

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.

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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 [Musim Mas’ contributions to the SDGs](#).

Materiality process



Overview of material topic changes

Revised topic names and scopes

- **Sustainability certification and compliance** updates “Sustainability certification,” reflecting sustainable coconut certification and new EU regulations/due diligence requirements
- **Stakeholder collaboration and reporting updates** “Stakeholder collaboration,” reflecting the evolving reporting landscape and heightened scrutiny of greenwashing
- Expanded scope of **Supply chain engagement and transparency; Smallholder engagement; Landscapes; Conservation and management of HCV, HCS, and peat areas; and Stakeholder collaboration and reporting** to reflect our coconut operations’ material topics

Changes in importance

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| <ul style="list-style-type: none"> • Climate risk and adaptation • Conservation and management of HCV, HCS, and peat areas • Employee development and talent retention • Gender equality • Governance and business ethics | <ul style="list-style-type: none"> • Grievance resolution • Human rights and labour rights • Smallholder engagement • Stakeholder collaboration and reporting • Sustainability certification and compliance |
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MATERIALITY MATRIX

Our materiality matrix for this report covers issues most important to Musim Mas and to our stakeholders. All topics are deemed important and are presented in this matrix based on relative importance.

- ◆ [Musim Mas Pillar 1:](#) Improve the Lives of Smallholders, Workers, and Communities
- ◆ [Musim Mas Pillar 2:](#) Deliver Positive Environmental Impacts
- ◆ [Musim Mas Pillar 3:](#) Maintain Responsible and Enduring Relationships with Suppliers, Customers, and Stakeholders
- ◆ [Musim Mas Pillar 4:](#) Drive Innovation in Sustainable Practices
- ◆ Crosscutting between pillars

