

## Perladangan

### Kadar Caruman KWSP 2% Untuk Pekerja Asing

- Saranan WAJARAN TINGGI kekal; Saham Pilihan Utama: Johor Plantations Group (JPG), Sarawak Oil Palms (SOP), Bumitama Agri (BAL), PP London Sumatra Indonesia (LSIP) dan SD Guthrie (SDG). Selepas pembentangan Belanjawan 2025 pada Okt 2024, Kerajaan telah mengemukakan cadangan agar kadar caruman Kumpulan Wang Simpanan Pekerja (KWSP) mandatori untuk pekerja asing dikurangkan kepada 2% daripada gaji yang diperolehi (daripada 12%). Perkara ini merupakan satu perkembangan baik buat sektor tetapi tiada pengumuman dibuat mengenai tarikh pelaksanaannya. Walaupun ia akan memberikan kesan negatif pada perolehan, anggaran kami menunjukkan kesannya tidak akan menjadi begitu ketara.
- Semalam, Kerajaan membuat cadangan supaya sumbangan caruman KWSP mandatori ditetapkan pada 2% untuk pekerja asing, iaitu lebih rendah daripada angka awal yang dicadangkan sebelum ini sebanyak 12%. Tiada maklumat lanjut dikongsikan berhubung garis masa pelaksanaan yang dijangka akan dibincangkan semasa sesi persidangan Kabinet minggu ini. Walau bagaimanapun, kami berpendapat hal ini akan dilaksanakan secara berperingkat. Kami turut mengambil maklum bahawa tiada perbezaan dibuat (mengenai peratusan caruman baharu ini) antara pekerja asing yang bekerja bawah kontrak baharu mahupun mereka yang terikat dengan kontrak sedia ada.
- Sekiranya sumbangan caruman KWSP 2% sekarang dilaksanakan untuk kedua-dua kontrak sedia ada dan baharu, kami memandang baik akan perkembangan berita ini kerana kadar tersebut akan menjadi lebih rendah daripada kadar statutori untuk kedua-dua pekerja dan majikan, iaitu 12%. Oleh demikian itu, pekerja asing akan membawa pulang gaji berjumlah MYR1,666 (dengan kadar 2%, caruman pekerja adalah sebanyak MYR34 sebulan) berdasarkan semakan gaji minimum MYR1,7000. Tambahan lagi, syarikat perladangan juga akan perlu membayar kos tambahan sekurang-kurangnya MYR34 sebulan untuk setiap pekerja jika gaji minimum mencecah MYR1,700.
- Berdasarkan paras gaji minimum MYR1,700/bulan, kos tambahan ini akan mendatangkan kesan minimum terhadap syarikat-syarikat yang kami kaji, iaitu -0.3% kepada -2% daripada perolehan tahunan. Sungguhpun begitu, kami ingin menekankan bahawa ini merupakan kes senario terbaik yang boleh terjadi susulan pelaksanaan dasar ini. Hal ini demikian kerana buruh penuai selalunya dibayar secara sekali gus yang nilai jauh lebih tinggi daripada paras gaji minimum. Hal ini bermakna kesan ke atas perolehan akan menjadi sedikit lebih besar. Seterusnya, jika majikan perlu menampung bahagian caruman pekerja dengan menaikkan gaji supaya ia turut merangkumi caruman 2%, kesannya boleh menjadi jauh lebih ketara sehingga mungkin mencecah kira-kira 4-8% setahun.
- **WAJARAN TINGGI kekal.** Kami yakin sumbangan caruman yang dicadangkan ini akan memberikan sedikit kelegaan kepada syarikat perladangan kerana ia jauh lebih rendah daripada jumlah sumbangan yang disebut sebelum ini, iaitu 12%. Walaupun ada sedikit kesan negatif terhadap perolehan, impaknya tidaklah begitu ketara. Kami tidak membuat perubahan pada anggaran perolehan kami untuk masa sekarang. Saham Pilihan Utama kami tetap melibatkan campuran syarikat perladangan tulen dan saham-saham yang menawarkan peluang pelaburan baik mengikut perkembangan semasa - JPG, SOP, SDG, BAL and LSIP.

