13	509,520.05
Emission Intensity	tCO <sub>2</sub> e/MT Product	1.31	1.39	0.87

Performance Indicator	Units	IOI Corporation Divisions (IOI Refinery)		
		2022	2023	2024
Total direct GHG (scope 1) emissions	tCO <sub>2</sub> e	23,170.98	30,125.45	26,398.77
Total indirect GHG (scope 2) emissions	tCO <sub>2</sub> e	4,910.85	13,608.57	10,826.28
Total GHG emission reduction (carbon sequestration)	tCO <sub>2</sub> e	0.00	0.00	0.00
Net GHG emission	tCO <sub>2</sub> e	28,081.83	43,734.02	37,225.05
Emission Intensity	tCO <sub>2</sub> e/MT Product	0.02	0.03	0.03

Performance Indicator	Units	IOI Corporation Divisions (IOI Oleochemical)		
		2022	2023	2024
Total direct GHG (scope 1) emissions	tCO <sub>2</sub> e	182,955.41	183,290.25	209,210.49
Total indirect GHG (scope 2) emissions	tCO <sub>2</sub> e	23,256.00	26,163.30	21,417.07
Total GHG emission reduction (carbon sequestration)	tCO <sub>2</sub> e	0.00	0.00	0.00
Net GHG emission	tCO <sub>2</sub> e	206,211.41	209,453.55	230,627.56
Emission Intensity	tCO <sub>2</sub> e/MT Product	0.37	0.40	0.40

Note:  
All our GHG calculations are aligned to the GHG Protocol methodology via RSPO PalmGHG for IOI Plantation and ISO14064 for IOI Refinery and Oleochemical

SCOPE 3 EMISSIONS

Performance Indicator	Units	IOI Corporation Divisions (IOI Plantation)		
		2022	2023	2024
Absolute Emissions	tCO <sub>2</sub> e	132,139.84	121,756.98	121,756.98
Emission Intensity	tCO <sub>2</sub> e/MT Product	0.20	0.20	0.21

Performance Indicator	Units	IOI Corporation Divisions (IOI Refinery)		
		2022	2023	2024
Absolute Emissions	tCO <sub>2</sub> e	5,509,699.78	4,289,247.03	3,752,876.08
Emission Intensity	tCO <sub>2</sub> e/MT Product	3.13	3.36	3.14

Performance Indicator	Units	IOI Corporation Divisions (IOI Oleochemical)		
		2022	2023	2024
Absolute Emissions	tCO <sub>2</sub> e	3,088,681.61	2,298,993.88	511,286.51
Emission Intensity	tCO <sub>2</sub> e/MT Product	5.54	4.41	0.88

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WATER

GRI 303-3, GRI 303-4 & GRI 303-5: Water Consumption & Water Discharged

Water Consumption & Discharged by Source	Units	IOI Corporation Divisions		
		IOI Plantation	IOI Refinery	IOI Oleochemical
Total Freshwater Withdrawal (≤ 1,000 mg/L Total Dissolved Solids)	m³	6,080,973.01	703,729.00	2,148,103.95
Total Other Water Withdrawal (≥ 1,000 mg/L Total Dissolved Solids)	m³	-	-	-
Total Water Withdrawal	m³	6,080,973.01	703,729.00	2,148,103.95
Total Water Consumption	m³	1,846,125.76	636,897.00	1,388,651.95
Total Water Discharge	m³	4,234,847.25	66,832.00	759,452.00
Water consumption intensity	m³/ MT product	0.65	0.53	2.39

WASTE

GRI 306-2: Waste Disposal

	Units	IOI Plantation	IOI Refinery	IOI Oleochemical	IOI Palm Wood
<b>Total Hazardous Waste</b>	<b>MT</b>	<b>561.67</b>	<b>83.44</b>	<b>5,547.17</b>	
Scheduled waste	MT	318.68	11.13	-	-
Incineration	MT	-	-	130.95	-
Landfill	MT	195.40	70.96	454.23	-
Recycle*	MT	1.79	1.35	1,161.96	
Reuse*	MT	41.18	-	762.28	
Other disposed waste	MT	4.62	-	3,037.75	-
<b>Total non-hazardous waste disposed</b>	<b>MT</b>	<b>24,352.16</b>	<b>219.63</b>	<b>1,410.95</b>	<b>62.94</b>
Incineration	MT	-	-	148.57	-
Landfill	MT	13,291.76	212.46	980.97	62.94
Other disposed waste	MT	11,060.40	7.17	281.41	-
<b>Total Non-hazardous waste reuse/ recycled</b>	<b>MT</b>	<b>971,117.80</b>	<b>13,529.20</b>	<b>4,478.14</b>	<b>-</b>
Reuse	MT	429.52	-	1,140.11	-
Recycled	MT	5,528.95	94.56	3,301.71	-
Composting (self-fertiliser)	MT	489,132.48	5,266.03	-	-
Recovery, including energy recovery	MT	476,026.85	8,168.61	36.32	-
Other reuse/recycled waste	MT	-	-	-	-
<b>Total waste generated</b>	<b>MT</b>	<b>996,031.63</b>	<b>13,832.27</b>	<b>11,436.26</b>	<b>62.94</b>
<b>Total disposed waste</b>	<b>MT</b>	<b>24,870.86</b>	<b>301.72</b>	<b>5,033.88</b>	<b>62.94</b>
<b>Percentage of waste reused/ recycled (including recycled hazardous waste)</b>	<b>%</b>	<b>98</b>	<b>98</b>	<b>56</b>	<b>-</b>

