

CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABILITY

Building a sustainable business is part of our value proposition

2021 was a year of challenges and a year of change. The challenges created by the COVID-19 pandemic impacted every corner of the world and it highlighted the urgency to drive change into a more sustainable and resilient supply chain. It is a wake-up call for all businesses having revealed that markets and supply chains are fragile and susceptible to disruptions. The COVID-19 pandemic created new and unfamiliar stressors such as challenges for the students in the underdeveloped region to access education, unprecedented mental health consequences due to lockdowns, and increased risks to maintaining healthy natural ecosystems that are essential to human health.

Today, the Environmental, Social and Governance (“ESG”) issues are gaining prominence as the world looks at the impact of the COVID-19 pandemic. At Mewah, we are conscious of the importance of ESG initiatives, particularly in a post-pandemic era, and acknowledge that any shortfall in the adoption of ESG practices by businesses can create significant impediments towards the larger objective of achieving United Nations Sustainable Development Goals

(“SDGs”) by 2030. For our leaders and managers, the true symbol of resilience is the ability to withstand such stresses and to bounce back from adversity. Given the close link between the environment and human health, livelihoods, water and food security, we are determined to ensure key sustainability efforts in environmental protection, conservation as well as sustainable management in all levels of our operations. Our COVID-19 recovery plans include alignment with long-term emission reduction goals factoring in resilience to climate change and catalysing the shift towards sustainable sourcing.

To maintain our continuing success and to deliver sustainable returns to our shareholders, we are committed to supporting and contributing towards the 17 SDGs. All 17 SDGs are closely integrated into our identified material ESG factors defined under the Mewah Sustainability Framework. By setting the SDGs targets as the blueprint of our sustainability framework, we are confident that we can further improve our commitment towards ESG factors set out by the Singapore Exchange Securities Trading Limited (“SGX-ST”) to better measure risks and opportunities within sight as well as manage for future returns.

CORE AREAS OF MEWAH CSR & SUSTAINABILITY



CORE AREA 1: ENVIRONMENTAL PROTECTION AND STEWARDSHIP

At Mewah, Environmental Management has been a key focus for many decades as we strive to optimise productivity and long-term sustainability in our business. We focus our efforts on key areas where our portfolio and business scale allow us to have the biggest impact that offers the biggest opportunities for our business. Over the years, we have initiated several sustainability initiatives aimed at minimising our manufacturing footprint. At our upstream operations, we are also implementing a number of programs aimed at forest conservation, protecting biodiversity and minimising adverse impact on the environment.

Our efforts in this area help contribute to UN SDG 6 (Clean Water and Sanitation), 7 (Renewable Energy), 11 (Sustainable Cities and Communities) and 13 (Climate Action) in which we aim to promote sustainable use of energy and combat climate change & its impacts. We drive collaboration throughout our supply chain to reduce the climate impacts associated with the processing of our raw materials until delivering our products to the hands of our buyers.

A. Carbon Management

An all-encompassing Greenhouse Gas ("GHG") Emissions Matrix has been instigated in all our factories to measure energy consumption, chemicals consumption, wastewater treatment and fuel consumption. The goals are to drive improved production efficiency and to achieve a lower GHG footprint in our production activities.

B. Water Management

Clean, accessible water is critical for the well-being of communities, wildlife and aquatic ecosystems.

We consistently monitor the impact that our palm oil operations have on waterways. The water footprint maps and measures how, when and where we use freshwater resources.

C. Waste Management

As a responsible manufacturer, we always look to manage the waste from our production in an environmental-friendly manner.

Our action plan to assure sustainable waste management includes:

- i. Regular assessment of waste-related impacts and risks across all direct operations and the supply chain.
- ii. Continual identification of the 5Rs' components in managing waste:
 - a. **Refuse** – Refuse to receive unnecessary materials helps to eliminate waste from the very beginning.
 - b. **Reduce** – Focus to improve efficiency. To establish practices that are capable of reducing the amount of waste we generate to help the environment.
 - c. **Reuse** – Practice to reuse materials without change whether for the original or a different application instead of discarding them away or passing those unused materials on to others who could use them.
 - d. **Recover** – To set up ways to recover the energy values contained within the waste material.
 - e. **Recycle** – Many of the things we use every day can be recycled. Recycled items are put through a process that makes it possible to create new products out of the materials from the existing ones.

