



SUSTAINABILITY REPORT 2019

GENTING BERHAD

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ABOUT THIS REPORT

Genting Berhad has been reporting annually on its sustainability initiatives and progress since 1982. The 2019 Sustainability Report is the fourth annual edition covering the material economic, environmental and social (“EES”) topics and supplements the sustainability disclosures in the 2019 Annual Report of Genting Berhad.



Scope & Boundary

The scope of this report covers Genting Berhad (“Company”) and its principal subsidiaries (collectively referred as “Group” or “We”). In this report, the scope is expanded to include Resorts World Las Vegas LLC (“Resorts World Las Vegas”), a wholly owned subsidiary of Genting Berhad that is developing an integrated resort in the United States of America. Unless otherwise specified, the boundary of this report covers the Group.



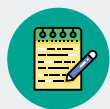
Reporting Period

The reporting period of this report is from 1 January to 31 December 2019 and where applicable, historical data from preceding years has been included for comparison. Any forward-looking statements found in this report is based on information available at the time of publication.



Guidelines

This report has been prepared in accordance with Global Reporting Initiative (“GRI”) Standards: Core option and Bursa Malaysia’s Main Market Listing Requirements.



Report Content

This report has 4 sections - Overview, Part 1, Part 2 and Appendix. The Overview covers information about Genting Berhad and the message from its Executive Director and President.

Due to the diverse nature of its conglomerate businesses, Genting Berhad (an investment holding and management company) and its principal subsidiaries have unique sustainability matters. This report is structured to cover Genting Berhad and its unlisted subsidiaries under Part 1 and its listed subsidiaries under Part 2.

Part 1 covers on the sustainability approach taken to assess the 5 Sustainability Pillars and the management approach on the sustainability performance indicators for Genting Berhad, its wholly owned unlisted subsidiaries Genting Energy Limited (“Genting Energy”) and Resorts World Las Vegas, and where applicable, the Group.

Part 2 covers the summary of sustainability reports of Genting Berhad’s listed subsidiaries, namely Genting Singapore Limited (“Genting Singapore”), Genting Malaysia Berhad (“Genting Malaysia”) and Genting Plantations Berhad (“Genting Plantations”). Each listed subsidiary has produced a detailed sustainability report that provides more information on their sustainability performances in 2019. These reports are available on their respective corporate websites. The Appendix section includes the GRI Content Index that references this report to GRI Standards: Core option.



Assurance

This report has been made in accordance with a resolution of the Board of Directors dated 27 February 2020.

This report has been reviewed by the Sustainability working teams, the Executive Committee and Audit Committee.



Our Data

We acknowledge there are limitations in the compilation of environmental and social data on a group-wide basis. In this report, the data collated covers the reporting year ending December 2019. Any significant changes beyond the date will be addressed in the following year's publication. The accuracy of environmental and social data may differ from the data obtained through our financial annual report.

Moving forward, we will continue to improve our data collection and if necessary, seek external assurance on the data shared with our stakeholders.



Availability & Feedback

In line with our digitisation efforts, there is no printed booklet of this report. A PDF version is available for download from our website at www.genting.com. We welcome feedback from our stakeholders on this report. Please send all feedbacks to gbinfo@genting.com.

The sustainability reports of Genting Berhad's listed companies can be found on their official websites:

Genting Singapore Limited
– www.gentingsingapore.com

Genting Malaysia Berhad
– www.gentingmalaysia.com

Genting Plantations Berhad
– www.gentingplantations.com

MESSAGE FROM EXECUTIVE DIRECTOR AND PRESIDENT

Dear Stakeholders,

At Genting Berhad, we are committed to ensure our businesses practise good corporate governance and observe responsible business practices. Our work ethics are guided by the Genting Core Values, namely Hard Work, Honesty, Harmony, Loyalty and Compassion. These simple life principles were espoused by our beloved Founder, the late Tan Sri Lim Goh Tong and by our Chairman and Chief Executive Tan Sri Lim Kok Thay. The Genting Core Values continue to be the underlying ethos in our work culture and business practices.

Over the past decade, we have invested in life science and biotechnology companies that are involved in various stages of research and development ("R&D") for new treatments and new ways to improve our health and lifestyle. We acknowledge that the investments in R&D within the medical space pose higher risks than other investments as the results and success rates are uncertain and the gestation period to any breakthrough discovery can potentially be long. Although some companies may find it not economically viable to invest in these R&D ventures, as a responsible corporation, we are committed to find new solutions to improve the health of mankind and the community that we live in.

Our investment in biotechnology has provided a platform to the Genting Plantations team to conduct R&D with the aim to increase yield and productivity of its oil palm estates. Our investments in life science companies such as TauRx Pharmaceuticals Ltd and Genting TauRx Diagnostics Centre Sdn Bhd support research and clinical trials in the on-going fight against Alzheimer's Disease from the perspective of early diagnosis and treatment. Our investments in Cortechs Labs Inc., DNAe Group Holdings Ltd and Celularity Inc. aim to find ways to detect and treat diseases in the fields of oncology and neuro-degeneration. In the field of renewable energy, we have invested in Elevance Renewable Sciences, a company that utilises a Nobel Prize winning metathesis technology to create specialty chemicals from natural oils.

In conjunction with Genting Founder's Day 2019, Genting Berhad sponsored a new Dementia Care Centre and co-organised the inaugural Eminent Speakers Conference Series.

The Dementia Care Centre was handed over on 28 February 2019 to a management team led by the Geriatric division of University of Malaya. The purpose-built centre began operation on 1 September 2019, providing day care services to people suffering from dementia, and training services to caregivers, family members and professionals involved in dementia care. The centre is designed to accommodate up to 50 patients at any one time and is operated on a charitable basis, as part of the Genting Group's corporate social responsibility.



OVERVIEW

MESSAGE FROM EXECUTIVE DIRECTOR AND PRESIDENT (CONT'D)

The Eminent Speakers Conference Series entitled 'Navigating Towards Healthy Ageing' which was co-organised by Genting Berhad and University of Malaya, was held on the morning of Genting Founder's Day on 28 February 2019. Three of the four eminent speakers at the conference who were invitees of the Genting Group are founders of life sciences companies that the Genting Group has invested in recent years.

Our sustainability reporting roadmap is a continuous effort and we acknowledge that there is always room for improvement. We have been reporting on the sustainability initiatives of our Company and key subsidiaries namely Genting Energy, Genting Malaysia, Genting Singapore and Genting Plantations over the past years. In this report, we initiated coverage on Resorts World Las Vegas on a gradual basis, in line with the progressive development of its iconic integrated resort. As a responsible corporation, Resorts World Las Vegas has created hundreds of jobs and become one of Nevada's largest construction employers, contributing positively towards the economic development in Las Vegas.

We strive to meet the ongoing changes in guidelines and standards of local and international sustainability disclosures. We will continue to work closely with our partners, associates and other stakeholders to achieve the best for Genting and contribute towards the betterment of our community.

I wish to thank all our stakeholders, especially our government, regulatory bodies, business partners, customers and suppliers for their steadfast support and cooperation throughout the years. I look forward to your continuous support as we undertake the journey of care and compassion, as part of our sustainability roadmap.

TAN KONG HAN

Executive Director and President

27 February 2020



KEY SUSTAINABILITY HIGHLIGHTS IN 2019

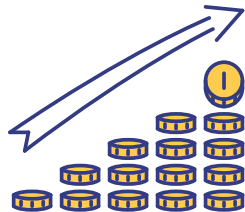
KEY SUSTAINABILITY HIGHLIGHTS IN 2019

Total Revenue

RM21.6
billion

Total Assets
Employed

RM102.0
billion

Consistent dividend
payouts to shareholders

22.0 sen
per ordinary share

Genting Berhad -
Market Capitalisation

RM23.3
billion

as at 31 December 2019



Employing over

55,000
people globally

Resorts World properties
attracted more than

61 million
visitors worldwide

Investments with
operations in

9 countries
across 4 continents



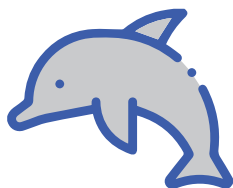
Benefitted over

128,000
people in community
philanthropy



Protecting

56 endangered
freshwater and marine
species in Resorts
World Sentosa

**94%**

of virgin rainforest in
Resorts World Genting
remains intact

**1.2 million**

MT of biomass recycled
from Oil Palm based
operations (equivalent to
~55% fresh fruit bunches
produced)

Jangi wind farm
produced over

230 GWh*
of clean energy



* Equivalent to the energy
consumption of over
195,000 residents in
India for a year

ABOUT GENTING BERHAD

OUR VISION

We are a leading multinational corporation committed to enhancing shareholder value and maintaining long-term sustainable growth in our core businesses.

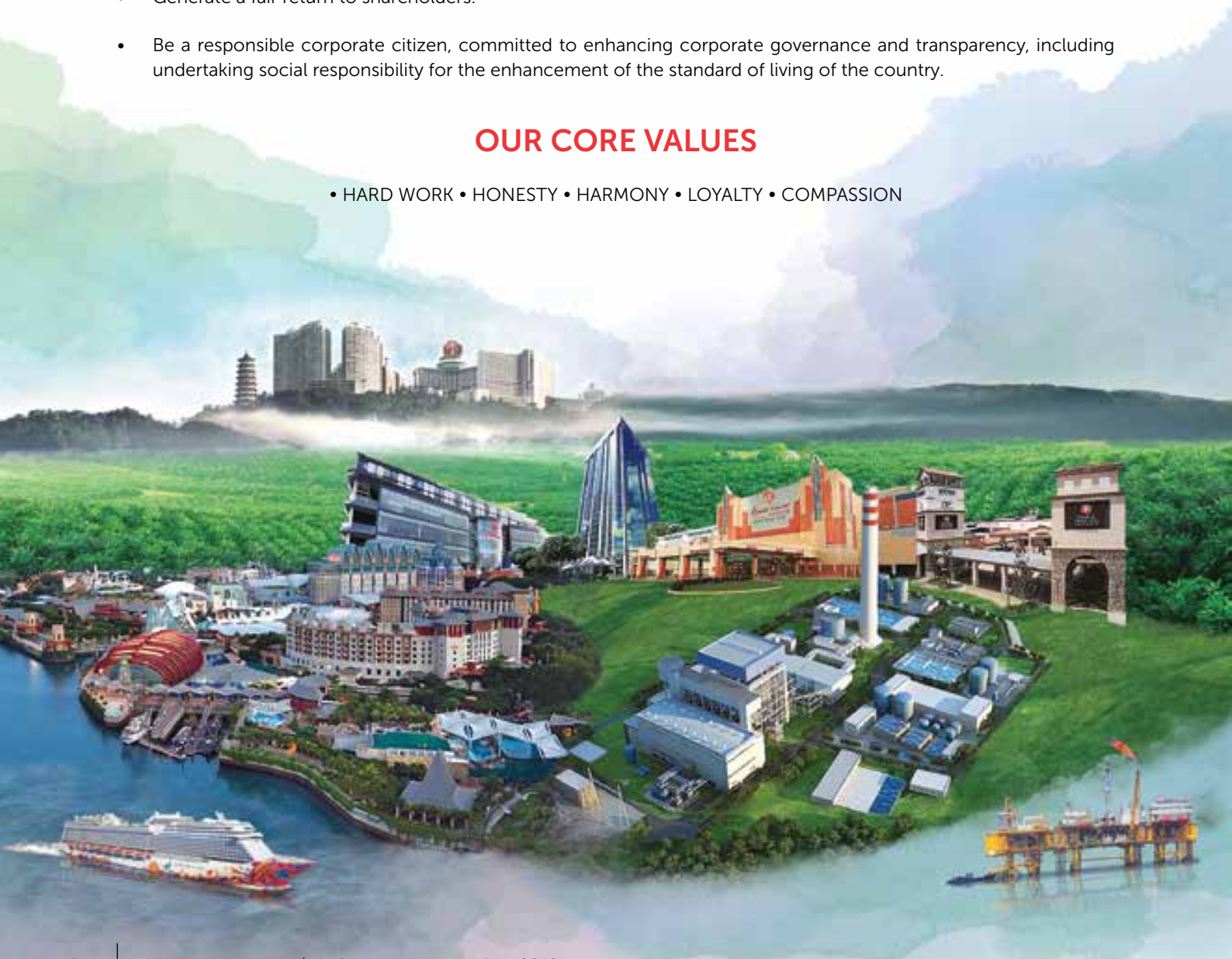
OUR MISSION

We will:

- Be responsive to the changing demands of our customers and excel in providing quality products and services.
- Be committed to innovation and the adoption of new technology to achieve competitive advantage.
- Pursue personnel policies which recognise and reward performance and contributions of employees and provide proper training, development and opportunities for career development.
- Generate a fair return to shareholders.
- Be a responsible corporate citizen, committed to enhancing corporate governance and transparency, including undertaking social responsibility for the enhancement of the standard of living of the country.

