Approach to Sustainability

JUNE 2024 MATERIALITY UPDATES:

In Q1 2024, we also considered responsible marketing and the environmental and community impacts on children in our materiality review. Musim Mas takes children's rights seriously and is committed to safeguarding children's welfare and increasing our positive impacts in the communities where we operate.

About 2022 This Summary Report Progress

Chairman Statement

About Approach to Musim Mas Sustainability Improve the Lives of Smallholders, Workers, and Communities Deliver Positive Environmental Impacts Maintain Responsible and Enduring Relationships with Suppliers, Customers, and Stakeholders

Enduring Drive Innovation bliers, in Sustainable blders Practices

e Assurance Statement Appendices

Approach to Sustainability

MATERIALITY

[GRI 2-14, 2-29, 3-1, 3-2]

This report covers the material topics most relevant to our business and stakeholders. These environmental, social, and governance (ESG)-related topics are updated annually based on Musim Mas' actual and potential impacts. In Q1 2023, we updated our material topics to align with the expanded scope of this report, including our coconut operations. We have aligned key material topics with the four pillars of our Sustainability Policy and the SDGs. For an overview, see <u>Musim Mas'</u> <u>contributions to the SDGs</u>.

Overview of material topic changes

Revised topic names and scopes

Changes in importance

Materiality process

evant to Imental,	Topic review and identification	Prioritization	Stakeholder consultation	Validation and approval	
ics are ual and material s report, ined key inability <u>im Mas'</u>	 Updated material topics based on industry benchmarks and consultations with internal teams Added material topics relating to coconut operations Reviewed focus areas identified in GRI 13 on agri-related topics, WBA Food and Agriculture benchmark, WBA Nature benchmark, and Global Child Forum benchmark 	• Determined the importance of each topic with input from the Musim Mas sustainability team	Tested and revised topic inclusion and prioritization after consulting six external stakeholders, including a customer, a peer, a rating agency, a technical consultant, an industry expert, and a financial institution	 Validated the final material topics with the Musim Mas sustainability team Material topics approved by senior management 	
	 Sustainability certification a certification and new EU regula Stakeholder collaboration an landscape and heightened scru Expanded scope of Supply Conservation and management our coconut operations' materia 	Itions/due diligence requiren nd reporting updates "Sta Itiny of greenwashing chain engagement and nt of HCV, HCS, and peat are	nents keholder collaboration," reflec transparency; Smallholder o	ting the evolving reporting	
	 Climate risk and adaptation Conservation and management of Employee development and tal 		 Grievance resolution Human rights and labour rights Smallholder engagement 		

Gender equality

· Governance and business ethics

Stakeholder collaboration and reportingSustainability certification and compliance

About This Report	2022 Summary Progress	Chairman Statement	About Musim Mas	Approach to Sustainability	Improve the Lives of Smallholders, Workers, and Communities	Deliver Positive Environmental Impacts	Maintain Responsible and Enduring Relationships with Suppliers, Customers, and Stakeholders	Drive Innovation in Sustainable Practices	Assurance Statement	Appendices
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Approach to Sustainability

MATERIALITY MATRIX

