

PUBLIC SUMMARY REPORT

External Verification of Sustainability Policy Transparency Toolkit (SPOTT) Palm Oil Assessment

PT REA KALTIM PLANTATIONS 2025

Contact

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PART 1: SCOPE OF THE CERTIFICATION ASSESSMENT AUDIT
1.1 Company and Contact Details

Company Name:	PT REA KALTIM PLANTATIONS
Business Address:	Gedung Graha Bintang 1st Floor 1 B-C-D, Jl. Jendral Sudirman No. 423, Kelurahan Damai Bahagia, Subdistrict South Balikpapan, City of Balikpapan, East Kalimantan, Indonesia
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1.2 Assessment Details

Dates Of This verification:	19 th May 2025 – 22 nd May 2025
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1.3 Assessment Type

Third party verification to assess and validate compliance, performance and/or action taken by PT REA KALTIM PLANTATIONS (REA) in relation to its commitment by evaluating the information provided by REA towards SPOTT concerning the latest SPOTT Palm Oil Indicator Framework 2025 that requires external verification.

1.4 General Description of PT REA KALTIM PLANTATIONS

PT REA KALTIM PLANTATIONS (REA) is a leading palm oil producer committed to sustainable, traceable and inclusive palm oil production since its establishment in 1991. A subsidiary of REA Holdings PLC (“REA Group”) listed on the London Stock Exchange, REA operates in Balikpapan and East Kalimantan, Indonesia. Our commitment to sustainable development in REA operations drive the efforts in climate action, forest conservation, and supporting smallholders while delivering high-quality palm oil products.

The company manage palm oil mills, kernel-crushing plants and oil palm plantations. REA conserve up to 18,000 hectares of forests and protected areas. REA have been an RSPO-certified member since 2007 and achieved RSPO certification for all of the palm oil mills in 2023. REA has two methane capture facilities that generate electricity for over 99% of its operations and employee housing, as well as supply power to the villages in the vicinity of the group’s operations.

Guided by REA sustainability framework, the company goal is to safeguard forests, promote biodiversity, and minimise emissions to ensure the activities positively impact the environment and local communities. REA works towards creating a sustainable future for all stakeholders in the supply chain through partnerships and landscape initiatives.

1.5 Operational Units under scope

REA operates 3 palm oil mills, 2 kernel crushing plants, 18 estates and 1 bulking station located in East Kalimantan, Indonesia.

Details of the processing operations are as below:

Operations	Facilities	Location	Coordinate (Latitude N/S)	Coordinate (Longitude E/W)
Palm Oil Mills				
Cakra Oil Mill (COM)	Palm Oil Mill	East Kalimantan, Indonesia	0° 15' 55.2" N	116° 15' 59.1" E
Perdana Oil Mill (POM)	Palm Oil Mill	East Kalimantan, Indonesia	0° 15' 27.316" N	116° 09' 0.361" E
Satria Oil Mill (SOM)	Palm Oil Mill	East Kalimantan, Indonesia	0° 25' 22.947" N	116° 8' 59.475" E
Kernel Crushing Plants				
KCP Cakra	Kernel Crushing Plant	East Kalimantan, Indonesia	0° 15' 55.2" N	116° 15' 59.1" E
KCP Satria	Kernel Crushing Plant	East Kalimantan, Indonesia	0° 25' 22.947" N	116° 8' 59.475" E
Plantations				
Perdana Estate	Estate	East Kalimantan, Indonesia	0° 13' 46.238" N	116° 09' 50.919" E
Pinang Estate	Estate	East Kalimantan, Indonesia	0° 11' 22.00" N	116° 11' 53.00" E
Sentekan Estate	Estate	East Kalimantan, Indonesia	0° 18' 06.658" N	116° 07' 00.494" E
Cakra Estate	Estate	East Kalimantan, Indonesia	0° 17' 07.6" N	116° 15' 55.1" E
Damai Estate	Estate	East Kalimantan, Indonesia	0° 14' 57.6" N	116° 10' 36.2" E
Lestari Estate	Estate	East Kalimantan, Indonesia	0° 23' 17.8" N	116° 10' 55.1" E
Teguh Estate	Estate	East Kalimantan, Indonesia	0° 20' 21.0" N	116° 12' 46.00" E
Berkat Estate	Estate	East Kalimantan, Indonesia	0° 27' 56.79" N	116° 39' 49.97" E
Sejahtera Estate	Estate	East Kalimantan, Indonesia	0° 16' 32.4" N	116° 23' 42.0" E
Satria Estate	Estate	East Kalimantan, Indonesia	0° 30' 4.290" N	116° 8' 39.270" E
Tepian Estate	Estate	East Kalimantan, Indonesia	0°12'18"N	116°12'53"E
Kedaron Estate	Estate	East Kalimantan, Indonesia	0° 27' 48.85" N	116° 24' 20.27" E
Buaya Estate	Estate	East Kalimantan, Indonesia	0° 34' 56.485" N	116° 37' 55.676" E
Long Mesangat Estate	Estate	East Kalimantan, Indonesia	0° 33' 5.713" N	116° 43' 52.773" E
Elang Estate	Estate	East Kalimantan, Indonesia	0° 23'28.208" N	116° 2' 51.472" E
Bulking Station				
Bulking Station Sungai Meriam	Bulking Station	East Kalimantan, Indonesia	0°34'15"S	117°15'23"E

PART 2: VERIFICATION PROCESS

2.1 About the Verification Body

Control Union (CU) is an independent, international assurance and certification body. Founded in 1920 in the Netherlands, CU has office in more than 80 countries. CU offer one-stop-shop solution for sustainability reporting and assurance services. CU has more than 6,000 employees working across the globe.

Control Union Malaysia Sdn Bhd (CUMSB) is a part of Control Union – an international inspection, third party verification and certification body. CUMSB performs assessments and certification across many sectors including biomass, biofuels, forestry, agriculture, food & feed, fats & oils, minerals, energy and tourism.

In the field of sustainability reporting, Control Union serve the clients by performing sustainability strategy checks, gap analysis and independent assurance. Control Union is also a registered assurance provider for the AA1000 assurance standard.

Control Union (Malaysia) Sdn Bhd (CUMSB) is accredited for RSPO (ASI-ACC-069) for the scope of P&C (Single Site & Group) and SCC worldwide and accredited by the Department of Standard Malaysia (DSM) for ISO 17021, ISO 17065, ISO 17020, ISO 9001, ISO 14001, MTCS - FMC, FSMS and MSPO. When requested, a copy of accredited certificates can be obtained from CUMSB. Control Union also approved in providing verification for POIG verification indicators.

2.2 Verification Team

Lead verifier:	Ebnu Holdoon Shawal
Team member 1:	Jasmandy Syahrul

2.2.1 Qualifications of the Assessors

Name	Qualifications
Ebnu Holdoon Shawal (Lead Verifier)	<p>Graduated in Bachelor of Civil Engineering from University Tenaga Nasional, Ebnu serves as Project Manager – Sustainability in Control Union Malaysia’s activities GRI Assurance, Assurance Statement AA1000As, SPOTT Verification, Traceability and other sustainability projects under the department of Control Union Assurance Services.</p> <p>Has successfully attended the Global Report Initiative (GRI) Standards Training (C38370) by Tembusu Asia Singapore, Completed Lead Auditor Course for RSPO Principle and Criteria, RSPO Supply Chain, qualified auditor for MSPO Oil Palm Management Criteria and Supply Chain.</p> <p>Prior to joining Control Union, Ebnu has more than 9 years experience in Palm Oil Industry conducting audit in various country, managing the programs for Global and Local Palm Oil Sustainability scheme (RSPO and MSPO), part of technical working group for MSPO implementations together with Standard Malaysia and various stakeholders.</p>
Jasmandy Syahrul (Co-Verifier)	<p>Graduated in B. Sc. in Plantation Technology and Management from Universiti Teknologi Mara. He has more than 9 years working experience in oil palm plantation; operation and sustainability department. Successfully completed Lead Auditor training for RSPO P&C, MSPO (OPMC & SCCS), ISO9001, ISO14001, ISO45001, ISO14064, ISO 14065, ISO14067, Verified Carbon Standard (VCS), SA8000, SMETA, GHG Methodologies, UER Training, HCV/HCS Training, EUDR, etc. Qualified for RSPO P&C, MSPO (OPMC & SCCS), ISO14064-1, ISO14064-2, VCS, Unilever, Nestle, PepsiCo, AAK, etc., NDPE-IRF, Traceability [TTM, TTP], EUDR Readiness Assessment, etc.</p> <p>Lead of ISO 14064-1, RSPO P&C, MSPO, NDPE-IRF, Traceability, brand protocol, etc.</p>

2.3 Methodology

2.3.1 General Overview

Assurance method included,

- Inquiring and interviewing of management, including senior management at executive and functional levels, and of relevant management responsible for the day-to-day management of sustainability.
- Observing and inspecting management practices, process testing and evidence gathering across the organization on a sample basis.
- Evaluating documentary evidence and management representations that support adherence to the principles.
- Data source validation.
- Limited testing of detail on a sample basis (e.g., re-performance of calculations).
- Carrying out analytical procedures (e.g., trend analysis).
- Observing and inspecting on a sample basis management practices, process testing and evidence gathering (from source to aggregation).

All 54 concerned SPOTT indicators 2025: **(7, 11, 32, 34, 35, 37, 38, 39, 41, 42, 45, 47, 51, 53, 64, 65, 70, 73, 74, 79, 80, 81, 84, 87, 88, 91, 95, 98, 101, 110, 111, 116, 118, 119, 122, 132, 133, 134, 137, 145, 147, 149, 151, 155, 158, 163, 167, 171, 172, 173, 174, 176, 179, 188)** will be subject to comprehensive external verification in order to achieve full scoring marks under SPOTT. All the mentioned indicators above following the latest numbering and indicator made by SPOTT for 2025 framework.

For Data source verification samples of site management will be interviewed by the auditors by hybrid methodology (physical and online).

2.3.2 Sampling

For non-traceability related SPOTT Indicators

Where sampling is required for the verification assessment, the sampling design was based on a minimum sample of facilities, **where $x = (\sqrt{y})$** , where y is the number of facilities under each processing scope. The result always to be rounded “up” to the next whole integer.

2.3.3 Sampled operational units for the evaluation

Palm Oil Mills	Kernel Crushing Plants	Estates
1. Satria Oil Mill (SOM)	1. KCP COM	1. Sentekan Estate
2. Perdana Oil Mill (POM)	2. KCP SOM	2. Damai Estate
		3. Lestari Estate
		4. Berkat Estate
		5. Kemunting Estate / Kedaron Estate

2.3.3 Explanation of the sample selection

Sampling was derived to be representative covering all operational scopes of REA KALTIM

Facilities	Total Unit	Sample Selected for Verification
Total No. of Mills	3	2
Total No. of KCPs	2	2
Total No. of Estates	15	4

Traceability related SPOTT Indicators

Verification scope is limited to **2 mills, 2 KCPs and 5 estates** provided for verification which has been mentioned in the table 2.3.3 above. All sites will be evaluated according to the latest SPOTT indicators.

PART 3 ASSESSMENT FINDINGS

3.1 Summary of the findings

PT REA KALTIM PLANTATIONS (REA) is a leading palm oil producer committed to sustainable, traceable and inclusive palm oil production. They manage palm oil mills, kernel crushing plants and oil palm plantation. They conserve up to 18,000 hectares of forests and protected areas. REA has been an RSPO-certified member since 2011 and achieved RSPO certification for all of REA palm oil mills in 2024. REA has two methane capture facilities that generate electricity for most of its operations and employee housing, as well as supply power to the villages in the vicinity of the group's operations.

The data related to SPOTT indicators (7, 11, 32, 34, 35, 37, 38, 39, 41, 42, 45, 47, 51, 53, 64, 65, 70, 73, 74, 79, 80, 81, 84, 87, 88, 91, 95, 98, 101, 110, 111, 116, 118, 119, 122, 132, 133, 134, 137, 145, 147, 149, 151, 155, 158, 163, 167, 171, 172, 173, 174, 176, 179, 188) which covers 2 mills, 2 KCPs and 5 estates provided for verification which are stated in Section 2.3.3 above.

Summary of indicators evaluated summary of findings and level of assurance are indicated in the table below.

Summary of Findings Indicators	Scope and Scoring
Member of multiple industry schemes or other external initiatives to reduce negative environmental or social outcomes associated with palm oil production (<i>Indicator 7</i>)	
<p>1. Membership in Palm Oil Collaboration Group (POCG) Palm Oil Collaboration Group (POCG)</p> <p>PT REA Kaltim Plantations became a member of the Palm Oil Collaboration Group (POCG) in June 2024, as part of its continued efforts to reduce negative impacts and enhance positive outcomes of palm oil production. POCG brings together companies across the entire palm oil supply chain to advance the effective implementation of NDPE (No Deforestation, No Peat Expansion, No Exploitation) commitments.</p> <p>As an active participant, REA contributes to alignment on key sustainability issues and supports collaborative actions identified by the group.</p> <p>Membership Renewal : The renewal of PT REA Kaltim's POCG membership was confirmed via email on 5 March 2025, as per Invoice No. 2025012 for PCMY8232 – PT REA Kaltim 2025 POCG Contribution.</p> <div data-bbox="255 1339 1166 1680"> <p>Companies in the POCG</p> <ul style="list-style-type: none"> • AAK • ADM • Apical • BASF • Bunge Loders Croklaan • Cargill • IKEA • IOI Group • ISF • Kellogg • KLK • LDC • Oleopalma • PepsiCo • P&G • Permata Group • PIL Group • PT REA KALTIM PLANTATIONS </div> <p>2. Registration for United Nations Global Compact (UNGC) – Indonesian Chapter</p> <p>PT REA Kaltim Plantations' membership with the United Nations Global Compact (UNGC) – Indonesian Chapter has been officially approved and accepted as of 3 June 2025. The company's profile and commitment to the Ten Principles of the UNGC in the areas of human rights, labour, environment, and anti-corruption are now publicly available at the following link: https://unglobalcompact.org/what-is-gc/participants?page=2</p>	<p>Comprehensive externally verified</p>

<div><div>Company Information</div><div><div><div>Company</div><div>PT REA Kaltim Plantations</div><div>rea.co.uk</div></div><div><div>Type: Company</div><div>Country: Indonesia</div><div>Sector: Food Producers</div><div>Ownership: Publicly Listed</div><div>Global Compact Status: Active</div><div>Participant Since 03 June 2025</div><div>Letter of Commitment</div><div>Next Communication on Progress (COP) due on: 31 July 2026</div></div></div></div>																						
Climate risks assessment available (Indicator 11)																						
<p>Sighted and verified the climate risk assessment which was conducted by the REA Group and details of the assessment has been communicated in REA’s 2024 Annual Report. Risk assessed by the directors as currently being of particular significance are those detailed below under:</p> <div><div>i)</div><div>Agricultural Operations – Produce Prices</div></div> <div><div>ii)</div><div>Agricultural Operations – Other Operational Factors</div></div> <div><div>iii)</div><div>Stone and Sand Operations – Sales</div></div> <div><div>iv)</div><div>General – Funding</div></div> <p>The risk, Potential Impact, Mitigating or Other Relevant considerations was indicated in the Agricultural Operations, Produce Prices, Expansion, Sustainable practices, Community Relations. Bases on the assessment in reference to International Financial Reporting Standards for Climate-Related risk and opportunities which cover the years of period:</p> <table><tr><th>Period</th><th>Years</th></tr><tr><td>Short Term</td><td>1-3 Years</td></tr><tr><td>Medium Term</td><td>3-5 Years</td></tr><tr><td>Long Term</td><td>5-15 years</td></tr></table> <p>Risk, Impact, Mitigation and Opportunity has been table in the Transition Risk which include:</p> <table><tr><th>Risk</th><th>Impact</th><th>Mitigation</th><th>Opportunity</th></tr><tr><td colspan="4">Transition Risks</td></tr><tr><td>(SHORT TERM) Regulatory Compliance</td><td>Increased investment and costs of compliance including mapping land use, enhancing traceability systems and verifying supply chains</td><td>Prepared for EUDR compliance by engaging Control Union Malaysia for an Independent readiness assessment covering 3 mills and Seven estate</td><td>EUDR affords a competitive advantage, maintaining future access for the groups CPO and CPKO to EU Markets</td></tr></table>		Period	Years	Short Term	1-3 Years	Medium Term	3-5 Years	Long Term	5-15 years	Risk	Impact	Mitigation	Opportunity	Transition Risks				(SHORT TERM) Regulatory Compliance	Increased investment and costs of compliance including mapping land use, enhancing traceability systems and verifying supply chains	Prepared for EUDR compliance by engaging Control Union Malaysia for an Independent readiness assessment covering 3 mills and Seven estate	EUDR affords a competitive advantage, maintaining future access for the groups CPO and CPKO to EU Markets	Comprehensive Externally verified
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Medium Term Carbon Pricing and Emission Regulation	Potential Cost associated with carbon taxation and emission caps	Adopting the international GHG Protocol Corporate Standard for Carbon footprint assessment	The group can develop verified baseline short-, medium- and long-term targets for emission reduction
Medium to Long Term Community and Smallholder Resilience	Smallholder livelihoods increasingly at risk due to climate variability and evolving regulatory requirement	Expanding smallholder programmes including providing support capacity for and promoting RSPO Certification for Smallholders including polygon mapping and acquiring legitimacy through eSTDB Platforms managed by the Indonesian Government	Establishes SHINES to Improve livelihood and include smallholders in the supply chain
Physical Risks			
SHORT TERM Extreme weather events (flooding, droughts)	Intense rainfall leading to seasonal flooding of low-lying estate area, thereby damaging palms, conservation area, infrastructures and disrupting supply chain	Conducting hydrology assessment of assets Improving drainage systems Road stoning for all weather access	More resilient operations adapting to climate variability by innovation and adoption of technology assisted tools
Medium – Long term Biodiversity loss and Habitat degradation	Ecosystem imbalance Effect on ecosystem services	Ensuring strict NDPE Policy enforcement REA Kon Biodiversity monitoring and preventive actions	Forest protection and conservation leading to biodiversity protection Stronger collaboration with conservation bodies for mutual benefits.
<p>On top of that, in compliance with UK Listing Rule 6.6.6 (*) R the group has also included in the annual report climate-related financial disclosures to be consistent with the TCFD recommendation and recommended disclosures. The summary has been listing in the group's climate-related financial disclosures aligned with TCFD recommendations as follows:</p>			
Governance			
Board oversight of climate-related risks and opportunities	The managing director, the board of the company and president director of REA Kaltim together have oversight of the group's approach and strategies to address sustainability matters. climate-related matters are presented in them monthly operational management reports from the chief Sustainability Offices and in the quarterly President Directors report to directors.		

Role of management in assessing and managing climate-related risk and opportunities	The Group Chief Sustainability office reports directly to both the president director of REA Kaltim and the managing director is responsible for oversight and implementation of the group's strategy for identifying and managing Climate-related risks and opportunities.	
Strategy		
Climate-related risks and opportunities identified over the short, medium and long term	Climate and Climate change present specific risks and opportunities for an agriculture to adapt in its drive the to achieve a lower carbon economy. Climate change is forecast to introduce increasing variability in rainfall patterns in the humid tropics where the group's operations are based.	
Impact of Climate Related risks and opportunities on business strategy and financial planning	<p>The group has always and continues to implement programmes to address climate related tasks and opportunities and specifically to improve resilience to volatile weather patterns. These programmes are explained under climate- related risks and opportunities below.</p> <p>The group's annual budget incorporated the costs of all such climate-related programmes. In assessing the group's viability, the group also considers climate-related risks and opportunities together with their impact on the group's projection over a two to five years time horizon,</p>	
Risk Management		
Process for identifying and assessing climate-related risks	Identification of climate change impacts is the responsibility of the groups's operation team lead by the president director in Indonesia. The head of compliance and certification together with the conservation department (REA Kon) document findings from department heads and through Chief Sustainability offices, submit their findings to the president director. Findings are assessed and considered by the management and the managing director and ultimately the board of the company after which action is agreed as required.	
Metrics and Target		
Internal Metrics to assess climate related risks and opportunities in line with group strategies	The group records climate related data daily as well as biodiversity indicator across the operational landscape. Climate related risk and opportunities are assesses and imaged using climate indicators tools recording data on temperature, rainfall and humidity at the group's weather stations. The group seeks to minimise water waster and the use of inorganic fertiliser.	
GHG Emission (Scope 1, Scope 2 and Scope 3 if appropriate)	For over ten years the group has been monitoring and reporting its carbon footprint using the PalmGHG tool that is mandatory for RSPO members. Going forward the group intends to adopt the now widely accepted international GHG corporate Standard for calculation and reporting the group's GHG emission although the Palm PGHG tool may continue to be used for the purposes of certification schemes for palm oil.	
Targets for managing Climate Related risk and Opportunities	The Group's performance describes further in the sustainability and climate report measured in terms of several key environmental indicators including GHG Emissions water usage, and inorganic fertiliser application. While long terms climate are already in place, the group is currently refining interim targets and KPI's based on short, medium, and long terms goals to better demonstrate progress and communicate the group's commitment to its 2030 and 2050 climate goals.	

The details of the report include in the latest annual report 2024 which can be access through:
https://rea.co.uk/media/document/553c1f4c-9325-488e-a038-25d3831e389e/assets/REA_AnnualReport2024.pdf

Percentage of supply traceable to mill level (*Indicator 32*)

Kernel Crusher Plant

Two Kernel Crushing Plants (KCPs) in REA, namely Cakra KCP and Satria KCP are located in Kutai Kartanegara Regency, East Kalimantan Indonesia and source Palm Kernel (PK) from supplying mills in Kutai Kartanegara Regency, and Kutai Timur Regency, East Kalimantan, Indonesia. Noted that the Traceability Procedure, Ref Number: RKP.SPO.SUS.MRP. dated 16st June 2024 revision 9. REA is committed to sourcing and processing traceable material that is produced sustainably. REA aims to progressively ensure that compliance with the principles of NDPE is extended throughout the entire supply chain. The NDPE policy has been covered in the Decree of the Borad of Directors (No. 007/BOD_REA/P/IV/2020, as amended September 2021). Sighted the statement by the group level :

“No Deforestation – REA Commits to no development of High Carbon Stock (HCS) forests, High conservation Value area and / or in natural ecosystem areas that have unique values and ecological carrying capacity as describes in the Accountability framework Initiatives (Afi) “

- REA commits to no conversion of any natural ecosystem to another land use including no significant changes to the species compensation, structure or any function of natural ecosystem]

“No Peat – REA will not develop, plant in or source FFB from area that have been identified as peatland regardless of depth”

- REA is committed to following best management practices for its existing plantations on peat in consultation with independent expert in accordance with accepted international industry certification standards

Based on the recommended definition of traceability from the Traceability Working Group, IDH - knowing all palm sources within one’s supply chain all the way to plantation level (including smallholders), and traceability to mill as an intermediary step in achieving full traceability. Sighted the internal Memo of Palm Kernel Delivery which covers the following information:

- Name of the sender (mill)
- Name of the recipients KCP Unit
- Quantity
- Date of Delivery
- Time of delivery
- Delivery note number
- Type and plate number of transporting units
- Weighing ticket number
- Type of palm kernel certification status

Sighted delivery notes for the transfer of Crude Sustainable Palm Kernel (November 2024) which stated details of transaction including mill suppliers:

Mill Supplier Info	Transaction Details	Transport	Sender Info	KCP Receiving Info
Mill Name	Contract/Transaction Name	Type of Transport	Sender Name	KCP Name

Comprehensive

Recommendation to add 1 point due to 100% TTM Scoring

RSPO Certificate (Y/N)	Product Name	Vehicle Number	Sender Address	SCCS Certificate No.
PalmTrace Registration No.	Module Supply Chain	Address	Sender Signature	PalmTrace Registration No.
Mill Address	Volume Available	Contact Person	-	Volume Transferred
Mill Contact Person	Volume Transferred	-	-	Stock After Transfer

Traceability Declarations

REA both Kernel crushing Plants is only receiving the product, from 3 mills which are Perdana Palm Oil Mills, Cakra Palm Oil Mills and Satria Oil Mill. All sources of kernels has been supplied to both KCP as per details on the table for year 2024:

Description for year 2024

Description	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Kernel Processes	3,539	3,313	4,056	3,709	3,591	3,738	4,272	4,306	4,068	44,510
COM	2,487	2,236	1,903	1,540	1,166	1,312	2,164	2,087	2,344	23,811
SOM	1,052	1,077	2,153	2,169	2,425	2,426	2,108	2,219	1,725	20,699

Sighted the details transaction of the Delivery Note Transfer Crude Sustainable Palm Kernel for period of for Perdana Oil Mill to Satria Oil Mill (KCP) :

- Month: November 2024
- Period: 1st – 30th November 2024
- Name of Mill Supplier: Perdana Palm Oil Mill
- Certificate RSPO Mill: 825 502 16045
- RSPO_PO1000000143
- Number Transaction L POM-S.KCP-2024
- Name of Product: CSPK RSPO
- Model Supply Chain: Mass Balance
- Available Volume: 8,098.56 MT
- Transfer Volume: 844.64 MT
- Stock after transfer: 7,253.92 MT
- Name of KCP transferred: Satria Palm Oil Mill (KCP)
- Certificate SCCS: BVC-RSPO-20171129-1
- Registration Palm Trace: RSPO_P10000006699

Transfer of CPO from Perdana Palm Oil Mill to Cakra Oil Mill (KCP) As follows:

