

# A FORCE FOR CHANGE

 FORGING AHEAD TO  
A BETTER FUTURE

ANNUAL REPORT 2022

## SDP AR2022 Base Data

Indicator (unit)	Breakdown (unit)	FY2022	FY2021	FY2020
<b>General disclosures</b>				
Landbank	<b>Total ha</b>	<b>744,188</b>	<b>744,630</b>	<b>745,301</b>
	Malaysia	341,535	341,815	342,408
	Indonesia	256,007	256,169	256,247
	PNG and SI	146,646	146,646	146,646
Oil palm planted area	<b>Total ha</b>	<b>578,114</b>	<b>579,708</b>	<b>583,339</b>
	Malaysia	296,098	296,993	298,965
	Indonesia	191,214	191,825	193,331
	PNG and SI	90,802	90,890	91,043
FFB processed	<b>Total MT</b>	<b>10,072,839</b>	<b>10,989,330</b>	<b>11,018,804</b>
	Own plantations	1,912,796	9,123,973	9,275,385
	3 <sup>rd</sup> party producers	1,866,065	1,865,357	1,743,418
Mills	<b>Total no.</b>	<b>67</b>	<b>67</b>	<b>66</b>
	Malaysia	33	33	33
	Indonesia	22	22	22
	PNG and SI	12	12	11
Refineries	<b>Total no.</b>	<b>11</b>	<b>11</b>	<b>11</b>
	APAC	7	7	7
	EMEA	3	3	3
	Oceania	1	1	1
Production of CPO	<b>Total million tonne</b>	<b>2.125</b>	<b>2.373</b>	<b>2.363</b>
	Malaysia	0.846	1.120	1.174
	Indonesia	0.711	0.693	0.659
	PNG and SI	0.567	0.560	0.529
Production of certified sustainable palm oil	<b>Total million tonne</b>	<b>1.887</b>	<b>2.150</b>	<b>2.097</b>
Compliance with laws	Fines incurred (no.)	12	29	25
	Value of fines (MYR)	79,500	139,250	288,000

Note: FY2018 figures marked with \* indicates data is from July to December 2018 when fiscal year-end for reporting was revised from June to December pursuant to the demerger from Sime Darby Berhad in November 2017.

Indicator (unit)	Breakdown (unit)	FY2022	FY2021	FY2020
FFB yield (MT/ha)	Total FFB yield	16.63	18.49	19.14
	Malaysia	14.01	18.54	20.14
	Indonesia	17.66	16.47	16.29
	PNG and SI	22.37	22.06	21.48
Mill production (MT)	Total CPO extracted	2,125,184	2,372,501	2,362,710
	Malaysia	846,688	1,119,997	1,174,059
	Indonesia	711,340	692,818	659,450
	PNG and SI	567,156	559,686	529,201

Indicator (unit)	Breakdown (unit)	FY2022	FY2021	FY2020
	Total kernel extracted	490,478	548,724	557,111
	Malaysia	204,000	265,305	284,593
	Indonesia	143,781	144,253	138,648
	PNG and SI	142,697	139,166	133,870

Note: FY2018 figures marked with \* indicates data is from July to December 2018 when fiscal year-end for reporting was revised from June to December pursuant to the demerger from Sime Darby Berhad in November 2017.

Indicator (unit)	Breakdown (unit)	FY2022	FY2021	FY2020
<b>Employees by gender</b>				
Total employees	Total (headcount)	82,841	80,041	85,658
	Male	47,070	46,288	51,965
	Female	11,749	12,120	12,492
	No breakdown	24,022	21,633	21,201

Note: Gender breakdown is not available for employees in PNG, SI and UK due to prevailing data protection law.

<b>Employee by business segment, region, and gender</b>				
Upstream	Malaysia	29,702	29,023	33,552
	Male	24,344	23,709	28,298
	Female	5,358	5,314	5,254
	Indonesia	25,212	25,983	27,502
	Male	20,089	20,377	21,469
	Female	5,123	5,606	6,033
	PNG and SI	23,537	21,105	20,700
	Female			
Downstream	APAC	1,726	1,695	1,688
	Male	1,287	1,257	1,241
	Female	439	438	447
	EMEA	366	356	382
	Male	90	85	89
	Female	46	41	43
	No Breakdown	230		
	Oceania	91	76	71
	Male	3	3	1
	Female	0	0	0
	No Breakdown	88		
	North America	3	2	1
	Male	2	1	1
	Female	1	1	0
Head office	Corporate	399	312	295
	Male	150	135	129
	Female	249	177	166
	Operation services	39	51	54
	Male	18	17	20
	Female	21	34	34

	Others	485	118	113
	Male	450	84	82
	Female	35	34	31

Note: 'Others' cover SD Agri-bio, SDP Renewables, Workforce Management, Land Management, Upstream Support & Plantation Advisory

