

Objectives	Targets Achieved Todate	Target for 2022	Status of Target in 2022	Target for 2023	Target for 2024	Addressed by Specific Material Sustainability Matter	Relevant UN SDGs
<b>Target 1: Employees</b>							
No child labour (under the age of 18 years, or as per local regulations)	No breaches in compliance reported or observed in external and internal audits	No breaches in compliance reported or observed in external and internal audits	Achieved			Human & Workers' Rights	8
No forced or trafficked labour in our operations	No breaches in compliance reported or observed in external and internal audits	No breaches in compliance reported or observed in external and internal audits	Achieved			Human & Workers' Rights	8
No retention of Guest workers' passports	All Oil Palm Estates		Achieved in 2021			Human & Workers' Rights	8
Phasing out of Paraquat	No Paraquat usage policy 2010		Achieved in 2010			Occupational Safety & Health	3
Phasing out of Pesticides listed under WHO Class 1A/1B, Stockholm and Rotterdam Conventions	Successfully phase-out		Achieved in 2020			Occupational Safety & Health	3
No work-related fatalities	Zero fatality	Zero fatality	Achieved	Zero fatality	Zero fatality	Occupational Safety & Health	3
Reduce Lost Time Injury Frequency Rate (LTIFR) below 2014 levels. (12.27)	Introduce a behavioural safety approach	Introduce a behavioural safety approach	Continuous Improvement (LTIFR 4.13)			Occupational Safety & Health	3
To live up to the UN Guiding Principles on Business And Human Rights & ILO Fair Recruitment Principles	In 2021, Employer Pay Principles have been embedded into our Guest Workers Policy. In-house call centres has been established to disseminate information to potential candidates	No workers shall pay any recruitment fees to come and work in UP	Achieved			Human & Workers' Right	3

**Target 2 : Environment (Biodiversity)**

Monitoring and management of HCV, SEIA and conservation areas.	2008		Ongoing monitoring and maintenance of the flora and fauna			Biodiversity & Conservation	15
Established the Kingham-Cooper Tree Species Reserve at UIE Estate.	2008		Ongoing monitoring and maintenance of the flora and fauna			Biodiversity & Conservation	15
UP and Copenhagen Zoo established a partnership with UP including establishing a Biodiversity Department	2010		Ongoing partnership			Biodiversity & Conservation	15 17
Research on raising predators in the Insectary	2012		Ongoing research			Biodiversity & Conservation	15
No new oil palm development without RSPO NPP –protocols.	2014		We will comply with RSPO NPP for all future new oil palm plantings			Biodiversity & Conservation	13
Research on Rat control by Leopard cats in collaboration with Copenhagen Zoo	Research was initiated since 2014 and publication on leopard cat within the oil palm landscape in 2021.		Ongoing monitoring			Biodiversity & Conservation	15 17
Monitoring and management of HCS	2014		Ongoing monitoring and maintenance of the flora and fauna			Biodiversity & Conservation	13

**Target 3 : Environment (Metrics & Targets for Climate Risk Assessment) \*The Strategy, Opportunities, Targets and Governance are available in Annual Report 2022**

No new development of peat area regardless its depth.	2010		Ongoing			GHG Emissions, Discharge & Waste Management	13
Installation of Biomass Reciprocating Boilers (BRB)	The first Biomass Reciprocating Boiler (BRB1) was successfully commissioned in 2006 and supplied green steam to Jendarata Palm Oil Mill as well as the Unitata Refinery, thus playing a crucial role in reducing the fossil fuel consumption at the refinery. Since then the Company has built and commissioned another 7 biomass reciprocating boilers with the latest unit at UIE (M) installed in 2019.	Regular maintenance of BRB to ensure it is running efficiently.	Total climate related expenditure on biomass, biogas and others are RM3,936,559			GHG Emissions, Discharge & Waste Management	9 12
Install methane capture facilities in all palm oil mills	As a necessary element in our pursuit to combat climate change, significant investments have been made in promoting green energy starting with the Biomass Reciprocating Boiler cum Power Plant and the first Biogas Plants built and commissioned in 2006. Today, all of our mills are equipped with Biogas Plants.	Regular maintenance of methane capture facilities to ensure it is running efficiently.				GHG Emissions, Discharge & Waste Management	9 12

Measuring GHG emissions for all palm oil operations 60% reduction since 2004 (achieved in 2021) (iLUC including conservation)	First LCA study was initiated in 2007 with the data back to 2004. To measure the total GHG emissions (Scope 1, 2 & 3) per year for the UP Group.	1.40 kg CO2 -eq/kg NBD Oil	1.39 kg CO2 -eq/kg NBD Oil (62% lower compared to 2004 levels including iLUC and nature conservation)	1.38 kg CO2 -eq/kg NBD Oil	1.37 kg CO2 -eq/kg NBD Oil	GHG Emissions, Discharge & Waste Management	7 12
To supply electricity to the National Grid derived from the biogas plant at UIE Palm Oil Mill	The UIE biogas plant began operations in 2010 where biogas generated from the palm oil mill effluent is sold as electricity to the grid or used as a substitute fuel in the mill boiler.	Increase the amount of electricity generated.	In 2022, a total of 6,654MWh of electricity was generated from the biogas plant and sold to the grid which is similar to the quantum supplied in the previous year.			GHG Emissions, Discharge & Waste Management	7 12
Monitoring of fire hot spots	Monitoring of fire hot spots from Global Fire Watch under the WRI Global Forest Watch Tool as monitoring aids	The monitoring of own concessions and suppliers' concession	Achieved	Additional drones to enhance the monitoring.		GHG Emissions, Discharge & Waste Management	13
Photovoltaic Cell Pilot Project	A pilot project was initiated in 2020 to evaluate the feasibility of photovoltaic cells to produce green electricity from sunlight to offset electricity consumption from the grid. Located on the roof of the Tissue Culture Laboratory, these cells generate about 525kW/day for the Tissue Culture Laboratory, with the unutilised electricity channelled to other laboratories in the Research Department.	To install more photovoltaic cells at the strategic locations	A total of 193 MWh of renewable electricity was generated in 2022. In May 2022, a larger photovoltaic project was commissioned at the Unitata Refinery, which generated 460 MWh of electricity throughout the rest of 2022.				