- Month: May 2024
- Period: 1st – 31st May 2024
- Name of Mill Supplier: Perdana Palm Oil Mill
- Certificate RSPO Mill: 825 502 16045
- RSPO_PO1000000143
- Number Transaction: POM-S.KCP-2024
- Name of Product: CSPK RSPO
- Model Supply Chain: Mass Balance
- Available Volume: 2,120.57 MT
- Transfer Volume: 519.13 MT
- Stock after transfer: 1,601.44 MT
- Name of KCP transferred: Cakra Palm Oil Mill (KCP)
- Certificate SCCS: 824 503 16026

<div>• Registration Palm Trace: RSPO_P10000001396</div> <p>REA commits to demonstrating that its palm oil supply chains are fully transparent and traceable. The Traceability to mills for the KCP include lists of the suppliers and provide information on the efforts to trace palm-based products to the source as follows (period Of January – December 2024):</p>				
Name of KCP	Mills Supplying	Volume (MT)	Percentage Supplying	Traceability to Mill %
KCP Cakra Oil Mill	Perdana Oil Mill	4,094.78	17.17%	100%
	Cakra Oil Mill	19,759.84	82.83%	
KCP Satria Oil MILL	Perdana Oil Mill	9,624.24	51.90%	100%
	Satria Oil Mill	8,920.91	48.10%	
Percentage of fresh fruit bunches (FFB) supply to own mills traceable to plantation level (Indicator 34)				
<p>Suppliers have to provide yearly traceability to plantations data for each estate, plasma and cooperation that supplies to REA. TTP Procedure – PT REA KALTIM, Procedure Code: RKP.SPO.SUS.MRP dated 25th May 2016, revision on 16th June 2024 (effective date) Issued by the management, which covers all criteria mentioned by REA KALTIM Due Diligence SOP. Based on the Sustainability assessment towards the company, the report compliance including third party to REA Mill, NCR form and result from third party to REA, from root cause, correction, corrective action, deadline, observation by auditor and status. The procedure aims to avoid business risks and impacts resulting from failure to implement the FFB Supply Chain Traceability Systems. The scope of procedure includes:</p> <div><div>i)</div><div>The procedure applies to all third party FFB Suppliers to the plantation level consisting of smallholders, scheme smallholders, out growers, which includes responsible FFB Supply Traceability process including the distribution of oil palm seedlings</div></div> <div><div>ii)</div><div>Direct FFB Suppliers send their FFB directly from FFB Source from Locations and not mixed with FFB From Suppliers to REAK’S Mill (Include REA, Plasma (scheme farmers) Smallholders, PPMD and Growers</div></div> <div><div>iii)</div><div>Indirect FFB Suppliers: FFB Suppliers who supply their FFB indirectly where the source of FFB Supply may come from more than one original farm. (Including FFB Agents / Collectors / Cooperative (Plasma Scheme Smallholder and Independent smallholders)</div></div> <p>Third Party FFB Suppliers are FFB Suppliers other than REA Plantations and Plasma scheme smallholders consist of:</p> <div><div>i)</div><div>Smallholders farm which are not included in plasma schemes with total oil palm production area less than 50 Ha plantations are managed independently and they have full decision-making rights over the land operations and production practices, having freedom to choose how they utilize land of the crops to be planted and how to manage it</div></div> <div><div>ii)</div><div>Village Community Empowerment (PPMD) is a development program for local farmers which incorporated in cooperatives. Provisions of company assistance example seedlings as well technical guidance and assistance for cultivation and cooperative management</div></div> <div><div>iii)</div><div>Out growers are farmers who own more than 50 Ha land that produce FFB for sale but does not own a mill. Out growers can be independent farmers or corporate or associated with a mill namely scheme out growers</div></div> <p>REA carries out Due diligence compliance verification activity against NDPE requirement on potential new FFB Suppliers. Supply chain requirements are a part of compliance systems that</p>				<p>Comprehensive Recommendation to add 1 point due to 100% TTP Scoring</p>

apply to all FFB suppliers. These requirements are stated in the NDPE Policy published on REA's website. Before any of the suppliers becomes a REA vendor in the supply chain, the Due Diligence requirement will be conducted and the candidate for the new supplier has to fill in basic Information, including but not limited to, Potential Suppliers from Independent Farmers, full name of landowner according to Personal Identity (KTP), address location, geolocation, number of land proposed year of land clearing and year of plantings

Prospective Out grower Suppliers outlining the details such as:

- Name outsourcer
- Outgrow Address
- IUP / HGU ownership status includes the document number
- Name of the person responsible according to the AMDAL document
- Name of the operational responsible person
- Position of operational responsibility
- Address of land location
- Geolocation Points
- Area size
- The number of seeds submitted for the year of land clearing and land clearing plans
- Planting year and planting plan
- Type of seed
- Membership of the certification scheme – RSPO POIG
- RSPO ISPO and ISCC Certificate Status

The direct and indirect traceability for Oil Mill operation including the details of mill and its supply bases are mentioned in the table below (Period of January – December 2024):

Mill 1 : Perdana Oil Mill (FFB)

NO	SUPPLY BASE	Perdana Oil Mill (FFB)	
		Ton	%
A	INTI	212,969.91	73%
1	Perdana Estate	22,779.57	7.9%
2	Sentekan Estate	75,709.45	26.1%
3	Berkat Estate	26.53	0.0%
4	Cakra Estate	9,204.29	3.2%
5	Damai Estate	-	0.0%
6	Lestari Estate	7,576.49	2.6%
7	Tepian Estate	66,034.17	22.8%
8	Satria Estate	948.08	0.3%
9	KMS - Kedaron Estate	-	0.0%
10	Buaya Estate	-	0.0%
11	Long Mesangat Estate		
12	Persada Bangun Jaya (PBA - PBJ2 Satria)	51.47	0.0%
13	PU - Elang Estate (new development)	-	0.0%
14	Teguh Estate	920.64	0.3%
15	Pinang Estate	29,683.23	10.2%
16	Sejahtera Estate	-	0.0%
B	PLASMA SCHEME	28,107.33	10%
1	Plasma Kahad Bersatu Cooperative	12,441.93	4.3%
2	Plasma Terusan Jaya Mandiri Cooperative	8,015.27	2.8%
3	Plasma Etam Bersatu Cooperative	7,174.39	2.5%
4	Plasma Etam Sejahtera Cooperative (PBJ2 REA KALTIM)	-	0.0%
5	Plasma Bangun Sari Cooperative	475.57	0.2%
Plasma from Part of Estate		739.95	0.0%
6	Plasma Senyuir Indah Cooperative	6.57	0.0%

7	Plasma Anugerah Sejahtera Cooperative	408.24	0.0%
8	Plasma Pekalai Murip Cooperative	325.14	0.0%
9	Plasma Alam Daya Berseri Sejahtera (ADBS) Cooperative	-	0.0%
C	Independent Smallholder (PPMD/Petani Swadaya)	41,094.76	14%
1	Belayan Sejahtera Cooperative	228.18	0.1%
2	Modang Bersatu Cooperative		0.0%
3	Tunas Harapan Cooperative	2,491.48	0.9%
4	Karya Penoon Cooperative	17.25	0.0%
5	Karya Makmur Cooperative	1,249.61	0.4%
6	Gotong Royong Cooperative	2,321.08	0.8%
7	Bintang Surya Cooperative	5,158.40	1.8%
8	Binawana Sejahtera Cooperative	5,427.53	1.9%
9	Etam Sejahtera Cooperative	9.71	0.0%
10	Bina Warga Sejahtera Cooperative	-	0.0%
11	Rimba Jaya Mulia Sawit Cooperative	2,809.21	1.0%
12	Dwi Karya Cooperative	1,342.83	0.5%
13	Era Cipta Mandiri Cooperative	72.15	0.0%
14	Sumber Makmur Perdana Cooperative	2,921.73	1.0%
15	Sumber Bumi Jaya Cooperative	284.51	0.1%
16	Bangun Sari Cooperative	440.10	0.2%
17	Pinang Berjaya Cooperative	2,580.81	0.9%
18	Sentekan Permai Cooperative	7,678.14	2.6%
19	Maju Bersama Cooperative	233.97	0.1%
20	Sari belayan Cooperative	1,683.87	0.6%
21	Niruq Lestari Cooperative	307.86	0.1%
22	Cipta Prima Tukung Cooperative	931.76	0.3%
23	Baweq Urip Cooperative	569.36	0.2%
24	Gerbang Harapan Etam Cooperative	2,335.22	0.8%
E	EXTERNAL COMPANY (Out Grower)	7233.62	2.5%
1	PT. Enggang Alam Sawita	7,233.62	2.5%
TOTAL		290,146.00	100%

Mill 2 : Cakra Oil Mill (FFB) – Period January -December 2024

NO	SUPPLY BASE	Cakra Oil Mill (FFB)	
		Ton	%
A	INTI	321,508.00	84%
1	Perdana Estate	-	0.0%
2	Sentekan Estate	-	0.0%
3	Berkat Estate	71,092.85	18.6%
4	Cakra Estate	74,164.93	19.4%
5	Damai Estate	45,500.95	11.9%
6	Lestari Estate	5,869.11	1.5%
7	Tepian Estate	-	0.0%
8	Satria Estate	3,24.67	0.9%
9	PT KMS - Kedaron Estate	82,104.52	21.5%
10	Buaya Estate	7,618.88	2.0%
11	Long Mesangat Estate		
12	Persada Bangun Jaya (PBA - PBJ2 Satria)	125.9	0.0%
13	PU - Elang Estate (new development)	-	0.0%
14	Pinang Estate	-	0.0%
15	Sejahtera Estate	25,604.25	6.7%
16	Teguh Estate	6,101.94	1.6%

B	PLASMA SCHEME	7,689.37	2%
1	Plasma Kahad Bersatu Cooperative	-	0.0%
2	Plasma Terusan Jaya Mandiri Cooperative	-	0.0%
3	Plasma Etam Bersatu Cooperative	4,512.74	1.2%
4	Plasma Etam Sejahtera Cooperative	2,034.35	0.5%
5	Plasma Bangun Sari Cooperative	1,142.28	0.3%
	Plasma from Part of Estate	14,627.53	3.83%
6	Plasma Senyur Indah Cooperative	14,175.60	3.7%
7	Plasma Anugerah Sejahtera Cooperative	161.67	0.0%
8	Plasma Pekalai Murip Cooperative	283.99	0.1%
9	Plasma Alam Daya Berseri Sejahtera (ADBS) Cooperative	6.26	0.0%
C	Independent Smallholder (PPMD/Petani Swadaya)	38,248.03	10%
1	Belayan Sejahtera Cooperative	35,448.64	9.3%
2	Modang Bersatu Cooperative	-	0.0%
3	Tunas Harapan Cooperative	-	0.0%
4	Karya Penoon Cooperative	1,182.82	0.3%
5	Karya Makmur Cooperative	615.34	0.2%
6	Gotong Royong Cooperative	279.25	0.1%
7	Bintang Surya Cooperative	26.16	0.0%
8	Binawana Sejahtera Cooperative	21.83	0.0%
9	Etam Sejahtera Cooperative	240.23	0.1%
10	Bina Warga Sejahtera Cooperative	-	0.0%
11	Rimba Jaya Mulia Sawit Cooperative	-	0.0%
12	Dwi Karya Cooperative	-	0.0%
13	Era Cipta Mandiri Cooperative	143.24	0.0%
14	Sumber Makmur Perdana Cooperative	124.86	0.0%
15	Sumber Bumi Jaya Cooperative	-	0.0%
16	Bangun Sari Cooperative	-	0.0%
17	Pinang Berjaya Cooperative	124.58	0.0%
18	Sentekan Permai Cooperative	-	0.0%
19	Maju Bersama Cooperative	-	0.0%
20	Sari belayan Cooperative	-	0.0%
21	Niruq Lestari Cooperative	-	0.0%
22	Cipta Prima Tukung Cooperative	38.44	0.0%
23	Baweq Urip Cooperative	-	0.0%
24	Gerbang Harapan Etam Cooperative	2.64	0.0%
E	EXTERNAL COMPANY (Out Grower)	-	0.0%
1	PT. Enggang Alam Sawita	-	0.0%
	TOTAL	382,073.00	100%
Mill 3 : Satria Oil Mill FFB (Period Of January – December 2024)			
NO	SUPPLY BASE	Satria Oil Mill (FFB)	
		Ton	%
A	INTI	112,503.08	61%
1	Perdana Estate	-	0.0%
2	Sentekan Estate	-	0.0%
3	Berkat Estate	358.58	0.2%
4	Cakra Estate	9,773.81	5.3%
5	Damai Estate	547.93	0.3%
6	Lestari Estate	29,344.91	15.8%
7	Tepian Estate	-	0.0%
8	Satria Estate	26,438.76	14.3%
9	KMS - Kedaron Estate	25,113.57	13.5%

10	Buaya Estate	9,494.68	5.1%
11	Long Mesangat Estate		
12	Persada Bangun Jaya (PBA - PBJ2 Satria)	1,102.32	0.6%
13	PU - Elang Estate (new development)	-	0.0%
14	Teguh Estate	9,938.36	5.4%
15	Sejahtera Estate	390.16	0.2%
B	PLASMA SCHEME	8,793.16	5%
1	Plasma Kahad Bersatu Cooperative	-	0.0%
2	Plasma Terusan Jaya Mandiri Cooperative	-	0.0%
3	Plasma Etam Bersatu Cooperative	20.89	0.0%
4	Plasma Etam Sejahtera Cooperative (PBJ2 REA KALTIM)	25.00	0.0%
5	Plasma Bangun Sari Cooperative	8,747.28	4.7%
Plasma from Part of Estate		12,678.66	6.84%
6	Plasma Senyur Indah Cooperative	4,981.87	2.7%
7	Plasma Anugerah Sejahtera Cooperative	4,142.10	2.2%
8	Plasma Pekalai Murip Cooperative	3,536.56	1.9%
9	Plasma Alam Daya Berseri Sejahtera (ADBS) Cooperative	18.13	0.0%
C	Independent Smallholder (PPMD/Petani Swadaya)	56,239.95	24%
1	Belayan Sejahtera Cooperative	2,042.26	1.1%
2	Modang Bersatu Cooperative	-	0.0%
3	Tunas Harapan Cooperative	-	0.0%
4	Karya Penoon Cooperative	11,967.75	6.5%
5	Karya Makmur Cooperative	11,867.76	6.4%
6	Gotong Royong Cooperative	1,199.26	0.6%
7	Bintang Surya Cooperative	261.05	0.1%
8	Binawana Sejahtera Cooperative	62.62	0.0%
9	Etam Sejahtera Cooperative	-	0.0%
10	Bina Warga Sejahtera Cooperative	-	0.0%
11	Rimba Jaya Mulia Sawit Cooperative	296.42	0.0%
12	Dwi Karya Cooperative	-	0.0%
13	Era Cipta Mandiri Cooperative	-	0.0%
14	Sumber Makmur Perdana Cooperative	-	0.0%
15	Sumber Bumi Jaya Cooperative	945.82	0.5%
16	Bangun Sari Cooperative	2646.67	1.4%
17	Pinang Berjaya Cooperative	-	0.0%
18	Sentekan Permai Cooperative	67.3	0.0%
19	Maju Bersama Cooperative	1592.8	0.4%
20	Sari belayan Cooperative	4,675.02	0.6%
21	Nirug Lestari Cooperative	-	0.0%
22	Cipta Prima Tukung Cooperative	6,346.76	3.4%
23	Baweq Urip Cooperative	41.55	0.0%
24	Gerbang Harapan Etam Cooperative	288.17	0.2%
E	EXTERNAL COMPANY (Out Grower)	3,209.47	1.4%
1	PT. Enggang Alam Sawita	7,062.16	3.8%
TOTAL		185,356	100%

The total traceability data for year 2024 :

Mill Name	Total FFB Volume	Total Traceable	TTP Percentage
Perdana Oil Mill	290,146.00	290,146.00	100%
Cakra Oil Mill	382,073.00	382,073.00	100%
Satria Oil Mill	185,356.00	185,356.00	100%
Total All Volume	857,575.00	857,575.00	100%

Percentage of supply from third-party mills traceable to plantation level (Indicator 35)

Procedure for third party suppliers in reference to RKP.SPO.SUS.TSC dated 20th January 2023, with an effective date of 16th June 2024 indicating the Procedure for traceability and sustainable supply chain of third party. The Certificate of the procedure including the third party FFB Suppliers can be traced and mapped transparently up to plantation level. The procedure was prepared by the Head of sustainability, management representative and President Director of REA.

The company also implemented a risk mitigation and control system for distribution of oil palm seedlings to third parties (independent smallholders (ISH) and / or out growers) to comply with REA's NDPE policy requirements (007/BOD_REA/P/IV/2020 amended in September 2021). This SOP also encourages mutual commitment and engagement between all FFB Suppliers, companies, and other relevant stakeholders towards NDPE Requirement including several strategic objectives:

- i) Commitment to NDPE requirements for all potential new FFB Suppliers must be determined through supplier due diligence stage
- ii) Identify compliance level of third party FFB Suppliers Smallholders Program 'Pemberdayaan Masyarakat Desa-PPMD' (for the Independent Smallholder) – and out growers
- iii) Develop strategy maps with time bound plan to fulfil the FFB Supply chain traceability to the plantation level
- iv) Establishing the time bound plan to monitor the FFB Supply chain requirements to comply with no deforestation, no new development and cultivation on peatlands or riparian areas, no exploitation of the human rights communities and workers
- v) Involvement of all FFB Suppliers and relevant stakeholders to develop best practice implementation and provide support to all suppliers to encourage commitment to comply with NDPE requirements in just and equitable manner

REA operates and processes FFB from their own mills. Based on the verification and documentation from annual report and public domain, the details below are confirmed:

Palm Oil Mill	Location	Capacity	Parent Company
PT. REA KALTIM PLANTATIONS – Cakra Oil Mill (COM)	Kelekat Village, Kembang Janggut District, Kutai Kartanegara Regency, East Kalimantan, Indonesia	Maximum Capacity (90 MT / Hr) Production Capacity (79 MT/Hrs)	R.E.A Holdings Plc.
PT. REA KALTIM PLANTATIONS – Perdana Oil Mill (POM)	Pulau Pinang Village, Kembang Janggut District, Kutai Kartanegara Regency, East Kalimantan, Indonesia	Maximum Capacity (90 MT / Hr) Production Capacity (76 MT/Hrs)	R.E.A Holdings Plc.

Comprehensive externally verified

PT Sasana Yudha Bakti – Satria Oil Mill (SOM)	Gunung Sari Village, Tabang District, Kutai Kartanegara Regency, East Kalimantan, Indonesia	Maximum Capacity (130 MT / Hr) Production Capacity (80 MT/Hrs)	R.E.A Holdings Plc.	
Based on the verification on the summary for TTP Areal, it was verified that there is no third-party mills supplying to REA Kernel Crushing Plant and only 2 internal KCP which are Cakra KCP’s and Satria KCP’s.				
Publishes traceability data at crusher level (Indicator 37)				
Traceability to Plantation level for all the crusher references the procedure set by REA KALTIM for their internal suppliers and third-party suppliers. In regard to the Kernel Crushing Plant, REA only receives the Kernel from their own mills. Both KCPs has been RSPO Certified as follows:				Comprehensive externally verified
KCP Name	Certificate Number	Validity	Material Received	
KCP Satria Oil Mill	BVC-RSPO-20171129-2	29/11/2022 – 28/11/2027	Palm Kernel (PK), Production PKE, and CPKO	
KCP Cakra Oil Mill	824 503 16024	13/07/2021-12/07/ 2026	Palm Kernel (PK), Production PKE, and CPKO	
*KCP details percentage refer to TTP percentage				
Member of the Roundtable on Sustainable Palm Oil (RSPO) (Indicator 38)				
R.E.A. Holdings plc, established in 1906, is a UK public company listed on the London Stock Exchange and, through its subsidiaries, is engaged in the operation of oil palm plantations in East Kalimantan, Indonesia. Based on the verification in year 2025, it was confirmed that the company is still currently RSPO member.				Comprehensive externally verified
Membership No: 1-0045-07-000-00 membership since 10th November 2007 (Member - R.E.A. Holdings Plc - Roundtable on Sustainable Palm Oil (RSPO):				

<div>Status</div> <div>Active</div>										
<div>Membership No</div> <div>1-0045-07-000-00</div>										
<div>Category</div> <div>Ordinary</div>										
<div>Sector</div> <div>Oil Palm Growers</div>										
<div>Country/Territory</div> <div>United Kingdom</div>										
<div>Member since</div> <div>10 November 2007</div>										
<div>Web</div> <div>http://www.rea.co.uk</div>										
RSPO-certified within three years of joining the RSPO or by November 2010, for companies joining prior to finalization of the RSPO certification systems in November 2007 (Indicator 39)										
Based on the Membership registration on 2007, the company certified on supply chain was first certified in 2011 (not certified within three years). The details were submitted and confirmed with ACOP 2025 Submission. The group’s 2 oldest mills, POM and COM, and their supply chains, were first certified in 2011 – within 3 years of the Indonesia National Interpretation (INA NI) approval (in 2008) of the generic RSPO Principles & Criteria for Indonesia.		Comprehensive externally verified								
Percentage of area (ha) RSPO-certified (Indicator 41)										
Based on the ACOP Submission dated 30th April 2024, it was confirmed that from the publishment on RSPO Website, Certification progress:		Comprehensive Following ACOP Submission 2024								
<table><tr><th>ACOP Indicator</th><th>Details</th></tr><tr><td>G. 2.2.1 Number of management units certified under the RSPO P&C Certification</td><td>3</td></tr><tr><td>G. 2.2.2 total Certified land under the RSPO P&C certification, Excluding Scheme smallholders (hectares0</td><td>53,059 Ha</td></tr><tr><td>G 2.2.2.1 Certification progress – Land Under RSPO P&C Certification excluding scheme smallholders</td><td>84.43%</td></tr></table>			ACOP Indicator	Details	G. 2.2.1 Number of management units certified under the RSPO P&C Certification	3	G. 2.2.2 total Certified land under the RSPO P&C certification, Excluding Scheme smallholders (hectares0	53,059 Ha	G 2.2.2.1 Certification progress – Land Under RSPO P&C Certification excluding scheme smallholders	84.43%
ACOP Indicator	Details									
G. 2.2.1 Number of management units certified under the RSPO P&C Certification	3									
G. 2.2.2 total Certified land under the RSPO P&C certification, Excluding Scheme smallholders (hectares0	53,059 Ha									
G 2.2.2.1 Certification progress – Land Under RSPO P&C Certification excluding scheme smallholders	84.43%									
Based on the ACOP Submission and declaration on the RSPO Website, the percentage of the certification progress is 84.43%										
Percentage of mills RSPO-certified (Indicator 42)										
The percentage of mills RSPO Certified covering 3 mills:		Comprehensive Externally Verified								
Mill Name	Certificate Number		Address Location	Validity	Model					
PT Rea Kaltim Plantations - Cakra Oil Mill With Include Supply bases :	824 502 17062 (RSPO P&C – 17062 – ASA 22)		Kelekat village, Kembang Janggut Subdistrict, Kutai Kartanegara District, East Kalimantan	31 st July 2022 until 30 th July 2027	Mass Balance Module					

1) Lestari Estate 2) Teguh Estate 3) Cakra Estate 4) Damai Estate 5) Berkat Estate 6) Sejahtera Estate 7) Kedaron Estate 8) Plasma Etam Bersatu		Province 75557 Indonesia			
PT Rea Kaltim Plantations - Perdana Oil Mill Supply Bases : 1) Perdana Estate 2) Pinang Estate 3) Sentekan Estate 4) Tepian Estate 5) Scheme Smallholder KUD Kahad Bersatu	824 502 16045 (RSPO P&C 16045-ASA 22)	Pulau Pinang Village, Kembang Jnaggut Subdistrict Kutai Kartanegara District, East Kalimantan Province	6 th June 2021 until 5 th June 2026	Mass Balance Module	
PT Sasana Yudha Bhakti – Satria Oil mill 1) Satria Estate 2) Plasma Pekalai Murip 3) Plasma Anugerah Sejahtera	CU-RSPO-902543	Gunung Sari Village, Tabang District, Kutai Kartangeara Regency, Kalimantan Timur Province	3rd November 2023 until 2 nd November 2028	Mass Balance	
i) Cakra Oil Mill RSPO Certified : Cert number: 824 502 17062 validity from 31 July 2022 and expiry on 30 July 2027 ii) Perdana Oil Mill : Certificate Number for RSPI P&C year 2018, (April2020) for registration number 1-0045-07-000-00 validity from (Mass Balance Module) iii) Satria Oil Mill : Certificate number for Mutu -RSPO/195 dated 3 rd November 2023 and Expiry on 2 nd November 2028 (Mass Balance Module) The Mills are 100% Certified for RPSO Principal and Criteria certification scheme.					
Percentage of scheme smallholders (ha) RSPO-certified (Indicator 45)					
Based on the ACOP Submission made on 30 th April to RSPO, for the period of January – December 2024, it was verified that :					Comprehensive Following ACOP Submission 2024
ACOP Indicators		Volume			
G.2.5.3.1 Total FFB Volume supplied by scheme smallholders (tonnes)		72,636 MT			

G 2.5.3.2 Total Certified FFB Volume Supplier by Scheme Smallholder (tonnes)		25,615 MT
G 2.5.4.3 Certification progress – Certified FFB Volume Supplied by Scheme Smallholders		35.26 %

The volume 25, 615 Mt , Scheme Certified Smallholder Plantations coming from:

1) Perdana Oil Mill: 9,418.00 MT

2) Cakra Oil Mill: 12,920.00 MT

3) Satria Oil Mill: 3,276.00 MT

Total = 25,615.00 MT. The numbers had been verified and cross checking with the numbers of FFB Supplied.