GRI  
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Statement of use	IOI Corporation Berhad has reported in accordance with the GRI Standards for the period from 1 July 2023 to 30 June 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Standard(s)	GRI 13: Agriculture Aquaculture and Fishing Sectors 2022

GRI standard/ other source	Disclosure		Section	Page number	Additional information	Omission			GRI sector standard ref. no.
						Requirement(s) omitted	Reason	Explanation	
General Disclosures									
GRI 2: General disclosures 2021	2-1	Organizational details	About this report	ASR, 1		A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2	Entities included in the organization's sustainability reporting	About this report	ASR, 1					
	2-3	Reporting period, frequency and contact point	About this report	ASR, 1					
	2-4	Restatements of information	About this report	ASR, 1	There are no restatements of information				
	2-5	External assurance	About this report	ASR, 1					
	2-6	Activities, value chain and other business relationships	About this report Value Creation Model	ASR, 1, 16-17					
	2-7	Employees	Protecting our workforce Appendix	ASR, 70, 84-85					
	2-8	Workers who are not employees	Appendix	ASR, 82-83					
	2-9	Governance structure and composition	Corporate Governance Overview Statement	ASR, 18-21 AR, 85 - 95					
	2-10	Nomination and selection of the highest governance body	Corporate Governance Overview Statement	ASR, 18-19 AR, 101 - 103					
	2-11	Chair of the highest governance body	Corporate Governance Overview Statement	ASR, 18-19 AR, 85 - 95					
	2-12	Role of the highest governance body in overseeing the management of impacts	Governance: Sustainability Governance	ASR, 18-19 AR, 96 - 98					
	2-13	Delegation of responsibility for managing impacts	Governance: Sustainability Governance	ASR, 18-21					
	2-14	Role of the highest governance body in sustainability reporting	Governance: Sustainability Governance	ASR, 18-21					
	2-15	Conflicts of interest	Profile of Directors	AR, 89					

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GRI standard/ other source	Disclosure	Section	Page number	Additional information	Omission			GRI sector standard ref. no.
					Requirement(s) omitted	Reason	Explanation	
	2-16	Communication of critical concerns	Our Material Sustainability Matters	ASR, 31				
	2-17	Collective knowledge of the highest governance body	Corporate Governance Overview Statement	AR, 96				
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance Overview Statement	AR, 103				
	2-19	Remuneration policies	Corporate Governance Overview Statement	AR, 108				
	2-20	Process to determine remuneration	Corporate Governance Overview Statement	AR, 108				
	2-21	Annual total compensation ratio	Key management personnel compensation	AR, 207			Information unavailable/imcomplete	
	2-22	Statement on sustainable development strategy	Message from our Group Managing Director & Chief Executive	ASR, 2-5				
	2-23	Policy commitments	Our sustainability approach	ASR, 14				
	2-24	Embedding policy commitments	Our Sustainability Approach	ASR, 14				
	2-25	Processes to remediate negative impacts	Protecting Our Workforce	ASR, 70-75				
	2-26	Mechanisms for seeking advice and raising concerns	Protecting Our Workforce	ASR, 71-73				
	2-27	Compliance with laws and regulations	Regulatory and Third-Party Compliance	ASR, 15				
	2-28	Membership associations	Stakeholder engagement	ASR, 22-24				
	2-29	Approach to stakeholder engagement	Stakeholder engagement	ASR, 22-24				
	2-30	Collective bargaining agreements	Protecting Our Workforce	ASR, 71				

GRI standard/ other source	Disclosure	Section	Page number	Additional information	Omission			GRI sector standard ref. no.
					Requirement(s) omitted	Reason	Explanation	
Material Topics								
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Our Material Sustainability Matters	ASR, 31	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	3-2	List of material topics	Our Material Sustainability Matters	ASR, 32				
Topic 13.1 Emissions								
GRI 3: Material Topics 2021	3-3	Management of material topics	Management Approach	ASR, 42				
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions *additional sector recommnedations	Appendix	ASR, 86-87				
	305-2	Energy indirect (Scope 2) GHG emissions	Appendix	ASR, 86-87				
	305-3	Other indirect (Scope 3) GHG emissions *additional sector recommendations"	Appendix	ASR, 86-87				
	305-4	GHG emissions intensity	Metrics and Targets - TCFD	ASR, 51-53				
	305-5	Reduction of GHG emissions	Metrics and Targets - TCFD	ASR, 52				
	305-6	Emissions of ozone-depleting substances (ODS)				Information unavailable/incomplete		
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions				Information unavailable/incomplete		
Topic 13.2 Climate Adaptation and Resilience								
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change *additional sector recommendations	Notes to the Financial Statements	AR, 168				
Topic 13.3 Biodiversity								
GRI 3: Material Topics 2021	3-3	Management of material topics	Management Approach	ASR, 63	13.3.1			