## Wajaran Tinggi (Kekal)

Saham Dikaji 14  
 Penarafan (Beli/Neutral/Jual): 7 / 7 / 0  
 Trend Semakan Perolehan 12b Lalu: Negatif

#### Saham Pilihan Utama

Saham Pilihan Utama	Harga Sasar
SD Guthrie (SDG MK) – BELI	MYR5.55
Johor Plantations (JPG MK) – BELI	MYR1.55
Sarawak Oil Palms (SOP MK) – BELI	MYR4.15
Bumitama Agri (BAL SP) – BELI	SGD0.95
London Sumatra Indonesia (LSIP IJ) – BELI	IDR1,540

#### Penganalisis

Hoe Lee Leng  
 +603 2302 8110  
[hoe.lee.leng@rhbgroup.com](mailto:hoe.lee.leng@rhbgroup.com)



Singapore Research  
[research.sg.equity@rhbgroup.com](mailto:research.sg.equity@rhbgroup.com)

Indonesia Research  
 +6221 5093 9888  
[rhb.id.research@rhbgroup.com](mailto:rhb.id.research@rhbgroup.com)

#### Impak sumbangan caruman KWSP untuk pekerja asing terhadap perolehan syarikat

Company	No of foreign workers in Malaysia	Impact on earnings
Kuala Lumpur Kepong	12,000	-0.3% pa
IOI Corp	15,000	-0.4% pa
SD Guthrie	20,261	-0.5% pa
Sarawak Oil Palms	4,907	-0.4% pa
FGV	25,535	-2% pa
Ta Ann	4,000	-0.5% pa
TSH Resources	11*	N/A
Genting Plantation	7,205	-0.7% pa

Nota: \* Kerana 90% operasi TSH adalah di Indonesia  
 Sumber: Data syarikat, RHB

\*Nota: Laporan terjemahan Bahasa Malaysia ini merupakan versi ringkas bagi laporan asal dalam bahasa Inggeris dan diguna pakai untuk menyampaikan maklumat sahaja. Penerima dinasihatkan untuk merujuk laporan asal dalam bahasa Inggeris untuk butiran lanjut, dan untuk penafian penyelidikan dan pendedahan rasmi. Walaupun laporan terjemahan Bahasa Malaysia disediakan, laporan asal dalam bahasa Inggeris hendaklah diberi keutamaan sekiranya berlaku sebarang persoalan tentang pentafsiran, percanggahan ataupun dalam hal yang lain.

**Pautan kepada laporan bahasa Inggeris:**  
[Plantation : Fixed 2% EPF Contribution For Foreign Workers \(5 Feb 2025\)](#)

Company Name	Rating	Target	% Upside (Downside)	P/E (x) Dec-25F	P/B (x) Dec-25F	ROAE (%) Dec-25F	Yield (%) Dec-25F
Astra Agro Lestari	Neutral	IDR6,940	19.1	8.9	0.5	5.1	4.3
Bumitama Agri	Buy	SGD0.95	18.1	7.6	1.1	14.9	6.8
FGV Holdings	Neutral	MYR1.27	16.2	10.7	0.6	5.9	3.9
First Resources	Neutral	SGD1.65	13.9	8.2	1.1	14.1	6.1
IOI Corp	Buy	MYR4.90	31.7	16.4	1.8	11.3	2.8
Johor Plantations Group	Buy	MYR1.55	32.5	11.0	1.0	9.3	4.7
Kuala Lumpur Kepong	Buy	MYR24.80	25.0	19.6	2.4	7.9	2.3
PP London Sumatra Indonesia	Buy	IDR1,540	51.0	5.7	0.5	8.9	6.1
Sarawak Oil Palms	Buy	MYR4.15	36.0	7.0	0.7	9.8	3.9
SD Guthrie	Buy	MYR5.55	13.0	21.5	1.8	8.7	2.6
Ta Ann	Neutral	MYR4.50	12.8	7.6	0.9	12.3	9.0
TSH Resources	Neutral	MYR1.10	(7.0)	13.1	0.7	5.7	1.7
Wilmar International	Neutral	SGD3.10	(2.5)	10.3	0.7	6.6	5.4

Sumber: Data syarikat, RHB

### Rajah 1: Kebergantungan syarikat perladangan Malaysia terhadap buruh asing

Company	% of foreign workers in Malaysia operations
Kuala Lumpur Kepong	75
IOI Corp	75
SD Guthrie	70
Sarawak Oil Palms	85
FGV	81
Ta Ann	100
TSH Resources	5*
Genting Plantation	90

Nota: \* Kerana 90% operasi TSH adalah di Indonesia

Sumber: Data syarikat, RHB

### Rajah 2: Kepekaan perolehan syarikat pada perubahan harga CPO

	Net profit change for every MYR100/tonne change
KL Kepong (MYR)	6-8%
IOI Corp (MYR)	4-6%
SD Guthrie (MYR)	7-9%
FGV (MYR)	12-15%
Sarawak Oil Palms (MYR)	10-12%
Ta Ann (MYR)	12-15%
Johor Plantations Group (MYR)	6-7%
TSH Resources (MYR)	7-8%
First Resources (SGD)	6-8%
Bumitama Agri (SGD)	7-9%
Astra Agro Lestari (IDR)	9-11%
London Sumatra (IDR)	11-12%

Sumber: RHB

### Rajah 3: Kekurangan buruh dalam kalangan syarikat perladangan Malaysia

	Shortage (end-Sep 2024)	Comments
SD Guthrie	Fully staffed	
IOI Corp	Fully staffed	
KL Kepong	Fully staffed	
Sarawak Oil Palms	4-8%	Management has been focusing on training existing workers and note that it is no longer a concern.
Ta Ann	Fully staffed	Helped by contract workers.
FGV	5%	Sabah: 12% shortage, Sarawak: 45% shortage. FGV intends to reduce the shortages in Sabah by 1Q25, although its situation in Sarawak remains challenging.