Percentage of FFB supply (tonnes) from independent smallholders/outgrowers/third-party FFB suppliers that is RSPO-certified (Indicator 47)

The percentage of FFB Supply was extracted from ACOP Submission send to RSPO dated 30th April 2025 from RSPO ACOP Team which state the report will undergo review and verification. Based on the ACOP submission, the percentage of the FFB from independent smallholder:

ACOP Indicators	Volume
G.2.5.4.1 Total FFB Volume supplied by independent smallholders (tonnes)	123,662.00 MT
G 2.5.4.2 Total Certified FFB Volume Supplier by Independent Smallholder (tonnes)	25,150.00 MT
G 2.5.4.3 Certification progress – Certified FFB Volume Supplied by Independent Smallholders	20.34 %

The volume supplied was from the independent smallholders in reference to the report RSPO ISH Certification Audit Report for ‘Koperasi Perkebunan Belayan Sejahtera’ dated 4th November – 8th November 2024. The percentage of RSPO Certified FFB Supplied by Independent smallholders to the mills has been verified and cross checking with the Audit report (IS25-000550)

Comprehensive Following ACOP Submission 2024

Indonesia Sustainable Palm Oil (ISPO) certified (100%) (Indicator 51)

Sighted REA ISPO Certificate for year 2024 which has been validated:

Company Name	Certificate No	Address	Validity	Supply chain Model
<div>PT. Rea Kaltim Plantations</div> <div>1. Perdana Oil Mill</div> <div>2. Cakra Oil Mill</div> <div>3. Estates<ul style="list-style-type: none">• Perdana Estate• Pinang Estate• Lestari Estate• Teguh Estate• Sentekan Estate• Cakra estate• Damai Estate</div>	SGS-ID-ISPO-0011	Desa Long Bleh, Desa Pulau Pinang, Desa Perdana, Desa Kembang Janggut, Kecamatan Kembang Janggut Kabupten Kutai KartaNegara, Provisi Kalimantan TImur	Validity from 6 th December 2021- 5 th December 2026	Mass Balance

Limited due to not 100% ISPO certified

<ul style="list-style-type: none"> • Berkat Estate • Sejahtera Estate 					
PT Sasana Yudha Bhakti 1. Satria Oil Mill 2. Satria Estate 3. Tepian Estate	SGS-ID-ISPO-0027	Desa Buluqsen, Desa Gunung Sari, Desa Ritan Barud dan Desa tukang Rita, Kecamatan Tabang & Desa Kelakat dan Desa Bukit Layang, Kecamatan Kembang Janggut. Kabupaten Kutai Kartanegara Propinsi Kalimantan Timur, Indonesia.	27 th July 2023 – 26 th July 2028	-	
PT Kutai Mitra Sejahtera 1. Kedaron Estate	MUTU-ISPO/350	Kecamatan Muara Ancalong. Kabupaten Kutai Timur, Provinsi Klaimantan Timur Indonesia	Validity from 26 th Augustus 2024 – 25 th Agustus 2029	-	
PT Cipta Davia Mandiri 1. Buaya Estate	MUTU-ISPO/351	Kecamatan Muara Ancalong, Kabupaten Kutai Tlmur, Provinsi Kalimantan Timur, Indonesia.	27 th Agustus 2024 – 26 th Agustus 20229	-	
PT Prasetia Utama – Elang Estate	-	-	-	-	
<p>Based on the verification made in 2025, there are 5 companies listed under REA entity, however only 4 companies have been certified.</p> <p>Peraturan Menteri Pertanian (Permentan) No. 38 Tahun 2020 – ISPO Certification</p> <ul style="list-style-type: none"> • Pasal 9 Ayat (2): <i>"Kelas kebun yang dapat diajukan permohonan sertifikasi ISPO sebagaimana dimaksud pada ayat (1) meliputi Kelas I, Kelas II, Kelas III."</i> Only Kelas I, II, and III plantations are eligible for ISPO certification. <p>2. Permentan No. 7 Tahun 2009 – <i>Pedoman Penilaian Usaha Perkebunan (PPUP)</i></p> <ul style="list-style-type: none"> • Pasal 18 Ayat (1): 					

"Hasil penilaian usaha perkebunan pada tahap pembangunan ditetapkan Kelas A, B, C, D, E."
This refers to plantation development stage classifications, not for fully established/operational plantations.

Issue Identified with PT PU

- PT PU holds a Kelas Kebun B classification based on a certificate dated 23 December 2024 from Dinas Perkebunan Kabupaten Kutai Kartanegara.
- However, Kelas Kebun A-E is not recognized under Permentan No. 38/2020 for ISPO eligibility.
- This classification originates from Permentan No. 7/2009, and is only valid for plantations in development stage, not for ISPO certification purposes.

Implications

1. PT PU is not currently eligible to apply for ISPO certification under Permentan 38/2020.
2. The plantation must undergo re-evaluation/classification under the ISPO-aligned system (Kelas I-III).
3. There may be a procedural gap at the local government level where certification was issued under the outdated or incorrect regulation for ISPO purpose.

Certified under voluntary sustainability certification scheme (e.g. ISCC, SAS, RSB) (Indicator 53)

Based on verification, it is verified that REA is certified under ISCC, links as below:

<https://www.iscc-system.org/certification/certificate-database/all-certificates/>

Sighted the certificate for ISCC registered as per details below:

Name of Mills	Certificate Number	Location	Validity
PT REA Kaltim Plantations Perdana Palm Oil Mill	EU-ISCC-Cert-DE105-82144915	Desa Pulau Pinang, Kecamatan Kembang Janggut, Kabupaten Kutai Kartanegara N 47,76114 Kalimantan Timur Indonesia	27th March 2025 – 26th March 2026
PT Rea Kaltim Plantation – Cakra Palm Oil Mill	EU-ISCC-Cert-DE105-81688213	Desa Kelekat, Kecamatan Kembang Janggut 47, 76114 Balikpapan, East Kalimantan Indonesia	13th April 2025 – 12th April 2026
PT Sasan Yudha Bhakti – Satria Palm Oil Mill	EU-ISCC-Cert-DE105-81989311	Desa Gunung Sari, Kecamatan Tabang, Kabupaten Kutai Kartanegara, 75557 East Kalimantan Indonesia.	27 th March 2025 – 26th March 2026
PT Rea Kaltim Plantations – Bulking Station	EU-ISCC-Cert - DE105-82959913	Sungai Mariam, Kecamatan Anggan, Kabupaten Kutai Kartanegara, 75256 East Kalimantan Indonesia.	Validity from 27 th March 2025 – 26 th March 2026

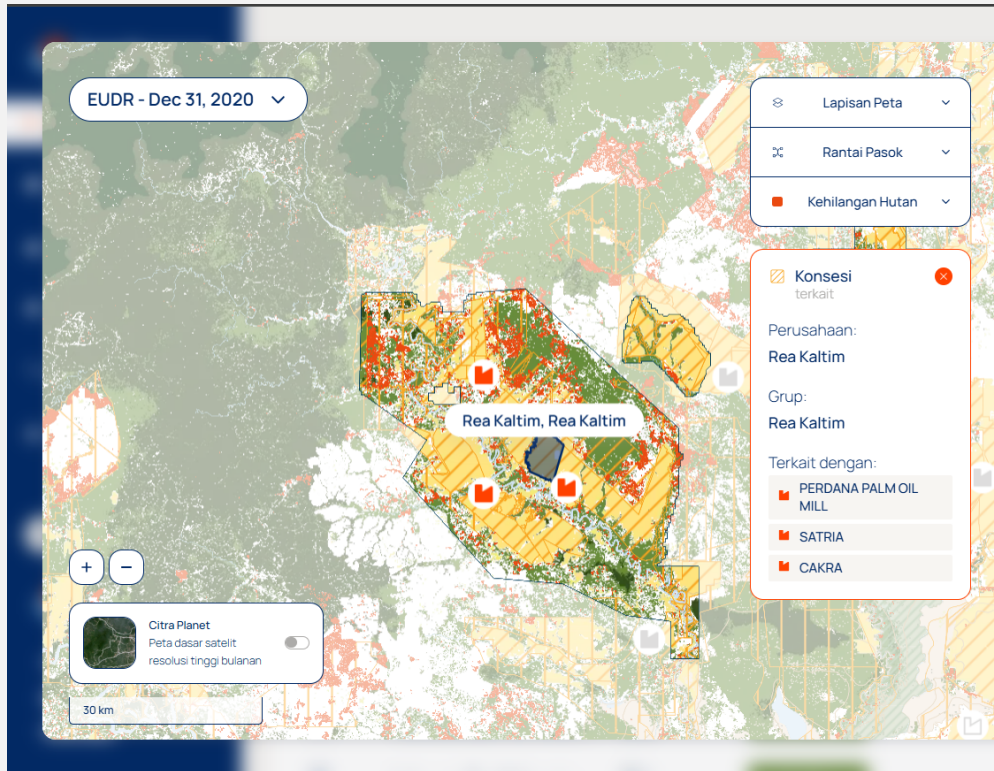
Based on the data verification, it was confirmed 100% of all facilities are ISCC certified.

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Evidence of monitoring deforestation and/or ecosystem conversion (Indicator 64)

REA uses *Satelligence* services for monitoring of deforestation. Based on the subscription, the details of coordinate for *Satelligence* details have been consistently submitted to REA and the 1st data subscription started on 2016. The detail of the report includes geolocation, category of deforestation, total size, country, province, region, forest type, first detection, last detection, Supply chain relation, concession and name of mills. Sighted the sample of detection for the location in East Kalimantan Kutai Kartanegara for type of forest 6 Ha planted.

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Damai dan Sentekan are under PT REA KALTIM PLANTATIONS. The company uses drones for the monitoring of area *Nilai Konservasi Tinggi* dated 31st January 2024 di Sungai Hapai Located in Damai Estate which been realised 4 times a year. The ground patrol has been conducted at Damai Estate which located in coordinate 50N 421147 E 26918 N with no evidence found on illegal logging. The monitoring was also conducted in Cakra Estate.

The monitoring on LCC has been conducted in Sentekan Estate and REA has sighted no activities on areal opening and addition of new land. Sighted the progress activity from Sentekan Estate dated 15th October 2024 including the program Patrol ANKT Sentekan Estate (Sungai Sentekan, Sungai Tahap, KSMA 99C, Konservasi 74B) which includes activities such as patrolling and monitoring for detection on disruption of HCV Areas such as poaching, mining, and illegal logging in Sentekan Estate.

The detection towards deforestation was conducted through *Satelligence Monitoring*, Drone Monitoring and routine patrol which is part of REA's deforestation monitoring efforts.

Sighted the Berita Acara no. 11/BA/REA-KON /REA/VII/2024 dated 2nd July 2024 for Ground Check location of deforestation *Berkat Estate with Kelompok Tani Desa Hambau* attended by REA Konservasi (REA Kon) team, Land Compensation and Claim Department, Survey Mapping Department, and Smallholder and Community Department. The event was also attended by the village head, members of the Village Community Empowerment Board of Hambau, members of the Customary Institution, representatives from the neighbourhood units, and village office staff.

<p>Kemunting Estate (formerly as Kedaron Estate) – PT Kutai Mitra Sejahtera</p> <p>The patrol activity conducted from 6–8 August 2024 at the HCV area of PT KMS aimed to monitor employee and community activities near the HCV boundary, as well as to detect and mitigate potential disturbances to the ANKT. The team also inspected and maintained 23 signboards positioned along a 12.229 km stretch.</p>																	
Evidence of monitoring deforestation and/or ecosystem conversion in supplier operations (Indicator 65)																	
<p>REA monitors deforestation using ‘<i>Satelligence</i>’, which is updated biweekly for its monitoring purposes. <i>Satelligence</i>’s monitoring system uses high-resolution satellite imagery and advanced algorithms to detect changes in land cover, deforestation, and other environmental factors.</p> <p>Upon receipt of report from ‘<i>Satelligence</i>’, site visits will be conducted by the Survey Mapping and REA Kon team (internal) to ensure the actual site is consistent with the report. REA also conducts desk analysis and participatory mapping after site visit to ensure no deforestation, using Citra Landsat.</p> <p>Deforestation monitoring was conducted within a 1 km, 5 km, and 10 km radius, in collaboration with the surveyor team and REA Kon team, including ground-truth checks on deforestation alerts. Based on satellite imagery and on-site verification carried out in 2024, the alerts were confirmed with supporting evidence. The verification process and ground checks were led by the REA Kon Team, under the leadership of Mr. Edwin. Using geolocation data from ArcGIS, it was verified that:</p> <table border="1" data-bbox="344 1005 1078 1352"> <thead> <tr> <th>Name of Estates</th><th>HCV Area (Ha)</th></tr> </thead> <tbody> <tr> <td>REA KALTIM PLANTATION</td><td>4961.64</td></tr> <tr> <td>Sasana Yudha Bakti (Tepian Estate)</td><td>539.84</td></tr> <tr> <td>Satria Estate</td><td>136.39</td></tr> <tr> <td>Cipta Davia Mandiri Estate</td><td>6,831.39</td></tr> <tr> <td>Kutai Mitra Sejahtera</td><td>2,027.39</td></tr> <tr> <td>Prasetya Utama</td><td>3,493.07</td></tr> <tr> <td>Total</td><td>17,989.72</td></tr> </tbody> </table>	Name of Estates	HCV Area (Ha)	REA KALTIM PLANTATION	4961.64	Sasana Yudha Bakti (Tepian Estate)	539.84	Satria Estate	136.39	Cipta Davia Mandiri Estate	6,831.39	Kutai Mitra Sejahtera	2,027.39	Prasetya Utama	3,493.07	Total	17,989.72	<p>Comprehensive Externally Verified</p>
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Implementing a landscape or jurisdictional level approach (Indicator 70)																	
<p>Through collaboration between REA and the corporate partners, REA launched the SmallHolder INclusion for Ethical Sourcing (SHINES) Programme, to be implemented from 2025 to 2027. The SHINES programme aims to drive transformative changes in the palm oil industry by embracing shared responsibility and fostering inclusivity across the value chain. SHINES has become a central platform for advancing smallholder inclusion in sustainable palm oil.</p> <p>Through SHINES, REA signed Letter of Intent with three global brands (RSPO Members) and Memorandums of Understanding with five cooperatives (Koperasi Perkebunan Belayan Sejahtera, Koperasi Perkebunan Gotong-Royong, Koperasi Perkebunan Tunas Harapan, Koperasi Perkebunan Bina Wana Sejahtera and Koperasi Karya Penoon) near the operations, engaged local farmers, and collected 735 polygon maps via REA-Koltiva collaboration. REA also supported 67 independent smallholders (ISH), of which 25 ISHs have successfully obtained their Surat Tanda Daftar Budidaya (STD-B), a document crucial for verifying the legality of cultivation and meeting market requirements.</p> <p>The interest has been encouraging. For many smallholders, this programme presents an opportunity to boost income through a double incentive, either by selling RSPO Certified fresh fruit bunches directly to REA or by trading RSPO Credits via RSPO’s prisma platform, plus a potential premium from EU buyers seeking deforestation-free, traceable supply chains.</p>	<p>Comprehensive Externally Verified</p>																

While still in its early stages, the SHINES programme was designed with pragmatism and scalability in mind. Its “outside-in” community-first approach, supported by tools like land mapping, capacity-building, and incentive mechanisms, offers a strong foundation that could be adapted to other regions and supply chains.

Program related to SHINES :

One of the key initiatives under REA’s smallholder empowerment strategy is the SmallHolder INclusion for Ethical Sourcing (SHINES) Programme. The SHINES Programme, launched by REA in collaboration with corporate partners on 10 Oct 2024, aims to address the challenges that independent smallholders (ISHs) face in meeting evolving regulatory and market requirements to achieve compliance with the European Union Deforestation Regulation (EUDR) and secure RSPO certification, ensuring they remain integral to the global sustainable palm oil supply chain.

SHINES adopts a holistic approach to achieving regulatory compliance while fostering inclusivity, forest conservation, and improved livelihoods for smallholders.

To formalise this commitment, REA signed an MOU with Koperasi Perkebunan Belayan Sejahtera, Korperasi Perkebunan Gotong-Royong, Korperasi Perkebunan Tunas Harapan, Korperasi Perkebunan Bina Wana Sejahtera and Korperasi Karya Penoon, marking an important step in supporting 600 independent smallholders in Kutai Kartanegara, East Kalimantan.

Through SHINES, these smallholders will gain access to training, technical support, and sustainable agricultural practices. Additionally, once EUDR regulations come into effect by the end of this year, participating farmers is expected to receive market incentive for compliance, improving their economic opportunities.

Sighted the details of program, minute of meeting as Socialization Pembentukan Kelompok Tani Peduli Api (KTPA) Desa Senyur dan Kelinjau Ilir, Kecamatan Muara Ancalong dated 25th July 2024 located in BPIU Kecamatan Muara Ancalong. The aim of the group to be established is to be concern on part of RSPO requirement on forest monitoring towards fire prevention.

Landscape level approaches and collaborations with external institutions

REA collaborates with various partners, including the regional government, local and international universities, research institutes and NGOs, and local communities to implement a landscape level approach to community development and forest conservation. All such initiatives support REA in preparing to meet the traceability requirements of EUDR.

Such collaborations include:

- Working with NGO Plan B and local communities to conduct participatory spatial analyses on land use within 8 villages (Buluq Sen, Kelekat, Long Beleh Modang, Long Beleh Haloq, Muai, Muara Ritan, Kembang Janggut, Pulau Pinang, and Perdana) to improve land governance and reduce deforestation risk at the landscape level. The local government supports provincial spatial planning for the protection of forests and to support community activities.
- working with Abler Nordic and Plan B on microfinancing initiatives for local communities to promote sustainable development activities and independent smallholder replanting, helping to improve independent smallholder agricultural governance and ultimately achieve RSPO certification.
- working with the Indonesian plantation department and local government bodies to support independent smallholders (61 to date) in achieving sustainable palm oil standards and certification such as RSPO and ISPO.

- REA's subsidiary, CDM, is engaged in a multi-stakeholder collaboration using a landscape approach for the ecosystem area of the Me Sangat-Suwi Wetland in East Kutai. A 2024-2028 management action plan has been drawn up for this valuable wetland area which, under a regional decree (No. 660/K.390/2023), is specially designated in Appendix XXIV to the Map of Special Provisions for the Spatial Pattern Plan for Animal Migration Areas.

In 2023, REA signed an initial five-year collaborative research agreement with SEARRP, a Malaysian based organisation engaged in programmes to address environmental issues in the tropics, complementing the existing agreement with University of Cambridge signed in 2021. These agreements provide the group with access to world-renowned research networks focused on working in fragmented tropical landscapes in which oil palm cultivation plays a major role. Initial collaboration commenced with the group participating in survey work being carried out as part of the SEARRP SEnSOR programme to evaluate the effectiveness of biodiversity management and monitoring programmes. It is intended to develop a comprehensive soil health monitoring and enhancement research programme involving researchers from local universities and the SEARRP network. In addition, the group has submitted a joint proposal with researchers from the University of Mulawarman and BRIN (the Indonesian National Research and Innovation agency) to investigate the potential for converting organic mill by-products into biofertilisers so as to replace imported inorganic fertilisers.

REA Kon also collaborates with staff and students of the Faculty of Science and the Faculty of Forestry at Mulawarman University (Samarinda), and provides support for undergraduate and graduate research projects, thus building local capacity in field biology and conservation. Students receive meals, lodging and transport for internships in conservation outside of protected areas.

Laporan Interim Perencanaan Spatial Desa Long Beleh Haloq in year 2024.

The partnership between PT REA KALTIM PLANTATIONS and Plan B was formally submitted to the Regent of Kutai Kartanegara. This partnership includes the implementation of spatial planning activities, such as GPS training for village mapping, training on the Basecamp application, and the use of data for decision-making.

Spatial planning, which includes land use planning and participatory mapping, plays a vital role in identifying and understanding the potential and needs of villages and communities. Community participation and collective action form the foundation for strengthening local institutions responsible for natural resource management, supporting independent development efforts, and guiding spatial planning in rural areas.

Land use planning also contributes to preventing deforestation and environmental degradation by promoting smart and sustainable land allocation. This reduces pressure on forests and protects areas that are vulnerable to ecological damage.

STDB

Socialization of the STDB (Surat Tanda Daftar Budidaya) was conducted as part of the ISP program, with representatives from the Ministry of Agriculture present. The session, held on 7th June 2024, aimed to support independent smallholders in fulfilling certification document requirements. A total of 37 participants attended the session.

The material details STDB include :

Tahapan Penerbitan Surat Tanda Daftar Budidaya (STD-B) which comprise :

- i) Preparation – Preparation of the certificate form by the Bupati team, technical guidance, and others.

<p>ii) Socialisation – Socialisation to the team regarding the objectives, benefits, mechanisms, and implementation flow of STD-B.</p> <p>iii) Data collection – The agency acts as a supervisor for the team, data collection can be carried out by extension workers, plantation assistants, and others. Data is input into e-STDB (at the moment they are still using the Manual STDB).</p> <p>iv) Mapping – The agency acts as a supervisor for the team. Mapping can be carried out, with the map input into STDB.</p> <p>v) Issuance of STDB through the application of e-STDB.</p> <p>SHINES – EUDR</p> <p>The attendance list dated 7 June 2024 confirms the EUDR socialisation session held at the Training School, attended by 36 personnel. The session covered detailed explanations on key EUDR terminologies, FFB suppliers to third parties, due diligence procedures, EUDR-compliant blocks, and non-EUDR blocks.</p>	
Identified species of conservation concern, referencing international or national system of species classification (Indicator 73)	
<p>REA aims by 2025 to increase the number of new recorded encounters of Rare, Threatened and Endangered (RTE) species by at least 20% compared to the number of species recorded in 2018 (for the eight species listed below). RTE species are protected through conservation of HCV-HCS areas, biodiversity management (including biodiversity data collection and analyses), and collaboration with local communities in patrolling, protecting, and planting of local and endangered tree species in the restoration and rewilding sites.</p> <p>REA Kon maintains a permanent database of species richness, distribution and abundance with special emphasis on the status of any RTE species of fauna or flora listed as Critically Endangered [CR] or Endangered [EN] by the International Union for Conservation of Nature's (IUCN) species classification system. This is verified externally in accordance with RSPO certification requirements. Any species not recorded in previous years is identified and its location entered into the database. In 2024, the programme of mapping the locations of all species within the group's conservation reserves identified a total of 732 species (88 mammals, 268 birds, 64 reptiles, 45 amphibian, 154 Lepidoptera (butterflies and moths) and 113 fish).</p> <p>Details of the reference can be sighted from : https://rea.co.uk/sustainability/biodiversity</p> <p>Kamunting Estate</p> <p>The company has conducted an internal biodiversity classification and analysis based on a compiled Daftar Satwa Liar (Wildlife List). The identified species are categorized as follows:</p> <ul style="list-style-type: none"> • Mammals: 21 species • Birds: 101 species • Reptiles: 9 species • Amphibians: 11 species • Insects: 29 species <p>Each species is classified based on the following criteria:</p> <ul style="list-style-type: none"> • Geographic Location: Indonesia • IUCN Conservation Status: LC (Least Concern), NT (Near Threatened), VU (Vulnerable), EN (Endangered), CR (Critically Endangered) • CITES Listing • Endemism: Endemic (Yes/No) • Location of Discovery: Lempung, Sungai Salai, Sungai Lompaq, Sungai Senyur, and Goa Payau 	<p>Comprehensive Externally Verified</p>

As of the latest biodiversity monitoring activity, 8 new species have been recorded in Kamunting Estate.

