

Hap Seng Plantations Holdings Berhad 200701011957 (769962-K)

SUSTAINABILITY FRAMEWORK

1) Scope

This Sustainability Framework serves as the overarching document that guides Hap Seng Plantations Holdings Berhad (“HSPHB”) approach towards sustainability governance structure, commitments and implementation strategy, as well as how HSPHB measures performance for continuous improvement in addressing sustainability and climate-related matters of HSPHB.

This Sustainability Framework shall aligns with Hap Seng Consolidated Berhad’s (“HSCB”) Group Sustainability Framework which forms HSCB Group’s overarching framework.

2) Sustainability Governance Structure

Sustainability governance in HSPHB is spearheaded by the Environmental & Sustainability Committee. The committee is chaired by the Chief Executive – Group Plantations and overseen by the Board of Directors. The Environmental & Sustainability Committee is supported by the RSPO Sub Committee. The Chief Executive or his/ her nominee will represent HSPHB in the Group Sustainability Committee at the Group level.

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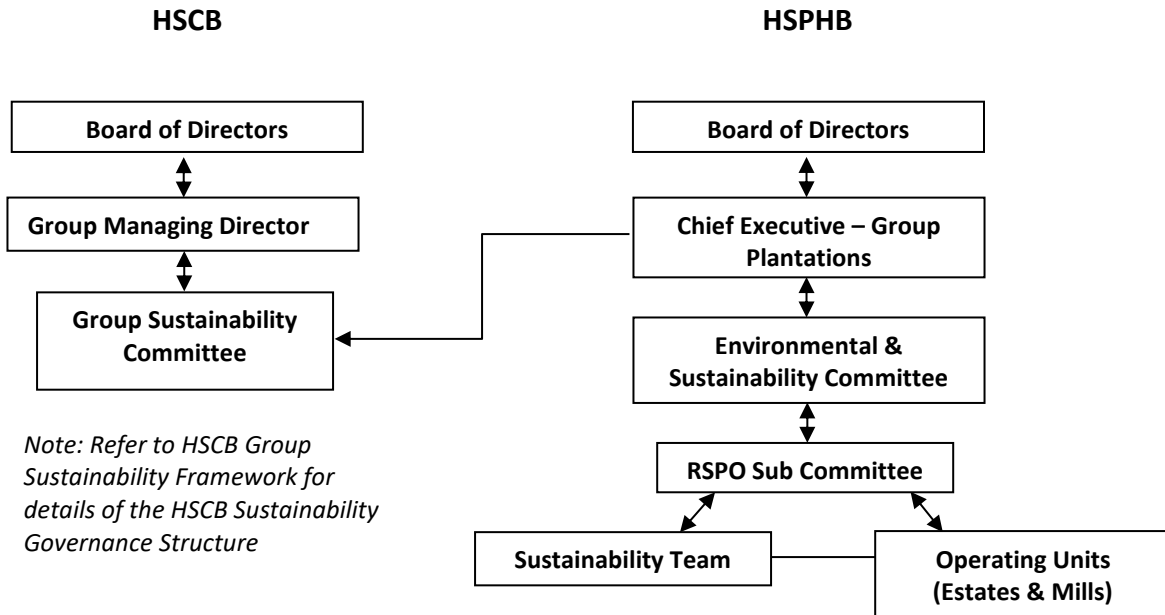


Figure 1. Sustainability Governance Structure

HSPHB Board of Directors

- Oversight of the sustainability and climate-related risks and opportunities, including their impact on HSPHB’s strategy, business model and financial planning.
- To provide guidance on the alignment of HSPHB’s Sustainability Policies into the business strategy.

Chief Executive – Group Plantations

- Heads the Environmental & Sustainability Committee.
- Approval of proposed sustainability policies.
- Oversees the HSPHB’s sustainability and climate-related implementation, and update its progress to the HSPHB Board.
- Represent HSPHB in the HSCB Group Sustainability Committee.

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Environmental & Sustainability Committee

- Develop and drive sustainability and climate-related strategy, policies and goals.
- To discuss the sustainability and climate-related performance metrics, targets, initiatives, risks and opportunities of respective operating units.
- To align Board's expectation and business strategy to the sustainability policies.

RSPO Sub Committee

- Maintaining sustainability and climate-related performance and awareness across operating units.
- Ensure operating units adhere to all sustainability policies, practices and commitments.
- Gather feedback for continuous improvement from relevant stakeholders.
- Provide feedback to the Environmental & Sustainability Committee from the inputs provided by the Sustainability Team and operating units.

3) Sustainability Policies

HSPHB's Sustainability Policies consist of commitments within the environmental, social and governance requirements that the group adheres in order to create additional value to the businesses. The policies will be updated depending on the sustainability material matters and future trends derived from engagement with the stakeholders.

Policies enunciated by HSPHB: -

- Occupational Safety & Health Policy
- Sustainable Agriculture Policy
- Malaysian Sustainable Palm Oil Policy
- Rare, Threatened & Endangered Species Policy
- Biodiversity Policy

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The Environmental & Sustainability Committee shall propose new policy or the updating of existing policies as and when required. Any new policy or updated policy shall be approved by the Chief Executive – Group Plantations prior to publication.

4) Implementation

This Sustainability Framework is effective immediately and will be reviewed as and when required. The Environmental & Sustainability Committee is responsible to make recommendation for any necessary review to the Chief Executive – Group Plantations for his/her approval.

Sustainability and climate-related risks will be assessed and integrated into the risk management framework, with strategic responses developed to adapt to and mitigate potential business impacts.

5) Measuring Performance and Continuous Improvement

HSPHB will monitor the sustainability and climate-related performance metrics and targets and progress against independent sustainability assessments that the group participates in, such as the Roundtable on Sustainable Palm Oil (“RSPO”), Malaysian Sustainable Palm Oil (“MSPO”) and SPOTT by the Zoological Society of London.

HSPHB will work with relevant stakeholders to continuously improve the existing sustainability practices.

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6) Revision and Updates

This Sustainability Framework is to be reviewed when necessary. Any proposed amendments thereto will be recommended to the Board for approval.

This Sustainability Framework was approved by the Board on 27 August 2025.

Au Yong Siew Fah

Chief Executive – Group Plantations