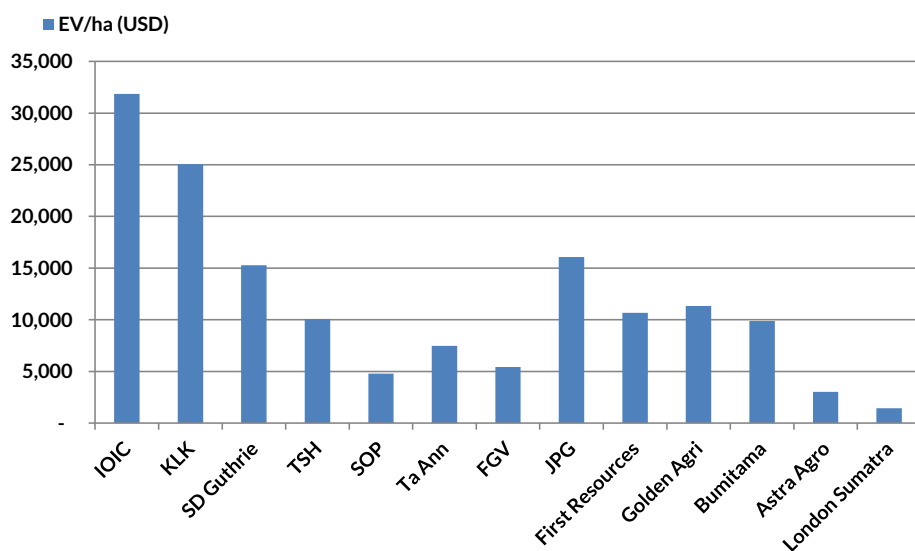
Sumber: RHB

Rajah 4: Kedudukan jualan hadapan oleh syarikat serantau

Company	Forward sales for 2024 (as at end-Sep 2024)
KL Kepong	10% of Malaysian production three months ahead.
IOI Corp	20-50% of production, sold on an average of three months forward.
SD Guthrie	It has sold c.10% of its FY25 Malaysian output at MYR4,240/tonne.
Sarawak Oil PALms	None.
FGV	Around 50% of its West Malaysia 4Q24 output sold forward at above MYR4,000/tonne.
Ta Ann	None.
First Resources	No quantum given, but continues to hedge 2-4 weeks ahead.
Bumitama Agri	None.
London Sumatra Indonesia	Minimal to none.
Astra Agro Lestari	Minimal.