D. Biodiversity Management

Biodiversity conservation and forest protection have been a major focus of our environmental efforts in our estate. Under the Mewah's High Carbon Stock ("HCS") and High Conservation Value ("HCV") commitments, we focus on maintaining and restoring riparian buffer zones throughout all our operations in recognition of its importance in our ecosystem. We have identified and conserved lands made up of HCV and HCS areas. We have taken a landscape approach to conservation (beyond the boundaries of our concession) through community conservation partnerships with external partners.

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E. Fire Management

To keep abreast of the fire safety awareness in our employees, we hold regular fire safety training in all production sites. Besides, a week-long of HSE Campaign Program will be held annually to create organised efforts and procedures for identifying workplace hazards that aim to reduce accidents and train our people to react to adverse situations, emergency preparedness, as well as the use of personal protective equipment.

In addition, we have put in place effective fire prevention plans and control measures at our plantation operations and the surrounding landscapes. We commit to executing oil palm replanting activity using the environment-conscious method and adhering to the ASEAN's Zero Burning Policy at the same time. The traditional method of slash-and-burn is strictly prohibited and is replaced with chipping, which promotes nutrient recycling. In addition, our people are actively socializing the importance of zero-burning practices with adjacent local communities while ensuring safeguards are in place to address the risk of fires at our oil palm plantation.

CORE AREA 2: RESPONSIBLE SUPPLY CHAIN

A. Sustainable Palm Oil Policy

Oil palm has the highest oil output for the least amount of land area than any other types of vegetable oils. It is also the most widely used vegetable oil in the world. The palm oil industry employs many people and creates opportunities to bring many communities out of poverty. However, these opportunities come with the responsibility to address the known risks associated with the palm oil supply chain.

The Mewah Group's Sustainable Palm Oil policy is a multi-stakeholder approach which seeks:

1. To build a traceable and transparent supply chain.
2. To continue the journey of no deforestation and to commit no burning, protection of high conservation value (HCV) areas and high carbon stock (HCS) areas.

3. To reject new oil palm development in forested peatland plantation after 31 December 2015.
4. To respect human rights and ensure protection of the rights of all workers.
5. To respect the rights of indigenous people and local communities to give or withhold Free, Prior, and Informed Consent (FPIC) where oil palm development takes place.

B. Towards Full Traceability

Mewah Group has developed a Traceable Palm Oil Framework to trace the origin of our palm oil. At the initial stage, we review each of our suppliers through desktop assessment and in-house risk profiling analysis, with the traceability process developing well; we are progressing fast to the next step of assessing the suppliers' practices. Based on the outcome from our risk analysis, we will perform the site assessment of the suppliers' mills based on the general principle & criteria, procedures and questionnaires that are in line with industrial standards.

1. Traceability to Mill Approach

Today, transparency and accountability are critical aspects of sustainability. It is extremely crucial that companies are capable of tracing the palm oil they use back to its origin.

We started tracing back our direct suppliers (palm oil mills) since year 2015. There are five (5) key components in our traceability to mill approach:

- i. Parent Company Name of Mill Party
- ii. Mill Name
- iii. Mill Address
- iv. GPS Coordinates of Mill Party
- v. Volumes of CPO receive into our refinery

2. Traceability to Plantation Approach

Our current approach on traceability to plantations establishes on ensuring the availability & validity of Malaysia Palm Oil Board (MPOB) and volumes of FFB supply to the supplied mills.

Traceability to Plantation	Volume FFB Supplied	Availability of MPOB License	Validity of MPOB License
Estate/ Plantation	✓	✓	✓
Smallholders	✓	✓	✓
Dealers	✓	✓	✓

C. Supplier Engagement Program

We hold trainings and engagement dialogue sessions with our suppliers as well as periodic audits to evaluate and ensure compliance to our Sustainable Palm Oil Policy ("SPOP"). The supplier engagement program provides us with the opportunity to socialize our SPOP with our direct suppliers, providing them with a platform to discuss the implications and requirements of adopting similar policies.

Today, we continue the Supplier Group Level Engagement with the supplier group's management including the business owners or senior management, group sustainability department and other relevant leaders. In addition, the program enables the supplier group's management to take ownership of their own supply chain's transformation, and to lead a longer-lasting change within their supply base.

D. Grievance Procedure

As part of our Sustainability Sourcing Guide, the grievance procedure set the guideline on how grievances raised by the stakeholders in our supply chain will be handled by us.

