

Grievance List updated as of December 2025

A. Grievances on First Resources Entities

Date	Stakeholder (Grievance Channel)	Entity	Key Issues	Status
Aug 2024	The complainant has requested confidentiality (RSPO Complaints System)	PT. Mitra Karya Sentosa	Land permits	<p>Case closed by RSPO on 5th June 2025.</p> <ul style="list-style-type: none"> Following the notification of the complaint (RSPO/2024/10/RH) submitted in September 2024, the Company opted to pursue bilateral engagement; however, the Complainant declined. As both parties were unable to agree on a mutually acceptable resolution mechanism, the Complaints Panel initiated an investigation. On 4 March 2025, the Complaints Panel issued a decision letter concluding that the complaint submitted by the Complainant could not be accepted by the RSPO. Consequently, the case was closed following this decision.
Mar 2024	The complainant has requested confidentiality (RSPO Complaints System)	PT. Swadaya Mukti Prakarsa	Labor facilities	<p>Case closed by RSPO on 23rd January 2025.</p> <ul style="list-style-type: none"> In May 2024, a complaint was filed through the RSPO Complaints System (RSPO/2024/05/RR). In accordance with the RSPO Complaints and Appeals Procedures, the Company and the Complainant mutually agreed to engage in bilateral discussions to address the concerns raised. The bilateral engagement took place from June 2024 to December 2024 and resulted in an amicable resolution of the complaint. As mutual understanding was achieved and an agreement was reached between the Company and the Complainant, and a summary of this resolution was submitted to the Complaints Panel for deliberation. Following the successful resolution of the matter, the case was formally closed by the Complaints Panel in January 2025.
Nov 2024	Rainforest Action Network (RAN)	PT Kalimantan Green Persada	Allegation of potential overlap between the company's concession and customary lands of the Long Isun community in Mahakam Ulu, East Kalimantan.	<p>Case closed.</p> <ul style="list-style-type: none"> In October 2021, a report published by Rainforest Action Network (RAN) alleged a potential overlap between the concession of First Resources' subsidiary, PT Kalimantan Green Persada (PT KGP), and the customary lands of the Long Isun community in Mahakam Ulu, East Kalimantan. When the report was published in 2021, First Resources had not received prior communication from RAN. However, we are pleased to announce that in 2024, the Company had the opportunity to engage directly with RAN, enabling us to provide clarification on the issue. Following this engagement, the company issued a clarification statement addressing the allegation.

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Nov 2023	The Gecko Project (article)	First Resources Ltd	Allegation of control over other groups	<p>Case closed by RSPO on 9th December 2025.</p> <ul style="list-style-type: none"> – The complaint was received by RSPO on 14 April 2021, and being tracked on RSPO case tracker (RSPO/2021/04/EN) – The company consistently provides updates and clarifications concerning The Gecko Project article, which referenced similar allegations submitted to the RSPO by Stakeholder 1: <ul style="list-style-type: none"> • February 2021 • November 2023 • March 2024 • April 2024 • August 2025 • December 2025 – Pursuant to the decisions of the RSPO Complaints Panel and the Appeals Panel, the case has been closed. These decisions reaffirmed First Resources' compliance with sustainability standards, and concluded that both the Complainant's allegations and appeals were dismissed.
Feb 2021	Stakeholder 1 – The complainant has requested confidentiality (RSPO Complaints System)			
Apr 2021	The complainant has requested confidentiality (RSPO Complaints System)	PT Mitra Karya Sentosa - Ketapang	Land compensation	<p>Case closed by RSPO on 1st June 2024.</p> <ul style="list-style-type: none"> – Complaint was received 28 April 2021, and being tracked on RSPO case tracker – The company has diligently adhered to the complaint proceedings within the RSPO complaint system, demonstrating full cooperation. As of February 28, 2024, the company has duly received the Complaint Panel's decision on the matter, which yielded a favorable outcome. – The company has taken proactive steps with the secretariat in fulfilling the given directives. The case was formally closed by RSPO on 1st June 2024.
Jun 2021	Forest Peoples Programme	PT Pancasurya Agrindo	Conflicts with villagers	– Clarification statement
Dec 2020	Mongabay	PT Citra Agro Kencana	Termination of workers' employment	– Clarification statement
Nov 2020	Transnational Palm Oil Labour Solidarity (TPOLS)			
Nov 2020	Stakeholder 2 (Group of NGOs, led by Pro Wildlife)	PT Wahana Prima Sejati	Deforestation	<p>Case closed by RSPO on 31st May 2023.</p> <ul style="list-style-type: none"> – Complaint was received from Stakeholder 1 in Jun 2020. After several discussions, Stakeholder 1 submitted a formal complaint to RSPO in Jul 2020. In Nov 2020, we received a letter by Pro Wildlife (Stakeholder 2) raising the same issue. Please find our response to Pro Wildlife here. – Following the formal complaint, The complaint was accepted by
Jun 2020	Stakeholder 1 (Stakeholder has requested confidentiality)			