Sumber: Data syarikat, RHB

Rajah 5: Perbandingan sesama syarikat pesaing berdasarkan EV/ha



Sumber: RHB

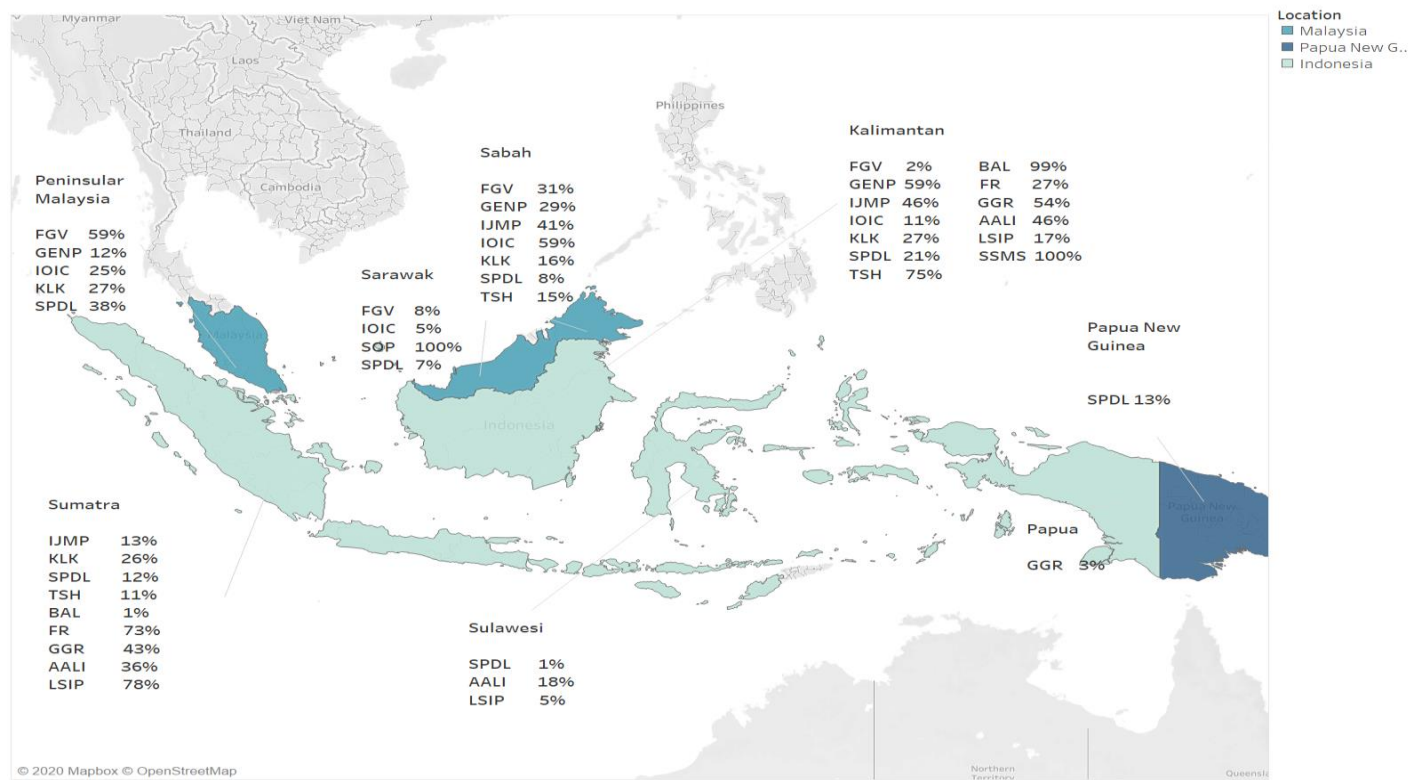
Rajah 6: Perbandingan sesama syarikat pesaing serantau

	BBG ticker	Market cap (USDm)	Rating	Price (local ccy)	TP (local ccy)	Core P/E FY24F	Core P/E FY25F	P/BV FY24F	Net gearing FY24F	Div yield FY24F	ROE FY24F	EV/ha USD
Kuala Lumpur Kepong	KLK MK	4,861	Buy	19.84	24.80	25.5	20.1	2.5	58.9%	1.8%	2.3%	25,044
Sarawak Oil Palms	SOP MK	609	Buy	3.05	4.15	6.6	7.0	0.7	Cash	3.6%	11.2%	4,801
IOI Corp	IOI MK	5,156	Buy	3.72	4.90	15.1	17.0	2.0	13.1%	2.6%	13.2%	31,846
SD Guthrie	SDG MK	7,587	Buy	4.91	5.55	25.3	21.5	1.9	24.7%	2.2%	7.5%	15,289
Ta Ann	TAH MK	393	Neutral	3.99	4.50	9.3	7.6	1.0	Cash	8.8%	10.4%	7,464
TSH Resources	TSH MK	359	Neutral	1.18	1.10	14.4	13.1	0.8	-1.9%	1.7%	5.4%	14,680
Johor Plantations	JPG MK	719	Buy	1.17	1.55	12.0	11.0	1.0	37.2%	4.3%	9.7%	16,079
FGV Holdings	FGV MK	889	Neutral	1.09	1.27	11.4	10.7	0.6	23.4%	3.7%	5.8%	5,436
Wilmar	WIL SP	14,541	Neutral	3.18	3.10	12.7	10.2	0.7	105.1%	4.4%	5.5%	N/A
Bumitama Agri	BAL SP	1,016	Buy	0.80	0.95	8.4	7.6	1.2	15.0%	6.2%	14.4%	9,873
First Resources	FR SP	1,646	Neutral	1.45	1.65	8.3	8.1	1.2	13.3%	6.0%	14.8%	10,678
PP London Sumatra Indonesia	LSIP IJ	423	Buy	1,020	1,540	5.5	5.7	0.5	Cash	6.3%	10.2%	1,433
Astra Agro Lestari	AALI IJ	682	Neutral	5,825	6,940	10.4	8.9	0.5	6.3%	4.2%	4.5%	3,029
<b>Regional Average</b>						<b>12.6</b>	<b>11.0</b>	<b>1.1</b>				<b>11,295</b>