We started the Grievance Procedure on our Sustainability Dashboard since June 2016 at (<https://www.mewahgroup.com/DashboardForm.html>). This procedure serves as a platform for all stakeholders in our supply chain to address concerns or to report complaints that can be found in Mewah Sustainability Dashboard. The Grievance Procedure is to ensure that we are responsive to grievances from external parties. This includes any individuals, government organizations, NGOs or media outlets with concerns related to the implementation of Mewah's SPOP.

In Mewah, we value the input of stakeholders in helping to achieve the aims of the policies and in enhancing transparency throughout our supply chain. We will be providing regular progress updates via the Mewah Group Ongoing Sustainability Grievances on our Sustainability Dashboard.

CORE AREA 3: PRODUCT QUALITY AND SAFETY

A. Our Commitment to Customers

The Mewah's reputation is founded on delighting our consumers and customers with consistently high product quality that meets their needs and expectations. As such, Product Quality and Safety for our consumers is always our top priority. We aim to develop, produce and market a consistently high product quality that meets the expectations of our customers, consumers and regulators.

We have taken a number of good initiatives in ensuring our product quality and food safety through:

1. Offering products and services that meet or exceed consumer expectation and preference.
2. Complying with all internal and external food safety, regulatory and quality requirements
3. Adopting a zero-defect, no-waste attitude by everyone in our Company
4. Making quality assurance a group-wide objective.

B. Responsible Marketing and Advertising

While we ensure ethical practices are adopted across our business operation, we support responsible marketing and advertising of our products and services. We comply with applicable laws and regulations nationally and internationally, governing marketing communication to children and related data collection. This also includes implementation of global marketing recommendations, WHO Recommendations on Marketing of Foods and Beverages to Children as well as our commitment of not targeting children in our sales and marketing activities.

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C. Quality Management System

On top of all essential quality and sustainability certification requirements, we are committed to comply with all legal and regulatory requirements and through the rigorous application of our Quality Management System. We undertake to focus on continuous improvement of these quality management systems by ensuring:

- Continual improvement of the operation & processes
- Competent workforce that fosters innovation in workplace
- Stringent raw material sourcing
- Clean, hygienic & excellent processing
- Efficient transportation and delivery
- Prompt and responsive customer service
- Compliance to applicable laws and regulations
- Safe working climate with minimum impact on environment

CORE AREA 4: VALUING OUR PEOPLE

We recognise that people are our most important resources to grow our business. This drives our approach to attract, develop, and retain the best people and to develop their careers.

We divide this focus area into three (3) sub-sections: Human Rights and Labour Policy, Training & Development, and Health & Safety.

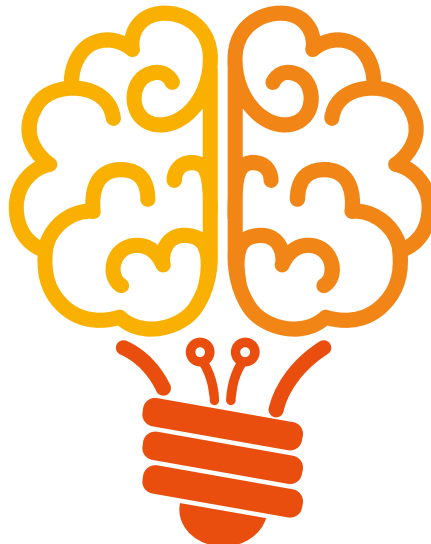
A. Human Rights & Labour Policy

At Mewah, we are committed to provide fair and equitable opportunities to all level of employees with no discrimination to gender, race, nationality, religion, age, marital status, ethnicity, union membership and caste. We are committed to recruit, employ and promote employees on the sole basis of the qualifications and abilities needed for the work to be performed.

1

HUMAN RIGHTS AND LABOUR POLICY

Provide guidelines to our employees to help them conduct their actions in accordance with the Company primary values and ethical standards.



2

TRAINING & DEVELOPMENT

Improve employees' competencies and maximize their potential for career development.

3

HEALTH & SAFETY

Improve Health and Safety of employees and contractors.

Compliance of Local Laws and Regulations

- Comply to all applicable laws and regulations at all times.

Non-Discrimination in Employment

- Equal opportunity regardless of race, colour, age, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status.

Non-exploitation of Child Labour

- Do not employ children or anyone below the minimum legal age of 16 years old.