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GRI standard/ other source	Disclosure	Section	Page number	Additional information	Omission			GRI sector standard ref. no.
					Requirement(s) omitted	Reason	Explanation	
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	Safeguarding Natural Ecosystem	ASR, 63-64				13.2
	304-2	Significant impacts of activities, products and services on biodiversity	IOI's Pathway to Net-Zero by 2040, Strategy	ASR, 43				13.3
	304-3	Habitats protected or restored	Enhancing Biodiversity and Ecosystem	ASR, 66-67				13.4
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Enhancing Biodiversity and Ecosystem RTE Listing	ASR, 87-89				13.5
Topic 13.4 Natural Ecosystem Conversion								
Additional sector disclosure	Report the percentage of production volume from land owned, leased or managed by the organization determined to be deforestation- or conversion-free, by product, and descrie the assessment method used	Management Approach	ASR, 66					13.4.2
	For products sourced by the organization, report the following by product: - the percentage sourced volume determined to be deforestation- or conversion-free, and describe the assessment methods used; - the percentage of sourced volume for wich origins are not known to the point where it can be determined whether it is deforestation- or conversion-free, and describe actions taken to improve traceability	Enhancing Biodiversity and Ecosystem	ASR, 66-67					13.4.3

GRI standard/ other source	Disclosure	Section	Page number	Additional information	Omission			GRI sector standard ref. no.
					Requirement(s) omitted	Reason	Explanation	
	Report the size in hectares, the locations and the type of natural ecosystems converted since the cut-off date on land owned, leased or managed by the organization	Enhancing Biodiversity and Ecosystem	ASR, 65					13.4.4
	Report the size in hectares, the locations, and the type of natural ecosystems converted since the cut-off date by suppliers or in sourcing locations	Enhancing Biodiversity and Ecosystem	ASR, 65					13.4.5
Topic 13.5 Soil Health								
Additional sector disclosure	Describe the soil management plan, including: - a link to this plan if publicly available; the main threats to soil health identified and a description of the soil management practices used; - the approach to input optimization, including the use of fertilizers.	Management Approach Regenerative and Precision Agriculture	ASR, 62					13.5.1
Topic 13.6 Pesticides Use								
Additional sector disclosure	Report the volume and intensity of pesticides used by the following toxicity hazard levels: - Extremely hazardous; - Highly hazardous; - Moderately hazardous; - Slightly hazardous; - Unlikely to present an acute hazard.					Information unavailable/ incomplete		13.6.2
Topic 13.7 Water and effluents								
GRI 3: Material Topics 2021	3-3	Management of material topics	Management Approach	ASR, 61				13.7.1
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Circular Economy and Managing Natural Resources	ASR, 61-62				13.7.2
	303-2	Management of water discharge-related impacts	Circular Economy and Managing Natural Resources	ASR, 61				13.7.3
	303-3	Water withdrawal	Appendix	ASR, 88				13.7.4
	303-4	Water discharge	Appendix	ASR, 88				13.7.5
	303-5	Water consumption	Appendix	ASR, 88				13.7.6

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GRI standard/ other source	Disclosure		Section	Page number	Additional information	Omission			GRI sector standard ref. no.
						Requirement(s) omitted	Reason	Explanation	
Topic 13.8 Waste									
GRI 3: Material Topics 2021	3-3	Management of material topics	Management Approach	ASR, 59					13.8.1
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Circular Economy and Managing Natural Resources	ASR, 59-60					13.8.2
	306-2	Management of significant waste- related impacts	Circular Economy and Managing Natural Resources	ASR, 59					13.8.3
	306-3	Waste generated *Additional sector recommendations	Appendix	ASR, 88					13.8.4
	306-4	Waste diverted from disposal	Appendix	ASR, 88					13.8.5
	306-5	Waste directed to disposal	Appendix	ASR, 88					13.8.6
Topic 13.12 Local Communities									
GRI 3: Material Topics 2021	3-3	Management of material topics	Management Approach	ASR, 78					13.12.1
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Expanding Our Impact	ASR, 78-81					13.12.2
	413-2	Operations with significant actual and potential negative impacts on local communities	Expanding Our Impact	ASR, 80					13.12.3
Topic 13.15 Diversity and Equal Opportunity									
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Management Approach	ASR, 70					13.15.2
	405-2	Ratio of basic salary and remuneration of women to men *Additional sector recommendations					Information unavailable/ incomplete		13.15.3
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Protecting Our Workforce	ASR, 71-73					13.15.4
Additional sector disclosures	Describe any differences in employment terms and approach to compensation based on workers nationality or migrant status by location of operations						Information unavailable/ incomplete		13.15.5