OUR CORE VALUES

• HARD WORK • HONESTY • HARMONY • LOYALTY • COMPASSION



OVERVIEW

ABOUT GENTING BERHAD

OUR PROFILE

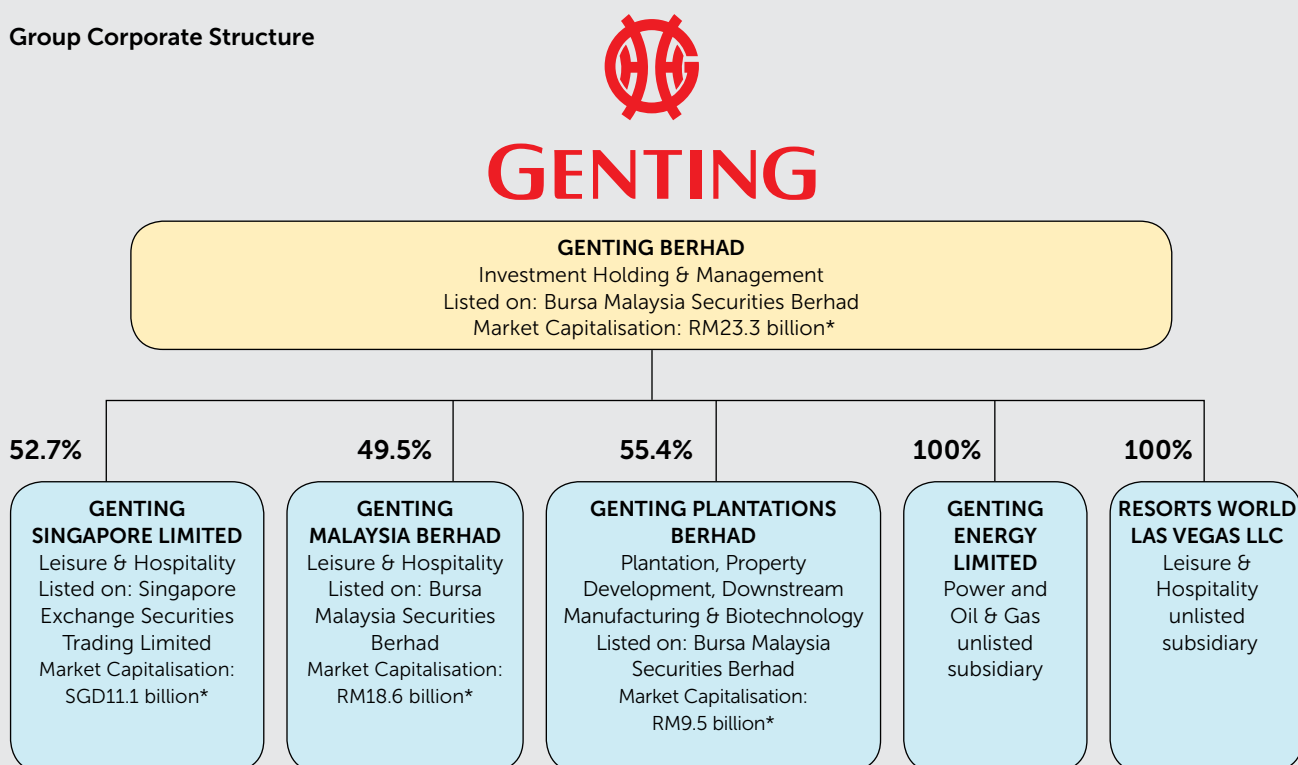
Genting Berhad is principally an investment holding and management company. While the Company was incorporated in 1968 and listed in 1971, the Genting Group was founded in 1965 when its Founder, the late Tan Sri Lim Goh Tong started the journey to realise his vision of building a mountaintop resort in Malaysia.

Today, the Genting Group comprises Genting Berhad and its listed companies; Genting Singapore Limited, Genting Malaysia Berhad and Genting Plantations Berhad as well as its wholly owned unlisted subsidiaries Genting Energy Limited and Resorts World Las Vegas LLC.

Led by Tan Sri Lim Kok Thay, the Group is involved in leisure and hospitality, oil palm plantations, power generation, oil and gas, property development, life sciences and biotechnology activities, with operations spanning across the globe, including in Malaysia (the Group's country of origin), Singapore, Indonesia, India, China, the United States of America, the Bahamas, the United Kingdom and Egypt.

In the core leisure and hospitality business, the Genting Group and its brand affiliates market and offer a suite of products under a number of premier brands including **Genting, Resorts World, Genting Grand, Genting Club, Crockfords, Maxims, Crystal Cruises, Dream Cruises and Star Cruises**. The Genting Group also have tie ups with established names such as Universal Studios, Premium Outlets, Zouk, Hard Rock Hotel, Hilton and other renowned international brand partners.

Group Corporate Structure



Notes:

The above chart is a simplified version of the Genting Group's corporate structure
* as at 31 December 2019

A detailed group corporate structure is disclosed in page 24 of this Report and page 24 of the Annual Report 2019.

AWARDS

The awards received by our operating companies every year are good testimonies of our efforts to deliver the best of products and services to our stakeholders and to create positive economic impacts, manage the environmental impact and contribute towards the social needs of the local community, in the jurisdictions where we operate.

GENTING BERHAD

Top 3 Most Valuable Malaysian Brands in 2019
(Brand Finance)

GENTING SINGAPORE

Resorts World Sentosa

Best Integrated Resort – 9th consecutive year
(TTG Travel Awards 2019)

Best Integrated Resort - Asia Pacific Award –
5th consecutive year
(Travel Weekly Asia 2019 Readers' Choice Awards)

Asia's Leading Theme Park Resort
(World Travel Awards 2019)

Best Meetings/Incentives Organiser Award
(Singapore Tourism Awards 2019)

Best Corporate MICE Venue (Gold Winner)
(HRM Asia Readers' Choice Awards 2019)

Best Venue: Conventions/Exhibitions/Festivals –
Gold for Amway India Incentive Movement 2018
Best Venue: Conferences/Meetings/Seminars –
Bronze for IBM Cloud Fast Start Conference, Samsung
Forum 2019, Skift Forum Asia 2019
(The Marketing Events Awards 2019)

Top Achievement Award (MNC)
(SPA Awards 2019 by Singapore Packaging Agreement)

Corporate: Platinum Award
(HCS Lifelong Learning Award 2019)

Community Partnership Excellence Award
(People's Association Community Spirit Awards 2019)

Tourist Attraction – Best Website
(11th TravelMole Asia Pacific Awards 2019)

NS Advocate Award for Large Companies
(Total Defence Awards 2019)

Multi-purpose Cage Trolley for Venue Set-up
(Workplace Safety and Health Innovation Awards 2019)

Universal Studios Singapore

Best Theme Park – 4th consecutive year
(Travel Weekly Asia 2019 Readers' Choice Awards)

No. 1 Amusement Park in Asia – 6th consecutive year
(TripAdvisor Travellers' Choice 2019)

Best Theme Attraction (Singapore)
(TripZilla Excellence Awards 2019)

Best Event by an In-house Team – Gold for Universal
Studios Singapore's Halloween Horror Nights 8
(The Marketing Events Awards 2019)

Battlestar Galactica Road Wheels Condition
Monitoring System
(Workplace Safety and Health Innovation
Awards 2019)

Adventure Cove Waterpark

Top 10 Water Parks in Asia – 5th consecutive year
(TripAdvisor Travellers' Choice 2019)

table65

One Michelin Star
(Michelin Guide Singapore 2019)

Forest 森

Hall of Fame
(Singapore Tatler Best Restaurants Guide 2019/20)

ESPA

Best Luxury Hammam Experience – South East Asia
Best Luxury Resort Spa – Singapore
(World Luxury Spa Awards 2019)

GENTING MALAYSIA

Genting Malaysia Berhad

Finalist

(PwC Malaysia's Building Trust Award 2019 by PricewaterhouseCoopers Malaysia)

Crockfords Hotel

Five-Star Award

(2019 Forbes Travel Guide Star Ratings by Forbes Travel Guide)

Genting UK

Head of AML/MLRO or AML Team of the Year Award

(Global Regulatory Awards by Gambling Compliance Global Regulatory Awards)

GamCare's Safer Gambling Standard (Advanced Level 3)

(Safer Gambling Standard Great Britain)

Resorts World Bimini

Silver Awards "Hospitality – Overall Casino/Resort"

(2019 Magellan Awards by Travels Weekly Magazine)

GENTING ENERGY

Banten Power Plant

Environmentally Friendly Company (Graded as Good) – 3rd consecutive year

(Serang Regency Municipal)

Refinancing Deal of the Year 2019

Project Finance International

Best New Bond (Indonesia) - Country Award 2019

The Asset

Meizhou Wan Power Plant Phase II

2018-2019 China National Quality Engineering Award – Gold Prize

China Association of Construction Enterprise Management (CACEM)



PART 1

OUR SUSTAINABILITY APPROACH

OUR SUSTAINABILITY APPROACH

Managing global business investments in a sustainable and responsible manner.

OUR SUSTAINABILITY POLICY

Genting Berhad recognises the importance of managing its global business investments in a sustainable and responsible manner. As a responsible corporation with diverse business investments, Genting Berhad strives to ensure high standards of governance across its entire operations, promote responsible business practices, manage the environmental impact of its businesses, provide a safe and caring workplace and meet the social needs of the community and nation.

GENTING CORE VALUES

The Genting Core Values, namely Hard Work, Honesty, Harmony, Loyalty and Compassion have always been embedded in our work culture and business practices. These values form the underlying work principles for our employees to practise professionalism and strong work ethics at all times. These core values reflect our continuous pursuit to enhance the corporate values of the Genting Group.

REPORTING APPROACH

We recognise that reporting on a conglomerate basis for the investment holding company can be challenging, especially to ensure coherency across the diverse businesses of the Group and to report on topics that matter most to our stakeholders. Genting Berhad's principal subsidiaries, namely Genting Singapore, Genting Malaysia, Genting Plantations, Genting Energy and Resorts World Las Vegas each have distinct sustainability themes applicable to their respective operations.

The 2019 Sustainability Report is presented similar to previous year's report. This report has 4 sections – Overview, Part 1, Part 2 and Appendix. The Overview covers the information about Genting Berhad and a message from its Executive Director and President.