Research & Development	Malaysia	944	932	950
	Male	517	505	512
	Female	427	427	438
	Indonesia	161	157	163
	Male	111	110	117
	Female	50	47	46
	PNG and SI	176	231	186
	Male	0		
	Female	0		
	No Breakdown	176		
Malaysia	Executive	1,777	1,673	1,598
	Non-executive	5,481	4,656	4,970
	Workers	25,323	25,128	29,384
Indonesia	Executive	1,013	985	1,002
	Non-executive	3,708	3,677	3,914
	Workers	20,899	21,689	22,924
PNG and SI	Executive	493	531	515
	Non-executive	3,382	3,462	2,816
	Workers	19,929	17,419	17,626
Others	Executive	159	156	161
		167		
	Non-executive	367	358	646
	Workers	302	307	102

Note: 'Others' cover downstream business unit workers across the Americas, the Netherlands and Thailand.

Employees new hires and turnover by business segments				
Upstream	New hires	15,594	5,863	6,040
	Turnover	26.94%	25.74%	20.04%
Downstream	New hires	244	175	127
	Turnover	11.60%	11.73%	9.65%
Head Office	New hires	465	73	32
	Turnover	15.80%	12.02%	16.27%
R&D	New hires	95	67	57
	Turnover	13.06%	13.62%	14.73%
Employees new hires and turnover by gender				
Male	New hires	13,306	4,878	3,475
	Turnover	31.31%	26.03%	14.44%
Female	New hires	3,087	1,299	918
	Turnover	30.52%	15.39%	9.23%
No gender breakdown	New hires	5	1	1,863

Note: Turnover by gender excludes countries where gender breakdown is not available.

Employees new hires and turnover by age group				
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<= 23 years	New hires	6,442	2,510	1,548
	Turnover	59.89%	48.39%	20.28%
24–38 years	New hires	7,826	2,858	2,512
	Turnover	29.95%	25.00%	13.51%
39–55 years	New hires	2,000	681	796
	Turnover	19.35%	12.88%	7.95%
=> 56 years	New hires	125	128	60
	Turnover	129.41%	90.00%	63.46%
No age data	New hires	5	1	1,340
	Turnover	14.10%	31.89%	44.26%

Indicator (unit)	Breakdown (unit)	FY2022	FY2021	FY2020
<b>Occupational health and safety</b>				
Lost time injuries and severity rates	no. of lost time injuries	1,632	1,376	1,756
	total days lost	7,704	6,915	7,326
	total hours worked	180,564,335	190,040,370	218,441,025

Indicator (unit)	Breakdown (unit)	FY2022	FY2021	FY2020
<b>Climate change impacts and climate resilience</b>				
Biogas plants installed	Total (no.)	14	12	9
	Estimated emissions avoided (MT CO <sub>2</sub> e)	531,045.66	456,700.49	387,836.70
	Flemington	28,968.46	28,121.17	35,210.78
	Hadapan	34,495.32	30,878.63	48,669.97
	Merotai	44,912.56	54,091.03	34,550.79
	West	50,278.23	24,749.01	31,294.87
	Tennamaran	50,061.50	49,056.67	49,056.67
	Sandakan Bay	38,877.52	28,104.94	
	Chersonese	38,764.39	37,298.34	
	Sua Betong	47,327.93	6,747.91	
	Pemantang	47,915.77	26,982.35	38,080.22
	Rantau	24,761.55	25,592.10	37,236.57
	Mosa	60,708.05	74,213/88	54,368.28
Kumbango	63,974.38	70,819.44	59,338.54	

Note: Only a complete 1-year data is acceptable for CER calculation for the plant.

Indicator (unit)	Breakdown (unit)	FY2022	FY2021	FY2020 (Baseline)
GHG emissions by source	<b>Scope 1</b>			
	FLAG*	8,363,092 (44.78%)	8,553,549 (44.85%)	7,503,483 (43.61%)
	Land Use Change	7,801,354 (42.01%)	7,974,172 (41.84%)	7,200,168 (41.84%)
	Land Management	433,137 (2.33%)	544,073 (2.85%)	270,530 (1.57%)