Freedom of Association

- Recognise rights of employees to conduct collective bargaining process pursuant to local labour practices.
- Recognise open communication.

Free Choice of Employment

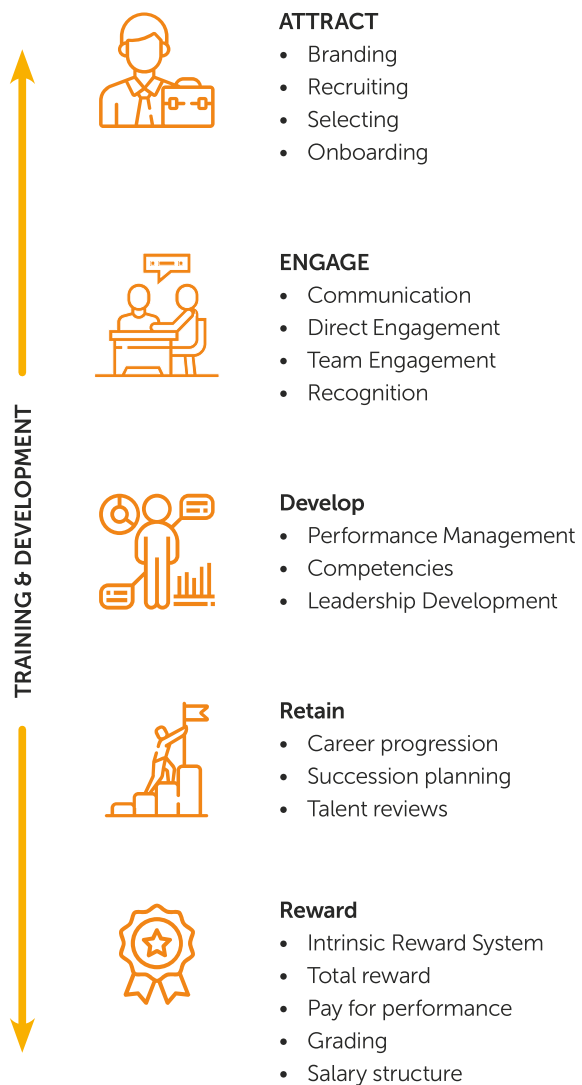
- No forced, bonded labour
- Do not allow slavery or trafficking of persons.

Humane Treatment

- Do not tolerate any form or threat and inhumane treatment including sexual harassment, sexual abuse, corporal punishment, physical or mental condition or verbal abuse.

B. Training and Development

We continuously assess, develop, and strengthen our human capital to ensure that we have the right competencies, capabilities, and passion to drive our mission and to actualise our vision. Human talent is one of the most important resources that the Company has. We believe that our people are our most powerful catalyst for the Company's sustainable growth. By developing and investing in our employees, we are creating important propellers and foundations for our future growth. The Company will only succeed by having employees who are willing to invest their time and energy into the journey of growth of the Company.



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C. Health and Safety

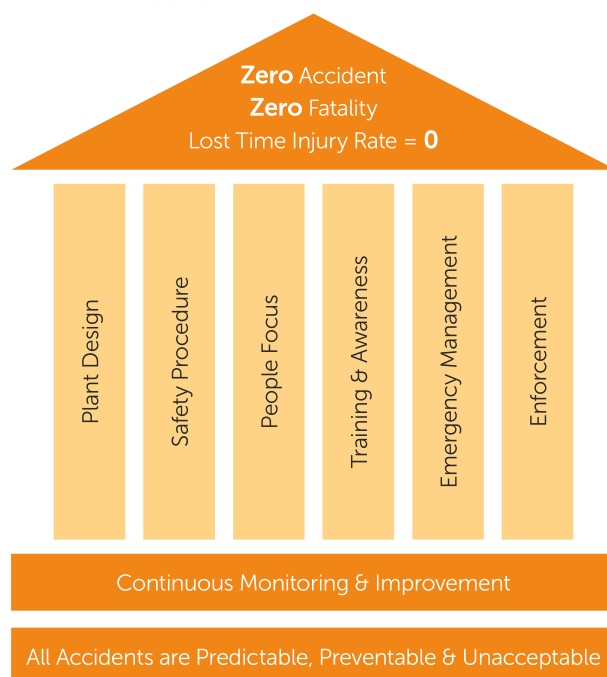
The Group aims to provide each employee with a safe place to work. All subsidiaries of Mewah are required to abide by local health and safety regulations. We conduct regular work risk assessments, vigorously taking action to address any identified risks by setting up protective guidance, employing the usage of personal protective equipment, embarking on work sites audits and inspections, as well as regular reviews and controls of safety risks. We strive to achieve zero loss workday from workplace accidents.