Nota: Harga yang tertera adalah setakat 4 Feb 2025

Sumber: RHB, Bloomberg, Data syarikat

Rajah 7: Pecahan bank tanah yang dimiliki syarikat perladangan



Sumber: Data syarikat, RHB

Sila rujuk glosari sebagai panduan am bagi terjemahan yang disediakan:

[Glosari Penyelidikan](#)

[Glosari Sektor](#)

[Glosari Alam Sekitar, Sosial dan Tadbir Urus \(ESG\)](#)

[Glosari Perbankan Islam](#)

**Panduan RHB untuk Penarafan Pelaburan**

- Beli:** Harga saham mungkin melebihi 10% dalam 12 bulan seterusnya
- Beli Jangka Pendek:** Harga saham mungkin melebihi 15% dalam 3 bulan seterusnya, tetapi prospek jangka panjang kekal tidak menentu.
- Neutral:** Harga saham mungkin jatuh dalam julat +/- 10% dalam 12 bulan
- Ambil Untung :** Harga sasaran sudah tercapai. Sedia untuk kumpul pada aras lebih rendah.
- Jual:** Harga saham mungkin jatuh lebih daripada 10% dalam 12 bulan seterusnya
- Tiada saranan:** Saham di luar lingkungan kajian biasa

## RHB Guide to Investment Ratings

<b>Buy:</b>	Share price may exceed 10% over the next 12 months
<b>Trading Buy:</b>	Share price may exceed 15% over the next 3 months, however longer-term outlook remains uncertain
<b>Neutral:</b>	Share price may fall within the range of +/- 10% over the next 12 months
<b>Take Profit:</b>	Target price has been attained. Look to accumulate at lower levels
<b>Sell:</b>	Share price may fall by more than 10% over the next 12 months
<b>Not Rated:</b>	Stock is not within regular research coverage

## Investment Research Disclaimers

RHB has issued this report for information purposes only. This report is intended for circulation amongst RHB and its affiliates' clients generally or such persons as may be deemed eligible by RHB to receive this report and does not have regard to the specific investment objectives, financial situation and the particular needs of any specific person who may receive this report. This report is not intended, and should not under any circumstances be construed as, an offer or a solicitation of an offer to buy or sell the securities referred to herein or any related financial instruments.

This report may further consist of, whether in whole or in part, summaries, research, compilations, extracts or analysis that has been prepared by RHB's strategic, joint venture and/or business partners. No representation or warranty (express or implied) is given as to the accuracy or completeness of such information and accordingly investors should make their own informed decisions before relying on the same.

This report is not directed to, or intended for distribution to or use by, any person or entity who is a citizen or resident of or located in any locality, state, country or other jurisdiction where such distribution, publication, availability or use would be contrary to the applicable laws or regulations. By accepting this report, the recipient hereof (i) represents and warrants that it is lawfully able to receive this document under the laws and regulations of the jurisdiction in which it is located or other applicable laws and (ii) acknowledges and agrees to be bound by the limitations contained herein. Any failure to comply with these limitations may constitute a violation of applicable laws.

All the information contained herein is based upon publicly available information and has been obtained from sources that RHB believes to be reliable and correct at the time of issue of this report. However, such sources have not been independently verified by RHB and/or its affiliates and this report does not purport to contain all information that a prospective investor may require. The opinions expressed herein are RHB's present opinions only and are subject to change without prior notice. RHB is not under any obligation to update or keep current the information and opinions expressed herein or to provide the recipient with access to any additional information. Consequently, RHB does not guarantee, represent or warrant, expressly or impliedly, as to the adequacy, accuracy, reliability, fairness or completeness of the information and opinion contained in this report. Neither RHB (including its officers, directors, associates, connected parties, and/or employees) nor does any of its agents accept any liability for any direct, indirect or consequential losses, loss of profits and/or damages that may arise from the use or reliance of this research report and/or further communications given in relation to this report. Any such responsibility or liability is hereby expressly disclaimed.

Whilst every effort is made to ensure that statement of facts made in this report are accurate, all estimates, projections, forecasts, expressions of opinion and other subjective judgments contained in this report are based on assumptions considered to be reasonable and must not be construed as a representation that the matters referred to therein will occur. Different assumptions by RHB or any other source may yield substantially different results and recommendations contained on one type of research product may differ from recommendations contained in other types of research. The performance of currencies may affect the value of, or income from, the securities or any other financial instruments referenced in this report. Holders of depositary receipts backed by the securities discussed in this report assume currency risk. Past performance is not a guide to future performance. Income from investments may fluctuate. The price or value of the investments to which this report relates, either directly or indirectly, may fall or rise against the interest of investors.

This report may contain comments, estimates, projections, forecasts and expressions of opinion relating to macroeconomic research published by RHB economists of which should not be considered as investment ratings/advice and/or a recommendation by such economists on any securities discussed in this report.

