

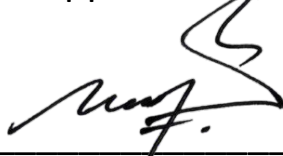
KULIM (MALAYSIA) BERHAD BIODIVERSITY POLICY

KULIM aspires to pursue sustainable development and biodiversity protection in accordance with international bodies and organizations standards. KULIM aims to protect biodiversity and ecosystem related to High Conservation Value (HCV), High Carbon Stock (HCS), other conservation areas and all Rare, Threatened or Endangered (RTE) species through:

- Practices zero deforestation and zero conversion of natural ecosystems for all business operations and provide assistance in decision making for any land development.
- Complies with all local and international legislations relating to conservation of biodiversity.
- Identifies and assesses the area by accredited assessors.
- In any situation whereby the biodiversity area identified is located within our operating unit or a project, we will apply the following:
 - Develop, implement, adapt and monitor an integrated management plan in consultation with relevant stakeholders including protection and enhancement of the area by implementing no illegal or inappropriate hunting, encroachment, and collecting activities.
 - Restoration of non-compliant deforestation or conversion of natural ecosystems
 - Monitor and review biodiversity performance regularly as well as develop and implement action plans to demonstrate continuous improvement in our operation.
- Respects local communities' rights by upholding the principles of Free, Prior & Informed Consent (FPIC) through negotiations and interactions by encouraging their involvement in the maintenance and management of the biodiversity area identified.
- Provides relevant information and training to the employees to improve competency and knowledge. Encourages and conducts awareness and understanding among stakeholders including smallholders.
- Establishes collaboration and partnership with the Government, NGOs and agencies expert.

This Policy applies to all KULIM plantation operations including those of our plantation's subsidiaries and our managed operating units. In situations where KULIM has a business interest, our business partners including our contractors, supplier, traders and other industry stakeholders shall adhere to this Policy as well.

Approved By,



MOHD FARIS ADLI SHUKERY

Managing Director

25 July 2022