Part 1 covers the sustainability approach taken to assess the 5 Sustainability Pillars and the management approach on the sustainability performance indicators for Genting Berhad and its wholly owned unlisted subsidiaries, Genting Energy and Resorts World Las Vegas and where applicable, the Genting Group.

Part 2 covers the summary of sustainability reports of Genting Berhad's listed subsidiaries, namely Genting Singapore, Genting Malaysia and Genting Plantations. Each listed subsidiary has a detailed sustainability report with more information on their sustainability performances in 2019. These reports are available on their respective corporate websites. The Appendix section includes the GRI Content Index that references this Report to GRI Standards: Core option.

OUR SUSTAINABILITY APPROACH

SUSTAINABILITY GOVERNANCE

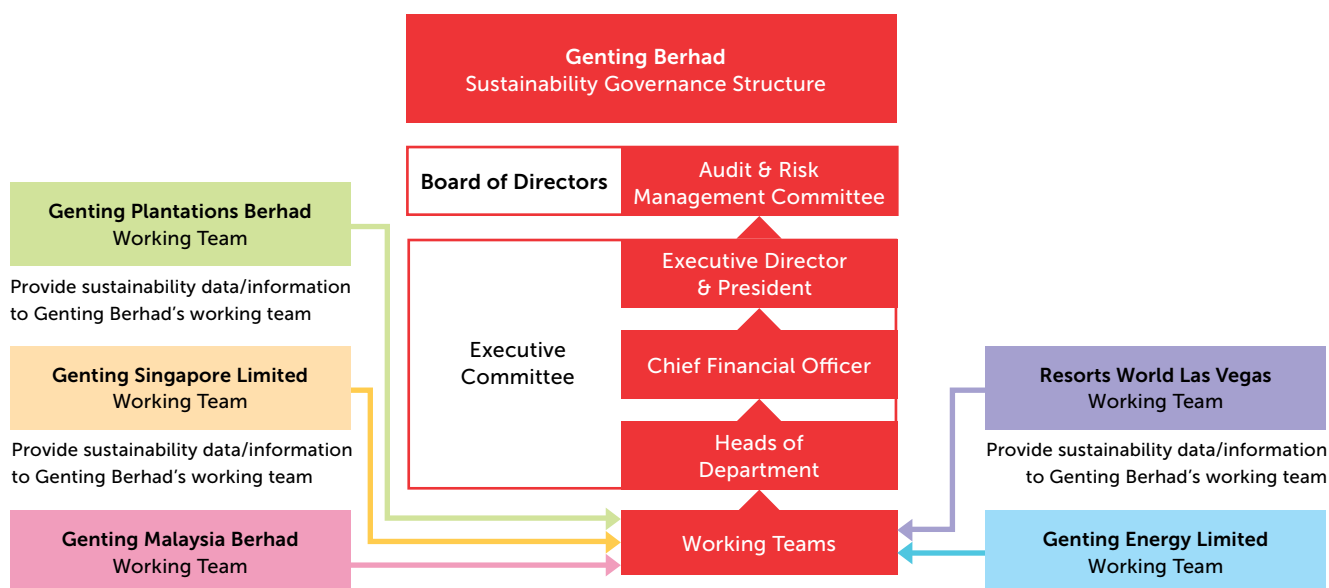
Upholding high standards of sustainability governance is vital for us to operate in an accountable and transparent manner with effective oversight of our operations. It gives accountability to our stakeholders on how we manage material economic, environmental and social matters within our organisation to translate our aspirations into action.



Board of Directors, Genting Berhad

BOARD OF DIRECTORS

Setting the tone from the top, the Board of Directors, as represented by the Audit & Risk Management Committee of Genting Berhad during the financial year 2019, was responsible to oversee the sustainability direction and reporting of the Company and consolidated information of its key subsidiaries. With effect from 31 December 2019, the Audit & Risk Management Committee has been separated into two committees, namely Audit Committee and Risk Management Committee. The Audit Committee will undertake the annual review of the sustainability report, as part of the annual report for endorsement by the Board of Directors, from 1 January 2020 onwards.



OUR SUSTAINABILITY APPROACH

SUSTAINABILITY GOVERNANCE (CONT'D)

EXECUTIVE COMMITTEE

Genting Berhad's Executive Committee is chaired by the Executive Director and President of Genting Berhad and comprises the Company's Chief Financial Officer, heads of departments and the Chief Executive Officer of Genting Energy. The Executive Committee meets every month to review and make executive decisions on material issues and business strategies including sustainability related matters such as climate-related risks or opportunities on the businesses, pertaining to the Company and its direct unlisted subsidiary companies, namely Genting Energy and Resorts World Las Vegas.

GROUP EXECUTIVE COMMITTEE

The Genting Group Executive Committee comprises the Executive Committee members of Genting Berhad and its key companies. The Genting Group Executive Committee meeting is a monthly gathering of the Executive Directors, President and Chief Operating Officers, Chief Financial Officers and other representatives from Genting companies, who meet to discuss and decide on material issues, strategies and group related matters. The Executive Director and President of Genting Berhad normally chairs the Genting Group Executive Committee meetings.

WORKING COMMITTEES

Each key company of Genting Berhad has autonomy over the decision-making process within its own organisation, including the management of its sustainability matters, such as climate-related risks or opportunities on the businesses.

Within the sustainability governance structure, each key subsidiary of Genting Berhad has its own sustainability working team to manage its sustainability initiatives and oversee the preparation of its sustainability report. This report is then summarised and provided to Genting Berhad's sustainability working team to manage the overall editorial and complete the sustainability report of Genting Berhad.

OUR SUSTAINABILITY APPROACH

STAKEHOLDER ENGAGEMENT

We engage regularly with our stakeholders to obtain their constructive feedbacks.

This section covers the stakeholder engagement process of Genting Berhad and its unlisted key subsidiaries Genting Energy and Resorts World Las Vegas. The stakeholders can be broadly grouped into 7 main categories, namely government and regulators; investors (shareholders, equity analysts and potential investors); lenders (bankers, bondholders and rating agencies); employees; joint venture partners; suppliers and service providers; and relevant interest groups. Our teams engage with our stakeholders on a regular basis to obtain constructive feedback about issues that they consider important to our businesses.

Our Stakeholder Engagement

STAKEHOLDERS ^a	ENGAGEMENT METHODS	FREQUENCY	AREAS OF INTERESTS/ IMPACTS & BOUNDARIES	OUR GOALS
Government and Regulators	<ul style="list-style-type: none"> Official meetings and visits Consultative and statutory reporting Participation in industry events and seminars 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Compliance with applicable laws and regulations Overall Economic, Environmental and Social impact of our organisation 	Engage with government and regulatory bodies, by providing regular updates through statutory reporting and responding to any of their query. Our objective is full compliance with all applicable laws and regulations in order to maintain operating licences.
Investors (Shareholders, equity analysts and potential investors)	<ul style="list-style-type: none"> Shareholder General Meetings (AGMs) Annual Reports Analyst briefings One-on-one and small group meetings Corporate announcements Corporate website Investor relations team Business media 	<ul style="list-style-type: none"> Annually Quarterly Ongoing 	<ul style="list-style-type: none"> Strong financial performance Sustainability reporting Shareholder value Business strategies Dividends 	Maintain open and regular communications with the investment and media communities by providing timely updates such as press releases and company announcement on our business performance and strategies and responding to enquiries, where possible.
Lenders (Bankers, bondholders and rating agencies)	<ul style="list-style-type: none"> Regular communication, including responding to all due diligence and account relationship enquiries Submission of financial reports 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Creditworthiness Timely repayment of loan principal and interest Fulfilment of loan covenants 	Build good working relationships with our lenders, protect our strong credit standing and ensure continuity of our operations. Ensuring clear terms, timely repayment and compliance with loan conditions are key priorities.
Employees	<ul style="list-style-type: none"> Annual appraisals Employee intranet portal Employee knowledge-sharing platforms Evening talks New employee induction programme Staff annual dinner 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Employee development Remuneration Healthy and safe work environment Ethics and Code of Conducts Job satisfaction 	Engage with employees to create the workplace of choice by encouraging high performance culture, good employee welfare, open communication and career advancement based on meritocracy.

PART 1

OUR SUSTAINABILITY APPROACH

STAKEHOLDER ENGAGEMENT (CONT'D)

Our Stakeholder Engagement (Cont'd)

STAKEHOLDERS [^]	ENGAGEMENT METHODS	FREQUENCY	AREAS OF INTERESTS/ IMPACTS & BOUNDARIES	OUR GOALS
Joint Venture Partners	<ul style="list-style-type: none"> Regular meetings and dialogues 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Achieve Joint Venture business objectives 	To forge strong strategic partnerships and advocate sustainability practices to achieve mutual business objectives and performance targets.
Suppliers and Service Providers	<ul style="list-style-type: none"> Supplier selection through pre-qualification and tendering process Briefings and meetings Relationship management 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Fair and mutually agreeable contract terms Compliance with company policies and sustainability requirements Timely payments 	To drive sustainability practices across our supply chain.
Relevant Interest Group	<ul style="list-style-type: none"> Employee volunteerism Donations and other philanthropic contributions Sponsorships 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Impact on community investments Creation of employment Better understanding of the environment and social impact of our contribution 	To support local communities in economic, environmental and social development.

[^] the list of stakeholders is not in any order of priority

REGULAR ENGAGEMENT WITH STAKEHOLDERS

At Genting Berhad, all material company announcements, including announcements on Genting Energy and Resorts World Las Vegas, are published through Bursa Malaysia.

These company announcements are also available on our corporate website (www.genting.com), as another platform for our stakeholders and the public to gain the latest information about our Company and Group. Our corporate website has a dedicated investor relations section that shareholders and other interested parties can find information relating to the company's share price, financial results, announcements, annual report and other news.

Genting Berhad's Annual General Meeting ("AGM") is an important yearly forum for dialogue with shareholders, whereby shareholders can ask the directors and senior management on any relevant questions pertaining to the company and the proposed resolutions of the meeting. As in previous years, we received a list of questions from the Minority Shareholders' Watchdog Group that were answered by our senior management and disclosed to all shareholders at the AGM. There was no question raised by our shareholders with regards to the 2018 Sustainability Report.

Regular communications with stakeholders provided our senior management with the necessary feedbacks to internally review the materiality assessment for sustainability reporting in 2019.

At Genting Berhad, over 200 meetings were held with the lenders (bankers, bondholders and rating agencies) and investors in 2019. Similarly for Genting Energy and Resorts World Las Vegas, 39 and 125 meetings were held respectively with the lenders (bankers, bondholders and rating agencies) and investors in 2019.

OUR SUSTAINABILITY APPROACH

MATERIALITY ASSESSMENT PROCESS

Materiality assessment was carried out in 2019 to review the existing 5 Sustainability Pillars and their material topics that have economic, environment and social impacts on the Group.

Materiality assessment has been carried out every year since the start of stand-alone sustainability reporting in 2016. The assessment assists to determine if the 5 Sustainability Pillars and their material topics on the economic, environment and social impacts to Genting Berhad and its unlisted subsidiary Genting Energy remain valid and important, as they form the basis of the reporting framework. A slight refinement was made in 2019 to one of the material topics, namely "Maintaining License to Operate" was renamed to "Maintaining Approvals and Licenses to Operate".

In 2019, the materiality assessment was extended to cover Resorts World Las Vegas, a wholly owned subsidiary of Genting Berhad. Although Resorts World Las Vegas has yet to commence business, we have taken the proactive approach to initiate the data collation process using the common reporting framework for Genting Berhad and Genting Energy. Once business commences, the reporting approach for Resorts World Las Vegas will likely progress toward the reporting style of its sister resort properties, namely Resorts World Sentosa and Resorts World Genting.

