AEP Plantations Plc

Modern Slavery Statement for Financial Year 2025

Introduction

AEP Plantations Plc ("**Group**") is committed to acting ethically and with integrity in all its business relationships and to implementing effective controls to prevent modern slavery. This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 ("**Act**") and sets out the steps taken by the Group during the financial year ended 31 December 2025 to prevent modern slavery and human trafficking in its operations and supply chains.

Organisation Structure, Business and Operations

AEP Plantations Plc is a holding company with oil palm plantation operations in Indonesia and Malaysia. The Group's primary activities include the cultivation, harvesting and processing of oil palm fresh fruit bunches (FFB). The Group employs approximately 7,500 permanent estate workers and engages third-party contractors across its plantations for various plantation and operations activities, including:

- Planting and harvesting;
- Transportation and logistics;
- Construction and infrastructure works;
- Estate maintenance and other support services.

The Group also sources FFB from independent smallholders and purchases operational supplies such as seedlings, machinery spare parts, chemicals and fertilisers from third-party suppliers.

Policies in relation to Slavery and Human Trafficking

The Group manages its environmental and social risks, including human rights and labour issues, through its centralised Environment, Safety and Health & Sustainability team. The Group adopted a Sustainability Policy, approved by the Board of Directors, which includes commitments to:

- Prohibit the use of forced or child labour;
- Provide safe and fair working conditions;
- Prevent harassment, coercion, or abuse;
- Respect working hours, wages, and benefits in accordance with local labour laws;
- Promote transparent grievance mechanisms.

In addition, the Group maintains a Whistleblowing Policy and a public grievance mechanism that allows employees, contractors, and third parties to raise concerns confidentially and without retaliation.

Due Diligence Process

The Group undertakes due diligence to promote responsible labour practices within its operations and supply chains:

- Requiring suppliers and contractors to acknowledge and adhere to the Group's Sustainability Policy;
- Incorporating expectations relating to ethical labour practices into supplier and contractor engagements;

- Monitoring labour practices through the Group's internal management and sustainability teams;
- Providing grievance and whistleblowing mechanisms through which employees, contractors and external stakeholders may raise concerns;
- Initiating internal investigations where potential labour or human rights concerns are identified.

During the financial year under review, the Group did not receive any reports of modern slavery or human trafficking, and no contracts were terminated due to concerns relating to modern slavery.

Risk Assessment and Management

The Group recognises that certain aspects of its operations and supply chains may present potential risks relating to modern slavery. These may include:

- Labour-intensive plantation operations;
- Engagement of third-party contractors;
- Sourcing of FFB from independent smallholders;
- Procurement of goods and services from external suppliers.

To manage these risks, the Group seeks to:

- Implement policies that prohibit forced labour, child labour and other exploitative practices;
- Monitor labour conditions within its plantation operations;
- Communicate its expectations on labour standards to suppliers and contractors;
- Provide grievance channels through which concerns may be reported and addressed.

The Group continues to review its operations and supply chains to identify and manage potential risks.

Effectiveness and Key Performance Indicators

The Group monitors the effectiveness of its approach to preventing modern slavery through several measures, including:

- the operation of whistleblowing and grievance mechanisms;
- internal reviews of labour practices;
- monitoring of reported concerns relating to labour standards.

During the financial year ended 31 December 2025:

- no reports of modern slavery were received through the Group's grievance or whistleblowing channels;
- no supplier or contractor relationships were terminated due to modern slavery concerns.

The Group will continue to review its processes to ensure that its approach to managing modern slavery risks remains effective.

Training and Awareness

The Group promotes awareness of responsible labour practices through its internal policies and management processes.

Employees' terms and conditions of employment are reviewed annually to ensure compliance with applicable local labour laws, and relevant personnel are expected to adhere to the Group's policies relating to labour standards and ethical conduct.

The Group will continue to consider appropriate measures to promote awareness of modern slavery risks within its operations and supply chains.

Going Forward

The Group remains committed to maintaining and strengthening its approach to preventing modern slavery and human trafficking within its operations and supply chains.

The Group will continue to review and enhance its policies, procedures and management processes relating to labour standards and responsible business practices. This includes ongoing engagement with employees, contractors and suppliers to promote compliance with applicable labour laws and the Group's sustainability commitments.

The Group will also continue to monitor developments in modern slavery legislation and guidance and, where appropriate, consider further measures to strengthen its approach to identifying and managing potential risks within its operations and supply chains.

Board Approval

This statement has been approved by the Board of Directors of AEP Plantations Plc on 29 April 2026 and constitutes the Group's Modern Slavery Statement for the financial year ending 31 December 2025. It is signed on the same date on behalf of the Board by Marcus Chan Jau Chwen, Executive Director (Corporate Affairs).

Marcus Chan Jau Chwen
Executive Director (Corporate Affairs)
AEP Plantations Plc