This report does not purport to be comprehensive or to contain all the information that a prospective investor may need in order to make an investment decision. The recipient of this report is making its own independent assessment and decisions regarding any securities or financial instruments referenced herein. Any investment discussed or recommended in this report may be unsuitable for an investor depending on the investor's specific investment objectives and financial position. The material in this report is general information intended for recipients who understand the risks of investing in financial instruments. This report does not take into account whether an investment or course of action and any associated risks are suitable for the recipient. Any recommendations contained in this report must therefore not be relied upon as investment advice based on the recipient's personal circumstances. Investors should make their own independent evaluation of the information contained herein, consider their own investment objective, financial situation and particular needs and seek their own financial, business, legal, tax and other advice regarding the appropriateness of investing in any securities or the investment strategies discussed or recommended in this report.

This report may contain forward-looking statements which are often but not always identified by the use of words such as "believe", "estimate", "intend" and "expect" and statements that an event or result "may", "will" or "might" occur or be achieved and other

similar expressions. Such forward-looking statements are based on assumptions made and information currently available to RHB and are subject to known and unknown risks, uncertainties and other factors which may cause the actual results, performance or achievement to be materially different from any future results, performance or achievement, expressed or implied by such forward-looking statements. Caution should be taken with respect to such statements and recipients of this report should not place undue reliance on any such forward-looking statements. RHB expressly disclaims any obligation to update or revise any forward-looking statements, whether as a result of new information, future events or circumstances after the date of this publication or to reflect the occurrence of unanticipated events.

The use of any website to access this report electronically is done at the recipient's own risk, and it is the recipient's sole responsibility to take precautions to ensure that it is free from viruses or other items of a destructive nature. This report may also provide the addresses of, or contain hyperlinks to, websites. RHB takes no responsibility for the content contained therein. Such addresses or hyperlinks (including addresses or hyperlinks to RHB own website material) are provided solely for the recipient's convenience. The information and the content of the linked site do not in any way form part of this report. Accessing such website or following such link through the report or RHB website shall be at the recipient's own risk.

This report may contain information obtained from third parties. Third party content providers do not guarantee the accuracy, completeness, timeliness or availability of any information and are not responsible for any errors or omissions (negligent or otherwise), regardless of the cause, or for the results obtained from the use of such content. Third party content providers give no express or implied warranties, including, but not limited to, any warranties of merchantability or fitness for a particular purpose or use. Third party content providers shall not be liable for any direct, indirect, incidental, exemplary, compensatory, punitive, special or consequential damages, costs, expenses, legal fees, or losses (including lost income or profits and opportunity costs) in connection with any use of their content.

The research analysts responsible for the production of this report hereby certifies that the views expressed herein accurately and exclusively reflect his or her personal views and opinions about any and all of the issuers or securities analysed in this report and were prepared independently and autonomously. The research analysts that authored this report are precluded by RHB in all circumstances from trading in the securities or other financial instruments referenced in the report, or from having an interest in the company(ies) that they cover.

The contents of this report is strictly confidential and may not be copied, reproduced, published, distributed, transmitted or passed, in whole or in part, to any other person without the prior express written consent of RHB and/or its affiliates. This report has been delivered to RHB and its affiliates' clients for information purposes only and upon the express understanding that such parties will use it only for the purposes set forth above. By electing to view or accepting a copy of this report, the recipients have agreed that they will not print, copy, videotape, record, hyperlink, download, or otherwise attempt to reproduce or re-transmit (in any form including hard copy or electronic distribution format) the contents of this report. RHB and/or its affiliates accepts no liability whatsoever for the actions of third parties in this respect.

The contents of this report are subject to copyright. Please refer to Restrictions on Distribution below for information regarding the distributors of this report. Recipients must not reproduce or disseminate any content or findings of this report without the express permission of RHB and the distributors.

The securities mentioned in this publication may not be eligible for sale in some states or countries or certain categories of investors. The recipient of this report should have regard to the laws of the recipient's place of domicile when contemplating transactions in the securities or other financial instruments referred to herein. The securities discussed in this report may not have been registered in such jurisdiction. Without prejudice to the foregoing, the recipient is to note that additional disclaimers, warnings or qualifications may apply based on geographical location of the person or entity receiving this report.

The term "RHB" shall denote, where appropriate, the relevant entity distributing or disseminating the report in the particular jurisdiction referenced below, or, in every other case, RHB Investment Bank Berhad and its affiliates, subsidiaries and related companies.

## RESTRICTIONS ON DISTRIBUTION

### Malaysia

This report is issued and distributed in Malaysia by RHB Investment Bank Berhad ("RHBIB"). The views and opinions in this report are our own as of the date hereof and is subject to change. If the Financial Services and Markets Act of the United Kingdom or the rules of the Financial Conduct Authority apply to a recipient, our obligations owed to such recipient therein are unaffected. RHBIB has no obligation to update its opinion or the information in this report.