GRI standard/ other source	Disclosure		Section	Page number	Additional information	Omission			GRI sector standard ref. no.
						Requirement(s) omitted	Reason	Explanation	
Topic 13.16 Forced or Compulsory Labour									
GRI 3: Material Topics 2021	3-3	Management of material topics	Management Approach	ASR, 70					13.16.1
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Protecting Our Workforce	ASR, 71-73					13.16.2
Topic 13.18 Freedom of Association and Collective Bargaining									
GRI 3: Material Topics 2021	3-3	Management of material topics	Management Approach	ASR, 70					13.18.1
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	Protecting Our Workforce	ASR, 71					13.18.2
Topic 13.19 Occupational Health and Safety									
GRI 3: Material Topics 2021	3-3	Management of material topics *Additional sector recommendations	Management Approach	ASR, 73					13.19.1
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Protecting Our Workforce	ASR, 73-74					13.19.2
	403-2	Hazard identification, risk assessment, and incident investigation	Protecting Our Workforce	ASR, 74					13.19.3
	403-3	Occupational health services *Additional sector recommendations					Information unavailable/ incomplete		13.19.4
	403-4	Worker participation, consultation, and communication on occupational health and safety					Information unavailable/ incomplete		13.19.5
	403-5	Worker training on occupational health and safety	Protecting Our Workforce	ASR, 74					13.19.6
	403-6	Promotion of worker health	Protecting Our Workforce	ASR, 74-75					13.19.7
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Protecting Our Workforce	ASR, 73-75					13.19.8



Rare, Threatened  
AND ENDANGERED

List of Wildlife Species as Stated in the International Union for Conservation of Nature (IUCN) Red List of Threatened Species Found Within and Surrounding IOI’s Concession Areas

IOI conducted surveys regularly to monitor the impact of our operations on biodiversity (particularly Rare, Threatened and Endangered species) within and around our concession areas. These monitoring efforts are part of our commitments to safeguard biodiversity as stated in our biodiversity and ecosystem enhancement guidelines. In total, we had identified 5 critically endangered, 11 endangered and 14 vulnerable species across our estates in Malaysia and Indonesia. Full details on the list of the IUCN Red List species can be found in the tables below.

Peninsular Malaysia

Common name	Scientific name	IUCN status	Type
Sunda pangolin	<i>Manis Javanica</i>	Critically endangered	Mammal
Bornean orangutan	<i>Pongo Pygmaeus</i>	Critically endangered	Mammal
Asian elephant	<i>Elephas maximus</i>	Endangered	Mammal
Proboscis monkey	<i>Nasalis larvatus</i>	Endangered	Mammal
Long-tailed macaque	<i>Macaca fascicularis</i>	Endangered	Mammal
Southern pig-tailed macaque	<i>Macaca nemestrina</i>	Endangered	Mammal
Flat-headed cat	<i>Prionailurus planiceps</i>	Endangered	Mammal
Dusky langur	<i>Trachypithecus obscurus</i>	Endangered	Mammal
Malay tapir	<i>Tapirus indicus</i>	Endangered	Mammal
Sun bear	<i>Helarctos malayanus</i>	Vulnerable	Mammal
Asian small-clawed otter	<i>Aonyx cinereus</i>	Vulnerable	Mammal
Bornean slow loris	<i>Nycticebus borneanus</i>	Vulnerable	Mammal
Sambar deer	<i>Rusa unicolor</i>	Vulnerable	Mammal
Bearded pig	<i>Sus barbatus</i>	Vulnerable	Mammal
Malayan porcupine	<i>Hystrix brachyura</i>	Least concern	Mammal
Banded linsang	<i>Prionodon linsang</i>	Least concern	Mammal
Small toothed-palm civet	<i>Arctogalidia trivirgata</i>	Least concern	Mammal
Leopard cat	<i>Prionailurus bengalensis</i>	Least concern	Mammal
Wild boar	<i>Sus scrofa</i>	Least concern	Mammal
Malay civet	<i>Viverra zangalla</i>	Least concern	Mammal
White-breasted waterhen	<i>Amaurornis phoenicurus</i>	Critically Endangered	Bird
Purple heron	<i>Ardea Purpurea</i>	Critically endangered	Bird
White crowned hornbill	<i>Berenicornis comatus</i>	Endangered	Bird
Wallace's hawk-eagle	<i>Nisaetus nanus</i>	Vulnerable	Bird
Blue-rumped parrot	<i>Psittinus cyanurus</i>	Near threatened	Bird
Intermediate egret	<i>Ardea intermedia</i>	Least concern	Bird
Greater coucal	<i>Centropus sinensis</i>	Least concern	Bird
Common hill myna	<i>Gracula religiosa</i>	Least concern	Bird
Buffy fish owl	<i>Ketupa ketupu</i>	Least concern	Bird
Scaly-breasted munia	<i>Lonchura punctulata</i>	Least concern	Bird
Blue-crowned hanging-parrot	<i>Loriculus galgulus</i>	Least concern	Bird
Red junglefowl	<i>Gallus gallus</i>	Least concern	Bird
Brahminy kite	<i>Haliastur indus</i>	Least concern	Bird
Lesser whistling-duck	<i>Dendrocygna javanica</i>	Least concern	Bird
Barn owl	<i>Tyto alba</i>	Least concern	Bird
Egret	<i>Egretta garzetta</i>	Least concern	Bird
Oriental pied hornbill	<i>Anthraceros albirostris</i>	Least Concern	Bird