<p>Installation of VORSEP System at Palm Oil Mills to reduce dust emission</p>	<p>The VORSEP dust collector system was first installed on our Biomass Reciprocating boiler at Ulu Basir Palm Oil Mill replacing the old conventional multi-cyclone dust collector system. The unit was commissioned in June 2015 followed by progressive installation of additional units in the rest of the mills. With the commissioning of the VORSEP system at UIE(M) mill in 2019 all of UP's palm oil mills are now fitted with the VORSEP dust collector system.</p>	<p>Ensuring the dust emissions is far below the permissible level</p>	<p>Achieved</p>			<p>GHG Emissions, Discharge &amp; Waste Management</p>	<p>9 12</p>
<p>Water Footprint</p>	<p>Reduction of 10% from the average of 80 gallons per capita per day in 2025</p>	<p>60 gallons/capita/day</p>	<p>Malaysian Operations: 81 gallons/capita /day  Indonesian Operations: 75 gallons/capita/day</p>	<p>60 gallons/capita/day</p>	<p>60 gallons/capita/day</p>	<p>GHG Emissions, Discharge &amp; Waste Management</p>	<p>6</p>

Target 4 : Community							
PLASMA/Scheme smallholders to establish in PTSSS	Approximately 150-200Ha	1392Ha	Achieved	Approximately 150Ha	Balance area	PLASMA Development	1 12
All community based land conflicts to be addressed in a structured and transparent manner	Dedicated HUMAS Team and regular socialisation to prevent land conflicts	To address land conflicts according to our established land dispute settlement procedure and to reduce number of cases	Ongoing			Free Prior Informed Consent & Grievance Resolution	3
Target 5 : Legal Compliance							
Hak Guna Usaha (HGU) permits for UP's land concession (18,576HA) under PT SSS in Indonesia as per the President of the Republic of Indonesia decree 104, 2015 dated 28 Dec. 2015.	2,508.47Ha in Lada Estate obtained HGU in 2005. In 2018, another 6,004.15Ha obtained HGU (Lada & Runtu Estates)	To obtain HGU for the balance area	In progress	To fully achieve objective	To fully achieve objective	Code of Ethic & Governance	16
Target 6: Economics							
<b>Malaysia &amp; Indonesia</b> FFB Yield Per Hectare	Continuously improving the FFB yield and OER	28.00	27.57	28.00	28.00	Product Quality	12
Oil Extraction Rate		23.00	21.35	23.00	23.00		
CPO Yield Per Hectare		6.50	5.60	6.50	6.50		

**Target 7: Certifications**

Migros Criteria audited by Proforest	Conducted in 2003					Certification for Food Safety, Sustainability and Others	12
RSPO P&C –UP Malaysia	First certification in 2008	Ongoing Annual Surveillance Assessment.	Achieved	Ongoing Annual Surveillance Assessment.	Ongoing Annual Surveillance Assessment.	Certification for Food Safety, Sustainability and Others	12
RSPO P&C –PTSSS	First certification in 2018	Ongoing Annual Surveillance Assessment for 6717.62ha. The balance area will be certified in tandem with the issuance of HGU.	Achieved	Ongoing Annual Surveillance Assessment.	Ongoing Annual Surveillance Assessment.	Certification for Food Safety, Sustainability and Others	12
ISPO P&C – PTSSS	Successfully obtained the certificates in August 2019 for 6717.62ha.	Ongoing Annual Surveillance Assessment for 6717.62ha. The balance area will be certified in tandem with the issuance of HGU.	Achieved	Ongoing Annual Surveillance Assessment.	Ongoing Annual Surveillance Assessment.	Certification for Food Safety, Sustainability and Others	12
MSPO Certification for Palm Oil Mills and Estates in UP Malaysia	Successfully obtained the certificates in September 2018.	Ongoing Annual Surveillance Assessment.	Achieved	Ongoing Annual Surveillance Assessment.	Ongoing Annual Surveillance Assessment.	Certification for Food Safety, Sustainability and Others	12
External Assurance on Sustainability Report	First external assurance was conducted in 2017	Ongoing Annual Sustainability Report Assurance (SRA) exercise.	Achieved	Ongoing Annual Sustainability Report Assurance (SRA) exercise.	Ongoing Annual Sustainability Report Assurance (SRA) exercise.	Certification for Food Safety, Sustainability and Others	12
<b>Unitata/UniFuji</b> ISO 9001(1995) HACCP (2003) Halal (2004) KOSHER (2005) BRC (2008) RSPO SCCS (2010) MSPO SCCS (2019) GMP (2014) MESTI (2014) FDA(2008) GMP+B2 (2017) MPCA (2014-Bi-annual certification)	Ongoing	Annual certification	Achieved	Annual certification	Annual certification	Certification for Food Safety, Sustainability and Others	12