Mewah Group Safety Framework

Mewah Group Safety Framework is established as the guiding safety principle that aims to improve safety performance in our factories. Our targets of zero accident and zero fatality have been emphasized in the Key Performance Indicators (KPIs) for all levels of employees.

The Mewah Group Safety Framework focuses on six (6) core areas:

- Plant design
- Safety procedure
- People focus
- Training & awareness
- Emergency management
- Enforcement



CORE AREA 5: COMMUNITY SUPPORT

We are aware of the importance of the proactivity engagement with the local community in which we operate in. Contributing to, and being part of, the community in which Mewah operates is essential for maintaining a positive relationship with our neighbors. We find regular engagement very effective for keeping pulse on what is happening on the ground and what concerns and priorities our stakeholders have.

At every location that we operate, Mewah partners with the local communities to support their needs. We contribute regularly to the local charities. Our people organise and participate in social events to support and bring joy to the less fortunate in our neighbouring communities. Our goal is to enrich the lives of the people around the touchpoints that we have established.

There are three (3) major objectives that we have set for our CSR programs:

A. Supporting our next generation

We believe that every child deserves a chance at a life filled with love, laughter, friends and family.

B. Active volunteerism of our employees

We encourage our employees to volunteer and give back to the community. Therefore, we hold companywide community volunteer events to facilitate our employees to participate in community events and give back to the community.

C. Disaster relief

We wish to support the communities that we operate in. One of the most important initiatives is to help our neighbours in their time of need. When there are natural disasters in our neighbourhood, we raise money and donate other necessities to support victims of natural disasters.

Mewah's COVID-19 Response:

The global spread of COVID-19 is affecting everyone around us. At Mewah, we put people safety first. Since the outbreak of COVID-19, our primary objective is to stand strong in solidarity with our employees, their families and the local communities in the surrounding of our business operation.

Preventative interventions are implemented across all management units to ensure the wellbeing of our employees. We have developed our own COVID-19 protocol following the COVID-19 Infection Prevention and Control Guidance developed by the World Health Organization (WHO).

Our Business Continuity Committee (BCC) is continuously assessing and appropriately responding to the crisis as it develops. Safe management guidelines and briefings amongst employees and local communities have been conducted to support the governments' directions to contain the spread of the virus. Face masks, sanitizers, regular cleaning and disinfection, temperature checks, and social distancing procedures have also been adopted across our business operations.

In addition, to optimize safe distancing measures amidst the COVID-19 pandemic, our employees are taking turns to work remotely. The use of various digital communication channels, including emails, conference calls, automation, and process improvements have helped us to overcome the challenges. Our productivity proved remarkably resilient during the pandemic, despite the reduction of on-site headcounts.

CSR Highlights: Mewah Mobilises Assistance for Flood Victims in Klang Valley

In December 2021, a 15-hours continuous heavy rain, horrendous flash floods hit many parts of Selangor, Malaysia, where most of our employees are resided. Houses and cars were submerged, roads turned into streams, food was swept away and no access to clean water and electricity. The Selangor communities were caught off guard by the unexpected disaster, many faced devastating material losses and distress.

The Mewah CSR committee has swiftly responded and assembled a team, and activated "*Bantuan Bencana Alam Program*" to strategise aids for the impacted employees and communities. A total of RM 192,600 was collected to ease the burden of 188 flood-impacted employees. Distribution of provisions, dried food, and diapers were also given to 25 flood-impacted employees.

As soon as the flood subsided, our people altruistically helped to clean 106 flood-impacted homes and provided food through collaboration with the local counsel-Majlis Perbandaran Klang (MPK) in the Pulau Indah



neighbourhood. Regardless of positions, race, ages and background, our CSR team came together and worked tirelessly in providing much-needed financial and disaster relief to the affected communities.

Under such ruthless disasters, our people demonstrated immense public-spirited attitude in supporting the affected communities, and reconnecting them to humanities in dire situations. The assistances we offered could tremendously allow the impacted communities to recover and ease them to reconnect their life in the future.