Common name	Scientific name	IUCN status	Type
White stork	<i>Ciconia ciconia</i>	Least concern	Bird
Asian giant tortoise	<i>Manouria emys</i>	Critically endangered	Reptile
King cobra	<i>Ophiophagus hannah</i>	Vulnerable	Reptile
Estuarine crocodile	<i>Crocodylus porosus</i>	Least concern	Reptile
Common water monitor	<i>Varanus salvator</i>	Least concern	Reptile
Reticulated python	<i>Malayopython reticulatus</i>	Least concern	Reptile
Malayan soft-shell turtle	<i>Dogania Subplana</i>	Least concern	Reptile
Rat snake	<i>Pytas mucosa</i>	Least concern	Reptile

Sabah, Malaysia

Common name	Scientific name	IUCN status	Type
Sunda pangolin	<i>Manis Javanica</i>	Critically endangered	Mammal
Bornean orangutan	<i>Pongo Pygmaeus</i>	Critically endangered	Mammal
Pygmy elephant	<i>Elephas maximus borneensis</i>	Endangered	Mammal
Proboscis monkey	<i>Nasalis larvatus</i>	Endangered	Mammal
Long-tailed macaque	<i>Macaca fascicularis</i>	Endangered	Mammal
Southern pig-tailed macaque	<i>Macaca nemestrina</i>	Endangered	Mammal
Sun bear	<i>Helarctos malayanus</i>	Vulnerable	Mammal
Asian small-clawed otter	<i>Aonyx cinereus</i>	Vulnerable	Mammal
Bornean slow loris	<i>Nycticebus borneanus</i>	Vulnerable	Mammal
Sambar deer	<i>Rusa unicolor</i>	Vulnerable	Mammal
Island flying fox	<i>Pteropus hypomelanus</i>	Near Threatened	Mammal
Kinabalu squirrel	<i>Callosciurus baluensis</i>	Least concern	Mammal
Malayan porcupine	<i>Hystrix brachyura</i>	Least concern	Mammal
Banded linsang	<i>Prionodon linsang</i>	Least concern	Mammal
Small toothed-palm civet	<i>Arctogalidia trivirgata</i>	Least concern	Mammal
White crowned hornbill	<i>Berenicornis comatus</i>	Endangered	Bird
Wallace's hawk-eagle	<i>Nisaetus nanus</i>	Vulnerable	Bird
Intermediate egret	<i>Ardea intermedia</i>	Least concern	Bird
Greater coucal	<i>Centropus sinensis</i>	Least concern	Bird
Common hill myna	<i>Gracula religiosa</i>	Least concern	Bird
Buffy fish owl	<i>Ketupa ketupu</i>	Least concern	Bird
Scaly-breasted munia	<i>Lonchura punctulata</i>	Least concern	Bird
Blue-crowned hanging-parrot	<i>Loriculus galgulus</i>	Least concern	Bird
Asian giant tortoise	<i>Manouria emys</i>	Critically endangered	Reptile
King cobra	<i>Ophiophagus hannah</i>	Vulnerable	Reptile
Estuarine crocodile	<i>Crocodylus porosus</i>	Least concern	Reptile
Common water monitor	<i>Varanus salvator</i>	Least concern	Reptile
Reticulated python	<i>Malayopython reticulatus</i>	Least concern	Reptile



