

Performance Scorecard

Our targets and commitments are what drive us to continuously improve. We subscribe to the mantra “what we measure, we can manage” and strive to provide information on our progress and achievements in a transparent manner. Below are our key targets and progress to date:

Focus Areas	Targets	Current Status as of 2025	Material Matters
No forced or trafficked labour in our operations	We have evaluated the risks related to the payment of recruitment costs in our past practices. All Guest Workers as of 31 December 2021 have been reimbursed on the past recruitment costs.	In 2025, we have continued our collaboration with Mr Jerald Joseph – an experienced independent Human Rights Consultant - in partnership with the social NGO, North- South Initiative (NSI). This partnership was established, to observe, evaluate and provide further guidance on our Ethical Recruitment Procedures in Malaysia as well as the source countries.	Human & Workers' Rights
Live up to the UN Guiding Principles on Business and Human Rights & ILO Fair Recruitment Principles	No workers shall pay any costs related to recruitments to come and work in UP	Internal Audit as well as Independent external verification is carried out after arrival of new Guest Workers to identify if any exploitation has taken place and to improve our Ethical Recruitment Procedures. If red flags are detected, thorough investigations are carried out to evaluate each case and to ensure that workers are remediated, if necessary. This is ongoing.	Human & Workers' Right
No retention of our Guest Workers' personal identity documents	Personal identity documents of all Guest Workers shall be kept at their respective accommodation	Our Guest Workers' homes are equipped with individual safe boxes for the safekeeping of their passports, to which they thereby have free and full access at all times.	Human & Workers' Right
No work-related fatalities	Zero fatalities	Target achieved as there were zero fatalities during the year	Occupational Safety & Health
Reduce the Lost Time Injury Frequency Rate (LTIFR)	Introduce a behavioural safety approach (Target of LTIFR by 2030 is 4.0)	The LTIFR in 2025 was 5.01, which is slightly higher than 2024. Going forward, the effectiveness of our safety trainings will be further strengthened.	Occupational Safety & Health
Reduce our Carbon Footprints	2030 target: Reduce GHG emissions per kg NBD Palm Oil (incl. ILUC, Nature Conservation, and Scope 1,2,3) by 66% compared to 2004.	Total GHG emissions (Scope 1, 2 & 3): 1.15 kg CO ₂ -eq/kg NBD Palm Oil (69% lower compared to 2004 levels including iLUC and nature conservation). New 2030 target set: 70% reduction compared to 2004.	Climate Change, GHG Emissions, Discharge & Waste Management
Increase in the production of Green Energy	Increase the amount of electricity sold to the national grid from our UIE mill by 8,000MWh by 2030	In 2025, a total of 5.846MWh electricity was generated and sold to the national grid from the UIE biogas plant and genset.	Climate Change, GHG Emissions, Discharge & Waste Management
Mitigation of deforestation and fire hot spots in our concessions and suppliers' concession	Monitor deforestation and fire hot spots in our indirect suppliers' concessions to assess the origin of our conventional CPKO.	Target achieved. We will continue to monitor this closely via palmoil.io, Global Forest Watch (GFW) and GeoRSPO.	Climate Change, GHG Emissions, Discharge & Waste Management
Reduction of our domestic water footprint	Reduction of our domestic water consumption to reach an average of 70 gallons per capita per day by 2030	Malaysian Operations: 79.19 gallons/capita /day Indonesian Operations: 92.39 gallons/capita/day	Climate Change, GHG Emissions, Discharge & Waste Management
Reduction of our mill processing water footprint	Reduction of our mill water consumption to reach an average of 1.2MT water/MT FFB by 2030	Malaysian Operations: 1.70 MT water/MT FFB Indonesian Operations: 1.2 MT water/MT FFB	Climate Change, GHG Emissions, Discharge & Waste Management
Implementation of the Traceability to Plantations (TTP) concept.	To achieve 100% TTP by 2030.	The TTP scores for the RSPO SG materials is 100%. However, the average TTP scores for the 96 indirect mills (supply of conventional CPKO via KCP) is 93.34% as of December 2025. The target of 98% TTP by 2025 has been revised to 100% TTP by 2030 as the traceability at the FFB dealer level requires time to achieve full traceability.	UP Evaluation of Suppliers' Sustainability Commitments
Produce more with less	Group targets: FFB Yield Per Hectare: 27.0MT/Ha Oil Extraction Rate: 24.0% CPO Yield Per Hectare: 6.5MT/Ha	29.31MT/Ha 22.44% 6.58MT/Ha	Product Quality

Legend: Progressing
 Achieved