Non-land (transportation and machineries)	84,402 (0.45%)	36,503 (0.19%)	32,785 (0.19%)
Non-FLAG**	1,662,740 (8.95%)	1,877,491 (9.85%)	2,384,244 (13.86%)
Effluent Treatment	1,479,699 (7.97%)	1,693,414 (8.89%)	1,869,965 (10.87%)
Stationary Combustion	183,040 (0.98%)	184,077 (0.97%)	514,279 (2.99%)
<b>Sub-total (Scope 1)</b>	<b>9,981,633 (54%)</b>	<b>10,432,239 (55%)</b>	<b>9,887,727 (57%)</b>
<b>Scope 2</b>			
Non-FLAG Purchase Electricity and Steam	214,649 (1.15%)	216,205 (1.13%)	153,384 (0.89%)
<b>Sub-total (Scope 1 &amp; 2)</b>	<b>10,196,281 (55%)</b>	<b>10,648,444 (56%)</b>	<b>10,041,111 (58%)</b>
<b>Scope 3</b>			
FLAG*	6,237,421 (33.6%)	5,885,348 (30.88%)	5,024,845 (29.2%)
Purchased Goods & Services – Feedstock <sup>1</sup>	6,237,421 (33.50%)	5,885,348 (30.87%)	5,024,845 (29.2%)
Non-FLAG**	2,137,813 (11.48%)	2,524,676 (13.24%)	2,141,362 (12.4%)
Purchased Goods & Services – Non-Feedstock <sup>1</sup>	1,626,369 (8.76%)	2,044,767 (10.73%)	1,136,650 (6.61%)
Capital Goods	272,428 (1.47%)	229,655 (1.21%)	210,433 (1.22%)
Fuel and Energy-related Activities	25,821 (0.14%)	21,188 (0.11%)	10,307 (0.06%)
Upstream Transportation and Distribution	28,182 (0.15%)	30,561 (0.16%)	101,834 (0.59%)
Waste Generated in Operations	10,069 (0.05%)	5,323 (0.03%)	8,965 (0.05%)
Business Travel	2,668 (0.01%)	1,702 (0.01%)	4,312 (0.03%)
Employee Commuting	32,657 (0.18%)	31,215 (0.16%)	30,842 (0.18%)
Downstream Transportation and Distribution	103,783 (0.56%)	130,814 (0.69%)	319,046 (1.85%)
Processing of Sold Products	17,897 (0.10%)	16,172 (0.08%)	5,145 (0.03%)
Use of Sold Products <sup>2</sup>	17,938 (0.10%)	13,279 (0.07%)	313,828 (1.82%)
<b>Total (Scope 3)</b>	<b>8,375,234 (45%)</b>	<b>8,410,024 (44%)</b>	<b>7,166,207 (42%)</b>
<b>Total (Scope 1, 2 &amp; 3)</b>	<b>18,571,515</b>	<b>19,058,491</b>	<b>17,207,318</b>
Total Scope 1 Biogenic emissions (tCO <sub>2</sub> )	TBC	TBC	TBC

Indicator (unit)	Breakdown (unit)	FY2022	FY2021	FY2020
Energy consumption within organisation (GJ)	Renewable sources	919,478	812,619	1,048,563
	B20 biodiesel		8,606	

	B30 Biodiesel	506,427	519,928	577,954
	Biodiesel	401,442	262,333	470,609
	Biomass	23,175,307	25,531,167	25,616,144
	Other liquid biofuels		40	
	Non-renewable sources	4,195,213	3,959,906	4,195,340
	Purchased energy	1,032,293	1,029,083	854,773
	Diesel	1,406,155	1,242,325	1,225,835
	Electricity		664,661	
	Petrol	2,484	3,729	24,598
	Liquefied petroleum gas	270	71,378	
	Medium fuel oil	406,584	516,880	408,595
	Natural gas	1,347,473	1,096,511	1,681,539
	Anthracite coal			

Note: Energy data for FY2020 and FY2021 has been recalculated and reinstated here.

Indicator (unit)	Breakdown (unit)	FY2022	FY2021	FY2020
<b>Operational efficiency for upstream</b>				
Water withdrawal (m <sup>3</sup> )	Total	29,681,281	29,295,441	246,810,006
	Malaysia	8,063,517	8,508,415	8,721,528
	Indonesia	12,642,970	12,556,959	225,261,110
	PNG and SI	8,974,794	8,230,067	12,827,368
Water discharge (m <sup>3</sup> )	Total	4,716,753	5,102,142	5,349,966
	Malaysia	3,005,362	3,230,304	3,642,340
	Indonesia	387,749	409,625	330,644
	PNG and SI	1,323,642	1,462,213	1,376,982
Waste generated (kg)	Total	3,030,700	1,383,564	2,416,409
	Malaysia	97,567	72,671	70,559
	Indonesia	663,277	318,266	376,915
	PNG and SI	2,269,856	992,627	1,968,935

Note: Includes scheduled wastes only (hydrocarbon, chemical, medical)

Indicator (unit)	Breakdown (unit)	FY2022	FY2021	FY2020
<b>Grievances</b>				
Nature of grievances against third-party suppliers (% of cases raised during the year)	Environmental	83%	80%	88%
	Social	17%	5%	0%
	Environmental and social	0%	15%	12%

Note: Grievances are tracked and reported on parent company basis, which means some companies may have multiple cases of different natures parked under the same case profile. Cases with overlapping environmental and social grievances have been categorised separately for clarity.

Status of third-party suppliers grievances (%)	Resolved	50%	57%	35%
	Investigating	33%	13%	6%
	Ongoing monitoring and engagement	0%	13%	24%

Note: Percentage of all cumulative grievances as of December.