# RARE, THREATENED AND ENDANGERED

## Indonesia

Common Name	Scientific name	IUCN status	Type
Bornean orangutan	<i>Pongo Pygmaeus</i>	Critically endangered	Mammal
Sunda pangolin	<i>Manis Javanica</i>	Critically endangered	Mammal
Proboscis monkey	<i>Nasalis larvatus</i>	Endangered	Mammal
Long-tailed macaque	<i>Macaca fascicularis</i>	Endangered	Mammal
Southern pig-tailed macaque	<i>Macaca Nemestrina</i>	Endangered	Mammal
Bornean white-bearded gibbon	<i>Hylobates albibarbis</i>	Endangered	Mammal
Clouded leopard	<i>Neofelis nebulosa</i>	Vulnerable	Mammal
Bearded pig	<i>Sus barbatus</i>	Vulnerable	Mammal
Sun bear	<i>Helarctos malayanus</i>	Vulnerable	Mammal
Sambar deer	<i>Cervus unicolor</i>	Vulnerable	Mammal
Asian small-clawed otter	<i>Aonyx Cinerea</i>	Vulnerable	Mammal
Bornean clouded leopard	<i>Neofelis diardi borneensis</i>	Vulnerable	Mammal
Silvery lutung	<i>Trachypithecus cristatus</i>	Near threatened	Mammal
Red langur	<i>Presbytis rubicunda</i>	Least Concern	Mammal
Southern red muntjac	<i>Muntiacus Muntjak</i>	Least Concern	Mammal
Plantain squirrel	<i>Callosciurus notatus</i>	Least Concern	Mammal
Leopard cat	<i>Prionailurus Bengalensis</i>	Least Concern	Mammal
Storm's stork	<i>Ciconia stormi</i>	Endangered	Bird
Rhinoceros hornbill	<i>Buceros rhinoceros</i>	Vulnerable	Bird
Black hornbill	<i>Anthracoceros malayanus</i>	Vulnerable	Bird
Lesser adjutant	<i>Leptoptilos javanicus</i>	Vulnerable	Bird
Common hill myna	<i>Gracula religiosa</i>	Least Concern	Bird
Oriental pied hornbill	<i>Anthracoceros albirostris</i>	Least Concern	Bird
Black-winged kite	<i>Elanus Caeruleus</i>	Least Concern	Bird
Changeable hawk-eagle	<i>Nisaetus cirrhatus</i>	Least Concern	Bird
Crested serpent-eagle	<i>Spilornis Cheela</i>	Least Concern	Bird
Collared kingfisher	<i>Todiramphus chloris</i>	Least Concern	Bird
Moustached kingfisher	<i>Actenoides bougainvillei</i>	Least Concern	Bird
Rufous kingfisher	<i>Micropternus brachyurus</i>	Least Concern	Bird
Cattle egret	<i>Bubulcus ibis</i>	Least Concern	Bird
Greater coucal	<i>Centropus sinensis</i>	Least Concern	Bird

# Glossary

<b>Accountability Framework Initiative (“AFI”)</b>	A roadmap for achieving ethical supply chains that protect forests, natural ecosystems, and human rights. The framework gives consensus-based guidelines for companies in the agriculture and forestry sectors .
<b>Business for Social Responsibility (“BSR”)</b>	A mission-driven non-profit organisation focusing on innovation, impact, and long-term positive change, particularly climate change, human rights, inclusive economy, supply chain sustainability, sustainability management, and women’s empowerment.
<b>Carbon Dioxide Equivalents (“CO<sub>2</sub>e”)</b>	CO <sub>2</sub> e is a measure used to compare the emissions from various greenhouse gases based on their global warming potential.
<b>Carbon Neutral</b>	Balancing the greenhouse gas (GHG) that are emitted into the environment and capturing the carbon dioxide with various approaches.
<b>Climate Change Action initiatives (“CCAI”)</b>	IOI’s long-term action plans to mitigate and reduce GHG emissions from our diverse operations. This initiative aims to achieve carbon neutral as a group.
<b>Corporate Sustainability Reporting Directives (“CSRD”)</b>	EU law that strengthens and modernises the rules on social and environmental reporting for large and listed companies.
<b>Crude Palm Oil (“CPO”)</b>	An edible oil derived from the pulp of oil palms.
<b>Economic/Environmental, Social and Governance (“EESG”)</b>	Key factors that are used to measure the sustainability and ethical impacts of an investment in a business or company.
<b>European Union Deforestation Regulations (“EUDR”)</b>	Regulation adopted by the European Union aimed at combating deforestation and forest degradation.
<b>Energy Management System (“EMS”)</b>	Support the tracking and optimisation of energy consumption to conserve its usage across an organisation’s physical assets, including in factories and office buildings.
<b>Enterprise Risk Management (“ERM”)</b>	The framework essentially links the Group’s strategic objectives and goals that are aligned with its vision to principal risks, and the principal risks to controls and opportunities that are translated into actions and programmes.
<b>SAP Enterprise Resource Planning (“ERP”) System</b>	Enterprise resource planning refers to a type of software that organizations use to manage business activities, accounting, and resource management.
<b>Empty Fruit Bunch (“EFB”)</b>	Remains of the fresh fruit bunches after the fruit has been removed for oil pressing.
<b>Free, Prior, and Informed Consent (“FPIC”) Principle</b>	A specific right that pertains to indigenous peoples and is recognised in the United Nations Declaration on the Rights of Indigenous Peoples (“UNDRIP”). It allows them to give or withhold consent to a project that may affect them or their territories.
<b>Fresh Fruit Bunch (“FFB”)</b>	Bunch harvested from the oil palm tree.
<b>Global Reporting Initiative (“GRI”)</b>	An international independent organisation that helps businesses, governments and other organisations understand and communicate the impact of business on critical sustainability issues such as climate change, human rights, corruption, and many others.
<b>Greenhouse Gas (“GHG”)</b>	GHG are gases in Earth’s atmosphere that trap heat and act like glass walls of a greenhouse. The main GHG include carbon dioxide, methane, nitrous oxides, and water vapor that causes the global warming.
<b>High Carbon Stock (“HCS”)</b>	Tropical forests that hold large stores of carbon and biodiversity, which are released and lost when these forests are cleared.

