



GENTING CORE VALUES

The late Tan Sri Dato' Seri (Dr) Lim Goh Tong, the Founder of the Genting Group, was born on 28 February 1918 in Anxi, in the Fujian province of China. He was a visionary entrepreneur, a savvy businessman, a hands-on leader and a responsible and hardworking employer – who never gave up and worked with passion and determination to realise his dreams. His principles and the values that he had espoused throughout his lifetime, were simple yet profound.

These values – namely Hard Work, Honesty, Harmony, Loyalty and Compassion, which have always been embedded in our work culture and business practices, are known collectively as the **Genting Core Values**.

The Genting Group honours the legacy and accomplishments of the late Tan Sri Dato' Seri (Dr) Lim Goh Tong by celebrating Genting Founder's Day every 28 February. The inaugural Founder's Day on 28 February 2018 would have been Tan Sri Dato' Seri (Dr) Lim Goh Tong's 100th birthday anniversary and 10 years since his passing.

"The company would not be where it is today, if not for our Founder and his vision," said Tan Sri Lim Kok Thay, Chairman and Chief Executive of the Genting Group.



"By instilling these core values, the Genting Group will emulate our Founder's determination and dedication to achieve the company's goals and bring the organisation to greater heights."

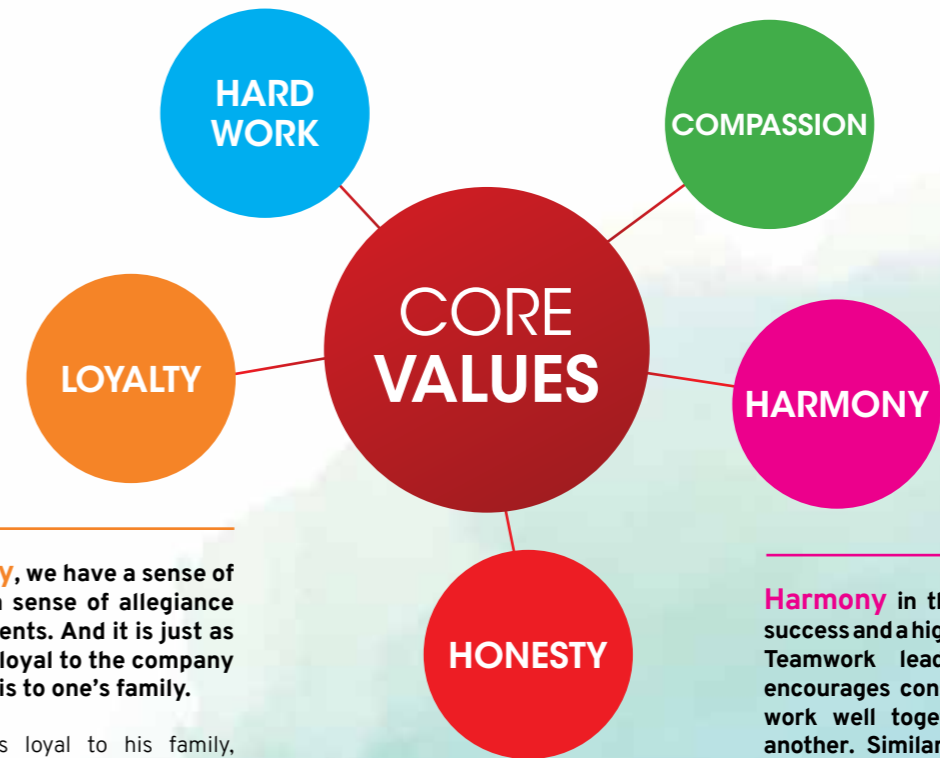
Tan Sri Lim Kok Thay - Chairman and Chief Executive, Genting Group

Our culture of **hard work**, diligence and commitment enables us to combine long-term thinking with a mindset of taking quick action to solve important and urgent operational problems. We are not afraid of change.

Our Founder believed in the importance of being diligent and committed. He was eager to learn and be in the know, setting precedents for others to follow. He was a hands-on person who was always on site to supervise projects and to ensure that matters were dealt with promptly. He worked hard; he rose early and retired late. A notebook was always by his bedside, should he need to pen down any ideas that came to mind.

Success is only complete with an equal measure of **compassion**. We at the Genting Group have a responsibility to give back to society. We have a deep interest to improve education and health care. We give generously to make lives better for others.

Our Founder gave unconditionally and contributed generously. He was empathetic, put the needs of others before his and was ever ready to lend a helping hand. Fondly remembered as highly considerate, he cared deeply for his employees and was there in their times of trouble. Such consideration is inherent in his employees and evident in the way they perform their duties.



Through **loyalty**, we have a sense of belonging and a sense of allegiance to our commitments. And it is just as important to be loyal to the company and people as it is to one's family.

Our Founder was loyal to his family, organisation and his people. He believed in looking after the well-being and growth of his employees. He valued his employees for their commitment and loyalty and rewarded them justly for their long service. As a result, his employees remained loyal to him and the company. This can be seen in the many long serving people who are committed to the success of the Genting Group.

Leadership in **honesty** and integrity are important. We must deal with our customers, partners and employees in an honest, fair and moral manner.

Our Founder was known and admired for his dynamic leadership based on integrity and moral principles, which formed the basis of his success. He practised exemplary leadership and management ethics – traits that are emulated by the senior management and staff, which have resulted in Genting Group companies being ranked among Asia's best managed companies.

Harmony in the workplace is key to success and a high-performance culture. Teamwork leads to efficiency and encourages constructive feedback. We work well together and support one another. Similarly, we must strive for harmony in our families and homes.

Our Founder encouraged teamwork towards achieving goals. He communicated effectively and provided prompt solutions to achieve success. He was very involved in his businesses. Every morning over breakfast with his staff, he would discuss operations. He valued people, especially his employees and their ideas. He also believed in effective communications and teamwork. Together with a strong team, he built an empire.