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				<p>RSPO at end Sep 2020, and can be tracked on RSPO case tracker.</p> <ul style="list-style-type: none"> On March 6, 2024, the Decision Letter was issued to the relevant parties, concluding that the allegations were dismissed and no violations were found. The case was formally closed by RSPO on May 31, 2024.
Nov 2019	Mighty Earth (Rapid Response Report #21)	PT Ketapang Agro Lestari	Deforestation	<p>Case closed.</p> <ul style="list-style-type: none"> After conducting ground verification, we found that a small area of 0.55 hawas cleared in an area classified as "Recommended for Conservation". Subsequently, we carried out rehabilitation works in the affected area. The rehabilitation work is now complete and we will continue to monitor it.
Nov 2019	Greenpeace (article)	PT Limpah Sejahtera PT Priatama Riau	Fires	<ul style="list-style-type: none"> On 30th Oct 2019, we received a letter and an attachment from Greenpeace with regard to the allegations of our subsidiaries in this report, and was asked to provide a response by 1st Nov 2019. Please find our response to Greenpeace on 1st Nov 2019 here. Note that our response was not acknowledged by Greenpeace in the report.
Sep 2019	Greenpeace (article)	PT Surya Dumai Agrindo	Fires	<p>Case closed.</p> <ul style="list-style-type: none"> Clarification statement
Aug 2018	Greenpeace (article)	PT Limpah Sejahtera	Fires	<p>Case closed.</p> <ul style="list-style-type: none"> Clarification statement
May 2018	Linkar Borneo (RSPO Complaints System)	PT Swadaya Mukti Prakarsa	Free, Prior and Informed Consent (FPIC)	<p>Case closed by RSPO on 2nd Jan 2019.</p> <ul style="list-style-type: none"> After bilateral clarifications and verification, the stakeholder agreed that the complainant's claims were unsubstantiated and the complaint was withdrawn. RSPO case tracker: https://askrspo.force.com/Complaint/s/case/50090000028EoXoAAK/detail
May 2015	The community of Pungkat village (media article)	PT Setia Agrindo Lestari	Peat development and water pollution	<p>Case closed.</p> <ul style="list-style-type: none"> Case summary
May 2015	Linkar Borneo (RSPO Complaints System)	PT Swadaya Mukti Prakarsa	Plasma commitments and fire incidents	<p>Case closed by RSPO on 20th Jul 2016.</p> <ul style="list-style-type: none"> Case summary (Not listed on RSPO case tracker)
Oct 2012	Environmental Investigation Agency, AMAN and the community of Muara Tae (RSPO Complaints System)	PT Borneo Surya Mining Jaya	Free, Prior and Informed Consent (FPIC)	<p>Case closed by RPSO on 22nd Dec 2015.</p> <ul style="list-style-type: none"> Case summary RSPO case tracker:

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Feb 2011	International Animal Rescue Indonesia (RSPO Complaints System)	PT Limpah Sejahtera	HCV clearance and HCV management and monitoring	<p>https://askrsspo.force.com/Complaints/case/50090000028ErzcAAC/detail</p> <p>Case closed by RSPO on 17th Feb 2020.</p> <ul style="list-style-type: none"> On 10th May 2019, the RSPO Complaints Panel (CP) transferred the case to RSPO Investigation Monitoring Unit (IMU) to monitor the implementation of the CP's decision. On 17th Feb 2020, the case was closed by RSPO IMU. Case summary

B. Grievances on non-First Resources Entities

Date	Stakeholder (Grievance Channel)	Entity	Key Issues	Status
Sep 2024	Stakeholder's Deforestation Monitoring	PT Permata Sawit Mandiri (not a supplier to First Resources)	Deforestation	<p>Case closed.</p> <ul style="list-style-type: none"> In September 2024, First Resources began receiving several inquiries from stakeholders regarding the potential entry of fresh fruit bunches (FFB) from PT Permata Sawit Mandiri (PT PSM) into the Company's supply chain. First Resources is aware that PT PSM has been included in various grievance lists of our stakeholders and NGO reports due to deforestation-related activities—leading several companies have suspended their dealings with the company—which the allegation also conflicts with First Resources' NDPE policy. In response, First Resources clarified to stakeholders that PT PSM is not a supplier to the Company. Notwithstanding this, First Resources has taken note of the information and will continue to monitor the issues highlighted by stakeholders. First Resources reaffirms its commitment to not source any materials from PT PSM and this commitment has been communicated to the relevant operational teams, and its implementation will continue to be closely monitored.
Jan 2019	Mighty Earth (Rapid Response Report#9)	PT Ketapang Hijau Lestari (FAP Agri)	Deforestation	<p>Case closed.</p> <ul style="list-style-type: none"> HCS assessment for PT Ketapang Hijau Lestari was conducted in 2017 by a registered HCS Approach assessor. In Sep 2019, FAP Agri registered the HCS assessment of PT Ketapang Hijau Lestari with HCS Secretariat for peer review. In Oct 2019, FAP Agri released an NDPE policy on their website. In Dec 2020, the peer review of the HCS assessment has been completed (HCSA peer review report).
Sep 2018	Greenpeace (report "Final Countdown")	PT Agrindo Green Lestari PT Citra Agro Abadi (Ciliandry Anky Abadi)	Deforestation	<p>Case closed.</p> <ul style="list-style-type: none"> PT Ciliandry Anky Abadi, PT Agrindo Green Lestari and PT Citra Agro Abadi are not subsidiaries, associated companies, or related parties of First Resources. First Resources' controlling shareholder and its key management personnel do not have any ownership or hold any management roles in these companies.
Jun 2018	Chain Reaction Research (research report)	PT Ciliandry Anky Abadi (Ciliandry Anky Abadi)		<ul style="list-style-type: none"> We have not purchased any palm oil products and do not have any financial or operational relationship with these companies. Clarification statement

Date	Stakeholder (Grievance Channel)	Entity	Key Issues	Status
Jan 2018	Mighty Earth (direct engagement)	PT Setia Agro Utama PT Marsam Citra Adiperkasa(FAP-Agri)	Forest degradation	<p>Case closed.</p> <ul style="list-style-type: none"> – FAP-Agri is a third-party supplier to First Resources. – FAP-Agri clarified that they have completed HCS assessments for their developmental area. – We have obtained the maps of PT Setia Agro Utama's and PT Marsam Citra Adiperkasa's concession areas and checked that the areas highlighted by Mighty Earth are not within these companies' concessions.
Sept 2016	Mighty Earth (direct engagement)	FAP-Agri	Deforestation and fire incidents	<p>Case closed.</p> <ul style="list-style-type: none"> – FAP-Agri is a third-party supplier to First Resources. – After our engagement with FAP-Agri in late 2016, they have agreed to observe First Resources' policy on HCS forests for future development. – FAP-Agri updated that they have completed HCS assessments for their developmental area in 2017. – <u>Clarification statement</u>