The materiality assessment was conducted in the second half of 2019 using survey approach and communicated through short interviews and meeting discussions.

The survey approach was undertaken using a scale to rate the importance of the five-level Likert scale and survey respondents were asked to rate the level of importance of each sustainability topic in the 5 Sustainability Pillars. This survey was done online in 2018 but the response received was limited. In 2019, the survey approach was conducted via face-to-face briefings and discussions with the board of directors and key principal executive officers. The team also communicated and received feedbacks from heads of departments who have regular contact with their stakeholders and could provide relevant feedback. The responses received were better than the previous year's and re-affirmed that the 5 Sustainability Pillars and its material topics were valid and important in 2019. It was noted that the board of directors of Genting Berhad had viewed 11 material topics as 'very important' and 6 as 'important' in 2019.

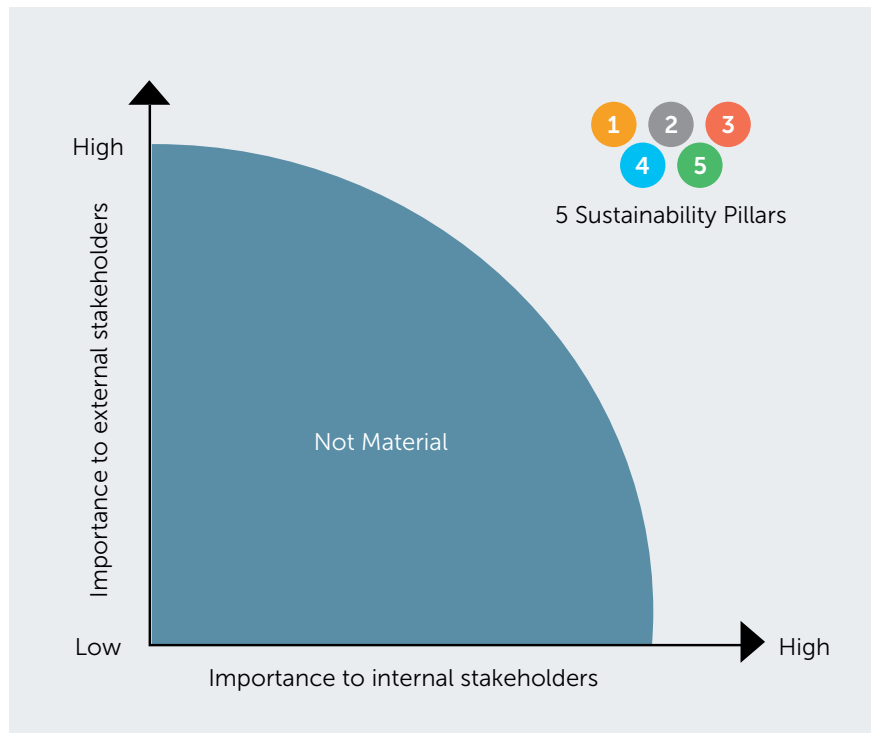
The matrix is presented in the following diagram.

PART 1

OUR SUSTAINABILITY APPROACH

MATERIALITY ASSESSMENT PROCESS (CONT'D)

Materiality Matrix¹



5 Sustainability Pillars

- 1 Maintaining the integrity of our assets
- 2 Regulatory compliance
- 3 Corporate culture, branding and reputation
- 4 Leadership and succession planning
- 5 Community investments

Material Topics

Very Important

- A Economic performance
- B System efficiency
- C Sustainability of Genting Berhad's key companies
- D Investment portfolio
- E Intellectual property
- F Maintaining approvals and licenses to operate
- G Adequate and reliable financial disclosure
- H Brand and reputation
- I Ethical business conduct
- J Occupational safety and health
- K Succession planning

Important

- L Environmental management
- M Responsible procurement management
- N Our workforce
- O Talent attraction and management
- P Employee development
- Q Corporate social responsibility

¹ Based on Genting Berhad and its unlisted subsidiaries Genting Energy and Resorts World Las Vegas.

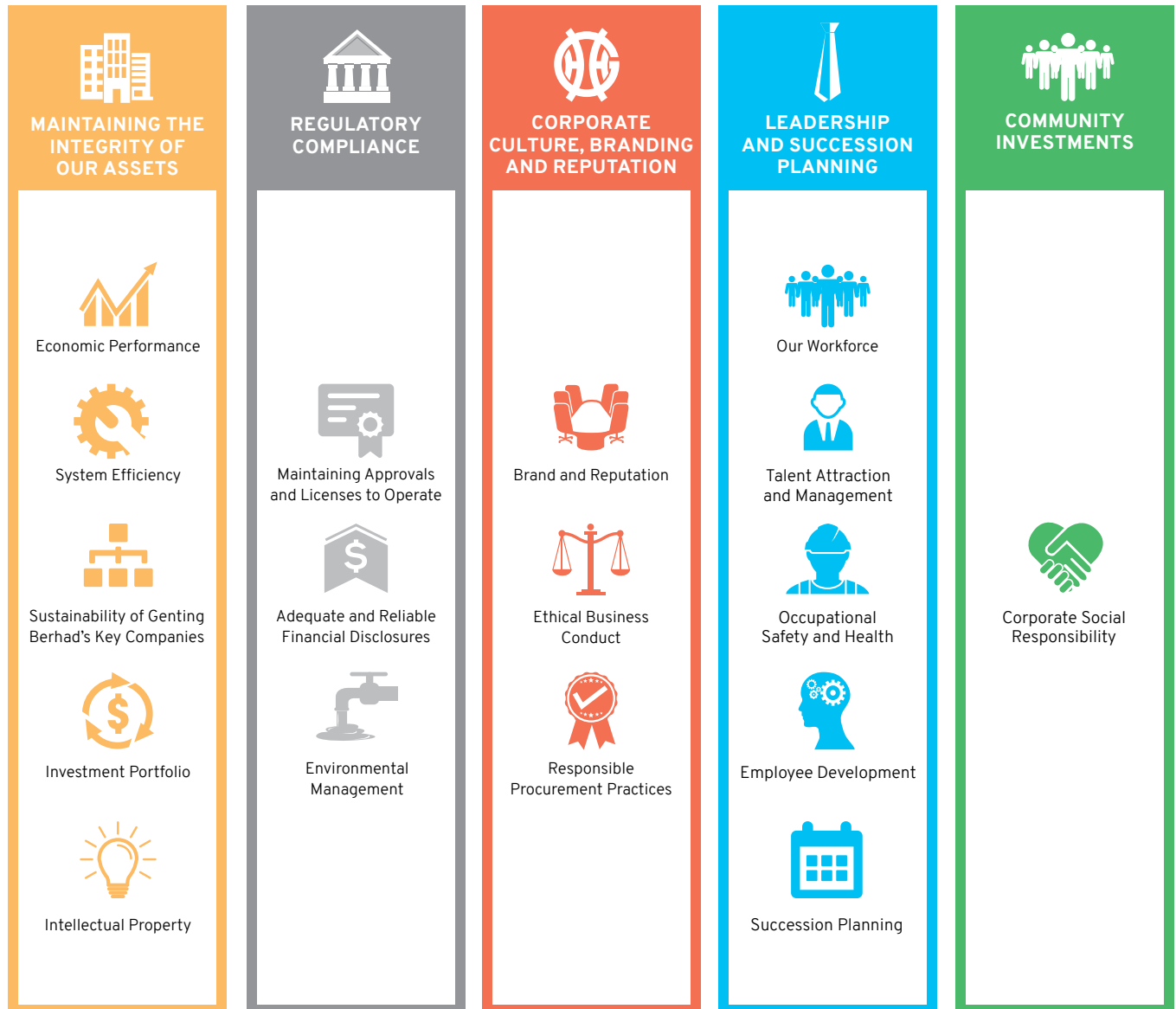
PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS

The 5 Sustainability Pillars, reaffirmed in 2019, supported the overall sustainability direction of Genting Berhad, Genting Energy and Resorts World Las Vegas, with common core values and sustainability principles that transcended across the Genting Group.

5 Sustainability Pillars²



² Based on Genting Berhad and its unlisted subsidiaries Genting Energy and Resorts World Las Vegas.








PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

Following the affirmation of material topics, we have referenced them to the GRI Standards: Core option and Bursa Malaysia's Sustainability Reporting Guide on EES. In this report, we have mapped them further to the allocation of capitals employed and the United Nations Sustainable Development Goals (UN SDGs), as shown in the table below.

2019 Material Topics – Mapping Reference³

NO.	SUSTAINABILITY PILLAR	TOPICS	CAPITALS EMPLOYED	MAPPING TO:		
				GRI STANDARDS 2016: CORE OPTION ON GRI TOPIC	BURSA MALAYSIA'S SUSTAINABILITY REPORTING GUIDE (2nd EDITION) 2018 ON EES	THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGs)
1	MAINTAINING THE INTEGRITY OF OUR ASSETS	Economic performance	• Finance Capital	• Economic performance	• Economic	 
		System efficiency	• Natural Capital	• System efficiency	• Economic	
		Sustainability of Genting Berhad's key companies	• Finance Capital	• Economic performance	• Economic	
		Investment portfolio of Genting Berhad	• Finance Capital	• Economic performance	• Economic	
		Intellectual property of Genting Berhad	• Intellectual Capital	• Non-GRI Topic	• Economic	
2	REGULATORY COMPLIANCE	Maintaining approvals and licenses to operate	• Intellectual Capital	• Compliance	• Economic	     
		Adequate and reliable financial disclosures	• Human Capital	• Compliance	• Economic	
		Environmental management	• Natural Capital	• Energy • Emissions • Effluents and waste • Water • Compliance	• Environment	
3	CORPORATE CULTURE, BRANDING AND REPUTATION	Brand and reputation	• Intellectual Capital • Human Capital	• Non-GRI Topic	• Social – marketplace	 
		Ethical business conduct	• Human Capital • Social and Relationship Capital	• Anti-corruption • Supplier assessment for labour practices	• Social – workplace	
		Responsible procurement practices	• Manufactured Capital • Intellectual Capital		• Social – marketplace	
4	LEADERSHIP AND SUCCESSION PLANNING	Our workforce		• Employment	• Social – workplace	   
		Talent attraction and management	• Human Capital	• Employment • Training and education	• Social – workplace	
		Occupational safety and health	• Social and Relationship Capital	• Occupational safety and health	• Social – workplace	
		Employee development		• Training and education	• Social – workplace	
		Succession planning		• Non-GRI Topic	• Social – workplace	
5	COMMUNITY INVESTMENTS	Corporate social responsibility	• Social and Relationship Capital	• Local communities • Relevant interest groups	• Social – marketplace	   

The management approach for each of the 5 Sustainability Pillars and their material topics, is disclosed in the following pages of this Report.

³ Based on Genting Berhad and its unlisted subsidiaries Genting Energy and Resorts World Las Vegas.

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 1: MAINTAINING THE INTEGRITY OF OUR ASSETS

We are accountable to our investors for the management of our assets and capital. Measuring the economic and financial performance is important to evaluate the effectiveness of our assets and capital management, and ensure we are on track to achieve our financial goals.

Economic Performance

As Genting Berhad is an investment holding and management company, we measure economic performance based on the effectiveness of our assets and capital management.

Genting Berhad has a strong financial track record with consistent growth in revenue and assets since its incorporation in 1968. On a group basis, total revenue increased by 4% to register RM21.6 billion in 2019. Total EBITDA recorded was RM7.9 billion in 2019 and has been consistently maintained at above RM6 billion since year 2010.