PT Rea Kaltim Plantations

A similar classification has been carried out across the PT Rea Kaltim operational areas. The total number of recorded species includes:

- Mammals: 33 species
- Birds: 124 species
- Reptiles: 27 species
- Amphibians: 18 species
- Insects: 58 species

The species categorized as Rare, Threatened, or Endangered (RTE) have been identified across the following estates:

- Sentekan Estate
- Perdana Estate
- Kestari Estate
- Cakra Estate
- Danai Estate
- Berkat Estate

As of 2024, 16 new species have been documented across PT Rea Kaltim's plantation areas. The company has also developed a Camera Trap Distribution Map (Peta Sebaran Camera Trap), which provides spatial visualization of species locations and sightings across both estates. This tool aids in ongoing biodiversity monitoring and the identification of conservation priority zones

Examples of species and/or habitat conservation management (*Indicator 74*)

CR and EN species recorded by camera trap or incidental observation in 2024 include:

Critically Endangered (CR):	
Orangutan (<i>Pongo pygmaeus morio</i>)	6 different areas
Sunda Pangolin (<i>Manis javanica</i>)	5 sites
Endangered (EN):	
Bornean Gibbon (<i>Hylobates muelleri</i>)	5 sites
Proboscis Monkey (<i>Nasalis larvatus</i>)	Wet lowland forest and wetland areas
Flat-Headed Cat (<i>Prionailurus planiceps</i>)	4 sites
Greater Green Leafbird (<i>Chloropsis sonnerati</i>)	2 sites
Storm's Stork (<i>Ciconia stormi</i>)	rare sightings
Wrinkled Hornbill (<i>Rhabdotorrhinus corrugatus</i>)	rare sightings
Reptiles:	
Siamese Freshwater Crocodile (<i>Crocodylus siamensis</i>)	Mesangat only

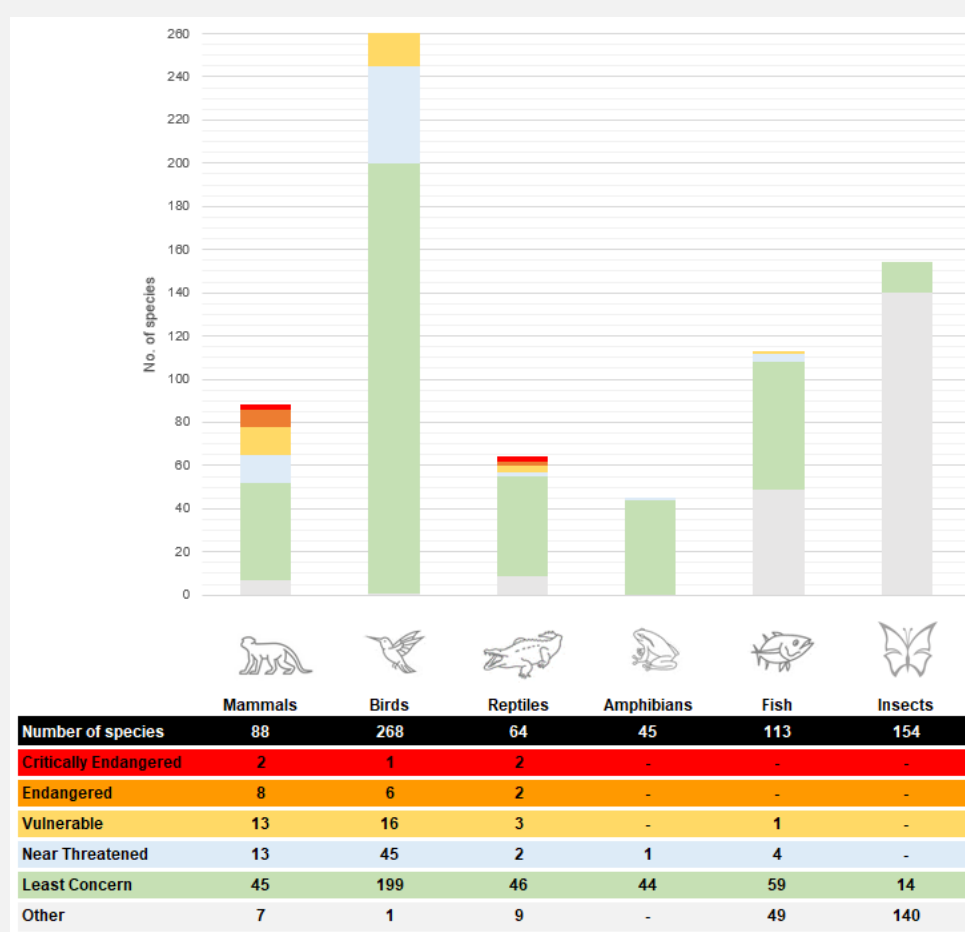
A total of 12 previously unrecorded bird species were found in 2023. One of the factors that influences the presence of species at the monitoring sites is the availability of food resources in REA's conservation reserves. Continuous observations demonstrate AFGI/F (Arboreal Foliage Gleaning Insectivore/Frugivore) birds are most prevalent due to the abundance of fruits and insects. Monitored conservation reserves harbour several dominant tree species such as *Cananga odorata*, *Ficus* spp., *Artocarpus* spp., *Macaranga* spp., *Geunsia pentandra* and *Vitex pinnata* which bloom and produce fruit, attracting insects. Bird families including Pycnonotidae, Eurylaimidae, and six others consume these fruits and insects.

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As of 31 December 2024:

A total of 41 bird species were recorded in 2024. One of the factors that influences the presence of species at the monitoring sites is the availability of food resources in REA's conservation reserves. Continuous observations demonstrate AFGI/F (*Arboreal Foliage Gleaning Insectivore/Frugivore*) birds are most prevalent due to the abundance of fruits and insects. Monitored conservation reserves harbour several dominant tree species such as *Cananga odorata*, *Ficus spp.*, *Artocarpus spp.*, *Macaranga spp.*, *Geunsia pentandra* and *Vitex pinnata* which bloom and produce fruit, attracting insects. Bird families including Pycnonotidae, Eurylaimidae, and six others consume these fruits and insects.

Observation and recording of butterfly species also provide insight into the ecological health of the landscape. Recorded species include *Spindasis lohita*, *Mycalesis mineus* and *Abisara geza*, which are common in secondary forest, and *Acraea violae* which is common in open areas. 26 Lepidoptera species were added to the records in 2024.



High Conservation Value (HCV) assessments for planting undertaken prior to January 2015, and associated management and monitoring plans (*Indicator 79*)

High Conservation Value (HCV) Assessment – PT Rea Kaltim Plantations.

An HCV Assessment was conducted for selected estates under PT Rea Kaltim Plantations, in collaboration with the Bogor Agricultural Institute (Institut Pertanian Bogor) and PT Rea Kaltim. The assessment was led by Dr. Ir. Nyato Santoso. The HCV report covers the following components:

- Background and General Conditions, including historical context, landscape setting, and local descriptions.
- Physical Conditions, such as topography, soil types, hydrology, and climate.
- Biological Conditions, including assessments of flora and fauna.

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<ul style="list-style-type: none"> • Social Aspects, covering local customs, demographics, social structures, and socio-economic facilities. <p>HCV Delineation Results</p> <p>The results identified and classified the following High Conservation Values (HCVs):</p> <ol style="list-style-type: none"> 1. HCV 1: Areas with significant biodiversity values, including concentrations of endemic, rare, threatened, or endangered (RTE) species, and legally protected areas. 2. HCV 2: Large landscape-level ecosystems, significant at global, national, or regional levels, and which support viable populations of most naturally occurring species. 3. HCV 3: Rare, threatened, or endangered ecosystems, habitats, or refugia. 4. HCV 4: Critical ecosystem services in fragile environments, including water catchment protection and soil erosion control. 5. HCV 5: Sites and natural resources fundamental to meeting the basic needs of local communities or indigenous peoples, identified through direct engagement with these groups. 6. HCV 6: Areas with significant cultural, archaeological, or historical value at the global or national level, and which are critically important for the cultural identity of local or indigenous communities (including economic, religious, and traditional practices). <p>The assessment team was composed of specialists, including:</p> <ul style="list-style-type: none"> • ALS14013MS – Team Leader (Conservation and Biodiversity Management) • ALS15028SA – GIS Specialist (Land Use Change and Landscape Analysis) • Six team members from the Bioref Center also contributed to the assessment. <p>The HCV assessment was submitted as part of the RSPO Notification of Proposed New Planting, dated 12th June 2014. The submission included detailed information such as Company Name and Address, Type of Business, Concession Land Status, including:</p> <ul style="list-style-type: none"> • Izin Lokasi No. 525/K537a/2012 (dated 4 June 2012) – Area: 2,142 ha • Izin Lokasi No. 590/525.29/002/Aptn. (dated 28 February 2012) – Area: 3,050 ha • Izin Lokasi No. 590/525.29/036/Aptn. (dated 28 December 2012) – Area: 2,345 ha • Izin Usaha Perkebunan No. 000.525.26/739/DISBUNHUT • Environmental documentation: UKL (Upaya Pengelolaan Lingkungan) and UPL (Upaya Pemantauan Lingkungan) <p>HCV Assessment – PT Kutai Mitra Sejahtera</p> <p>A separate HCV Assessment was conducted for PT Kutai Mitra Sejahtera in May 2011, in accordance with the “RSPO Detailed Process Flow for New Planting Procedures.”</p> <p>The report included identification and documentation of the following:</p> <ul style="list-style-type: none"> • All primary forests • All areas required to maintain or enhance HCVs • Peat soil areas • Lands used by local communities <p>This assessment was also reported in the RSPO Notification of Proposed New Planting, dated 29th November 2014.</p>	
High Conservation Value (HCV) assessments for all estates planted/planned planting since January 2015 (Indicator 80)	
<p>RSPO New Planting Procedure (NPP) Summary – PT Prasetya Utama</p> <p>R.E.A. Holdings has proposed a new development plan within its concession covering a total area of 5,159.83 hectares, located in the operational area of the PT Prasetya Utama (PT PU) management unit. The proposed development is situated across several villages: Umaq Dian, Muara Pedohon, Buluqsen, Muara Ritan, and Ritan Baru, within Tabang Sub-District, Kutai Kartanegara Regency, East Kalimantan Province, Indonesia. The New Planting Procedure (NPP) verification for PT Prasetya Utama was carried out through a combination of document review</p>	<p>Comprehensive Externally Verified</p>

<p>and field verification. The process was led by PT SGS Indonesia as the accredited RSPO Certification Body.</p> <ul style="list-style-type: none"> • Preliminary Document Review: Conducted on 13–14 April 2022 • On-Site Verification: Conducted from 24–27 April 2022 <p>As part of the RSPO New Planting Procedure (2021), the summary report for this development is currently undergoing a 30-day public consultation period, from 2 August 2022 to 31 August 2022.</p> <p>Summary of Integrated Management Plan</p> <ul style="list-style-type: none"> • NPP Reference Number: SGS-NPP22-0001 • Country of NPP Submission: Indonesia • RSPO Membership Number: 1-0045-07-000-00 • Management Unit: PT Prasetia Utama (PT PU) <p>As per the RSPO New Planting Procedure, the following key documents related to High Conservation Value (HCV) and integrated management planning were submitted:</p> <ol style="list-style-type: none"> 1. PT_Prasetia_Utama_2022 – NPP Summary of Integrated Management Plan (dated 28 September 2022) 2. PT Prasetia Utama 2022 – NPP Summary of Assessment (dated 28 September 2022) 3. NPP Notification Statement – PT Prasetia Utama 2020 (Submission Revision 01) 	
High Conservation Value (HCV) or combined HCV/HCS management and monitoring plans for all estates planted/planned planting since January 2015 (Indicator 81)	
<p>PT KMS Management Plan</p> <p>Sighted 'Rencana Pengelolaan dan Pemantauan' RPP Area together with high conservation value for year 2021 – 2025 (PT Kutai Mitra Sejahtera- Kedaron Estate)</p> <p>The management plan for KMS include NKT 1,2,3 located ion Area Conservation Goa, Sungai Lompaq, Sungai Senyour, Sungai Salai and Buffer Sungai. The threat including monitoring target, Management Activities, Monitoring Activities, Method (Monitoring Implementation Signboard, Monitoring NKT, Social Activities in the Community) including realization measurement tools. And success indicators. The timeline and realization have been tracked, and details of the responsibilities has been made available.</p> <p>PT REA KALTIM PLANTATIONS</p> <p>Management and Monitoring Plan to REA KALTIM PLANTATIONS which the threats has been identified based on the assessment of HCV made.</p> <p>HCV -1: Illegal logging causing the expansion of areas and hunting of wildlife that threatens rare species in NKT. Forest and land fires. Land occupation.</p> <p>HCV-4: The potential pollution from pesticide chemicals entering river streams that fall under category 4.</p> <p>HCV-5: The use of chemicals around spring water.</p> <p>HCV-6: Lack of knowledge among employees regarding the concept of sustainable management and environmental conservation.</p> <p>Management plan for PT REA KALTIM PLANTATION has been verified which includes HCV, location, management targets, management activities, monitoring activities, methods, sustainability indicators, monitoring period, and responsibilities (Division of Plantation Ecology and Biodiversity Management).</p>	<p>Comprehensive based on ACOP Submission</p>

Satisfactory review of all High Conservation Value (HCV) assessments undertaken since January 2015 by the HCV ALS Quality Panel (Indicator 84)													
<p>Sighted the HCV value for PT Prasetia Utama for Kabupaten Kutai Kartanegara Province of Kalimantan Timur Indonesia dated January 2021. Date of Submission first report – 31st July 2019 , Date of report submission on 24th June 2020 ALS Assessor Mr. Idung Risdiyanto, ALS License – Provisionally Licensed Assessor (ALS 150291R) date of assessment on 28th May – 5th June 2018.</p> <p>The HCV report assessment which cover the content such as Protection Area, wilayah State of the Hayatai Utaman, HCV Assessment Team, Timeline and Method, Design Sampling and Results and Findings. The details of the report can be accessed through: https://hcvrn.egnyte.com/dl/V2R1brA98G</p> <p>As for PT Cipta Davia Mandiri, the report for NPP has been published in the RSPO Website: https://rspo.org/wp-content/uploads/Summary-Report-of-Planning-Management-PT-CDM-.pdf?_rt=NnwxfHJIYSBrYWxOaW0gcGxhbnRhdGlbnN8MTcyMTAxMzk0Mg&_rt_nonce=98b38b09a2</p> <p>PT Prasetia Utama Management Plan has been verified through RSPO publishment on the website : PT Prasetia Utama 2022 npp-summary-of-integrated-management-plan-28092022_1.pdf</p>	Comprehensive Externally Verified												
High Carbon Stock (HCS) assessments available (Indicator 87)													
<p>The High Carbon Stock Approach dated May 2022 for REA Holdings PLC. The description of activities including the location, area of research and forest inventories:</p> <ol style="list-style-type: none"> Design and number of sample collection for forest inventory Field sampling methods Carbon calculation methods Description of HCS cover Documentation of HCS cover photos Statistical analysis methods Summary of statistical analysis for carbon reserves Results of forest inventory <p>Management and Monitoring of Conservation Areas include details such as :</p> <ul style="list-style-type: none"> Overview of management and monitoring activities to be included in the conservation plan List of activities that still need to be completed before the conservation plan and development can be finalized <p>The report has been made to include combination of HCV and HCSA which assessment if Social Impact and Environment with involvement of community and Free Prior Inform Consent. Assessment of HCV has been conducted with summary of HCV assessment and area HCV has been mapped out. The identification and overlay potential conservation area which state the potential area conservation area HGU in PT Prasetia Utama:</p> <table border="1"> <thead> <tr> <th>Description</th><th>Area (ha)</th></tr> </thead> <tbody> <tr> <td>Research Area</td><td>9,097.4</td></tr> <tr> <td>Community Planted</td><td>-</td></tr> <tr> <td>Area HCV</td><td>2006.2</td></tr> <tr> <td>Peat Area</td><td>-</td></tr> <tr> <td>HCS Covered</td><td>2,525.2</td></tr> </tbody> </table> <p>Based on the detailed assessment, the classification of land cover was analysed in relation to the National Standard of Indonesia (NSI) and compared with the High Carbon Stock (HCS) land</p>	Description	Area (ha)	Research Area	9,097.4	Community Planted	-	Area HCV	2006.2	Peat Area	-	HCS Covered	2,525.2	Comprehensive Externally Verified
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Community Planted	-												
Area HCV	2006.2												
Peat Area	-												
HCS Covered	2,525.2												

<p>cover classification. This includes an evaluation of the land cover classes, the definitions provided by the NSI, the corresponding HCS land cover classes, and the HCS definitions. The forest inventory was also considered, including its design and the total number of samples collected. The report can be access publicly as per link : https://highcarbonstock-org.red-giraffe.co.uk/wp-content/uploads/2022/06/HCSA-Assessment-Report_PTPU_final_06062022.pdf.pagespeed.ce.n8MCEERc4r.pdf</p>																	
Peer review of all High Carbon Stock (HCS) assessments undertaken since April 2015 by the HCSA Quality Assurance Process (Indicator 88)																	
<p>Sighted the peer review made by peer review panel , Mr Jules Crawshaw dated 10th June 2022. The peer review has been details including major finding , reviewers recommendation, HCS assessment team to include expertise undertaking HCSA, element of HCSA Approach still need to be completed to create final land use and conservation plan, A series of FPIC / Community Engagement where company developed the AMDAL, recommendation you have for any improvements regarding community consultation and negotiation of FPIC, HCSA Toolkits explain how the AOI should be identified. The report has been thoroughly reviewed, and recommendation and findings has been made available in the section for comments throughout all the reports. https://highcarbonstock-org.red-giraffe.co.uk/wp-content/uploads/2022/06/HCSA-Assessment-Report_PTPU_final_06062022.pdf.pagespeed.ce.n8MCEERc4r.pdf</p>	<p>Comprehensive Externally Verified</p>																
Social and environmental impact assessments (SEIAs) available, and associated management and monitoring plans (Indicator 91)																	
<p>REA has established SEIAs report in collaboration with appointed consultant as sighted in the 'Upaya Pengelolaan Lingkungan Hidup Dan Upaya Pemantauan Lingkungan Hidup (UKL & UPL)'. Sighted the report includes a management plan and implementation status. The report is approved by Environmental Department of Kutai Kartanegara, Kalimantan Timur.</p> <p>Also, there are documents established that associated with SEIAs as required by Indonesia government as below.</p> <table border="1" data-bbox="204 1218 1203 1816"> <thead> <tr> <th>Document</th><th>Remark</th></tr> </thead> <tbody> <tr> <td>'Analisis Dampak Lingkungan' (ANDAL)</td><td rowspan="3">Issued by REA. This document will be submitted to Environmental department for reviewal.</td></tr> <tr> <td>'Rencana Pengelolaan Lingkungan Hidup (RKL)'</td></tr> <tr> <td>'Rencana Pemantauan Lingkungan Hidup (RPL)'</td></tr> <tr> <td>'Izin Lingkungan'</td><td>Issued by Environmental Department (Dinas Lingkungan Hidup) after recommendation of management plan issued by the company are reviewed and approved by Environmental Department</td></tr> <tr> <td>'Rekomendasi'</td><td>Issued by Environmental Department (Dinas Lingkungan Hidup)</td></tr> <tr> <td>'Penetapan Persetujuan Rekomendasi UKL-UPL'</td><td>Issued by Investment Board Once Stop Service (Dinas Penanaman Modal Dan Pelayanan Terpadu Satu Pintu)</td></tr> <tr> <td>'Kelayakan Lingkungan Hidup'</td><td>Issued by Bupati Kutai Kartanegara</td></tr> <tr> <td>'Persetujuan AMDAL dan RKL-RPL'</td><td>Issued by Environmental Department (Dinas Lingkungan Hidup)</td></tr> </tbody> </table> <p>Example of SEIA related document of the sampled unit reviewed during the assessment are as below.</p> <p>1. Satria Oil Mill</p>	Document	Remark	'Analisis Dampak Lingkungan' (ANDAL)	Issued by REA. This document will be submitted to Environmental department for reviewal.	'Rencana Pengelolaan Lingkungan Hidup (RKL)'	'Rencana Pemantauan Lingkungan Hidup (RPL)'	'Izin Lingkungan'	Issued by Environmental Department (Dinas Lingkungan Hidup) after recommendation of management plan issued by the company are reviewed and approved by Environmental Department	'Rekomendasi'	Issued by Environmental Department (Dinas Lingkungan Hidup)	'Penetapan Persetujuan Rekomendasi UKL-UPL'	Issued by Investment Board Once Stop Service (Dinas Penanaman Modal Dan Pelayanan Terpadu Satu Pintu)	'Kelayakan Lingkungan Hidup'	Issued by Bupati Kutai Kartanegara	'Persetujuan AMDAL dan RKL-RPL'	Issued by Environmental Department (Dinas Lingkungan Hidup)	<p>Comprehensive Externally Verified</p>
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- 'UKL & UPL' established in collaboration with CV Bikulturindo Konsultan . The report is updated in 2019 with the Changes from 80 Mt/Hr and 100Mt/Day to 130Mt/ HR and 150Mt/Day for both FFB and Kernel respectively
- 'Rekomendasi', reference no. 01/REKOM/UKL-UPL/DLHK/2020
- 'Penetapan Persetujuan Rekomendasi UKL-UPL'. reference no. P-660.2/DPMPTSP/BID.IV.1/001/PPR.UKL-UPL/I/2020 dated 17.01.2019

2. Perdana Oil Mill and Cakra Oil Mill

- 'Adendum Andal Rencana Kegiatan Penambahan Kapasitas Pabrik Pengolahan Kelapa Sawit PT. Rea Kaltim Plantations' updated in 2016. changes on mill capacity from 60 Mt/Hr to 90 Mt/ Hr for FFB processing. Also, there is 'Adendum RKL Dan RPL Rencana Kegiatan Penambahan Kapasitas Pabrik Pengolahan Kelapa Sawit PT Rea Kaltim Plantations' updated in 2016. Both documents are established in collaboration with PT Agronusa Sartika.
- 'Kelayakan Lingkungan Hidup'. reference no. 111/2016 dated 30.12.2016

3. Sentekan, Damai, Lestari, Berkat estate

- 'Persetujuan ANDAL dan RKL-RPL', reference no. 660.1/289/B.I.1/BLHD/VI/2011 dated 13.06.2011

4. Kemunting Estate

- 'Persetujuan AMDAL dan RKL-RPL'. reference no. 1160/660.1/2.1/LH/XI/2008 dated 27.11.2008

In addition, there is a Social Impact Assessment (SIA) report established separately at complex level. Example as below.

1. PT REA Kaltim Plantations – 'Laporan Tinjauan dan Pembaharuan – Penilaian Dampak Sosial – 2020'. The report includes include Sentekan, Damai, Lestari, Berkat estates. The assessment is conducted from 16.04.2020 – 16.05.2020
2. Kemunting Estate – 'Laporan Social Impact Assessment Kegiatan Perkebunan Kelapa Sawit PT. Kutai Mitra Sejahtera – 2019'. The assessment is conducted from 15.10.2019 – 23.10.2019
3. Satria Palm Oil Mill – 'Laporan Kajian Dampak Sosial – Jul 2018'. The assessment is conducted from 17.05.2018 – 25.05.2018.

The following are the examples of the management plan established and implemented.

Issue	Action Plan	Status
Category: New land development in reserve area or land expansion		
Changes in ecosystem with carbon emission	To conduct Land Use Risk Identification (LURI) as per RSPO standard	LURI assessment was conducted by third-party, TUV Rheinland in Sep 2020
Category: Job opportunity to local community		
New workers recruitment	Communication for any job vacancy to nearby community	Communication of job opportunity has been conducted either through social media or direct communication

A sample of SEIAs document published by REA are available on the RSPO's website as below:

1. <https://rspo.org/public-consultation/rea-holding-plc-pt-cipta-davia-mandiri/> [PT. Cipta Davia Mandiri]
2. <https://rspo.org/public-consultation/rea-holdings-pt-persada-bangun-jaya/> [PT Persada Bangun Jaya]

Implementation of commitment to no planting on peat of any depth (Indicator 95)

<p>REA maintains High Carbon Stock (HCS) 4 areas: an HCS assessment (HCSA) is conducted by an independent assessor prior to any development within the HGU area where the RSPO New Plantings Procedure was undertaken after 1 January 2015. For areas in which the RSPO New Planting Procedure was undertaken after 15 November 2018 this assessment is conducted by an independent HCV-HCS ALS (Assessor License Scheme) assessor, and in case for the report noncompliance with RSPO P&C 7.12.2 annex 5 have been approach within HCV case register. All HCS areas, including peatlands and forests are maintained and actively managed by REA's dedicated conservation team, in collaboration with government, NGOs and scientific institutions as required.</p> <p>No peat REA is committed to not developing, planting in or sourcing FFB from areas that have been identified as peatland, regardless of depth.</p> <ul style="list-style-type: none"> REA is committed to following best management practices for its existing plantations on peat in consultation with independent experts and in accordance with accepted international industry certification standards. REA commits to peat restoration where applicable, in consultation with independent experts and in accordance with accepted international industry certification standards <p>Data for peat was updated in 2024. Peatland implementation data for the conservation area which include the Peat Area, 2355.26 (2023: 2,319.45) located at Tepian Estate and Buaya Estate as follows:</p> <ul style="list-style-type: none"> i) Sasana Yudha Bakti - Tepian Estate = 234.73 Ha (latitude 0.207019, 116.233615) ii) Citra Davia Mandiri - Buaya Estate =2,120.53 Ha (Latitude 0.537691, 116.642683) <p>Based on the verification and evidence sighted from ARC GIS observation by GIS Team, which has verified (ST 06 Tepian Estate) and Buaya Estate (C 02 and C01) which has been conserved by REA KALTIM. As of 31 December 2024, REA's concessions included a total of 2,355.26 hectares of peatland, of which 1,232.44 hectares (2023: 1,232.44 hectares) are within planted areas. This planted peatland area, established prior to 2022, has remained unchanged through 2024 and is fully RSPO-certified.</p>	<p>Comprehensive Externally Verified</p>
<p>Evidence of best management practices for soils and peat (<i>Indicator 98</i>)</p>	
<p>REA is committed to conserve and manage their soil which include peatlands by implementing Best Management Practices (BMP) throughout their operation. In May 2024, REA has attended the RSPO's BMP Peat Training to gain knowledge on peat management.</p> <p>Besides that, REA has established a procedure of 'Management of Marjinal Soils/ Pengelolaan Tanah Marginal', document no. REA.EST.OPP.MSM, rev.01 dated 25.08.2024 as a guidance to manage their soil. Estate management, Technical Services Department (TSD), Survey & Mapping Department, Sustainability & Environmental Department, Conservation Department and Safety and Building Department are the responsible person to ensure the procedure are implemented accordingly. Section 6 of the procedure outlined the soil and peat management.</p> <ul style="list-style-type: none"> Soil & water conservation <ul style="list-style-type: none"> The management on soil and water conservation will be implemented as per 'RSPO Manual on BMPs For Existing Oil Palm Cultivation on Peat' Planting cover crops such as MB, CM, PJ Selective weed control, only apply at palm circle dan harvesting Water management <ul style="list-style-type: none"> Construction of tertiary canal, installation of drainage Maintain water level – 50 to 70 cm from surface 	<p>Comprehensive Externally Verified</p>