### Indonesia

This report is issued and distributed in Indonesia by PT RHB Sekuritas Indonesia. This research does not constitute an offering document and it should not be construed as an offer of securities in Indonesia. Any securities offered or sold, directly or indirectly, in Indonesia or to any Indonesian citizen or corporation (wherever located) or to any Indonesian resident in a manner which constitutes a public offering under Indonesian laws and regulations must comply with the prevailing Indonesian laws and regulations.

## Singapore

This report is issued and distributed in Singapore by RHB Bank Berhad (through its Singapore branch) which is an exempt capital markets services entity and an exempt financial adviser regulated by the Monetary Authority of Singapore. RHB Bank Berhad (through its Singapore branch) may distribute reports produced by its respective foreign entities, affiliates or other foreign research houses pursuant to an arrangement under Regulation 32C of the Financial Advisers Regulations. Where the report is distributed in Singapore to a person who is not an Accredited Investor, Expert Investor or an Institutional Investor, RHB Bank Berhad (through its Singapore branch) accepts legal responsibility for the contents of the report to such persons only to the extent required by law. Singapore recipients should contact RHB Bank Berhad (through its Singapore branch) in respect of any matter arising from or in connection with the report.

## United States

This report was prepared by RHB is meant for distribution solely and directly to "major" U.S. institutional investors as defined under, and pursuant to, the requirements of Rule 15a-6 under the U.S. Securities and Exchange Act of 1934, as amended (the "Exchange Act") via a registered U.S. broker-dealer as appointed by RHB from time to time. Accordingly, any access to this report via Bursa Marketplace or any other Electronic Services Provider is not intended for any party other than "major" US institutional investors (via a registered U.S broker-dealer), nor shall be deemed as solicitation by RHB in any manner. RHB is not registered as a broker-dealer in the United States and currently has not appointed a U.S. broker-dealer. Additionally, RHB does not offer brokerage services to U.S. persons. Any order for the purchase or sale of all securities discussed herein must be placed with and through a registered U.S. broker-dealer as appointed by RHB from time to time as required by the Exchange Act Rule 15a-6. For avoidance of doubt, RHB reiterates that it has not appointed any U.S. broker-dealer during the issuance of this report. This report is confidential and not intended for distribution to, or use by, persons other than the recipient and its employees, agents and advisors, as applicable. Additionally, where research is distributed via Electronic Service Provider, the analysts whose names appear in this report are not registered or qualified as research analysts in the United States and are not associated persons of any registered U.S. broker-dealer as appointed by RHB from time to time and therefore may not be subject to any applicable restrictions under Financial Industry Regulatory Authority ("FINRA") rules on communications with a subject company, public appearances and personal trading. Investing in any non-U.S. securities or related financial instruments discussed in this research report may present certain risks. The securities of non-U.S. issuers may not be registered with, or be subject to the regulations of, the U.S. Securities and Exchange Commission. Information on non-U.S. securities or related financial instruments may be limited. Foreign companies may not be subject to audit and reporting standards and regulatory requirements comparable to those in the United States. The financial instruments discussed in this report may not be suitable for all investors. Transactions in foreign markets may be subject to regulations that differ from or offer less protection than those in the United States.

## DISCLOSURE OF CONFLICTS OF INTEREST

RHB Investment Bank Berhad, its subsidiaries (including its regional offices) and associated companies, ("RHBIB Group") form a diversified financial group, undertaking various investment banking activities which include, amongst others, underwriting, securities trading, market making and corporate finance advisory.

As a result of the same, in the ordinary course of its business, any member of the RHBIB Group, may, from time to time, have business relationships with, hold any positions in the securities and/or capital market products (including but not limited to shares, warrants, and/or derivatives), trade or otherwise effect transactions for its own account or the account of its customers or perform and/or solicit investment, advisory or other services from any of the subject company(ies) covered in this research report.

While the RHBIB Group will ensure that there are sufficient information barriers and internal controls in place where necessary, to prevent/manage any conflicts of interest to ensure the independence of this report, investors should also be aware that such conflict of interest may exist in view of the investment banking activities undertaken by the RHBIB Group as mentioned above and should exercise their own judgement before making any investment decisions.

In Singapore, investment research activities are conducted under RHB Bank Berhad (through its Singapore branch), and the disclaimers above similarly apply.