The table below highlights Genting Berhad's financial performance in 2019. The Group's financial performance in terms of market capitalisation, total assets employed, total revenue and total EBITDA over the past 3 years are shown in the next page. More information on the financial performance is disclosed in Genting Berhad Annual Report 2019 and available at www.genting.com.

2019

Total Revenue



RM21.6
billion
2018: RM20.9 billion

Total EBITDA



RM7.9
billion
2018: RM8.1 billion

Total Assets Employed



RM102.0
billion
2018: RM96.1 billion

Employee Wages and Benefits



RM4.5
billion
2018: RM4.4 billion

Market Capitalisation[^]

RM23.3
billion
2018: RM23.5 billion

Payments to providers of capital^{*}

RM3.5
billion
2018: RM3.3 billion

^{*} defined as debt & equity, interest & dividends

[^] as at 31 December

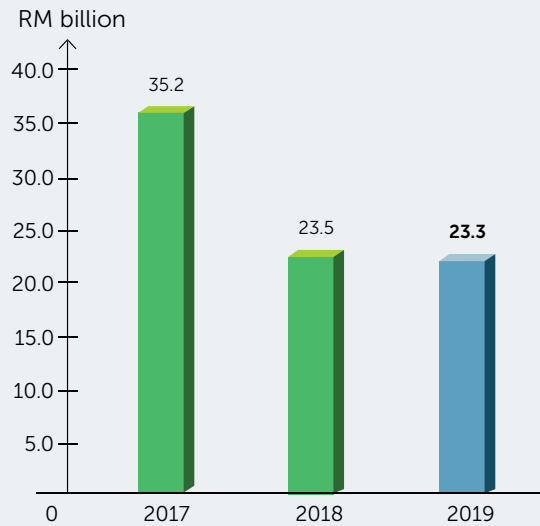
PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 1: MAINTAINING THE INTEGRITY OF OUR ASSETS (CONT'D)

MARKET CAPITALISATION [^]

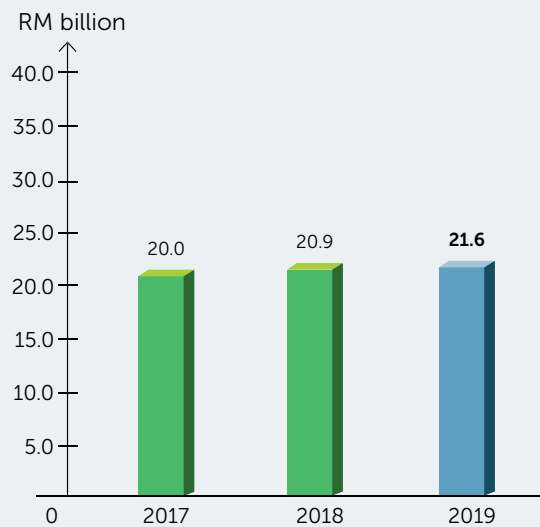


[^] as at 31 December

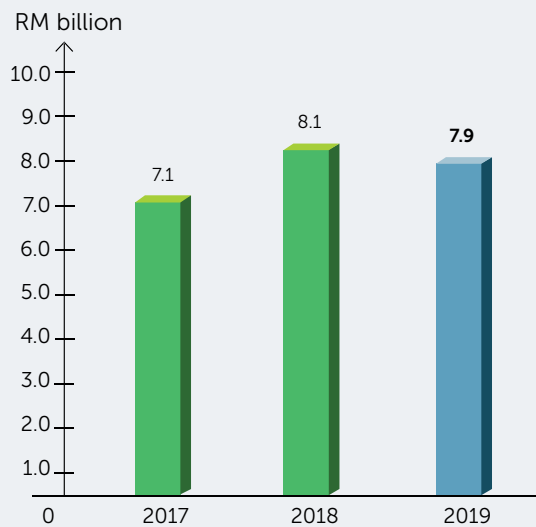
TOTAL ASSETS EMPLOYED



TOTAL REVENUE



TOTAL EBITDA



OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 1: MAINTAINING THE INTEGRITY OF OUR ASSETS (CONT'D)

System Efficiency

We aim to achieve high efficiency in our operating systems and technology to support the daily business activities across our Group. Our management approach includes implementing or monitoring measures to derive optimal performance in work and output, with risk management practices in place to ensure minimal or no interruption to business continuity.

For our Company which is principally an investment holding and management company, system efficiency refers to the business continuity of our corporate offices based in Wisma Genting.

Our information technology ("IT") resources provide daily support services to ensure the business systems run smoothly and are risk-protected. They ensure the connectivity is maintained at all times between Genting employees based in Wisma Genting with all our offices elsewhere and with our stakeholders through emails, mobile and web-based communications. Annual surveys were conducted to gather feedback from employee users, covering office automation tools, the effectiveness and efficiency of IT systems and applications, IT services rendered and the awareness of cybersecurity threats.

As threats to data security have become more prominent over the years, our IT controls are constantly reviewed for system efficiency and effectiveness. Cyber security training and awareness seminars were also conducted in 2019 for the IT resources team and Genting employees to be ready for any potential cyber threats and how to deal with such threats.

Feedbacks have enabled our IT resources to improve their business processes and upgrade specific IT facilities to provide quality and timely services. No major downtime or service interruption was reported in 2019.

Genting Energy manages the system efficiency of all of its operating plants. The Banten power plant in Indonesia is equipped with supercritical boiler technology which allows the plant to produce each megawatt ("MW") hour of power by using less coal, hence, more efficient. The 660MW power plant produced over 4,447 million kWh⁴ of electricity in Indonesia in 2019, compared to 4,492 million kWh produced in 2018. The plant has achieved near to 90% availability since commercial operations began in March 2017.

Genting Energy is dedicated to continuously improve energy performance while upholding world-class standards in the system it operates to ensure quality, safety and efficiency. While maintaining existing ISO certifications, the Banten power plant successfully attained ISO 50001:2018 Energy Management System certification in 2019. This international accreditation demonstrates Genting Energy's commitment towards optimising energy efficiency while improving environmental aspects of the plant operations.

At Resorts World Las Vegas, our development team manages the contractors and suppliers to ensure the contracted works are delivered effectively and efficiently and meet all regulatory requirements. Management policies are in place with training and operational preparations progressing as scheduled to ensure Resorts World Las Vegas will run smoothly once it starts operations.

⁴ kWh refers to kilowatt hour

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 1: MAINTAINING THE INTEGRITY OF OUR ASSETS (CONT'D)

Sustainability Of Genting Berhad's Key Companies

As Genting Berhad is an investment holding company, the sustainability of our subsidiaries' businesses is of upmost importance for growth and continuity. While each listed subsidiary operates independently, we regularly engage with them to understand how their latest corporate strategies and business operations reinforce the overall strategies of the Group to achieve operational excellence and sustainable business practices. Our subsidiaries in the leisure and hospitality businesses, namely Genting Malaysia and Genting Singapore are the major contributors to the Group's financial performance.

The Group Corporate Structure, as shown in the following page details Genting Berhad and its principal subsidiaries, joint ventures and associate as at 16 March 2020.

In 2019, our Group posted a total revenue of RM21.6 billion and total assets employed of RM102.0 billion, of which Genting Malaysia contributed 48% of total revenue and 33% of total assets employed, Genting Singapore contributed 35% of total revenue and 28% of total assets employed and Genting Plantations contributed 11% to total revenue and 8% total assets employed. Our unlisted operating subsidiary, Genting Energy contributed 6% of total revenue and 11% of total assets employed. Resorts World Las Vegas is expected to contribute to the Group's financial performance once it commences operations in summer of 2021.

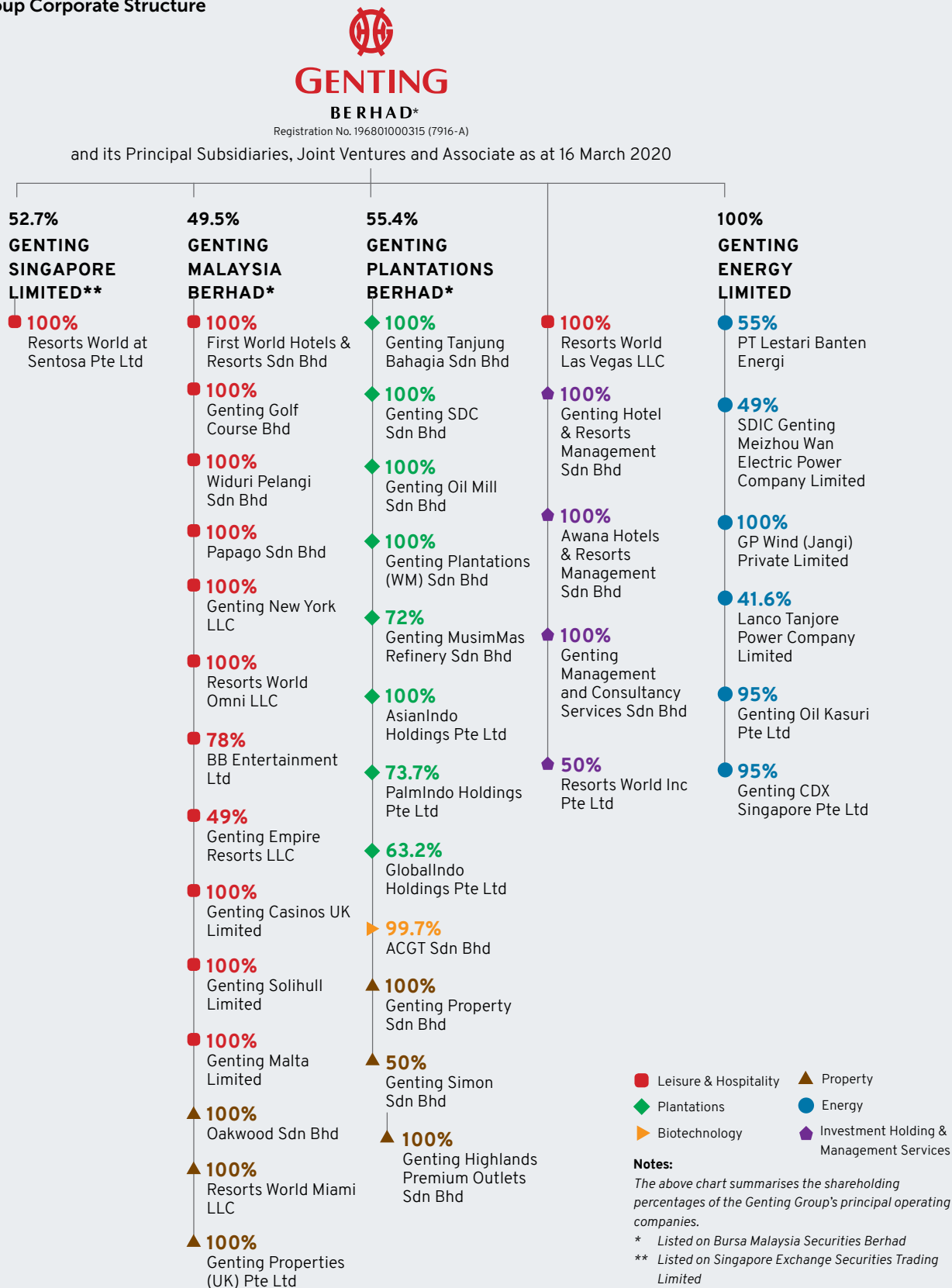
The financial performance of each key subsidiary in terms of market capitalisation, total assets employed and total revenue are shown in the following page.