## GLOSSARY

<b>High Climate Change Scenario (RCP 8.5)</b>	Continuation of business are usual with emissions at current rates. This scenario is expected to result in warming in excess of 4 degrees Celsius by 2100.
<b>High Conservation Values (“HCV”)</b>	HCVs are biological, ecological, social, or cultural values which are outstandingly significant or critically important at the national, regional, or global level.
<b>Human-Elephant Conflict (“HEC”)</b>	Any human-elephant interaction which results in negative effects on human social, economic or cultural life, and/or on elephant conservation and the environment.
<b>Internal Carbon Pricing (“ICP”)</b>	A monetary value on each ton of carbon emission generates within organization that will help in a long-term business planning and investment strategies.
<b>International Labour Organisation (“ILO”)</b>	ILO is the United Nations agency for the world of work. It sets international labour standards, promotes rights at work and encourages decent employment opportunities, the enhancement of social protection and the strengthening of dialogue on work-related issues.
<b>International Sustainability &amp; Carbon Certification (“ISCC”)</b>	An independent multi-stakeholder organisation providing a globally applicable certification system for the sustainability of raw materials and products.
<b>International Sustainability Standards Board (“ISSB”)</b>	A standard-setting body under IFRS Foundation, whose mandate is the creation and development of sustainability-related financial reporting standards to meet investors’ needs for sustainability reporting.
<b>International Organization for Migration (“IOM”)</b>	A United Nations agency that provides services and advice concerning migration to governments and migrants, including internally displaced persons, refugees, and migrant workers.
<b>IOI Group Sustainable Policy (“IOISP”)</b>	The keystone policy for IOI Group’s commitment to sustainability practices and the implementation of a responsible global palm oil supply chain, formerly known as the IOI Sustainable Palm Oil Policy.
<b>Integrated Pest Management (“IPM”)</b>	IPM is the careful consideration of all available pest control techniques and subsequent integration of appropriate measures that discourage the development of pest populations and keep pesticides and other interventions to levels that are economically justified and reduce or minimise risks to human health and the environment. IPM emphasises the growth of a healthy crop with the least possible disruption to agroecosystems and encourages natural pest control mechanisms.
<b>Joint Consultative Committee (“JCC”)</b>	A part of a grievance mechanism where it serves as a platform for the workers to voice out their issues or grievances to the Management through elected Workers’ Representatives as well as to provide alternatives for the worker union.
<b>Landscape Level Approach (“LLA”)</b>	A term used to describe collaborative initiatives in specific places that span multiple sectors and go beyond the scale of individual farms, forest management units, and protected areas.
<b>Life Cycle Assessment (“LCA”)</b>	The process of evaluating the effects that a product has on the environment over the entire period of its life.
<b>Lost Time Injury Frequency Rate (“LTIFR”)</b>	The amount or number of lost time injuries that occurred in a workplace per 1 million hours worked.
<b>Low Climate Change Scenario (RCP 2.6)</b>	Aggressive mitigation actions to halve emissions by 2050. This scenario is likely to result in warming of less than 2 degree Celsius by 2100.
<b>Malaysia’s National Policy on Biodiversity (“NBD”)</b>	Direction and framework to conserve our biodiversity and use it sustainably in the face of the increasingly complex challenges.