<ul style="list-style-type: none"> - Installation of peat subsidence gauge - Installation of water level measuring device - Installation of water gate/ flap gate in tertiary canal • Fertilizer management <ul style="list-style-type: none"> - Apply organic fertilizer and dolomite - Timing of fertilizer and dosage as per recommendation by agronomist • Fire Monitoring and Prevention <ul style="list-style-type: none"> - Land clearing without burning - Maintenance of water level - Fire hotspot monitoring via satellite - Emergency response firefighting team - Fire towers <p>The following practices were applied by REA as verified through documentation and pictorial review and interview with REA's representative.</p> <ul style="list-style-type: none"> • Application of EFB mulching • Planting of legumes cover crop, <i>Mucuna Bracteata</i> • Construction of terrace at hilly area • No planting at marginal soil • Frond stacking placement at terrace edge to retain and slow down the water movement especially during rainy season • Construction of roadside drain to assist water flow and reduce impact on soil erosion • Installation of stop bunds to reduce the water flow • Proper water management by maintaining the water level especially at peat area to maintain the soil moisture • Selective weeding by apply chemical to selected area and weeds only. • Maintain fern, <i>nephrolepis biserrata</i> for soil moisture retention. <p>Moreover, REA's mills and its supply bases are 100% RSPO certified. Example as follows.</p> <ol style="list-style-type: none"> 1. PT Rea Kaltim Plantations – Perdana Palm Oil Mill Certificate number: 824 502 16045 Validity: 06.06.2021 – 05.06.2026 2. PT Rea Kaltim Plantations – Cakra Palm Oil Mill Certificate number: 824 502 17062 Validity: 31.07.2022 – 30.07.2027 3. PT Sasana Yudha Bhakti Satria KCP Certificate number: BVC-RSPO-20171129-2 Validity: 29.11.2022 – 28.11.2027 	
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Evidence of fire monitoring and management (Indicator 101)

<p>The fire monitoring and management activity is conducted on a monthly basis. Sighted the fire monitoring report for year 2024 by Safety department that states the date details, Location and distance from boundaries of REA, and the Geolocation. The source of satellite imaging was from Satelligence, government bodies including Badan Riset dan Inovasi Nasional (BRIN) and Lembaga Penerbangan dan Antariksa Nasional (LAPAN). The collection of the data has been overlaid by technical and services department under Survey and Mapping of REA.</p> <p>Fires in and around the company concessions are an ongoing threat to habitats and operations during periods of dry weather. REA's zero burning policy applies to all group locations. REA's estate and land fire team cooperates with the local government and communities to monitor and manage fires within its operations and adjacent areas. This is also a requirement of RSPO.</p> <p>Fire monitoring with Satelligence, including Global Forest Watch (GFW), provides REA with an effective tool to monitor incidents and work with local communities to raise awareness and reduce such risks. The system provides alerts of hotspots in REA's and third party FFB supplier locations.</p> <p>REA also conducts daily monitoring of fire hotspots using the LAPAN Fire Hotspot website, overlaid with REA's concession map, for early detection of fire incidents that occur within REA's estates and neighbouring areas. Fire-prone areas are assessed and mapped, and fire towers and water reservoirs installed, in accordance with the Director General of Plantation 2010 decree. Additionally, REA routinely conducts fire patrols and direct field verification after obtaining hotspot alerts to ensure that fires do not occur or spread. REA monitors the fire danger level (Fire Danger Index) by taking account of daily humidity levels, the number of days without rain, rainfall volumes and fuel conditions (green, wilted, dry) so as to provide an overview of the fire danger level – low, medium, high or extreme.</p> <p>REA has established Emergency Response Teams (ERTs) at each estate, who are responsible for preventing and controlling land and garden fires. If a fire has broken out, the unit leader instructs the ERT to extinguish the initial fire using equipment from dedicated warehouses, by using water pumps, and restricting the fire from spreading by installing breaks, back burners and canals. Thereafter, the area is inspected and cleaned. The survey mapping team and business units conduct checks, determine the area of damage, create fire overlay maps, and internal and external fire reports. If the fire cannot be contained, then the Estate Manager obtains support from other estate firefighting teams.</p> <p>Training courses in local villages continued throughout 2024. There is a fire prevention and control agreement between the group and the local communities, and firefighting equipment has been acquired for the relevant communities. This cooperation is intended to encourage efforts to reduce the traditional reliance on fire for clearing village land and, in parallel with other group funded community development initiatives, to promote forest and habitat conservation.</p> <p>REA has installed fire prevention and control signage throughout all group locations and neighbouring areas.</p> <p>Additionally, an initiative involving local farming groups, Kelompok Tani Peduli Api (KTPA) or fire free alliance, was launched in 2022 with several villages (Desa Muai, Desa Perdana, Kembang Janggut, Kami Peduli, Belayan Siaga and Gotong Royong) that surround REA's operations for remediation programmes, HCVA monitoring and fire management.</p> <p>In 2024, there were 8 incidents (fire hotspots) recorded within 34.9 hectares of the company concessions and these were reported to the RSPO. Direct field verification has confirmed that the areas burnt are outside REA's control and on land that is under neighbouring community control.</p> <p>Samples of training record including the Progress Activity in 2024 :</p>	<p>Comprehensive Externally Verified</p>
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Topic	Details
Day	Monday
Dated	1 st July 2024
Agenda	Training on Land and Garden Fire Extinguishing Strategies Training on the Use of Fire Blankets Training on the Use of Fire Hydrants Training on the Use of Firefighting Facilities and Infrastructure
Lokasi	Elang Estate attended by 20 personnel from the estate.
Meaning and purpose	Providing employees with understanding concerning Law No. 1 of 1970 Article 3 regarding safety requirements for: a) Preventing and minimizing accidents and extinguishing fires b) Preventing and reducing explosion hazards c) Providing opportunities or means of escape during fires or other hazardous events.
Regulation	Regulation of the Minister of Environment and Forestry of the Republic of Indonesia Number P.20/Minister of Environment and Forestry of the Republic of Indonesia Number P.20/MenKLHK/Setjen/Kum.1/3/2016 concerning forest and land fire control Regulation of the Minister of Agriculture Number 05/PERMENTAN/KB.410/1/2018 concerning opening and/or processing plantation land without burning.

Training of Monitoring of Fire for Independent smallholder and cooperative

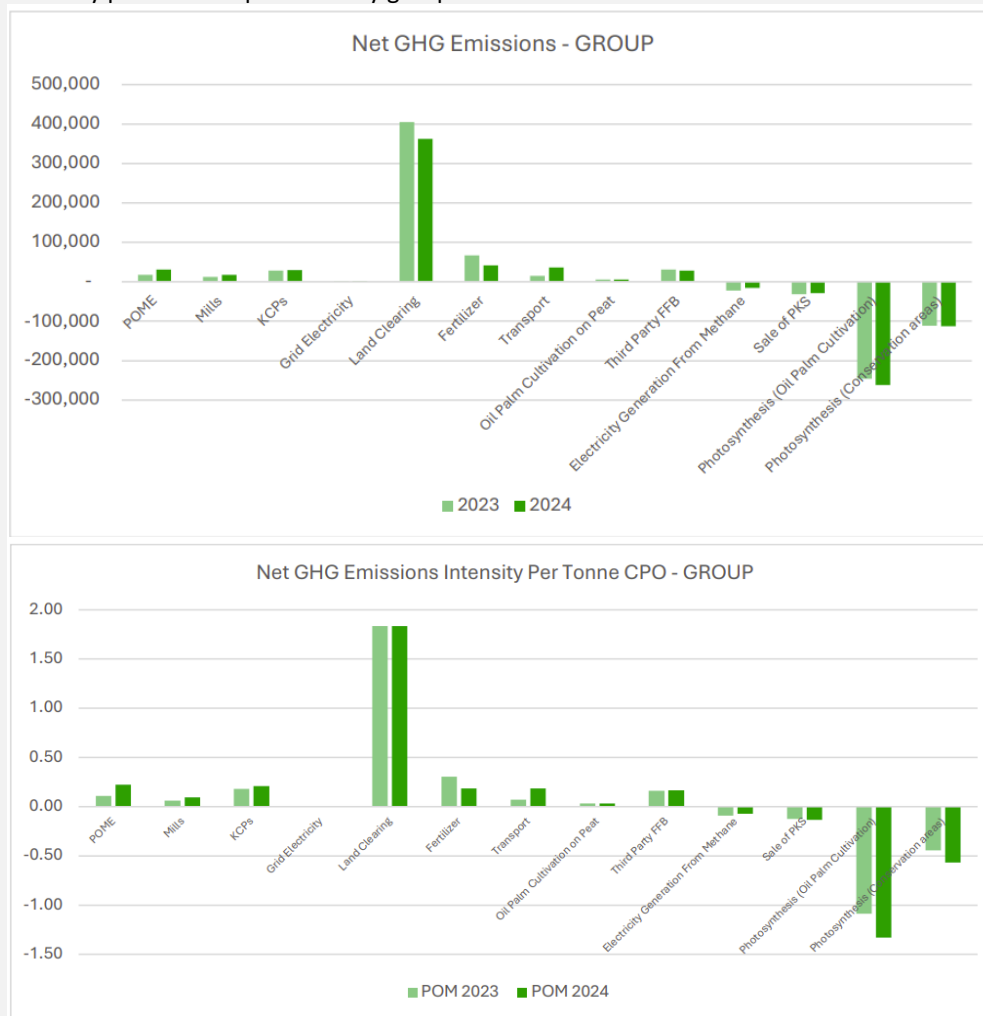
Topic	Details
Day	Monday
Dated	6 th May 2024
Agenda	Training on Land and Garden Fire Extinguishing Strategies Training on the Use of Fire Hydrants Training on the Use of Tools for Fire Prevention
Lokasi	Cooperation Belayan Sejahtera Office, located in Desa Muai Kecamatan Kembang Janggut – attended by 17 persons in the village
Meaning and Purposes	Providing employees with an understanding of law no. 1 of 1970 article 3 regarding workplace safety requirements to: a) Prevent and reduce accidents, and extinguish fires b) Prevent and reduce the risk of explosions c) Provide opportunities or ways to save themselves in the event of a fire or other hazardous incidents.
Regulation	Regulation of the Minister of Environment and Forestry of the Republic of Indonesia Number P.20/Minister of Environment and Forestry of the Republic of Indonesia Number P.20/MenKLHK/Setjen/Kum.1/3/2016 concerning forest and land fire control Regulation of the Minister of Agriculture Number 05/PERMENTAN/KB.410/1/2018 concerning opening and/or processing plantation land without burning.

| **Progress towards commitment to reduce absolute GHG emission (Indicator 110)** | |
| REA has quantified their GHG emission as per RSPO Palm GHG Calculator as sighted in the 'GHG Monitoring – RSPO_REA Group Updated_2011-2024'. All major sources of GHG emissions, CO₂, CH₄ and N₂O linked oil palm cultivation, processing and transportation of oil palm products are included in the quantification. These include Scope 1 and 2 and other estate and mill operation activities. The quantification is made by Sustainability Development and Governance (SDG) department. | Comprehensive Externally Verified |

Below is the total emission in 2023 and 2024. Generally, gross GHG emissions associated with REA's oil palm operations were 3.6% lower in 2024 compared with 2023.

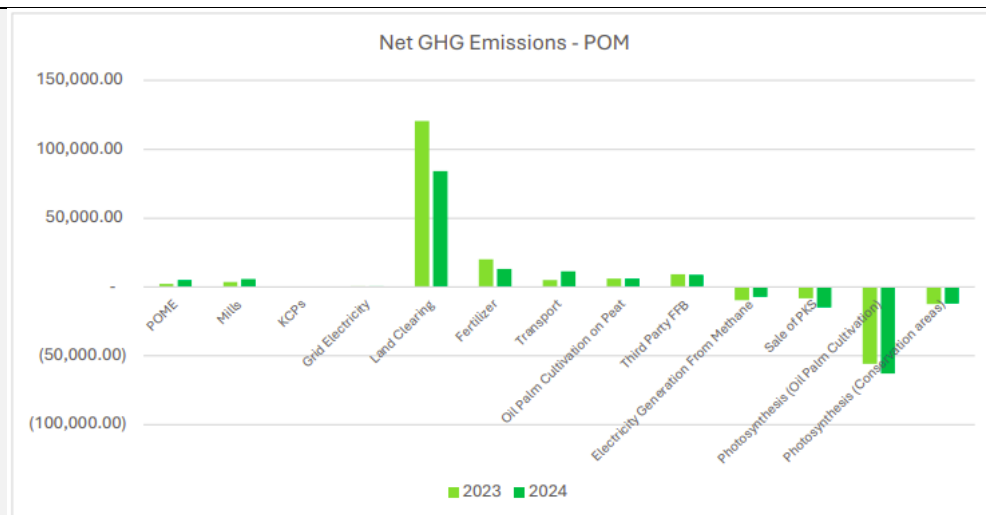
Year	2023	2024
Global gross GHG emission (tCO ₂ eq)	628,848	606,069
Net tCO ₂ eq/ ton CPO	0.56	0.46

Below is the graph indicating the net GHG emission by group level and GHG emission intensity per ton CPO produced by group level for 2023 and 2024.

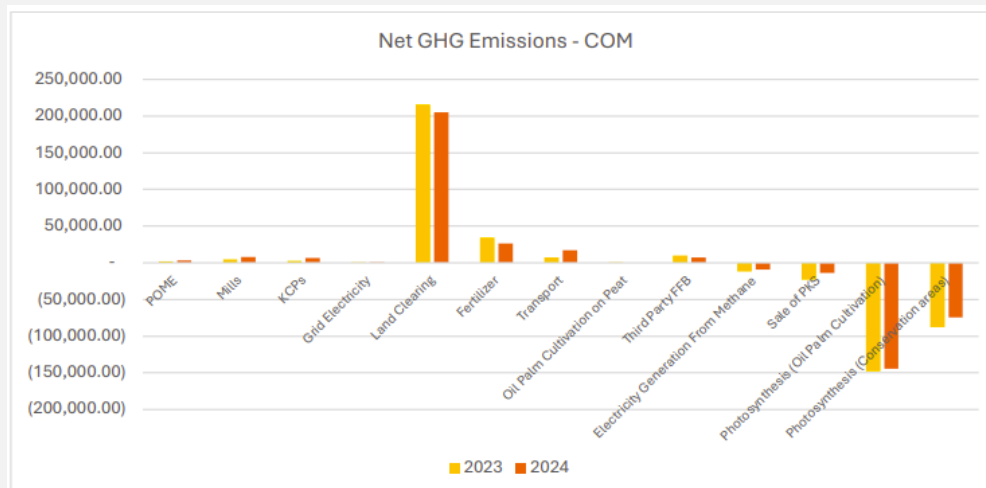


While the following are the graph indicating the net GHG emission by each mill for 2023 and 2024. Noted that, different colour is used to represent each mill.

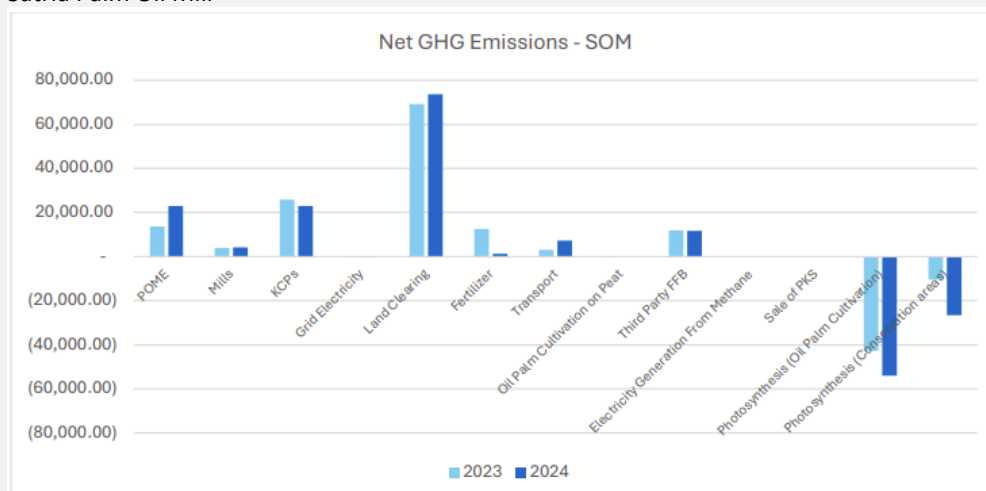
Perdana Palm Oil Mill



Cakra Palm Oil Mill



Satria Palm Oil Mill



Source: [REA GHG emissions Group and mills 2023-2024.pdf](#)

Moreover, REA has established their mitigation/ reduction plan as sighted in the 'Rencana Kelola Mitigasi Emisi Gas Rumah Kaca & Monitoringnya' from 2023 to 2025. Example as below:

Emission source	Action Plan
POME	1. Increase the CH ₄ capture at biogas plant 2. Preventive maintenance at biogas plant
Mill Fuel Consumption	1. Implement preventive maintenance at all plant 2. Effective usage of electricity at bulking station and administrative office, London and Balikpapan
CO ₂ from fertilizer	1. Periodically conduct leave and soil sampling 2. Reduce Urea fertilizer 3. Ensure fertilizer applied as per recommendation

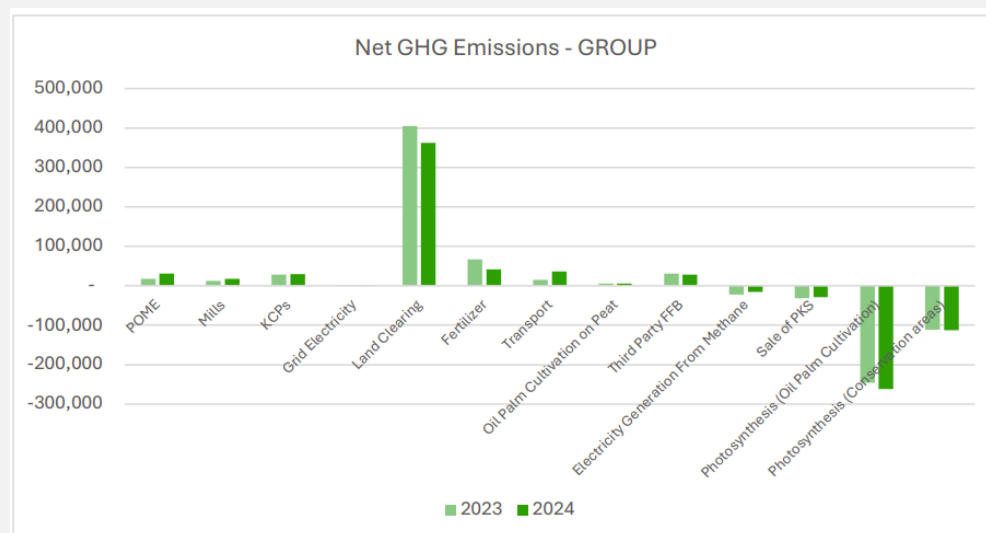
Progress towards commitment to reduce GHG emissions intensity (Indicator 111)

REA has quantified their GHG emission as per RSPO Palm GHG Calculator as sighted in the 'GHG Monitoring – RSPO_REA Group Updated_2011-2024'. All major sources of GHG emissions, CO₂, CH₄ and N₂O linked oil palm cultivation, processing and transportation of oil palm products are included in the quantification. These include Scope 1 and 2 and other estate and mill operation activities. The quantification is made by Sustainability Development and Governance (SDG) department.

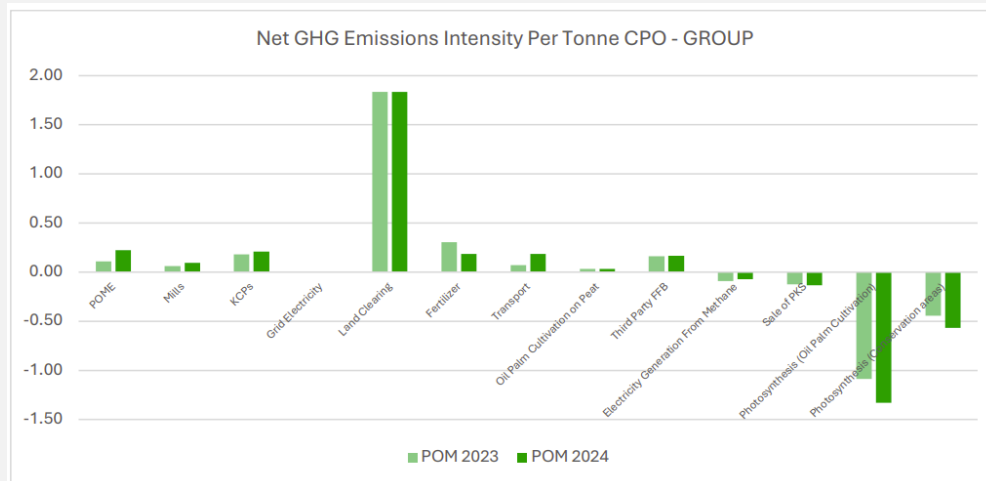
Below is the total emission in 2023 and 2024. Generally, gross GHG emissions associated with REA's oil palm operations were 3.6% lower in 2024 compared with 2023.

Year	2023	2024
Global gross GHG emission (tCO ₂ eq)	628,848	606,069
Net emissions per tonn of CPO produced (tCO ₂ eq)	0.56	0.46

Below is the graph indicating the net GHG emission by group level and GHG emission intensity per ton CPO produced by group level for 2023 and 2024.

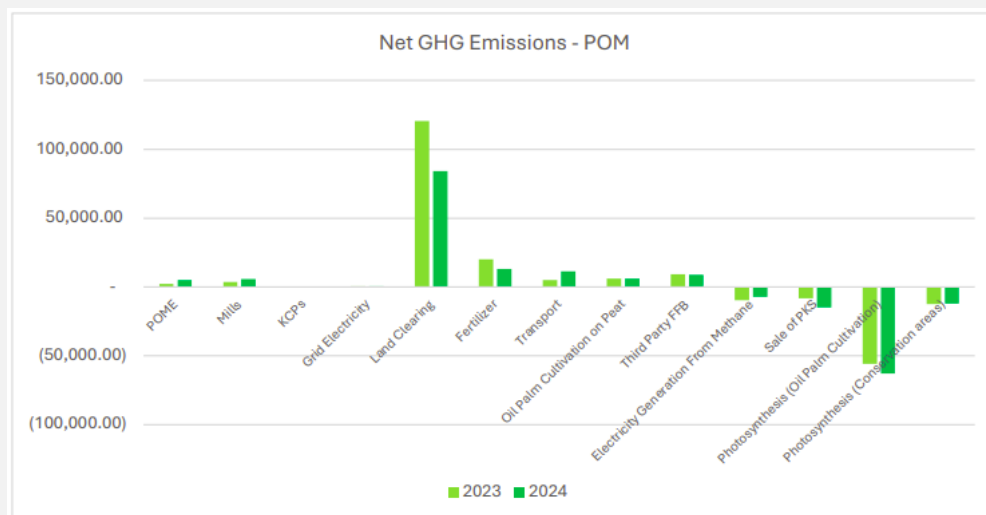


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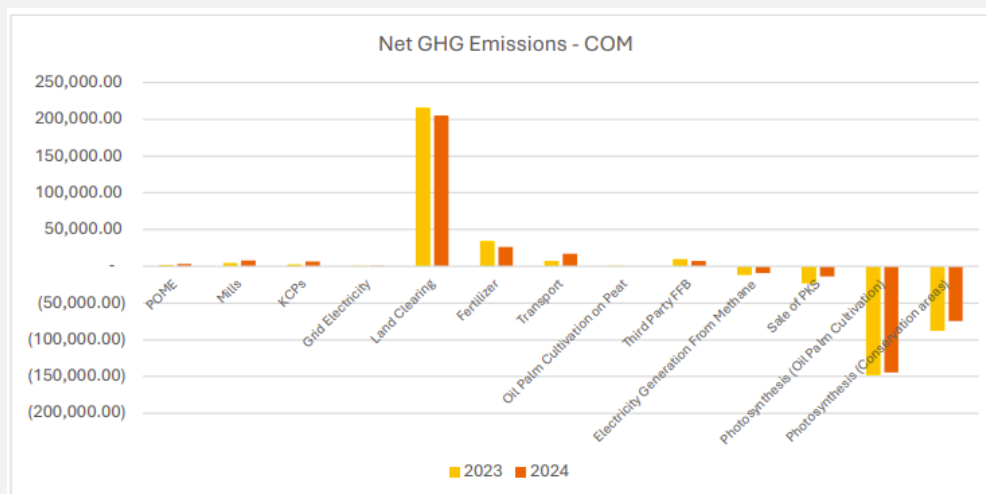


While the following are the graph indicating the net GHG emission by each mill for 2023 and 2024. Noted that, different colour is used to represent each mill.

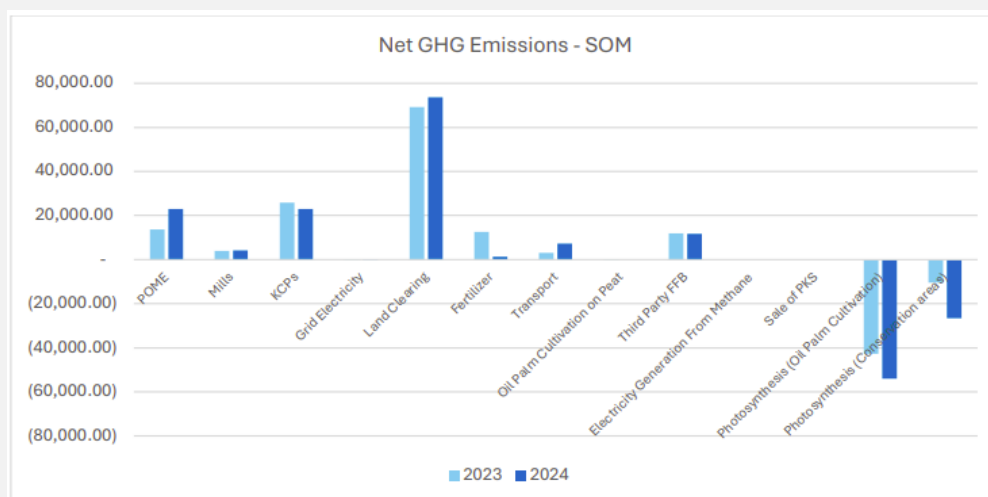
Perdana Palm Oil Mill



Cakra Palm Oil Mill



Satria Palm Oil Mill



Source: [REA GHG emissions Group and mills 2023-2024.pdf](#)

Moreover, REA has established their mitigation/ reduction plan as sighted in the 'Rencana Kelola Mitigasi Emisi Gas Rumah Kaca & Monitoringnya' from 2023 to 2025. Example as below:

Emission source	Action Plan
POME	<ol style="list-style-type: none"> 1. Increase the CH₄ capture at biogas plant 2. Preventive maintenance at biogas plant
Mill Fuel Consumption	<ol style="list-style-type: none"> 1. Implement preventive maintenance at all plant 2. Effective usage of electricity at bulking station and administrative office, London and Balikpapan
CO ₂ from fertilizer	<ol style="list-style-type: none"> 1. Periodically conduct leave and soil sampling 2. Reduce Urea fertilizer 3. Ensure fertilizer applied as per recommendation

Progress towards commitment on water use intensity (*Indicator 116*)

As production of CPO, PK and CPKO require high quantities of water, REA has taken an appropriate action to minimise and improve the water consumption throughout their operation. REA has determined to maintain the water consumption at 2.5m³ per ton FFB. Monitoring of water consumption is started since 2013. Based on the monitoring report reviewed, REA able to maintain the water consumption below 2.5 m³ per ton FFB despite some fluctuating recorded throughout the year due to the dry season.