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 1: MAINTAINING THE INTEGRITY OF OUR ASSETS (CONT'D)

Group Corporate Structure

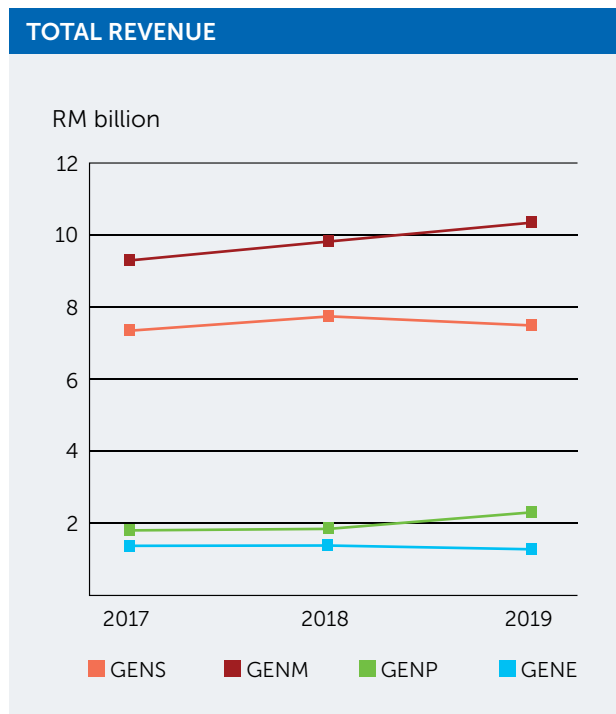
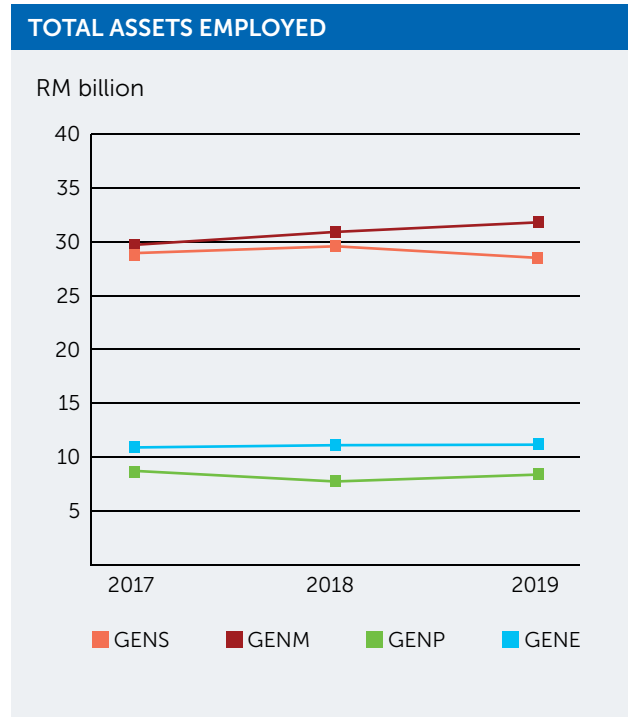
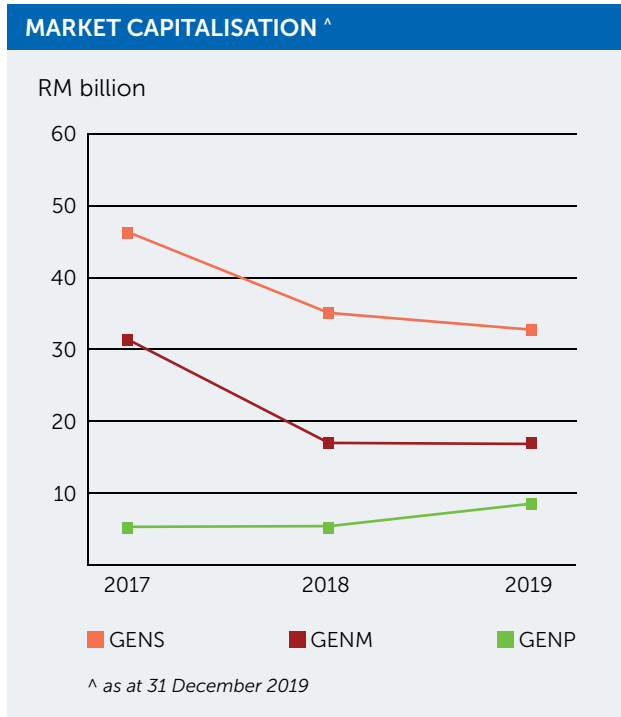


PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 1: MAINTAINING THE INTEGRITY OF OUR ASSETS (CONT'D)



- GENS : Genting Singapore Limited
- GENM : Genting Malaysia Berhad
- GENP : Genting Plantations Berhad
- GENE : Genting Energy Limited

PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 1: MAINTAINING THE INTEGRITY OF OUR ASSETS (CONT'D)

Investment Portfolio Of Genting Berhad

Genting Berhad, through its various investments in life sciences and biotechnology companies, has over the past decade been involved in research and development ("R&D") for new ways for treatment, diagnosis and detection of diseases. Our investment portfolio includes a number of life sciences and biotechnology companies that are at various R&D stages.

We acknowledge that investments in R&D within the medical space pose higher risks than other investments, as the results and success rates are uncertain and the gestation period to any breakthrough discovery can potentially be long. Although certain companies may find it not economically viable to invest in these R&D ventures, we, as a responsible corporation, are committed to find new solutions to improve the quality of health of mankind and the community that we live in.

Our investment in biotechnology has provided a platform to the Genting Plantations team to conduct R&D with the aim to increase yield and productivity of its oil palm estates. Our investments in life science companies such as TauRx Pharmaceuticals Ltd and Genting TauRx Diagnostics Centre Sdn Bhd support research and clinical trials in the on-going fight against Alzheimer's Disease from the perspective of early diagnosis and treatment. Our investments in Cortechs Labs Inc., DNAe Group Holdings Ltd and Celularity Inc. aim to find ways to detect and treat diseases in the fields of oncology and neuro-degeneration. In the field of renewable energy, we have invested in Elevance Renewable Sciences, a company that utilises a Nobel Prize winning metathesis technology to create specialty chemicals from natural oils.

Genting Berhad's life sciences and biotechnology partners:



Intellectual Property Of Genting Berhad

We constantly monitor unauthorised use of our IP by third parties in order to protect our brand value and reputation. We are firm in enforcing our IP rights and actions are taken against third parties who infringe on our IP rights. We also respect third parties' IP rights.

In 2019, cease and desist letters were issued to third parties for unauthorised use of our IP. A majority of these have been resolved but some are on-going. There was no material litigation involving the infringement of IP rights in 2019.

PILLAR 2: REGULATORY COMPLIANCE

Complying with laws, rules and regulations and effective management of natural and human resources are elemental to our organisation.

Maintaining Approvals And Licenses To Operate

We comply with all regulatory requirements and licensing conditions to ensure continuity of licenses and approvals granted to carry out our core businesses.

A comprehensive Nevada casino licensing process has already been undertaken by Genting Berhad, certain of its directors and key officers and the relevant subsidiaries in connection with the development and construction of Resorts World Las Vegas, including findings of suitability for certain officers and directors of Genting Berhad and registration of Genting Berhad as a public traded corporation by the Nevada Gaming Commission. In addition, Genting Berhad, the relevant entities holding or operating gaming businesses, as well as the relevant directors and senior management have been found suitable and/or are licensed under gaming regulations and laws in several other jurisdictions, including the gaming regulatory authorities in Singapore, the Bahamas and the New York State.

As any non-compliance with reporting obligations, gaming regulations and laws exposes us to potential penalties, sanction and/or a review of findings of suitability or licenses issued, we have internal systems in place to track and monitor our reporting obligations and continued compliance with the relevant requirements.

There were no significant fines or non-monetary sanctions for non-compliance with laws or regulations in 2019.

Adequate And Reliable Financial Disclosures

We always uphold the integrity of our financial reporting. It is the policy of the Company to manage the affairs of the Group, in particular the Company and its directly owned unlisted subsidiaries in accordance with the appropriate standards for good corporate governance and disclosures.

Our board of directors has the responsibility to ensure that the quarterly reports, annual financial statements as well as the annual review of operations in the annual reports are presented in a manner which provides a balanced and comprehensive assessment of the Group's performance and prospects.

Our financials are disclosed in accordance to the Malaysian Financial Reporting Standards, International Financial Reporting Standards and the Companies Act 2016 in Malaysia, which give a true and fair view of the state of affairs of the Group and Company at the end of the financial year and the cash flows of the Group and the Company for the financial year.

Genting Energy and Resorts World Las Vegas have their respective finance team to handle the financial operations of their business and provide the financial data for Group consolidation. We have a team of internal auditors, in addition to the external auditors to ensure adequate and reliable financial disclosures.

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 2: REGULATORY COMPLIANCE (CONT'D)

Environmental Management

We acknowledge that the world's natural resources are becoming increasingly scarce and the consequences of climate change have intensified in recent years. The consumption of water and energy, waste management and biodiversity conservation are some of the environmental concerns faced today.

We advocate the 3R actions of reduce, reuse and recycle at our workplace. We strive to explore cleaner and more efficient ways to reduce our carbon footprint arising from our daily operations, to combat the effects of climate change and to be in compliance with the local environmental regulations including their greenhouse gas (GHG) emission reduction targets.

We adopt preventative measures to conserve the environment and reduce pollution. For example, Genting Malaysia protects and restores about 10,000 acres of forest within the surrounds of Resorts World Genting in Genting Highlands that is home to 45 families and 254 species of birds. Other measures include replanting of trees and adopting sustainable landscaping that focuses on preventing soil erosion and assists in water conservation. In Singapore, Genting Singapore drives various sustainability initiatives on marine conservation, waste management including 3R (reduce, reuse and recycle) and energy savings on Resorts World Sentosa. Genting Singapore has also invested in a Building Energy Management System (BEMS) which monitors, records and trends utilities consumption of electricity, water, gas and chilled water within its integrated resort. These measures are undertaken every year including this year of review.

More details on our operating units' environmental initiatives can be found in their respective sustainability reports. At Genting Berhad, efforts are being undertaken to measure the GHG emission data based on the utility consumption (water and electricity) in the corporate offices of Wisma Genting. Once a sizable data has been compiled, we target to report this information in subsequent sustainability reporting.

In this section, the energy consumption and carbon emission data reported is on Genting Energy. For Resorts World Las Vegas, the data collation was initiated in the second half of 2019 and will be reported once the data is ready.

Genting Energy's power generation and oil and gas businesses naturally call for greater responsibilities in managing the environmental impact from its operations. Genting Energy continued to produce reliable and sustainable cost-efficient energy through its power generating plants in 2019.

The environmental management data from Genting Energy is based on energy consumption and carbon emissions, greenhouse gas emissions as well as effluents and waste.

PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 2: REGULATORY COMPLIANCE (CONT'D)

Energy Consumption And Carbon Emissions

FIGURE A: DIRECT ENERGY CONSUMPTION

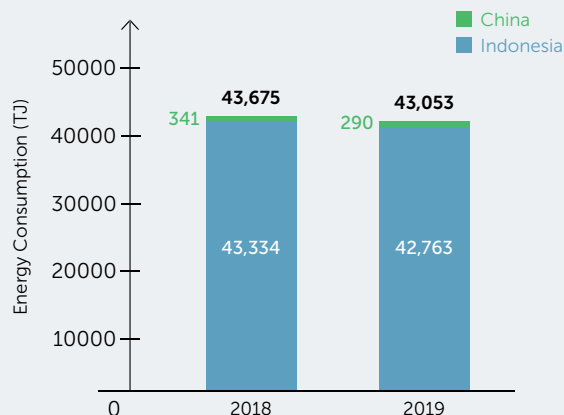
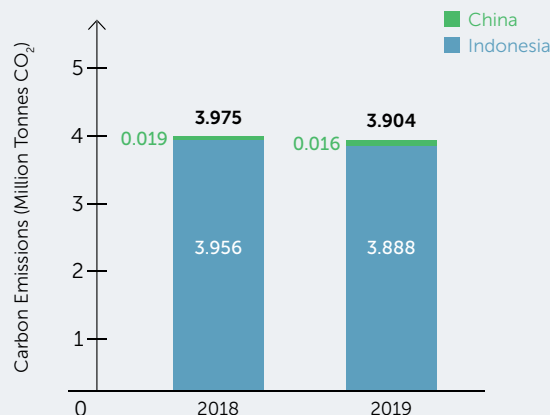


FIGURE B: DIRECT CARBON EMISSIONS



In 2019, Genting Energy consumed a total of 43,053 TJ⁵ of energy from fuels; over which 99% or 42,763 TJ of energy arose from coal consumption in Indonesia. The carbon emission correlated to such direct energy consumption translated to a total of 3.904 million tonnes of carbon dioxide (CO₂) in 2019. The marginal decline year-on-year was mainly attributable to lower exported energy from Banten power plant. This was due to the grid limitation as a result of the grid upgrading works by the state utility company and therefore the coal consumption by the power unit has also reduced accordingly. The plant's availability was not affected by the upgrading works.

FIGURE C: ELECTRICAL ENERGY CONSUMPTION

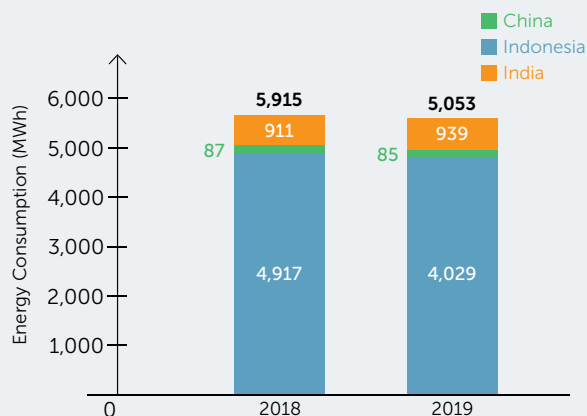
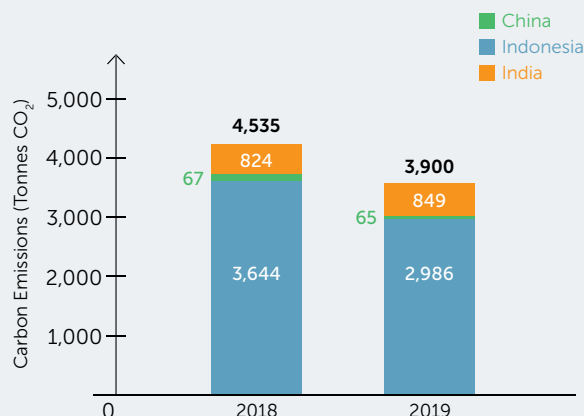


FIGURE D: INDIRECT CARBON EMISSIONS



⁵ TJ refers to terajoule

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 2: REGULATORY COMPLIANCE (CONT'D)

Figure C shows the overall electrical energy consumption was 5,053 MWh⁶ in 2019, a decrease of 15% compared to 2018. Figure D shows the resulting indirect carbon emissions was 3,900 tonnes CO₂ in 2019, a decrease of 14% compared to 2018. The decline was mainly attributable to the decrease in import power (i.e. the electricity purchased from the state utility company) in 2019 as a result of shorter annual planned outage cycle for the Banten power plant.

For the China and India operations, the electrical energy consumption and indirect carbon emissions in 2019 remained relatively consistent in comparison to 2018.

At Resorts World Las Vegas, our buildings and infrastructure are planned with smart technology and eco-friendly features to reduce our carbon footprint and minimise the environmental impact. Resorts World Las Vegas is seeking LEED Gold Certification, placing it in one of the highest categories of energy efficiency in the United States. Our buildings are fitted with energy saving LED lights which consume less energy than incandescent bulbs and at the same time able to reduce power costs. We have installed energy efficient sensors on staircase and corridor lightings.

Employees are encouraged to do their part to reduce energy consumption by switching off office lightings, computers, air-conditioning and other electrical equipment after office hours. Office lighting is equipped with motion-detection that automatically shuts off the light when the occupant is absent from the office for a period of time.

During the year of review, regular checks were conducted with our contractors to ensure the machinery and equipment used for the construction works at Resorts World Las Vegas were fuel efficient and caused minimal impact to the soil and the surrounding environment. Noise level during construction was controlled with measures undertaken such as shutting down noisy equipment when not needed or substituting with quieter equipment; retro-fitting existing equipment with damping materials, mufflers or enclosures; erecting sound barriers and maintaining the equipment.

Greenhouse Gas Emissions

We are committed to reduce the environmental footprint while operating our businesses. Genting Energy aims to continually improve its environmental performance. It is actively working towards reducing emissions per unit of electricity and hydrocarbon produced by exploring and investing in sustainability solutions. Our energy team is consistently working with their stakeholders to collectively improve the surrounding environment.

Genting Energy's Banten power plant is equipped with advanced supercritical technology designed with priority on operational efficiency and emissions reduction. It reduces pollution levels by burning less coal per megawatt-hour produced, capturing the vast majority of pollutants and emitting less greenhouse gases. Furthermore, Banten power plant is constructing its coal dome which will help to reduce the moisture content of the coal. Banten power plant's existing clean coal technology and its new coal dome will result in a more efficient combustion of coal with reduced emissions.

The Banten power plant has also been graded as a 'Good Environmentally Friendly Company' by Serang Regency Municipal for three consecutive years since 2017, in recognition of its green efforts and best environmental practices. The Banten power plant also participates in Indonesia's Programme for Pollution Control, Evaluation and Rating (PROPER). PROPER is a national-level public environmental reporting initiative. It promotes industrial compliance with pollution control regulations, facilitates and enforces the adoption of practices contributing to clean technology and ensures a better environmental management system. Banten power plant was rated "blue" in year 2019, which is the best rating that a new participant can achieve in its first three years of participation.

⁶ MWh refers to megawatt hour

PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 2: REGULATORY COMPLIANCE (CONT'D)

In addition, the energy team planted 2,000 mangroves covering 0.2 hectare surrounding the power plant area as part of the Mangrove Conservation Programme. Moving forward, Genting Energy will continue to improve its operational efficiencies and adopt the industry's best environmental practices.



PT Lestari Banten Energi's (Banten power plant) Mangrove Conservation Programme

The Group's first renewable project, Jangi wind farm in India relies only on natural wind power to generate electricity. It does not produce atmospheric emissions that cause acid rain, smog or greenhouse gases. Jangi wind farm has produced over 1,820 GWh⁷ (over 230 GWh in 2019) of clean energy since its inception, thereby contributing towards the Government of India's clean energy programme. This amount was equivalent to the electricity consumption of more than 195,000⁸ residents in India for a year.

Jangi wind farm is registered with United Nations Framework Convention on Climate Change (UNFCCC) under Clean Development Mechanism (CDM). CDM stimulates sustainable development and emission reductions, while giving industrialised countries some flexibility in how they meet their emission reduction or limitation targets. Under CDM, emission-reduction projects in developing countries can earn saleable certified emission reduction (CER) credit. This sealable credit can be used by industrialised countries to meet a part of their emission reduction targets under the Kyoto Protocol.

Resorts World Las Vegas is committed to reduce environmental impact and greenhouse gas emissions, even at its current development phase. Although certifications are yet to be obtained on green building as constructions are still underway, eco-friendly features are being incorporated into the infrastructure and building development of the resort. These features include procuring air-conditioning and refrigeration equipment that are eco-friendly and do not use hydrochlorofluorocarbons (HCFCs) as refrigerant, one of the main contributors to the depletion of the ozone layer. There will be regular inspections and maintenance of these electrical appliance and equipment to prevent and reduce any leakages. Aerosol products that use HCFCs or chlorofluorocarbons (CFCs) as propellants will be avoided.

Resorts World Las Vegas will have outdoor areas to allow natural lighting into the building to reduce the use of lighting during day time. Trees, grass and moss will be planted around the resort to serve as a natural thermal insulation. We have saved and nurtured over 300 trees of the original trees found on the construction site, a significant percentage of which will be re-planted in the surrounds of Resorts World Las Vegas.

⁷ GWh refers to gigawatt hour

⁸ All India annual per capita consumption of electricity for year 2018-19 amounted to 1,181 kWh. This was retrieved from "Executive Summary on Power Sector" (December 2019) issued by India's Central Electricity Authority (www.cea.nic.in/reports/monthly/executivesummary/2019/executive-summary-12.pdf)

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 2: REGULATORY COMPLIANCE (CONT'D)

Effluents And Waste

The management of effluents and waste plays a vital part in an effective environmental stewardship.

At Genting Energy, the wastewater effluents are largely attributed to the Banten power plant which draws seawater for its operations. All the effluents are treated to meet highest applicable regulatory requirements in the respective countries of operation prior to discharge. Genting Energy generated 882.5 million m³ of wastewater effluents in 2019, compared to 868.6 m³ million in 2018.

Genting Energy has a proper waste management policy for the treatment, storage and disposal of hazardous and non-hazardous wastes. The hazardous wastes are properly stored and handled by authorised vendors for proper disposal or subsequent usage. Non-hazardous wastes are reused or recycled where possible.

In 2019, Genting Energy generated 69,009 tonnes of industrial wastes, or 19.7% lower than the industrial wastes generated in 2018. These industrial wastes mainly consist of flying ash, bottom ash, glass wool, used oils and expired chemicals. The lesser wastes in 2019 were mainly attributable to the Banten power plant as it received higher quality coal with less ash content as well as lesser diesel consumed for start-up purpose. On top, zero drilling fluid as a result of zero drilling activity from our China's producing assets in 2019 also contributed to the overall lower industrial wastes generated.

At Resorts World Las Vegas, a waste management plan is in place for the proper handling of current hazardous and non-hazardous waste during the construction phase generated from the ongoing construction works, as well as when the resort opens. Contractors hired to manage the disposal of wastes are monitored and controlled by the development team. The management plan includes the recycling of ground-water and non-hazardous waste, where possible.

Water Conservation

We recognise water as a scarce resource. We carefully manage our water usage and discharges with our operating facilities designed and operated to minimise the use of fresh water. Our listed subsidiaries have detailed their water management initiatives in their sustainability reports, with a data summary shown in Part 2 of this report.

We are practising and constantly looking at ways to minimise water consumption in our operations and workplace. For example, Genting Energy team at the Banten power plant records and monitors its usage of demineralised water, service water and portable water on a daily basis to avoid wastage and inefficiency in water usage. In the case of abnormal water usage reading, investigations will be carried out and rectified accordingly. Genting Energy's water consumption data for the Banten power plant was disclosed under the "Effluents And Waste" section.

At Resorts World Las Vegas, the procurement process on building fittings such as shower heads for hotel bathrooms, water taps and exterior garden sprinklers, takes into consideration eco-friendly features that can lower water consumption. We recognise the need for our unlisted principal subsidiaries to report their water conservation efforts with supporting data. We plan to start the collation of water consumption data for the Company, Genting Energy and Resorts World using 2020 as the base year.

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 3: CORPORATE CULTURE, BRANDING AND REPUTATION

Since its founding in 1965, the Genting brand has grown steadily in Malaysia and across the world. With every milestone achieved, our brand presence is further established. Maintaining a consistent brand image across all our businesses is integral for us to enter new markets and to thrive in those we are operating in.