## Malaysia

Save as disclosed in the following link [RHB Research Conflict Disclosures - Jan 2025](#) and to the best of our knowledge, RHBIB hereby declares that:

1. RHBIB does not have a financial interest in the securities or other capital market products of the subject company(ies) covered in this report.
2. RHBIB is not a market maker in the securities or capital market products of the subject company(ies) covered in this report.
3. None of RHBIB's staff or associated person serve as a director or board member\* of the subject company(ies) covered in this report  
*\*For the avoidance of doubt, the confirmation is only limited to the staff of research department*
4. RHBIB did not receive compensation for investment banking or corporate finance services from the subject company in the past 12 months.
5. RHBIB did not receive compensation or benefit (including gift and special cost arrangement e.g. company/issuer-sponsored and paid trip) in relation to the production of this report.

## Indonesia

Save as disclosed in the following link [RHB Research Conflict Disclosures - Jan 2025](#) and to the best of our knowledge, PT RHB Sekuritas Indonesia hereby declares that:

1. PT RHB Sekuritas Indonesia and its investment analysts, does not have any interest in the securities of the subject company(ies) covered in this report.  
For the avoidance of doubt, interest in securities include the following:
  - a) Holding directly or indirectly, individually or jointly own/hold securities or entitled for dividends, interest or proceeds from the sale or exercise of the subject company's securities covered in this report\*;
  - b) Being bound by an agreement to purchase securities or has the right to transfer the securities or has the right to pre subscribe the securities\*.
  - c) Being bound or required to buy the remaining securities that are not subscribed/placed out pursuant to an Initial Public Offering\*.
  - d) Managing or jointly with other parties managing such parties as referred to in (a), (b) or (c) above.
2. PT RHB Sekuritas Indonesia is not a market maker in the securities or capital market products of the subject company(ies) covered in this report.
3. None of PT RHB Sekuritas Indonesia's staff\*\* or associated person serve as a director or board member\* of the subject company(ies) covered in this report.
4. PT RHB Sekuritas Indonesia did not receive compensation for investment banking or corporate finance services from the subject company in the past 12 months.
5. PT RHB Sekuritas Indonesia\*\* did not receive compensation or benefit (including gift and special cost arrangement e.g. company/issuer-sponsored and paid trip) in relation to the production of this report:

Notes:

\*The overall disclosure is limited to information pertaining to PT RHB Sekuritas Indonesia only.

\*\*The disclosure is limited to Research staff of PT RHB Sekuritas Indonesia only.

## Singapore

Save as disclosed in the following link [RHB Research Conflict Disclosures - Jan 2025](#) and to the best of our knowledge, the Singapore Research department of RHB Bank Berhad (through its Singapore branch) hereby declares that:

1. RHB Bank Berhad, its subsidiaries and/or associated companies do not make a market in any issuer covered by the Singapore research analysts in this report.
2. RHB Bank Berhad, its subsidiaries and/or its associated companies and its analysts do not have a financial interest (including a shareholding of 1% or more) in the issuer covered by the Singapore research analysts in this report.
3. RHB Bank Berhad's Singapore research staff or connected persons do not serve on the board or trustee positions of the issuer covered by the Singapore research analysts in this report.
4. RHB Bank Berhad, its subsidiaries and/or its associated companies do not have and have not within the last 12 months had any corporate finance advisory relationship with the issuer covered by the Singapore research analysts in this report or any other relationship that may create a potential conflict of interest.
5. RHB Bank Berhad's Singapore research analysts, or person associated or connected to it do not have any interest in the acquisition or disposal of, the securities, specified securities based derivatives contracts or units in a collective investment scheme covered by the Singapore research analysts in this report.
6. RHB Bank Berhad's Singapore research analysts do not receive any compensation or benefit in connection with the production of this research report or recommendation on the issuer covered by the Singapore research analysts.

## Analyst Certification

The analyst(s) who prepared this report, and their associates hereby, certify that:

(1) they do not have any financial interest in the securities or other capital market products of the subject companies mentioned in this report, except for:

Analyst	Company
-	-

(2) no part of his or her compensation was, is or will be directly or indirectly related to the specific recommendations or views expressed in this report.



#### KUALA LUMPUR

**RHB Investment Bank Bhd**  
Level 3A, Tower One, RHB Centre  
Jalan Tun Razak  
Kuala Lumpur 50400  
Malaysia  
Tel : +603 2302 8100  
Fax : +603 2302 8134

#### JAKARTA

**PT RHB Sekuritas Indonesia**  
Revenue Tower, 11th Floor, District 8 - SCBD  
Jl. Jendral Sudirman Kav 52-53  
Jakarta 12190  
Indonesia  
Tel : +6221 5093 9888  
Fax : +6221 5093 9777

#### SINGAPORE

**RHB Bank Berhad (Singapore branch)**  
90 Cecil Street  
#04-00 RHB Bank Building  
Singapore 069531  
Fax: +65 6509 0470