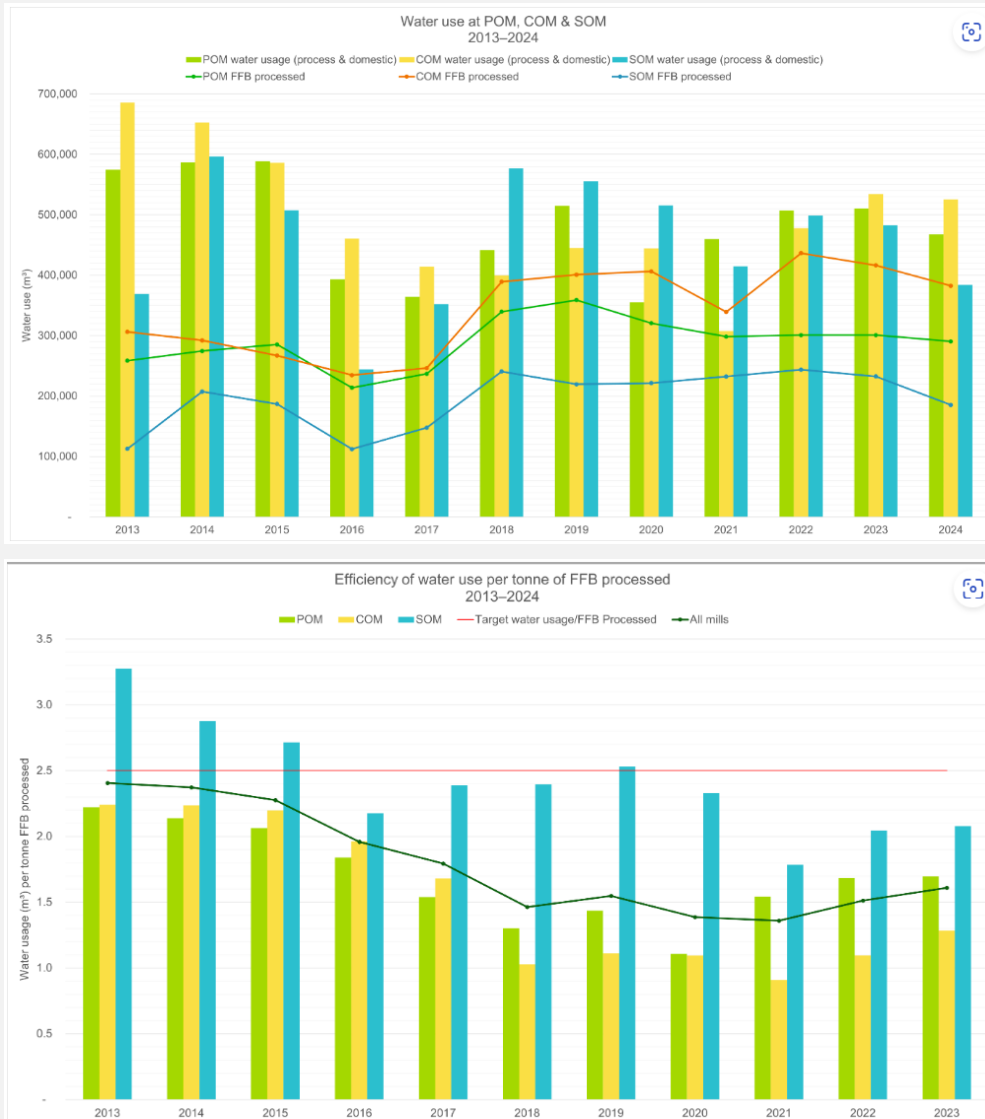
Below is the total water consumed and FFB processed during 2023 and 2024. Total water consumed is for both domestic and mill operation.

Mill	2023			2024		
	FFB (MT)	m ³	m ³ /MT	FFB (MT)	m ³	m ³ /MT
Perdana	300,962	510,327	1.70	290,426	467,794	1.61
Satria	232,425	482,830	2.08	185,356	384,056	2.07
Cakra	416,314	534,489	1.28	382,539	525,414	1.37
Total	949,701	1,527,646	1.61	858,321	1,377,264	1.60

In general, there is reduction on water intensity in 2024 compared to 2023, from 1.61 m³ to 1.60m³ per tonne FFB respectively, and this is due to the utilisation of condensate water for processing in mills and regular preventative maintenance on water management equipment.

The following graph indicates the water consumption and water intensity per ton FFB at REA's mill.

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Source: [Water - R.E.A. Holdings plc](#)

REA has implemented several initiatives to minimise the water consumption as below:

- Utilisation of condensate water for processing in the mills
- Preventative maintenance on flowmeters and routine periodic calibrations
- Routine preventative maintenance for pumps at the mills
- Monitoring for, and repairs of, leaks in the water reticulation network
- Raising awareness and understanding of employees about the need for reducing water usage

Noted that, water consumption report is sent to Indonesia authority, Dinas Lingkungan Hidup Kabupaten Kutai Kartanegara (Department of Living Environment, Kutai Kartanegara Regency) (DLHK) on monthly basis to ensure REA is comply to the local regulations.

Progress towards commitment on water quality (BOD or COD) (Indicator 118)

REA measures the river water quality through monitoring of BOD and COD.

Testing and monitoring of BOD and COD is conducted on monthly basis to ensure they are below the approval limit which are 5,000 mg/ litre and 10,000 mg/litre respectively. Approval limit reviewed for BOD and COD are as below.

1. **BOD** - Limit 5,000 mg/litre, as per 'Persetujuan Pelaksanaan Izin Pemanfaatan Air Limbah Dari Industri Minyak Sawit Pada Tanah Perkebunan Kelapa Sawit PT. Rea Kaltim Plantations'
2. **COD** – Limit 10,000 mg/litre as per East Kalimantan local government regulation No. 2 of 2011

Dinas Lingkungan Hidup Kabupaten (The Regency of Environmental Services) is the government agency responsible for verifying the compliance level of BOD and COD in surface water for each mill every 6 months.

Among action being taken by REA to ensure their BOD and COD are within approval limit are as below.

- Monitor and test the water quality on monthly basis where the samples are sending to the reliable and trusted lab to ensure results of the testing are accurate.
- Implement the best milling practices to handle the POME where methane capture is installed in the mill before the POME sends to open anaerobic pond.
- Periodic patrolling with local community to monitor the river water quality.
- Regular briefing to all stakeholders.
- Compliance to the local regulations

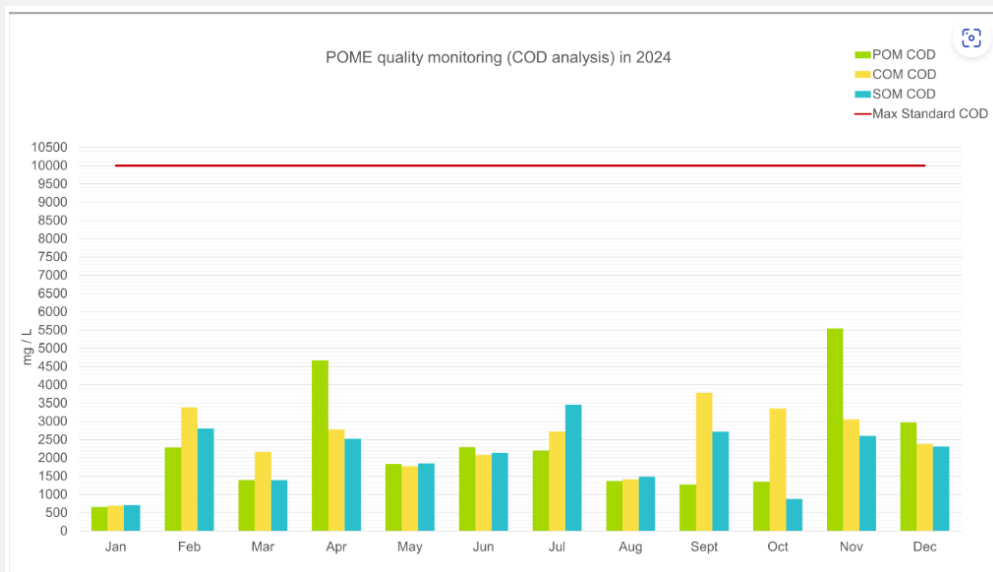
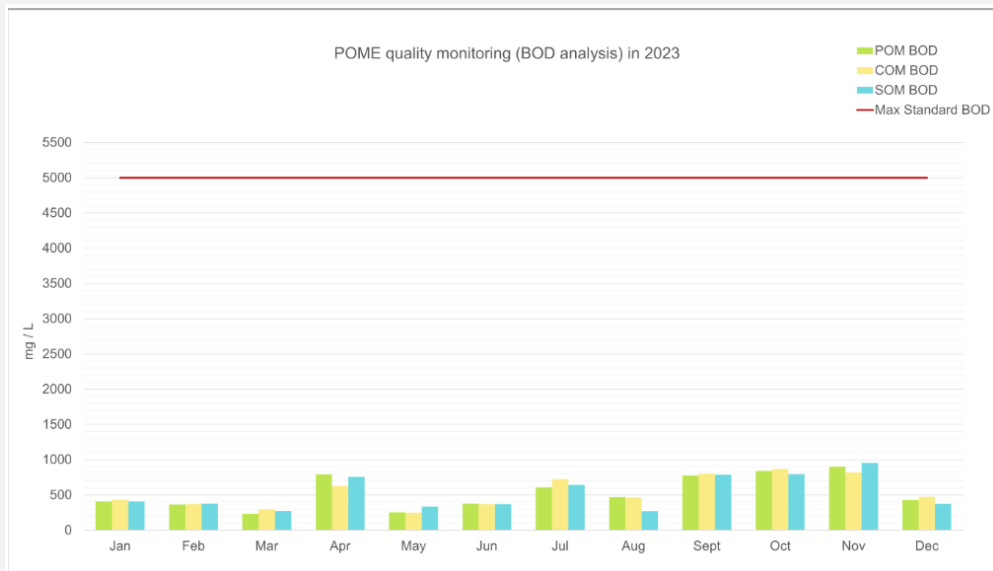
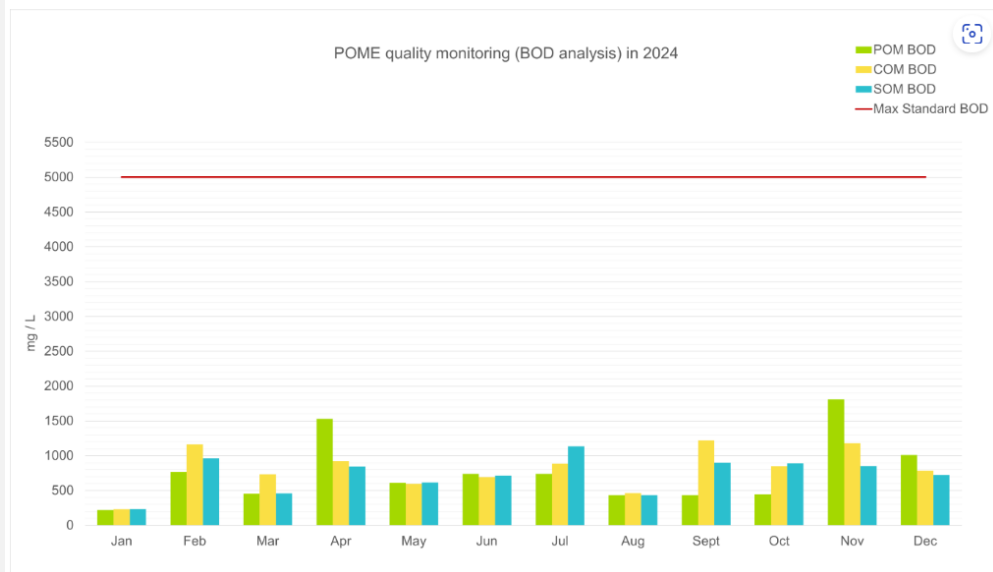
Below are BOD and COD information of each mill verified during the assessment as sighted in the 'Water & POME Graph 2023-2024'. Observed both BOD and COD are below the approval limit though there are slightly increase from 2023 to 2024 for all mills.

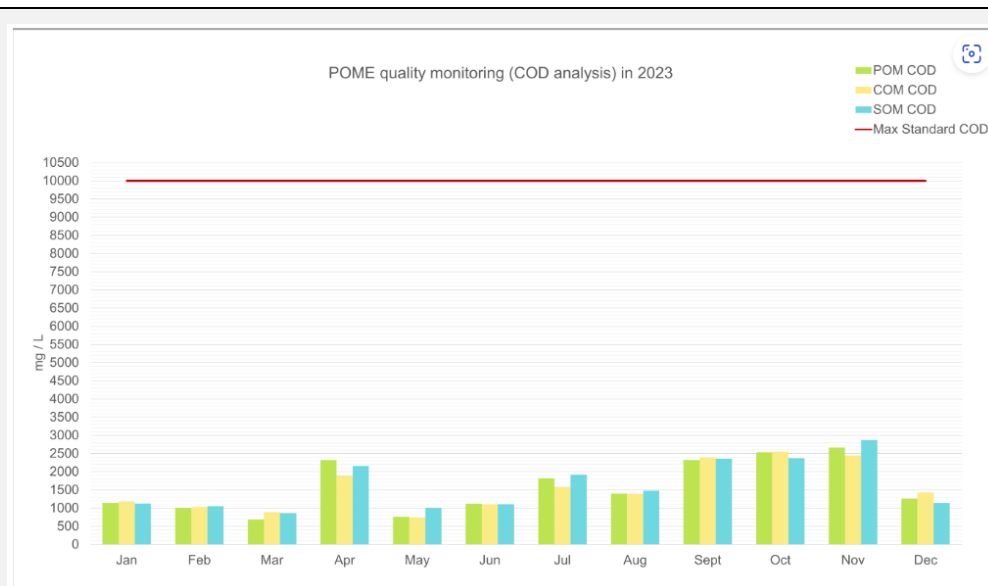
Mill	BOD [mg/litre]		COD [mg/litre]	
	2023	2024	2023	2024
Perdana	537.8	765.9	1,586.0	2,320.2
Satria	529.2	729.5	1,619.9	2,072.8
Cakra	541.3	810.0	1,553.2	2,467.3
Average	536.1	768.5	1,586.5	2,286.8

The results are obtained from 'Report of Testing' issued by third-party laboratory.

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BOD and COD content in POME





Source: [Water - R.E.A. Holdings plc](#)

The following are the example testing report verified during the audit for the month of Dec 2024. The samples for both are taken from pond no.4, as instructed by the local government.

Mill	Perdana	Satria
Lab name	PT Mutuagung Lestari TBK	PT Mutuagung Lestari TBK
Serial no.	D-4390/LHU-A/XII/2024	D-3253/LHU-A/IX/2024
Sampling date	24.12.2024	25.09.2024
Testing date	27.12.2024 – 07.01.2025	25.09.2024 – 07.10.2024
Result:		
pH	7.6	8.0
BOD	1,010	901
COD	2,969	2,719

Treatment of palm oil mill effluent (POME) (Indicator 119)

REA established 'Pengelolaan Limbah Cair Pabrik Kelapa Sawit/ Palm Oil Mill Liquid Waste Management', reference number REA.BPO.EMS.LCP dated 25.11.2016 that outlined the management of POME before sends to biogas plant as sighted under section 6, Procedure.

- 6.1 – Management of WWTP by mill
- 6.2 – Management of POME by biogas
- 6.3 – POME Management for composting
- 6.4 – Utilisation of Land Application for estate

Generally, REA treat their POME through the following practices to ensure water discharge are safe to be use for living things.

- POME send to biogas plant to capture the methane and convert them as a source of electricity supply, except for Satria Oil Mill as there is no biogas plant being installed.
- Mix the POME with EFB and convert them into organic fertilizer. This practice helps REA reduce their dependency on chemical fertilizer.
- Send the POME to open anaerobic pond, a traditional method of POME treatment, before sending them into oil palm field [land application method] as an organic fertilizer. There are four (04) ponds constructed by REA's to contain the POME discharge from mill.
- Conduct monthly testing on BOD and COD before discharge into waterways or land application. The samples for both are taken from pond no.4, as instructed by the local

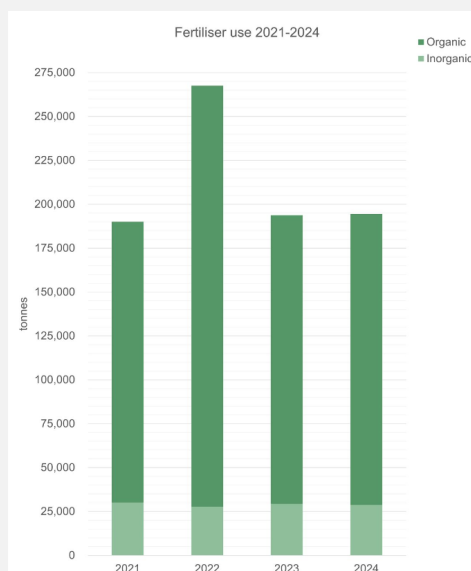
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<p>government. The samples are sending to the reliable and trusted lab to ensure results of the testing are accurate</p> <p>REA maintains the record of total POME discharge from mill to biogas plant in the '00.Effluent Report POM_2024' record.</p> <p>Moreover, REA's mills and its supply bases are 100% RSPO certified. Example as follows.</p> <ol style="list-style-type: none"> 1. PT Rea Kaltim – Perdana Palm Oil Mill Certificate number: 824 502 16045 Validity: 06.06.2021 – 05.06.2026 2. PT Rea Kaltim – Cakra Palm Oil Mill Certificate number: 824 502 17062 Validity: 31.07.2022 – 30.07.2027 3. PT Sasana Yudha Bhakti Satria KCP Certificate number: BVC-RSPO-20171129-2 Validity: 29.11.2022 – 28.11.2027 																	
Implementation of commitment to protect natural waterways through buffer zones (Indicator 122)																	
<p>REA established a 'Environment and Biodiversity Conservation Policy', reference number 003/BOD_REA/P /II /2015 amended Sep 2022 which includes the following commitment, among others:</p> <ul style="list-style-type: none"> • Compliance: Committed to comply all internation and domestic regulations related to conservation of environment and biodiversity that applicable to their operations. • Protection of natural ecosystem: Committed to no conversion of any natural ecosystem to another land use which include significant changes to the species composition, structure or function of any ecosystem • Maintain High Conservation Values (HCV): All areas identified as HCV area are not developed but will be managed actively by REA's dedicated conservation team, in collaboration with government, NGOs and scientific institutions as required. Any clearing, cultivating or illegal activities are prohibited. • Maintenance of soil fertility and prevention of erosion: Avoiding planting on steep and maintain riparian zones. <p>Additionally, REA has established the 'Laporan Pengelolaan Dan Pemantauan – Area Dengan Nilai Konservasi Tinggi (ANKT) updated in 2024 which includes a management plan to protect natural waterways as sighted under section 'Rencana Kelola dan Pantau ANKT'. The REA Kon Team will conduct a visit to each operating unit to ensure the management plan is implemented accordingly. Example of REA's management plan established and reviewed during the audit are as below. River has been identified as HCV area by REA. Thus, mapping on the HCV area along the river has been done accordingly.</p>																	
<table border="1"> <thead> <tr> <th>Estate</th><th>Kemunting</th><th>Damai</th><th>Sentekan</th><th>Lestari</th><th>Berkat</th></tr> </thead> <tbody> <tr> <td>Location</td><td>Sungai Salai (835.80Ha)</td><td>Sungai Hapai (665.93 Ha) and Sungai Lurah (424.27 Ha)</td><td>Sungai Tahap (108.71 ha), Sungai Sentekan (209.15 Ha)</td><td>Loa Wen (434.34 ha)</td><td>Sungai Beribit (94.70 ha), Sungai Klupa (114.57 Ha), Sungai Hiran (2,492.83 Ha)</td></tr> </tbody> </table>						Estate	Kemunting	Damai	Sentekan	Lestari	Berkat	Location	Sungai Salai (835.80Ha)	Sungai Hapai (665.93 Ha) and Sungai Lurah (424.27 Ha)	Sungai Tahap (108.71 ha), Sungai Sentekan (209.15 Ha)	Loa Wen (434.34 ha)	Sungai Beribit (94.70 ha), Sungai Klupa (114.57 Ha), Sungai Hiran (2,492.83 Ha)
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Treat	Encroachment, hunting, invasive species, chemical usage and illegal logging	
Action plan	Socialisation of buffer zone marker, flora and fauna	
Target monitoring	Monitoring of marker and flora and fauna	
Activity	Socialization, patrolling, survey monitoring	
Evidence of implementation	Record socialization, patrolling and monitoring/ survey report	
Timeline	On-going	
PIC	Conservation department, estate operation and security	
<p>As the river has been identified as HCV area, REA has installed HCV signage to prevent any illegal activities within the HCV area. Also, any activities near to the river are prohibited. Example of photo as below.</p> 		
<p>Moreover, REA’s mills and its supply bases are 100% RSPO certified. Example as follows.</p> <ol style="list-style-type: none">PT Rea Kaltim – Perdana Palm Oil Mill Certificate number: 824 502 16045 Validity: 06.06.2021 – 05.06.2026PT Rea Kaltim – Cakra Palm Oil Mill Certificate number: 824 502 17062 Validity: 31.07.2022 – 30.07.2022PT Sasana Yudha Bhakti Satria KCP Certificate number: BVC-RSPO-20171129-2 Validity: 29.11.2022 – 28.11.2027		
Implementation of commitment to minimize inorganic fertilizer use (Indicator 132)		
<p>Despite the target to maximise the FFB production, REA is committed to minimise the chemical usage as evident in the ‘Environment and Biodiversity Conservation Policy’, reference number 003/BOD_REA/P /II /2015 amended Sep 2022, section 10, Minimisation of Chemical Usage. According to the policy, REA will switching the inorganic fertilizer with organic (EFB) fertilizer wherever possible.</p> <p>Below is the total inorganic and organic fertilizer supplied since 2021 to 2024. The application of inorganic fertiliser is reduced from 29,374 tonnes in 2023 to 28,757 tonnes in 2024, equivalent to 2%, principally due to the switch from single fertilisers (Urea, MOP, KCP, RP) to compound fertilisers (NPK).</p>		Comprehensive Externally Verified

Year	Inorganic (MT)	Organic (MT)	Total (MT)
2021	30,147	159,870	190,017
2022	27,643	269,895	267,537
2023	29,374	164,437	193,810
2024	28,757	165,717	194,473



Moreover, REA's mills and its supply bases are 100% RSPO certified. Example as follows.

1. PT Rea Kaltim – Perdana Palm Oil Mill
Certificate number: 824 502 16045
Validity: 06.06.2021 – 05.06.2026
2. PT Rea Kaltim – Cakra Palm Oil Mill
Certificate number: 824 502 17062
Validity: 31.07.2022 – 30.07.2022
3. PT Sasana Yudha Bhakti Satria KCP
Certificate number: BVC-RSPO-20171129-2
Validity: 29.11.2022 – 28.11.2027

Integrated Pest Management (IPM) approach (Indicator 133)

REA is committed to minimise chemical usage as evident in the 'Environment and Biodiversity Conservation Policy', reference number 003/BOD_REA/P/II/2015 amended Sep 2022, section 10, Minimisation of Chemical Usage. According to the policy, REA obliged to avoid using any pesticides classified as Class 1a or 1b by WHO or listed under Stockholm Convention on Persistent Organic Pollutants or the Rotterdam Convention.

Other than the above policy, REA has established IPM procedure namely 'Integrated Pest & Disease Management', reference number REA.EST.OPP.IPM dated 01.07.2018 with objective to control pest in an integrated, environmentally friendly way and reduce usage of chemical pesticide as well as not disturbing the natural predators. According to the procedure, *Turnera Subulata*, *Antigonon leptopus* and *Cassia coganensis* will be planted to control the leaf eating caterpillar and bagworms. Other than that, barn owl box (BOB) will be installed if there is

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availability of Tyto Alba. As for maintenance, manual weeding will be used whenever necessary without usage of chemical to maintain the predator existence within the IPM plant.

Based on pictorial and documentation review and interview with Sustainability Department, IPM, *Turnera Subulata*, *Antigonon leptopus* and *Cassia cobanensis* have been planted along the roadside. The practice indicates the commitment of REA to implement their policy and reduce the dependency on chemical to control any pest and disease within their operation area.



