

ECONOMIC, ENVIRONMENTAL, SOCIAL AND GOVERNANCE (EESG)

AT IOI CORPORATION, OUR EESG CONSIDERATIONS ARE CLOSELY ALIGNED WITH ALL OUR STRATEGIC PRIORITIES ESPECIALLY STRATEGIC PRIORITY 4 – SUSTAINABILITY AND CLIMATE INITIATIVES. WE RECOGNISE THAT INTEGRATING EESG INTO OUR CORE BUSINESS IS ESSENTIAL NOT ONLY FOR MANAGING RISKS SUCH AS CLIMATE CHANGE, LABOUR RIGHTS, AND REGULATORY COMPLIANCE, BUT ALSO FOR IDENTIFYING OPPORTUNITIES AND QUANTIFYING METRICS AND TARGETS TO ENHANCE OPERATIONAL EFFICIENCY AND INNOVATE SUSTAINABLY.

This holistic approach helps to add to stakeholders' trust, support our long-term value creation and further strengthen IOI's sustainable and resilient future. The sustainability matters that are currently relevant to IOI are shown below:

ECONOMIC (E)

- Data Integrity and Auditability via Digitalisation page 16
- Sustainability Certification page 45
- **Supply Chain Management** page 18
- **Data Privacy and Cybersecurity** page 139 (AR)
- **Energy Management** and Operational Eco-Efficiency page 50
- Palm Biotechnology and Product Innovation page 45
- Productivity and Product Quality page 45

E

SOCIAL (S)

- **Health and Safety** page 74
- Human Rights and Fair **Labour Practices** page 76
- Ethical Recruitment and Responsible Employment page 78
- **Diversity**, Inclusivity and Equal Opportunity page 78
- **Community Engagement** and Social Responsibility page 84
- Child Rights and No Child Labour page 85
- Gender Equality and Women Empowerment page 81
- Talent Management page 83

S

ENVIRONMENTAL (E)

- Climate Change, GHG **Emission Management**, including, Low Carbon Technology page 48
- Sustainable Land Use and No Deforestation page 68
- Biodiversity and Ecosystem page 70
- **Water Management** page 67
- Agrochemical Management page 62
- Regenerative and Precision Agriculture page 62
- Circular Economy and **Waste Management** page 64
- Fire Management page 69

E

GOVERNANCE (G)

- Grievance Mechanism and Transparent Communication page 79
- Traceability and Responsible Sourcing page 18
- Regulatory and Third-Party Compliance page 15
- Anti-Bribery and **Anti-Corruption** page 26
- Business Ethics and Code of Conduct page 26

G