<b>Malaysian Sustainable Palm Oil Certificate (“MSPO”)</b>	Certification Scheme is the national scheme in Malaysia for oil palm plantations, independent and organised smallholdings, and palm oil processing facilities to be certified against the requirements of the MSPO Standards.
<b>Management and Ecology of Malaysian Elephants (“MEME”)</b>	A research project that thrives to develop a science-based conservation of elephants in Malaysia.
<b>Moderate Climate Change Scenario (RCP 4.5)</b>	Strong mitigation actions to reduce emissions to half of current levels by 2080. This scenario is more likely than not to result in warming in excess of 2 degrees Celsius by 2100.
<b>MPOB Sustainable Palm Oil Cluster (“SPOC”)</b>	An initiative from MPOB to group smallholders within a small group of between 1000 – 2000 smallholders to enable them to be certified together under a single certificate.
<b>National Union of Plantation Workers (“NUPW”)</b>	The largest plantation workers union in Malaysia and one of the largest in Asia.
<b>Implementation Reporting Framework (“IRF”)</b>	A reporting tool that provides a shared and consistent view of progress towards NDPE commitments across the full supply base of companies throughout the supply chain.
<b>Net Zero</b>	A state in which the GHG entering the atmosphere are balanced by removal from the atmosphere.
<b>No Deforestation, No New Planting on Peat, and No Social Exploitation (“NDPE”)</b>	‘No Deforestation’ is achieved by protecting High Conservation Value (HCV) and High Carbon Stock (HCS) areas, ‘No New Planting on Peat’ is achieved by avoiding planting on peat and ‘No Social Exploitation’ is achieved by protecting human rights, workers’ rights and the rights of local communities and indigenous peoples.
<b>Normalised Difference Vegetation Index (“NDVI”)</b>	A dimensionless index that described the difference between visible and near-infrared reflectance of vegetation cover and can be used to estimate the density of green on an area of land.
<b>Oil Extraction Rate (“OER”)</b>	The quantity of oil that is obtained from fresh fruit bunches.
<b>Palm Fatty Acid Distillate (“PFAD”)</b>	A by-product from refining CPO.
<b>Palm Kernel (“PK”)</b>	PK is the seed of any palm that yields palm-kernel oil.
<b>Palm Kernel Oil (“PKO”)</b>	PKO is a plant oil derived from the kernel of the oil palm.
<b>Precision Agriculture (“PA”)</b>	An approach to farm management that uses information technology to ensure that crops and soil receive exactly what they need for optimum health and productivity.
<b>Production, Protection, Inclusion (“PPI”)</b>	PPI compacts are agreements between public, private, and civil society stakeholders to make land more productive and improve livelihoods, in exchange for protection of natural resources, most notably forests.
<b>Rare, Threatened and Endangered (“RTE”) species</b>	Plants or animal species that are regionally relatively uncommon, nearing endangered status, or whose existence is in immediate jeopardy and that are usually restricted to highly specific habitats
<b>Regeneration Agriculture (“RA”)</b>	A conservation and rehabilitation approach to farming systems which it focuses on improving soil health and biodiversity by protecting soil from erosion and improve water infiltration, water retention and others.

## GLOSSARY

<b>Roundtable on Sustainable Palm Oil (“RSPO”)</b>	A multi-stakeholder organisation based in Kuala Lumpur, Malaysia. The organisation has developed a certification scheme for sustainable palm oil.
<b>RSPO Annual Communication of Progress (“ACOP”)</b>	Reports submitted by RSPO members to gauge their progress towards 100% RSPO-certified sustainable palm oil. Those reports are mandatory for Ordinary and Affiliate members, and are submitted each year.
<b>Science Based Target initiative – Forest, Land and Agriculture (“SBTi-FLAG”)</b>	A framework that provides standard guidance for companies to develop verifiable science-based emission reduction targets in line with the latest climate science. IOI have committed to this initiative since March 2023.
<b>Science Based Target for Nature (“SBTN”)</b>	The guidance draws on the best available science today and includes collaboration with the Earth Commission on the upcoming safe and just Earth System Boundaries. It is also aligned with global goals on climate, nature and development including the Global Biodiversity Framework, the Paris Agreement, and the UN Sustainable Development Goals.
<b>Scope 1 Emissions</b>	All direct GHG emissions.
<b>Scope 2 Emissions</b>	Indirect GHG emissions for consumption of purchased electricity, heat, or steam.
<b>Scope 3 Emissions</b>	Includes all other indirect GHG emissions that occur in a company’s value chain.
<b>Spent Bleaching Earth (“SBE”)</b>	SBE is a waste generated from the palm oil refining process.
<b>Task Force on Climate-Related Financial Disclosures (“TCFD”) Framework</b>	A set of disclosure recommendations was created by the Financial Stability Board to help companies, banks, and investors in disclosing consistent climate-related financial information to their stakeholders.
<b>Tools for Transformation (“T4T”)</b>	Tools for Transformation is an online platform intended to help the industry adopt responsible practices that support businesses, ecosystems, and people to thrive.
<b>Traceability to Plantations (“TTP”)</b>	Defined as known information about the FFB suppliers; estates (names, parent company name, GPS coordinates/addresses, % volumes, certification status), dealers (names, % volumes), and smallholders (number of smallholders, % volumes, certification status).
<b>United Nations Sustainable Development Goals (“UN SDGs”)</b>	The 17 SDGs by the UN are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate, environmental degradation, prosperity, and peace and justice.
<b>Voluntary Carbon Market (“VCM”)</b>	Allow carbon emitters to offset their emissions by purchasing carbon credits generated from projects that remove or reduce greenhouse gases (GHG) from the atmosphere.
<b>Women and Empowerment Committee (“WEC”)</b>	A platform for female employees to discuss any issues that may affect women workers, explore opportunities in empowering women in workplace and social activities.