Moreover, REA has planted a cover crops, *Mucuna bracteata* to suppress weeds generation and helps REA to use chemical to control their weeds. As this plant has high level of phenolic acids, it allows *M. bracteata* to combat most insects and cattle disturbance.



Moreover, REA's mills and its supply bases are 100% RSPO certified. Example as follows.

1. PT Rea Kaltim – Perdana Palm Oil Mill
Certificate number: 824 502 16045
Validity: 06.06.2021 – 05.06.2026
2. PT Rea Kaltim – Cakra Palm Oil Mill
Certificate number: 824 502 17062
Validity: 31.07.2022 – 30.07.2022
3. PT Sasana Yudha Bhakti Satria KCP
Certificate number: BVC-RSPO-20171129-2
Validity: 29.11.2022 – 28.11.2027

Waste management system in place to avoid negative impacts (Indicator 134)

REA established a waste management procedure as sighted in the 'Pengelolaan Limbah/ Waste Management', reference number REA.BPO.EMS.WSM updated on 14.03.2020. The procedure is established with objective to maintain cleanliness of environment against pollution caused by the operating activities which include households for betterment of human life and other living beings. While the scope of the procedure applies to B3 waste (toxic and hazardous material) and non B3 waste. Also, the procedure outlined the responsibility of appointed personnel from managerial level to employees to ensure the procedure is implemented accordingly.

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Further the procedure of waste management is explained under section 6, Procedure as example below.

- 6.1 – Waste classification or waste identification
- 6.2 – Non-hazardous and Non-toxic waste management (Non B3)
 - Organic. Liquid and solid organic waste will be segregated before disposed into waterways and designated landfill respectively.
 - Non-organic. Liquid and solid non-organic waste will be segregated before disposed into waterways and keep in temporary store or landfill respectively.
- 6.3 – Hazardous waste (B3)
 - All hazardous waste such as used oil, lubricant, pesticide containers or PPE were stored in the scheduled waste store before send to approved waste collector. As per Indonesia regulations, all B3 waste must be disposed not later than 6 months upon generated.
- 6.4 – Gas particulate emission control
 - Management of gas emission is handled through routine maintenance and the record is maintained in each operating unit.
 - Air particulate such as generated from road usage is handled through watering the access road and control the speed of the vehicle.
- 6.5 – Noise control
- 6.6 – Control of odour
- 6.7 – Vibration control

Furthermore, REA will report the total and type of waste disposed every 3 months to Environmental department through 'Manifes Limbah Bahan Berbahaya Dan Beracun'. Example as below.

Unit	Manifes No.	Transport date	Code of waste	Quantity (MT)	Collector
Perdana POM	ADO2025010 3-2153	24.12.2024	B105d (lubricant oil)	4 drum (0.72 MT)	PT Karunia Lumasindo
Satria POM	ADO2025010 3-2170	27.12.2024	B110d (used rags)	3 drum (0.125 MT)	Pratama
Kemunting estate	KLHK- 1729886222	02.07.2024	B105d (lubricant oil)	7 drum (1.26 MT)	PT Ilham Jaya Bersama
Sentekan estate	KLHK- 1718505533	27.02.2024		5 drum (0.81 MT)	

Moreover, REA has introduced a coloured bin to segregate their waste as below.

- Green – organic waste such as domestic waste
- Blue – Reuse waste such as paper
- Yellow – Recycle waste such as plastic
- Black – Unorganic waste such glass bottle
- Red – Hazardous waste

Progress on human rights commitment (Indicator 137)

Commitment to protect and respect human rights are expressed by establishment of 'Human Rights Policy', document number 002 /BOD_REA/ P/ II /2015, amended September 2021. Among commitment outlined in the policy as follows, among others:

- Rights of children and their welfare

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- No slavery or trafficked labour
- No harassment
- No violence
- Freedom of association
- Equal opportunities
- Protection of reproductive rights
- Pay and conditions
- The Free, Prior & Informed Consent (FPIC) of local communities is obtained prior to development
- Respect for community land rights
- Adequate access to information and transparency

REA has identified HRBP (Human Resource) department has been identified as a responsible team to handle matters related human rights and supported by each unit team.

Other than that, internal memo on 'Larangan Membawa Anggota Keluarga, Teman, Dan Atau Orang Lain Ke Lokasi Kerja' dated 22.02.2021 issued by Head of HRD & Med is sighted. Based on the memo, all workers are not allowed to bring their underage child, partners that is not registered with the company, friends or other family members to the work location. This is in line with UU Ketenagakerjaan No. 13 tahun 2003, pasal 50 (revised UU Cipta Kerja 2023) – Tentang Hubungan Kerja, Peraturan Perusahaan, Pasal 5 – Tentang Batas Usia Penerimaan Karyawan.

Briefing and training related to human rights have been conducted by HR team and each unit through physical (staff and workers) and virtual (management level). Among information briefed are management and workers right, working hours, children welfare, no abuse and harassment, reproductive rights, anti-bribery, conflict of interest, etc.

Example of training/ briefing record verified during the assessment as follow. Noted that, the briefing is attended both by internal and external stakeholders.

Estate	Satria	Sentekan	Lestari	Berkat	Kemunting
Date	07.05.2024	07.03.2024	01.03.2024	06.03.2024	15.07.2024

Mill	COM	SOM	POM
Date	25.04.2024	25.02.2024	24.02.2024

Any parties may send their grievance or complaint by using generic channel that available on REA's [website](#), [Complaints & grievances/Pengaduan - R.E.A. Holdings plc](#). HR team will take necessary action to resolve them accordingly. However, upon checking the complaint and grievance record for 2024 found, most of them are related to housing defects only as example below.

House no.	LH-34C	LH-120A	LH4
Issue	Toilet logged	Toilet logged	Ceiling, stairs and wall damage
Complaint date	13.11.2024	05.11.2024	28.09.2024
Complaint resolve	13.11.2024	05.11.2024	02.12.2024

To ensure REA's operation are free from any issue related to human rights, HRBP has conducted an audit related to modern slavery such as child labour at all unit.

Estate	Satria	Cakra	Damai	Berkat	Perdana	COM
Date	02.03.2023	06.03.2023	08.03.2023	09.03.2023	10.03.2023	01.06.2023

Examples of local stakeholder engagement to prevent conflicts (*Indicator 145*)

REA believes that good relations and mutual respect between REA and in creating a stable and supportive environment. Such relationships not only reduce the risk of conflicts but also foster collaboration, trust, and local ownership. This, in turn, enables REA to carry out its daily

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operations more sustainably and efficiently, while ensuring long-term shared value for both the company and surrounding communities.

Regular engagement between REA and local communities is carried out with the aim to establish, maintain and improve relationships. These interactions provide a platform to discuss and address any concerns related to REA's operations. Example of engagement programmes developed by REA are as below:

Focus Group Discussion (FGD)

FGD is a form of stakeholders' engagement (APDESI – Asosiasi Kepala Desa Seluruh Indonesia), Kec. Kembang Janggut) initiated by REA that focuses on nearby community where district officers are also invited. Example of APDESI program conducted on 23.08.2024 is verified during the assessment. Sighted the program that was attended by 21 personnels where the following agenda were discussed:

- Potential collaboration between REA and community
- CSR program and any arising matters

'Musyawarah Rencana Pembangunan'

The meeting through 'Musyawarah Rencana Pembangunan' is conducted on 03.10.2024 located in Balai Pertemuan Desa Muai, Kec. Kembang Janggut. The agenda of the meeting as follow.

- 'Pelatihan Teknologi Tepat Guna'
- 'Pelatihan UMKM (Usaha Mikro Kecil dan Menengah)'
- 'Pengadaan PMT (Pemberian Makanan Tambahan) Ibu Hamil dan Lansia'

Social Impact Assessment (SIA)/ Environmental Impact Assessment (EIA)

SIA and EIA program were carried out mainly focusing on social and environmental aspect respectively. These assessment covers both internal and external stakeholders. Any issue arise from the assessment will be recorded in the report and REA will develop an action plan to address the issue raised by their stakeholders. Example of SIA report reviewed during the assessment as below.

- PT REA KALTIM PLANTATIONS – 'Laporan Tinjauan dan Pembaharuan – Penilaian Dampak Sosial – 2020'. The report includes include Sentekan, Damai, Lestari, Berkat estates. The assessment is conducted from 16.04.2020 – 16.05.2020
- Kemunting Estate – 'Laporan Social Impact Assessment Kegiatan Perkebunan Kelapa Sawit PT. Kutai Mitra Sejahtera – 2019'. The assessment is conducted from 15.10.2019 – 23.10.2019
- Satria Palm Oil Mill – 'Laporan Kajian Dampak Sosial – Jul 2018'. The assessment is conducted from 17.05.2018 – 25.05.2018.

FPIC Process

As a land tenure and ownership in Indonesia is complex, REA has implemented the Free, Prior & Informed Consent (FPIC) process to ensure any land development can be operated smoothly. REA committed to ensure that everyone with legal, customary (or traditional) land tenure and/or ownership and/or access/use rights to the land is identified and fully understands the positive and negative consequences of the proposed land development. REA respects the right of local communities to give or withhold consent to oil palm cultivation on land to which they have legal, customary (or traditional) land tenure and/or ownership and/or access/use rights. REA engages in negotiations and provides fair compensation to those with such legitimate rights to the land. During these negotiations communities can choose to be represented by their own cultural, social and political institutional bodies.

REA also engages in regular discussions with village members and with the (customary) head of village. REA collaborates with NGO Plan B and local communities to conduct participatory spatial analysis and land use mapping with 8 villages (Buluq Sen, Kelekat, Long Beleh Modang, Long Beleh Haloq, Muai, Muara Ritan, Kembang Janggut, Pulau Pinang, and Perdana) to

improve village land governance and reduce the risk of conflicts. This initiative involves the local government to support provincial spatial planning for the protection of forests and to support community livelihood activities.

REA has established a procedure of 'Pembentukan Komite Pengaduan dan Tim Tindakan Pengaduan', document number IM.PD-038/X/2024 dated 07.10.2024 with objective to develop a team to handle issue related to FPIC.

Example of FPIC report dated 10.10.2024 has been reviewed during the assessment. The report is about the new land development by local communities at HCV area located in Sungai Senyun, Long Mesangat, Kutai Timur that belongs to REA. Conservation, Survey and Mapping Department, Security Coordinator (SECO) and Long Mesangat estate has conducted a visit and managed to meet the local community to resolve the issue.

Supports the inclusion of women across palm oil operations, including addressing barriers faced (Indicator 147)

Commitment of inclusion of women throughout REA's operation is expressed by establishment of 'Human Rights Policy', document number 002 /BOD_REA/ P/ II /2015, amended September 2021. Section 6, Equal Opportunities of the policy has stated that REA does not tolerate any kind of discrimination which include gender or sexual orientation in recruitment, dismissal or promotion.

At the end of 2024, female employees accounted for 29% compared to 25% in 2023 of the group's workforce.

Category	2024			2023		
	Male	Female	Total	Male	Female	Total
Director	5	2	7	5	2	7
Management	69	22	91	76	19	95
Workers	6,142	2,468	8,610	6,936	2,341	9,277
Total	6,216	2,492	8,708	7,017	2,362	6,939

DEI (Diversity, Equity & Inclusion)

Other than Human Right Policy, REA has established the DEI (Diversity, Equity & Inclusion) committee. The DEI committee's consist of the head of human resources, senior managers and employees as sighted in the 'Pembentukan Dan Penunjukkan Komite Diversity, Equity & Inclusion (DEI) PT Rea Kaltim Plantations & Group' SKP.HR-020/VIII/2024 dated 19.08.2024. The committee is equipped with relevant knowledge and expertise to advise and help implement the REA's policies that aim to ensure equality of opportunity and treatment at all levels.

Vision: Diversity is a strength and creates a fair, inclusive and united work environment that is a core value of the corporate culture.

Mission: To encourage representation and participation of diverse groups, inclusive of all genders, race, ethnicity, religion, culture, age, and ensure that all individuals, with any background, identity or ability, have equal access to the same opportunities and rights.

Among program and training conducted in 2024 are as below.

- DEI Kick off meeting dated 16.03.2024
- Introduction of DEI dated 15.04.2024
- 'Health Talkshow – Talkshow Kesehatan: Meningkatkan Kewaspadaan Terhadap Penyakit Kanker' dated 22.12.2024 in collaboration with Insurance company.
- Lactation training for new mothers dated 07-08.06.2024

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Progress on commitment to mitigate impacts on food security (Indicator 149)

REA is committed on boosting food security by focusing on several keys:

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- REA maximize local sourcing, assist with crop diversification, and improve access to food and markets.
- REA provides agricultural inputs like vegetable and rice seeds, fertilizers, and land preparation to their workers and nearby communities. These have been verified during documentation review. Example of inputs provided are as below:

Date	Input	Location	Target
17.03.2025	Rambutan 8 and Longan 7 seeds	Perdana estate	REA Workers
11.04.2025	Durian Montong 3	Ritan Baru	Communities
07.08.2024	Durian 2 & Manggis 1		
03.08.2024	Durian 15, Mangga 5, Manggis 7, Rambutan 7	Elang estate	REA workers

- REA's Community Development team offers training in areas such as catfish rearing (for fresh meat and protein) and provides marketing support to vegetable and livestock farmers, enabling them to reach new markets and secure local food sources. Also, REA appoint a third-party to organise a bakery class for their workers and nearby communities. Example of bakery class being conducted is from 16-20 Dec 2024 located at Desa Perdana, Kec. Kembang Janggut.
- Support for a local agricultural group's rice growing enterprise has significantly increased yields, meeting the entire village's requirements, replacing imports, and allowing profits to be reinvested in further agricultural ventures.

Other than that, there are REA Mart and food stall provide by REA. These is an alternative for workers their get their food supply instead of going out to nearby village or town to get the food supply.

REA Mart

As part of the audit, it was verified 3 marts (cooperative shop) located at Cakra mill complex, Lestari estate and Perdana estate. Noted that basic needs with affordable price are available such as rice, cooking oil, frozen food, toiletries, sugar and flour which in line Kementerian Perindustrian dan Perdagangan Regulation no. 115/1998.

Food Stall

There is a food stall provided by REA within the housing area. Any interested party such as nearby community or local workers may apply to run the stall.

Moreover, REA provide free transportation to the workers for them to get the food supply from nearby town. However, this is based on request by the workers as most of the workers have their own transport, at least motorcycle.

Progress on commitment to provide essential community services and facilities (Indicator 151)

Facilities Provided by REA for Workers' Welfare and Livelihood

As part of its commitment to employee well-being and sustainable plantation operations, PT REA Kaltim Plantations provides a wide range of supportive infrastructure and amenities for its workers, staff, and their families. These facilities are designed to enhance living standards, support community development, and promote a healthy work-life balance.

Housing & Utilities

- Workers' quarters
- Executive and staff quarters
- Free electricity supply
- Free water supply

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Sports & Recreation

- Sports arena (including badminton courts, futsal and football fields, and a gym)
- Gardening area
- WiFi / internet connection

Religious & Community Facilities

- Mosque
- Church

Daily Needs & Services

- Sundry / convenience shop
- Clinic
- Transportation services for workers

Education & Childcare

- Kindergarten
- Primary and secondary school

Food & Dining

- **Fast Food Restaurant:** In 2024, REA established a **Rocket Chicken** fast food franchise within the estate area to provide convenient and affordable dining options for employees and their families.

Workers Housing



Mart



Surau/ Mosque



Restaurant



In addition, REA provide allocation to maintain their facilities condition as evident in the annual budget report for both estate and mill.

- Estate: Rpm 13, 519. 419
- Mill: Rpm 4, 618.621

Progress on commitment to respect all workers' rights (Indicator 155)

Commitment to protect and respect human rights are expressed by establishment of 'Human Rights Policy', document number 002 /BOD_REA/ P/ II /2015, amended September 2021. Among commitment outlined in the policy as follows, among others:

- Rights of children and their welfare
- No slavery or trafficked labour
- No harassment
- No violence
- Freedom of association
- Equal opportunities
- Protection of reproductive rights
- Pay and conditions
- The Free, Prior & Informed Consent (FPIC) of local communities is obtained prior to development
- Respect for community land rights
- Adequate access to information and transparency

HRBP (Human Resource) department has been identified as a responsible team to handle matters related to human rights and supported by each unit team.

Other than that, internal memo on 'Larangan Membawa Anggota Keluarga, Teman, Dan Atau Orang Lain Ke Lokasi Kerja' dated 22.02.2021 issued by Head of HRD & Med is sighted. Based on the memo, all workers are not allowed to bring their underage child, partners that is not registered with the company, friends or other family members to the work location. This is in line with UU Ketenagakerjaan No. 13 tahun 2003, pasal 50 (revised UU Cipta Kerja 2023) – Tentang Hubungan Kerja, Peraturan Perusahaan, Pasal 5 – Tentang Batas Usia Penerimaan Karyawan.

Briefing and training related to human rights have been conducted by HR team and each unit through physical (staff and workers) and virtual (management level). Among information briefed are management and workers right, working hours, children welfare, no abuse and harassment, reproductive rights, anti-bribery, conflict of interest, etc. Example of training/ briefing record verified during the assessment as follow. Noted that, the briefing is attended both by internal and externals stakeholders.

Estate	Satria	Sentekan	Lestari	Berkat	Kemunting
Date	07.05.2024	07.03.2024	01.03.2024	06.03.2024	15.07.2024

Mill	COM	SOM	POM
Date	25.04.2024	25.02.2024	24.02.2024

Any parties may send their grievance or complaint by using generic channel that available on REA's website, [Complaints & grievances/Pengaduan - R.E.A. Holdings plc](#). HR team will take

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necessary action to resolve them accordingly. However, upon checking the complaint and grievance record for 2024 found, most of them are related to housing defects only as example below.

House no.	LH-34C	LH-120A	LH4
Issue	Toilet logged	Toilet logged	Ceiling, stairs and wall damage
Complaint date	13.11.2024	05.11.2024	28.09.2024
Complaint resolve	13.11.2024	05.11.2024	02.12.2024

To ensure REA's operation are free from any issue related to human rights, HRBP has conducted an audit related to modern slavery such as child labour at all unit.

Estate	Satria	Cakra	Damai	Berkat	Perdana	COM
Date	02.03.2023	06.03.2023	08.03.2023	09.03.2023	10.03.2023	01.06.2023

In addition, there is a Social Impact Assessment (SIA) report established separately at complex level. The assessment is conducted to identify any positive or negative issue raised by their stakeholders, internal and external. Example as below.

1. PT REA KALTIM PLANTATIONS – 'Laporan Tinjauan dan Pembaharuan – Penilaian Dampak Sosial – 2020'. The report includes include Sentekan, Damai, Lestari, Berkat estates. The assessment is conducted from 16.04.2020 – 16.05.2020
2. Kemunting Estate – 'Laporan Social Impact Assessment Kegiatan Perkebunan Kelapa Sawit PT. Kutai Mitra Sejahtera – 2019'. The assessment is conducted from 15.10.2019 – 23.10.2019
3. Satria Palm Oil Mill – 'Laporan Kajian Dampak Sosial – Jul 2018'. The assessment is conducted from 17.05.2018 – 25.05.2018.

The following are the examples of the management plan established and implemented.

Issue	Action Plan	Status
Category: New land development in reserve area or land expansion		
Changes in ecosystem with carbon emission	To conduct Land Use Risk Identification (LURI) as per RSPO standard	LURI assessment was conducted by third-party, TUV Rheinland in Sep 2020
Category: Job opportunity to local community		
New workers recruitment	Communication for any job vacancy to nearby community	Communication of job opportunity has been conducted either through social media or direct communication

Progress on commitment to eliminate gender related discrimination with regards to employment (Indicator 158)

Commitment to eliminate gender discrimination is expressed by establishment of 'Human Rights Policy', document number 002 /BOD_REA/ P/ II /2015, amended September 2021. Section 6, Equal Opportunities of the policy has stated that REA does not tolerate any kind of discrimination which include gender or sexual orientation in recruitment, dismissal or promotion.

At the end of 2024, female employees accounted for 29% compared to 25% in 2023 of the group's workforce.

Category	2024			2023		
	Male	Female	Total	Male	Female	Total
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Other than Human Right Policy, the DEI (Diversity, Equity & Inclusion) committee was formed by REA in 2024. The DEI committee's consist of the head of human resources, senior managers

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and employees as sighted in the 'Pembentukan Dan Penunjukkan Komite Diversity, Equity & Inclusion (DEI) PT Rea Kaltim Plantations & Group' SKP.HR-020/VIII/2024 dated 19.08.2024. The committee is equipped with relevant knowledge and expertise to advise and help implement the REA's policies that aim to ensure equality of opportunity and treatment at all levels. Among program and training conducted in 2024 are as below.

- DEI Kick off meeting dated 16.03.2024
- Introduction of DEI dated 15.04.2024

(Human Resource) department has been identified as a responsible team to handle matters related to human rights and supported by each unit team.

Any parties may send their grievance or complaint by using generic channel that available on REA's website, [Complaints & grievances/Pengaduan - R.E.A. Holdings plc](#). HR team will take necessary action to resolve them accordingly. However, upon checking the complaint and grievance record for 2024 found, most of them are related to housing defects only as example below.

House no.	LH-34C	LH-120A	LH4
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Complaint date	13.11.2024	05.11.2024	28.09.2024
Complaint resolve	13.11.2024	05.11.2024	02.12.2024

Example of no discrimination practiced throughout REA's operation are as below:

Job distribution

- Female and male workers are offered to operate heavy machinery such as excavator.
- Management level is offered for both male and female. Based on the documentation and pictorial review, there is female estate manager based in Pinang estate and female assistant manager based in Perdana estate.
- As for upkeep and maintenance activities, the works are offered to both male and female workers
- As harvesting activities are requiring high energy, it is offered to the male workers. However, any female workers who interested to involve in the harvesting activities, they may request from the management.
- FFB grading work is offered both to male and female workers.

Equal Payment

REA offers same payment for the same job regardless of gender diversity who perform the job. A memo of 'Penetapan Upah Minimum Karyawan Harian Tetap (KHT) Dan Perjanjian Kerja Waktu Tertentu (PKWT) tahun 2024 – PT Rea Kaltim Plantations', document number IM.HR-48/XII/2023 dated 05.12.2023 issued by Act. Head of HRD & Med is referred. According to the memo, minimum wages of Rp. 3,536,507 per month shall be paid to the workers. The memo is effective on 01.01.2024 which is in line with 'Keputusan Gubernur Kaltim', document number 100.3.3.1/K.838/2023.

Progress on commitment to pay a Living Wage (Indicator 163)

REA is committed to provide a decent Living Wage (LW) for their employees, complying with the set national and regional wage standards and providing equal benefits for both male and female employees.

The LW calculation assumes that workers will receive a living wage in respect of normal working hours that meets their basic needs. The calculation is based on the RSPO Guidance on Calculating Prevailing Wages which applies to all employees, both permanent and temporary. Details of the LW as below:

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Component of DLW	IDR			
	Harvester		Other roles*	
	Male	Female**	Male	Female
Basic salary	3,536,507	N/A	3,536,507	3,536,507
Leave allowance ¹	-	N/A	-	-
Incentive (production and /or non-production) earned during standard working hours at normal working speed and exclude the overtime calculation.	890,480	N/A	-	-
The provision of housing facilities including water & electricity utilities ²	936,000	N/A	936,000	936,000
Food rations / food commodities provided free of charge, e.g. rice allowance	150,000	N/A	150,000	150,000
Work transportation	691,808	N/A	691,808	691,808
Creche	148,096	N/A	148,096	148,096
Schools for employees children	802,048	N/A	802,048	802,048
Medical services on site (excludes health insurance)	440,856	N/A	440,856	440,856
Health insurance	-	N/A	-	-
Total	7,595,795	N/A	6,705,315	6,705,315

Labour Standards - R.E.A. Holdings plc

Remark: Other roles mean workers who involve other than harvesting activities such as upkeep and maintenance and general work.

Minimum wages in Indonesia

REA offered same payment for the same job regardless of gender diversity who perform the job. A memo of 'Penetapan Upah Minimum Karyawan Harian Tetap (KHT) Dan Perjanjian Kerja Waktu Tertentu (PKWT) tahun 2024 – PT Rea Kaltim Plantations', document number IM.HR-48/XII/2023 dated 05.12.2023 issued by Act. Head of HRD & Med is referred. According to the memo, minimum wages of Rp. 3,536,507 per month shall be paid to the workers. The memo is effective on 01.01.2024 which is in line with 'Keputusan Gubernur Kaltim', document number 100.3.3.1/K.838/2023.

Example of wages payment made to workers in Dec 2024 are as below.

Estate/ mill	Male	Female
Lestari	1. 10052631 Job: Maintenance worker Gross wages: Rp. 3,194,006 Deduction: Rp. 1,999,542 Net: Rp. 1,195,000 Outturn: 20 days	1. 10070116 Job: Maintenance worker Gross wages: Rp. 5,166,007 Deduction: Rp. 1,917,703 Net: Rp. 3,249,000 Outturn: 26 days
	2. 10086476 Job: Maintenance worker Gross wages: Rp. 5,682,956 Deduction: Rp. 656,629 Net: Rp. 5,027,000 Outturn: 26 days	
Kemunting	1. 10115794 Job: Harvesting Gross wages: Rp. 4,191,429 Deduction: Rp. 438,805 Net: Rp. 3,752,624 Outturn: 23 days	-
	2. 10094204 Job: harvesting Gross wages: Rp. 6,589,062	

	Deduction: Rp. 815,563 Net: Rp. 5,770,499 Outturn: 25 days 3. 10120040 Job: harvesting Gross wages: Rp. 7,489,774 Deduction: Rp. 778,012 Net: Rp. 6,711,762 Outturn: 24 days		
SOM	1. 10033494 Job: operation Gross wages: Rp. 5,508,502 Deduction: Rp. 1,043,460 Net: Rp. 4,465,042 Outturn: 24 days	1. 10036976 Job: general Gross wages: Rp. 6,183,777 Deduction: Rp. 1,391,868 Net: Rp. 4,791,909 Outturn: 26 days	
POM	1. 10121092 Job: operation Gross wages: Rp. 5,958,913 Deduction: Rp. 1,262,742 Net: Rp. 4,696,170 Outturn: 26 days	1. 10026205 Job: operation Gross wages: Rp. 5,314,982 Deduction: Rp. 895,956 Net: Rp. 4,419,026 Outturn: 26 days	
COM	1. 10010648 Job: operation Gross wages: Rp. 6,153,114 Deduction: Rp. 1,226,470 Net: Rp. 4,926,644 Outturn: 26 days	1. 50215690 Job: General Gross wages: Rp. 5,117,464 Deduction: Rp. 1,207,460 Net: Rp. 3,910,004 Outturn: 26 days	

Provision of personal protective equipment and related training (*Indicator 167*)

REA has established a 'Personal Protective Equipment' procedure, document number REA.BPO.HSE.APD, issue no: 01, updated on 18.05.2018 and endorsed by REA President Director. The objective is to provide a reference in determining clear standards and guidelines of PPE to all operating units and employees. This procedure applies to all employees, contractor, visitor and whoever works with REA. The procedure also outlined the essential to conduct a PPE training to ensure all workers are aware on the function of PPE as sighted under section 4.7, HRD (Training & Development) and 6.6, Training on usage, care, storage and disposal of PPE.

Also, there is a 'Rekapitulasi Kebutuhan APD Karyawan' that outlined the type of PPE that applicable to the workers based on their job description.

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Estate	Mill
Harvester 1. Safety boot 2. Safety helmet 3. Chisel cover 4. Glove cotton/rubber 5. Back support 6. Face shield Upkeep and maintenance 1. Apron 2. Safety glass 3. Safety boot 4. Glove 5. Mask / respirator 6. Face Shield 7. Wear pack	FFB Grader 1. Safety boot 2. Safety helmet 3. Glove 4. Mask 5. Raincoat Engine operator 1. Earplug 2. Safety boot 3. Safety helmet 4. Glove 5. Mask

The following are the example of PPE distribution made by REA. Record of PPE distribution are well maintained by each unit.

Estate/ mill	Workers name	job	Date	PPE
Sentekan	Mohd Ali	Harvester	15.09.2024 24.12.2024 10.07.2024	Safety shoes Safety helmet Face shield
	Imtihani	Sprayer	03.09.2024 05.07.2024 02.09.2024 03.08.2024 05.03.2024	Safety shoes Apron Face shield Wear pack Mask Cartridge
COM - mill	Abidin	Process	29.10.2024 17.09.2024 20.08.2024	Safety shoes Safety helmet Safety goggle/ glass
COM – KCP	Rudy Ardyanto	Mechanic	30.08.2024 25.10.2024 07.06.2024	Safety shoes Safety helmet Safety goggle/ glass

REA organizes safety trainings which include PPE usage on annual basis. The objective to ensure the workers are aware on the function of each PPE. Training records are maintained by each operating unit. The following are the example of PPE training being conducted in 2024 as sighted during documentation review.

Estate/ mill	Date	Training
Kemunting	23.07.2024	Spray and manuring
Lestari	15.01.2024	WI, PPE, GAP, Safety policy
Sentekan	01.03.2024	workshop
Perdana	08.11.2024 02.10.2024	Safety talk PPE

Program to support scheme smallholders (*Indicator 171*)

REA is committed to supporting all oil palm smallholders in the surrounding communities including independent smallholders. There are two scheme smallholders which are *Program Pemberdayaan Masyarakat Desa* (PPMD) and Plasma.

PLASMA

Plasma smallholder scheme is established for benefit of the communities surrounding the REA's concession. With the interest of equitable treatment, REA committed to develop Plasma cooperatives adjacent to REA's land allocations developed prior to 2007. About 20% from the total area will be developed for Plasma program. However, all field operations are handled by REA. Plasma members are only receiving an income on monthly basis based on the FFB production of their land. Currently, there is total 9 Plasma registered under REA as below. As of 2024, there is 2,087 total Plasma smallholders managed by REA.

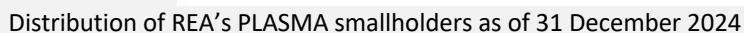
1. Kahad Bersatu Cooperative
2. Terusan Jaya Mandiri Cooperative
3. Etam Bersatu Cooperative
4. Etam Sejahtera Cooperative
5. Bangun Sari Cooperative
6. Senyur Indah Cooperative
7. Anugerah Sejahtera Cooperative
8. Pekalai Murip Cooperative
9. Alam Daya Berseri Sejahtera Cooperative

Example of contract agreement established between REA and PLASMA cooperatives as below.

PLASMA Cooperative	Date	Reference no.
--------------------	------	---------------

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- Growing the seedlings
- To develop the planting on behalf of the cooperative.
- Estate development.
- Planting palm oil.
- Field maintenance – immature area and mature
- Facilities maintenance
- Harvesting
- FFB transportation, etc.



REA started working with smallholders in 2001 under the Smallholder Farmers Programme which became the PPMD scheme in 2005. Under this scheme, REA supported 14 cooperatives of local people with access to land to cultivate oil palm by providing them with oil palm seedlings, fertilisers, herbicides and technical assistance. The costs of the inputs provided are repaid by the members of these cooperatives, interest free, through deductions made when their FFB is sold to REA's palm oil mills.

Percentage of scheme smallholders involved in program (Indicator 172)			Comprehensive Externally verified																				
<p>REA is committed to supporting all oil palm smallholders in the surrounding communities including independent smallholders. There is one scheme smallholders which is PLASMA smallholders.</p> <p>PLASMA</p> <p>PLASMA smallholder scheme is established for benefit of the communities surrounding the REA’s concession. With the interest of equitable treatment, REA committed to develop PLASMA cooperatives adjacent to REA’s land allocations developed prior to 2007. About 20% from the total area will be developed for PLASMA program. However, all field operations are handled by REA. PLASMA members are only receiving an income on monthly basis based on the FFB production of their land. Currently, there is total 9 PLASMA registered under REA. As of 2024, there is 2,087 total PLASMA smallholders managed by REA, which accounted for 55.8%⁽¹⁾ of the group’s total number of smallholders contracted/sourced</p> <p>The following is the status of PLASMA development by REA and the percentage and figure of PLASMA smallholders in REA’s supply chain:</p> <table><tr><td>Total REA’s planted area</td><td>39,165.46 ha</td><td>Remark</td></tr><tr><td>PLASMA allocation (20%)</td><td>7,833.69 ha</td><td>-</td></tr><tr><td>Plan</td><td>831.90 ha</td><td>-</td></tr><tr><td>Actual</td><td>*4,823.17 ha</td><td>only 62% of land available for development.</td></tr><tr><td>Total no. of Smallholders</td><td>3,743</td><td>-</td></tr><tr><td>No. Of Plasma Smallholders involved in the Program</td><td>2,087</td><td>-</td></tr><tr><td>Percentage Involved</td><td>55.8%</td><td>-</td></tr></table> <p>As land expansion is not possible to fulfil the 20% [7,833.69 ha] of allocation area due to the unavailability of area, REA with consultation with nearby communities has introducing a FPKM [Fasilitasi Pembangunan Kebun Masyarakat] to compensate the villagers for remaining 3,010.52 ha [7,833.69 ha -4,823.17 ha]. Through this program, REA offer a business opportunity, FFB transportation from field to mill. REA is planning to compensate the villagers for the value for 4,944.00 ha, 25% extra from original area. As of Dec 2024, actual FPKM implementation is 74% against the plan, 64%.</p> <p>Note:</p> <p>(1) The underlying data remains unchanged. The percentage has been added for clarity in line with the 2025 SPOTT assessment requirements, and this has been verified by Control Union on 9 September 2025.</p>				Total REA’s planted area	39,165.46 ha	Remark	PLASMA allocation (20%)	7,833.69 ha	-	Plan	831.90 ha	-	Actual	*4,823.17 ha	only 62% of land available for development.	Total no. of Smallholders	3,743	-	No. Of Plasma Smallholders involved in the Program	2,087	-	Percentage Involved	55.8%
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Percentage Involved	55.8%	-																					
Programme to support independent smallholders (Indicator 173)			Comprehensive Externally verified																				
<p>Informed by REA’s representative, they received a supply from third-party supply which include independent smallholders. There are two types of independent smallholder groups which are <i>Program Pemberdayaan Masyarakat Desa</i> (PPMD) and independent smallholders. As of December 2024, there are 1,656 independent smallholders (including PPMD) through 22 independent smallholder cooperatives in REA’s supply chain, which contributes to 44.2%⁽¹⁾ of the total smallholders the group sourced.</p> <p>Some activities or program were executed by REA to support their independent smallholders as example below.</p> <p>1. Supplier Due Diligence</p> <p>Prior to the independent smallholder included in the REA’s supply chain, they have to go through the due diligence process. All suppliers need to complete the ‘Laporan Uji Tuntas Calon Pemasok TBS Baru Pihak Ketiga’ and send to REA for verification. Among information included are supplier’s detail, location of field including size and geolocation, planting material, type of material, cooperative name, land legality, HCV and HCS status, LUCA and LURI, commitment to human rights, etc.</p>																							

Based on data collection, all required information are available and maintained accordingly by Smallholder and COMDEV (Community and Development).
Noted that, in 2024, 100% of REA's smallholders had been assessed for compliance with REA's policies and legal requirements.

2. Contract Agreement (Perjanjian Jual Beli TBS Kelapa Sawit)

After verification by REA, successful suppliers will enter to agreement where they have to sign a contract agreement that spelt out on requirement of supplier to comply to REA's sustainability policy. Noted that, all independent smallholders had signed the contract agreement with REA. Example of contract agreement reviewed is between REA and Koperasi Serba Usaha Era Cipta Mandiri dated 25.01.2024, Koperasi Sentekan Permai Swadaya dated 25.01.2024 and Koperasi Bangun Sari dated 25.01.2024.

3. SHINES (SmallHolder INclusion for Ethical Sourcing)

SHINES aims to ensure the smallholders comply to EUDR and other requirements (e.g. RSPO). SHINES was launched in Oct 2024 with the target for 200 independent smallholders engaged each year. The programme will be conducted in 2025. Among activities and information provided through SHINES are:

- Guidance on development of risk assessment and polygon mapping
- Socialization/ training on EUDR requirement
- Training on GAP such as harvesting and FFB collection and despatch

4. Training/ socialization/ Development of Monitoring Committee

REA has organized a training/ socialization session to their independent smallholders on annual basis. The training is essential to ensure all independent smallholders are consistently comply to the REA requirement, policies and procedures. Example of training record verified during the assessment as below.

- 'Training Kelompok Tani Peduli Api (KTPA) at Desa Perdana, Kec. Kembang Janggut dated 19 September 2024 attended by 39 personnels. The Program is for development monitoring committee at villages level to monitor any hot spot to avoid any fires withing jungle area.
- 'Sosialisasi Pembentukan Kelompok Tani Peduli Api (KTPA) Desa Senyur dan kelinjau Iilir, Kec. Muara Ancalong, dated 25.07.2024 attended by 30 personnels. The program is for development monitoring committee to monitor any hot spot to avoid any fires within jungle area.
- 'Sosialisasi Pembentukan Kelompok Tani Peduli Api (KTPA) Desa Tanah Abang Kec. Long Mesangat dan Desa Kelinjau Ulu Kec. Muara Ancalong, dated 31 December 2024 attended by 18 personnels.
- 'Sosialisasi Pembentukan Sistem Kendali Internal (ICS) Kec. Kembang Janggut – Tabang, dated 3 September 2024 attended by 42 personnels. The program is ensures the cooperatives able to ensure that all members collectively meet the requirements of RSPO ISH standards.
- Training/ briefing on ISPO requirement conducted on 06.06.2024 at Desa Perdana and attended by 48 independent smallholders.
- Facilitating the independent smallholders to register their STD-B (Surat Tanda Daftar Usaha Budidaya Tanaman Perkebunan). STD-B is a registration program required by Agriculture Department/ Agency of Indonesia where all smallholders need to register their field to authority. Example of STD-B training conducted is on 03.09.2024 located in Desa Perdana, Kembang Janggut.
- GAP training which includes training on replanting, FFB grading, chemical application, water management, nursery management, pest and disease, deforestation, weed management and safety and health are provided. Example of GAP training conducted located in Desa Perdana, Kec. Kembang Janggut from 04-06.11.2024.
- HCV Conservation/ mitigation training – 'Sosialisasi dan Pelatihan Mitigasi Konflik Manusia-Satwa Liar dated 07-08.05.2024 attended by 60 personnels.

<p>5. PPMD Scheme⁽²⁾</p> <p>REA started working with smallholders in 2001 under the Smallholder Farmers Programme which became the PPMD scheme in 2005. Under this scheme, REA supported 22 cooperatives of local people with access to land to cultivate oil palm by providing them with oil palm seedlings, fertilisers, herbicides and technical assistance. The costs of the inputs provided are repaid by the members of these cooperatives, interest free, through deductions made when their FFB is sold to REA's palm oil mills. As of Dec 2024, there are a total of 359 PPMD smallholders and 100% support are provided by REA, and the practice is on-going as a part of REA's commitment to support the smallholders.</p> <p><i>Note:</i></p> <p>1) The underlying data remains unchanged. The percentage has been added for clarity in line with the 2025 SPOTT assessment requirements, and this has been verified by Control Union on 9 September 2025.</p> <p>2) PPMD is categorised under REA's type of independent smallholder groups. This classification has been updated and re-verified by Control Union on 9 September 2025.</p>	
Percentage of independent smallholders/outgrowers involved in programme (Indicator 174)	
<p>As of December 2024, there are 1,656 independent smallholders (including PPMD) through 22 independent smallholder cooperatives in REA's supply chain, which contributes to 44.2%⁽¹⁾ of the total smallholders the group sourced.</p> <p>The list of program were executed by REA to support their independent smallholders as example below.</p> <p>1. Supplier Due Diligence</p> <p>All suppliers need to complete the 'Laporan Uji Tuntas Calon Pemasok TBS Baru Pihak Ketiga' and send to REA for verification. Based on data collection, all required information are available and maintained accordingly by Smallholder and COMDEV (Community and Development). Noted that, in 2024, 100% of REA's smallholders had been assessed for compliance with REA's policies and legal requirements.</p> <p>2. Contract Agreement (Perjanjian Jual Beli TBS Kelapa Sawit)</p> <p>Noted that, all independent smallholders had signed the contract agreement with REA. Example of contract agreement reviewed is between REA and Koperasi Serba Usaha Era Cipta Mandiri dated 25.01.2024, Koperasi Sentekan Permai Swadaya dated 25.01.2024 and Koperasi Bangun Sari dated 25.01.2024.</p> <p>3. SHINES (SmallHolder INclusion for Ethical Sourcing)</p> <p>SHINES aims to ensure the smallholders comply to EUDR and other requirements (e.g. RSPO). SHINES was launched in Oct 2024 with the target for 200 independent smallholders engaged each year. The programme will be conducted in 2025. Among activities and information provided through SHINES are:</p> <p>4. Training/ socialization/ Development of Monitoring Committee</p> <p>REA has organized a training/ socialization session to their independent smallholders on annual basis. The training is essential to ensure all independent smallholders are consistently comply to the REA requirement, policies and procedures as well as national regulation. Example of training record verified during the assessment as below.</p> <ul style="list-style-type: none"> • 'Training Kelompok Tani Peduli Api (KTPA) at Desa Perdana, Kec. Kembang Janggut dated 19 September 2024 attended by 39 personnels. The Program is for development monitoring committee at villages level to monitor any hot spot to avoid any fires withing jungle area. • 'Sosialisasi Pembentukan Kelompok Tani Peduli Api (KTPA) Desa Senyur dan kelinjau Iilir, Kec. Muara Ancalong, dated 25.07.2024 attended by 30 personnels. The program is for development monitoring committee to monitor any hot spot to avoid any fires within jungle area. • 'Sosialisasi Pembentukan Kelompok Tani Peduli Api (KTPA) Desa Tanah Abang Kec. Long Mesangat dan Desa Kelinjau Ulu Kec. Muara Ancalong, dated 31 December 2024 attended by 18 personnels. 	<p>Comprehensive Externally verified</p>

- 'Sosialisasi Pembentukan Sistem Kendali Internal (ICS) Kec. Kembang Janggut – Tabang, dated 3 September 2024 attended by 42 personnels. The program is ensures the cooperatives able to ensure that all members collectively meet the requirements of RSPO ISH standards.
- 'Training/ briefing on ISPO requirement conducted on 06.06.2024 at Desa Perdana and attended by 48 independent smallholders.
- Facilitating the independent smallholders to register their STD-B (Surat Tanda Daftar Usaha Budidaya Tanaman Perkebunan). STD-B is a registration program required by Agriculture Department/ Agency of Indonesia where all smallholders need to register their field to authority. Example of STD-B training conducted is on 03.09.2024 located in Desa Perdana, Kembang Janggut.
- GAP training which includes training on replanting, FFB grading, chemical application, water management, nursery management, pest and disease, deforestation, weed management and safety and health are provided. Example of GAP training conducted located in Desa Perdana, Kec. Kembang Janggut from 04-06.11.2024.

HCV Conservation/ mitigation training – 'Sosialisasi dan Pelatihan Mitigasi Konflik Manusia-Satwa Liar dated 07-08.05.2024 attended by 60 personnels.

5. PPMD Scheme ⁽²⁾

REA started working with smallholders in 2001 under the Smallholder Farmers Programme which became the PPMD scheme in 2005. Under this scheme, REA supported 22 cooperatives of local people with access to land to cultivate oil palm by providing them with oil palm seedlings, fertilisers, herbicides and technical assistance. The costs of the inputs provided are repaid by the members of these cooperatives, interest free, through deductions made when their FFB is sold to REA's palm oil mills. As of Dec 2024, there are a total of 359 PPMD smallholders and 100% support are provided by REA, and the practice is on-going as a part of REA's commitment to support the smallholders.

The following is the figure and percentage of independent smallholders in REA's supply chain.

Type	No. of smallholders
Total No. Of Smallholders	3,743
No. Of Independent smallholders involved in Programme	1,656 ⁽³⁾
Total Percentage Involvement	44.2%

Note:

- 1) The underlying data remains unchanged. The percentage has been added for clarity in line with the 2025 SPOTT assessment requirements, and this has been verified by Control Union on 9 September 2025.
- 2) PPMD is categorised under REA's independent smallholders. This classification has been updated and re-verified by Control Union on 9 September 2025.
- 3) 1,656 total number of independent smallholders is the addition of 1,297 independent smallholders and 359 PPMD smallholders.

Number or percentage of suppliers assessed and/or engaged on compliance with company's policy and/or legal requirements (Indicator 176)			Comprehensive Externally verified
As of Dec 2024, REA source FFB from three type of suppliers as below.			
Supplier category	Total	Supplier Name	
Own estate	15	Perdana, Pinang, Kebun Lestari, Teguh, Sentekan, Cakra, Damai, Berkat, Sejahtera, Satria, Tepian, Kedaron, Buaya, Long Mesangat, Elang	
PLASMA	9	1. Kahad Bersatu Cooperative 2. Terusan Jaya Mandiri Cooperative 3. Etam Bersatu Cooperative 4. Etam Sejahtera Cooperative 5. Bangun Sari Cooperative 6. Senyur Indah Cooperative 7. Anugerah Sejahtera Cooperative 8. Pekalai Murip Cooperative 9. Alam Daya Berseri Sejahtera Cooperative	
Third-party	1	PT Enggang Alam Sawit sending FFB to Perdana Oil Mill. Contract agreement dated dated 12.02.2024 with reference number 002/SPK/REA/POM/I/2024 is sighted. Under section 6(i), 'Hak & Kewajiban Para Pihak' has outlined the requirement to comply to relevant standard [ISO9001, OHSAS/ISO18001, RSPO, SCCS, ISCC, ISPO], company policy, and manual	
Several engagement methods were applied by REA to ensure all suppliers are comply to REA's policies and procedures as well as national regulations. 1. Supplier Due Diligence All suppliers need to complete the 'Laporan Uji Tuntas Calon Pemasok TBS Baru Pihak Ketiga' and send to REA for verification. Among information included are supplier's detail, location of field including size and geolocation, planting material, type of material, cooperative name, land legality, HCV and HCS status, LUCA and LURI, commitment to human rights, etc. Based on data collection, all required information are available and maintained accordingly by Smallholder and COMDEV (Community and Development). Noted that, in 2024, 100% of REA's smallholders had been assessed for compliance with REA's policies and legal requirements. 2. Contract Agreement (Perjanjian Jual Beli TBS Kelapa Sawit) After verification by REA, successful suppliers will enter to agreement where they have to sign a contract agreement that spelt out on requirement of supplier to comply to REA's sustainability policy. Example of contract agreement reviewed is between REA and Koperasi Serba Usaha Era Cipta Mandiri dated 25.01.2024, Koperasi Sentekan Permai Swadaya dated 25.01.2024 and Koperasi Bangun Sari dated 25.01.2024. As of Dec 2024, 100% of REA's cooperative were engaged and signed the agreement to comply to REA's policies and procedures as well as national regulations.			
Proportion of supply from suppliers that is verified as deforestation- and/or conversion-free (DCF) (Indicator 179)			
According to REA, deforestation and conversion free (DCF) refers to any Fresh Fruit Bunches (FFB) that originate from areas outside of High Conservation Value (HCV) and High Carbon Stock (HCS) zones. REA is committed to ensure their supply chain is DCF by establishing a 'No Deforestation, No Peat, No Exploitation (NDPE) Policy', document number 007/BOD_REA/P/IV/2020, amended			Comprehensive Externally verified

September 2021. REA recognises 15 November 2018 as the cut-off date for supplier compliance with all provisions of the NDPE policy.

Other than that, REA has established a 'Traceability Procedures and Sustainable Supply Chain for Third Party FFB Suppliers', document number REA.BPO.SUS.TSC dated 20.01.2023 approved by President Director. The procedure is established as per NDPE requirement. Under section 3.7, REA outlined their commitment towards NDPE implementation where only sources from DCF are accepted at all REA's facilities.

To achieve 100% DCF, REA conducts a supplier due diligence for both direct and indirect suppliers throughout their supply chain. A DCF assessment based on land ID identification, land survey, supplier engagement and field verification, as well as spatial analysis based on NDPE requirements. REA uses satellite monitoring technology and independent assessments by Satelligence. Thus, REA can identify any risks of encroachment or deforestation and take any necessary further action. The assessment is conducted by a dedicated compliance team and GIS experts.

Example of DCF assessment conducted is on 17-18.05.2022 to PT Enggang Alam Sawita, a third-party estate.

The following are the total volume of DCF in 2024 of all REA's mill. As of Dec 2024, 100% of their suppliers were DCF verified as per REA's policy and procedure.

No	Type	Mill			
		POM	COM	SOM	Total
1	Inti	212,970	321,508	112,503	646,981
2	Plasma Scheme	28,847	22,317	21,472	72,636
3	Independent Smallholders	41,095	38,248	44,319	123,662
4	Outgrowers	7,234	-	7,062	14,296
TOTAL		290,146	382,073	185,356	857,575

Progress on commitment to ethical conduct and prohibition of corruption (*Indicator 188*)

REA is committed to being honest, transparent, and ethical in all its operations and business dealings. It has zero tolerance for bribery and corruption and aims to act professionally, fairly, and in line with national and international corporate governance standards. The establishment of 'Business Ethical Policy', document number 001 /BOD_REA/ P/ II /2015, amended September 2020 indicates their commitment on ethical conduct and avoidance of any form of corruption. The policy is also available on REA's website, [Policies - R.E.A. Holdings plc](#) and accessible to interested parties.

Briefing on the policy is provided during the DEI program.

- DEI Kick off meeting dated 16.03.2024
- Introduction of DEI dated 15.04.2024

HRBP (Human Resource) department has been identified as a responsible team to handle matters related to ethical conduct and corruption.

Any parties may send their grievance or complaint by using generic channel that available on REA's website, [Complaints & grievances/Pengaduan - R.E.A. Holdings plc](#). HRBP team will take necessary action to resolve them accordingly.

Additionally, REA has appointed PWC as third-party assessor to conduct internal audit on finance on annual basis.

Comprehensive
Externally verified

3.2 Signing by the Client

I the undersigned, being the most senior relevant management representative of the operation seeking or holding certification, agree with the contents and audit findings as presented in this document.

I also confirm:

- Acceptance of liability in execution of the instructions given.
- That this company was made aware that the findings of the audit team are tentative, pending review and decision making by the duly designated representatives of Control Union Certifications.
- That during the closing meeting all agenda items was covered by the Lead Verifier.

Acknowledged by:

Name:	Dr. Bremen Yong Kin Kong
Position:	Group Chief Sustainability Officer
Date:	29-07-2025


Signature

3.3 Signing by the Lead Assessor

I the undersigned, being the Lead verifier, confirm that this report is an accurate record of the findings and of the closing meeting. I further confirm that the summary of the findings as presented in this report are a true representation of the actual findings of the audit team.

Acknowledged by:

Name:	Ebnu Holdoon Shawal
Position:	Lead Verifier
Date:	09-06-2025


Signature

3.4 Signing by the Certifier

I the undersigned, being the Certifier, confirm that the information and conclusions included in this report have been prepared in good faith and that the certification decision has been based upon this information.

Acknowledged by:

Name:	Mohamad Fitri Mustafa
Position:	Internal Reviewer
Date:	28-07-2025


Signature