Genting Core Values



The principles and values espoused by the late Tan Sri Dato Seri (Dr) Lim Goh Tong, the Founder of the Genting Group throughout his lifetime, are simple yet profound. The Genting Core Values, namely Hard Work, Honesty, Harmony, Loyalty and Compassion have always been embedded in our work culture and business practices.

They form the underlying workplace principles for our employees, covering professionalism and ethics, efficiency and responsibility and reflect our continuous pursuit to enhance the corporate values of the Genting Group.

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 3: CORPORATE CULTURE, BRANDING AND REPUTATION (CONT'D)

Brand And Reputation

The Genting Group has prominent and established integrated resorts, hotels and casinos under the “Resorts World” and “Genting” names, with strong brand recognition, particularly in the Asian markets. Our Genting brand is one of the most recognisable brands in Asia and among Malaysia’s top brands⁹. To ensure a proper and consistent use of our trademarks and brands, the relevant operating departments are required to comply with our brand manuals.

Our business reputation impacts all our relationships – with our customers, investors, suppliers, regulators and all our other stakeholders – and has a ripple effect throughout our organisation. We recognise that a good business reputation is critical for the growth and success of our business.

As such, we value constructive feedback from our stakeholders and we seek to continually improve ourselves. We maintain an open communication with our regulators and we regularly communicate with the investment community through periodic briefings, face-to-face meetings, conference calls and site visits.

As transparency and accountability are imperative for effective stakeholder engagement, we strive to disclose all material corporate information through the appropriate channels in a timely, accurate and comprehensive manner. Our annual general meeting is a useful and interactive forum for direct engagement with our shareholders.

Ethical Business Conduct

Ethical business conduct is important for us to stay true to our roots and values. Our Code of Conduct and Ethics (“Code”) apply to all our employees and directors and sets out the principles to guide standards of behavior and business conduct when employees and directors deal with third parties. Our Code sets out what is acceptable behavior at the workplace, how employees should use company assets and resources, and the employee’s duties of good faith, diligence and integrity.

We also have a group-wide Whistleblower Policy that sets out procedures for any employee, director, contractor, consultant and vendor to raise concerns regarding actual or suspected unethical, unlawful, illegal, wrongful or other improper conduct. The Whistleblower Policy also sets out the process for managing any action, intimidation or harassment against a whistleblower.

We communicate our Code and policies on ethical business conduct to new employees and remind existing employees to ensure they understand the workplace behavior expected of them. We have a ‘zero-tolerance’ policy for corruption and bribery. There are programmes, processes and systems in place to promote and monitor compliance.

The Whistleblower Committee, comprising the Executive Director and President of Genting Berhad, the Chief Financial Officer of Genting Berhad and the Chief Executive Officer of Genting Energy, is tasked to review complaints received through the whistleblower channel. The Secretariat of this committee is the Legal Department of Genting Berhad.

A complaint may be made in several ways:

- By completing the forms and submitting the completed forms in a sealed envelope marked “Private & Confidential” to the Secretariat of the Whistleblower Committee;
- By making a complaint to the head of department or business unit;
- By making a complaint directly to any Whistleblower Committee member or the Secretariat; or
- By sending an email to whistle@genting.com.

All matters discussed during investigations are kept confidential. There was no reported case through the whistleblowing channel in 2019.

⁹ Please refer to Awards and Accolades on pages 8-9; https://brandirectorypublic.s3.eu-west-2.amazonaws.com/reports_free/brand-finance-malaysia-100-2019-preview.pdf.

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 3: CORPORATE CULTURE, BRANDING AND REPUTATION (CONT'D)

Responsible Procurement Practices

Our procurement systems and processes ensure we uphold responsible procurement practices. This starts at the supplier selection process, where sustainability considerations including fair labour practices and safety requirements are embedded into our terms and conditions.

We aim to procure products and services in the most cost effective and efficient manner with environmental sustainability and community interest as part of the key considerations. The suppliers we work with must meet standards of ethics and business integrity on both social and environmental criteria. Our procurement resources prioritise minimising such risks in the supply chain and encourage our business partners to make continuous improvement towards sustainable business conduct.

Safety considerations are also included in our criteria when short listing vendors during the procurement process. The appointed contractors' management system is reviewed regularly for robustness and their safety performance constitutes part of the assessment during their contract renewal process.

The procurement teams in our operating units handle the procurement of a variety of products and services ranging from food and beverage, casino operations, information technology, attractions, engineering services, hotel and entertainment and oil palm based suppliers, amongst others.

We believe local sourcing, which means sourcing products and services from within the country of our respective operations, is vital as it brings many advantages including lower costs, timely delivery and invigorating the economy of the communities we operate in.

Resorts World Las Vegas adheres to strict procurement practices and all suppliers must obtain approval in accordance with the Nevada Gaming Commission. Its supply chain comprises primarily local vendors for the purpose of economic empowerment of the community in terms of increased employment rates and revenue. The data of its suppliers are being compiled and will be shared in subsequent reporting.

Our listed operating subsidiaries, due to their nature of business, have significant number of vendors compared to our Company and unlisted operating subsidiaries.

As at 31 December 2019, the Group had a total of over 10,200 suppliers, comprising 4.5% from Genting Berhad, 13% from Genting Energy, 18% from Genting Malaysia's Resorts World Genting, 60.5% from Genting Singapore's Resorts World Sentosa and 4% from Genting Plantations.

PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 4: LEADERSHIP AND SUCCESSION PLANNING

People are our most valuable assets. Our ultimate success and achievements are a result of their high-performance and commitment. As an equal opportunity employer that embraces diversity in the workplace, we strive to maintain an inclusive work culture that supports diverse talent to contribute positively to the growth and productivity of our Group.

Our Workforce

Employees form an integral part of the Genting Group and we remain committed to human resource development. The Genting Group in 2019 provided full time employment to over 55,000 people¹⁰ of diverse nationalities across the world with 35% Malaysians¹¹ and the remaining 65% from other countries including but not limited to Singapore, Indonesia, India, China, United States of America, Bahamas, United Kingdom and Egypt. The male to female employee ratio was 68:32 with age below 30 years (40%), between 30 to 55 years (53%) and above 55 years (7%).

Genting Berhad, comprised 180 employees, Genting Energy comprised 707 employees and Resorts World Las Vegas comprised 90 employees as at 31 December 2019. The combined number of employees in 2019 was 977, which was 1% lower compared to 2018, due mainly to attrition and retirement in 2019. About 99% of Genting Berhad's employees are based in the corporate head office in Wisma Genting, Malaysia. All of its senior management are Malaysians. For Genting Energy, 92.9% of its employees are based in operating units in Indonesia, India and China, whereas all of Resorts World Las Vegas' employees are based in Las Vegas.



¹⁰ Full-time employees from Genting Berhad, Genting Malaysia, Genting Singapore, Genting Plantations, Genting Energy and Resorts World Las Vegas as at 31 December 2019.

¹¹ Malaysians based in Malaysia comprised Malays (44%), Chinese (38%), Indians (9%) and Others (9%) as at 31 December 2019.

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 4: LEADERSHIP AND SUCCESSION PLANNING (CONT'D)

Fair Employment Practices

At the Genting Group, we believe that diversity in the workplace is a competitive advantage in building a great reputation for our organisation. Hence, we strive to create the ideal workplace where people from diverse ethnicities and cultures, with multiple talents and passion, come together to work successfully as a team.

All forms of discrimination in the workplace are prohibited as outlined in our Code of Conduct – every individual has an equal right and voice to make a difference. Fair treatment and equitable opportunities are given to all employees regardless of their background.

We advocate fairness in the workplace. Our employees can voice their grievances through various communication channels. Our human resource team closely monitors any concerns and will address them jointly with the respective Supervisors and Heads of Department, which may include disciplinary actions within the framework of local laws and practices, if necessary. In 2019, there was no recorded incident of discrimination in Genting Berhad and its subsidiaries.

Talent Attraction And Management

Our Group focuses on talent acquisition, talent engagement and talent retention. We strive to acquire the right talents, engage and retain our employees with on-going initiatives and activities to create a positive and productive work culture. Each of our listed subsidiaries have detailed their employee management initiatives in their respecting sustainability reports.

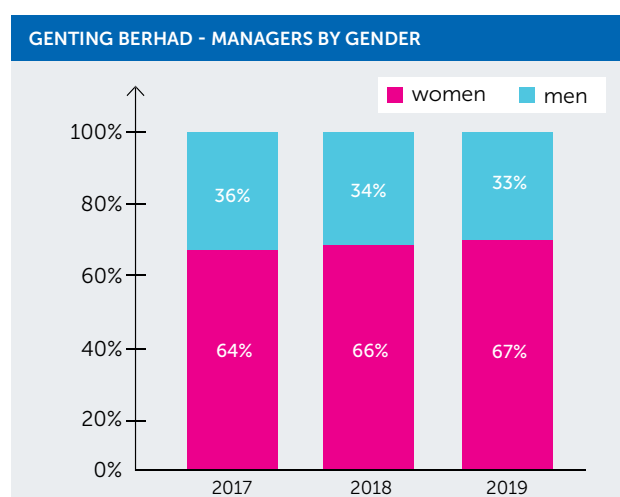
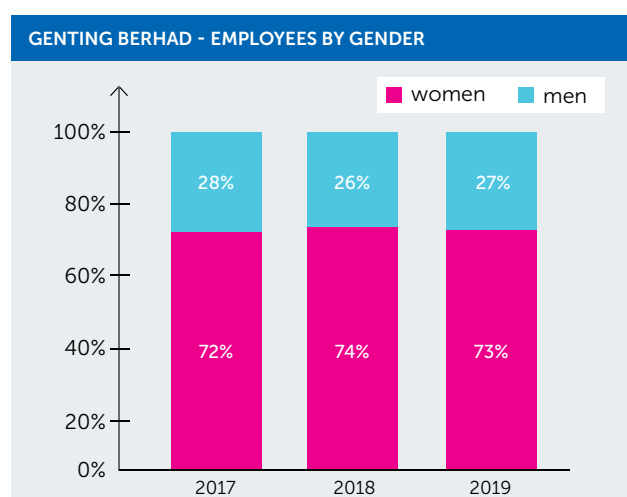
For Genting Berhad, the employee initiatives in 2019 included employee volunteerism and participation in the Bursa Bull Charge Run 2019, health awareness, blood donation drives, as well as periodical knowledge sharing to encourage continuous learning and interaction among employees. Genting Berhad also placed 2nd in the PERKESO Activ@Work Challenge to encourage employees to lead an active lifestyle to maintain one's health. Such initiatives help to nurture teamwork, group synergy and build a culture of unity among employees from diverse background, ethnicity and gender.

In 2019, Resorts World Las Vegas hired a Head of Employee Engagement to help with the operational hiring strategy, on-line application systems and equal opportunity employment, among others. The Human Resources team evaluated employee benefits to ensure greater competitiveness with other resorts in our market. Although we have not yet started the mass hiring process for our anticipated opening in summer of 2021, Resorts World Las Vegas is dedicated to being a "Workplace of Choice" that every resort professional will want to work for.

Gender Diversity

The Genting Group strongly believes that employees at all levels, both female and male should enjoy equality in the workplace.

At Genting Berhad, the female gender composition in the board of directors is 12.5% in 2019. Women comprised 73% of Genting Berhad's employees and 67% of its management team in 2019, compared to 74% and 66% respectively in 2018. The slight changes in the proportion of women employees and managers in Genting Berhad were due to natural attrition and retirement of employees in 2019.

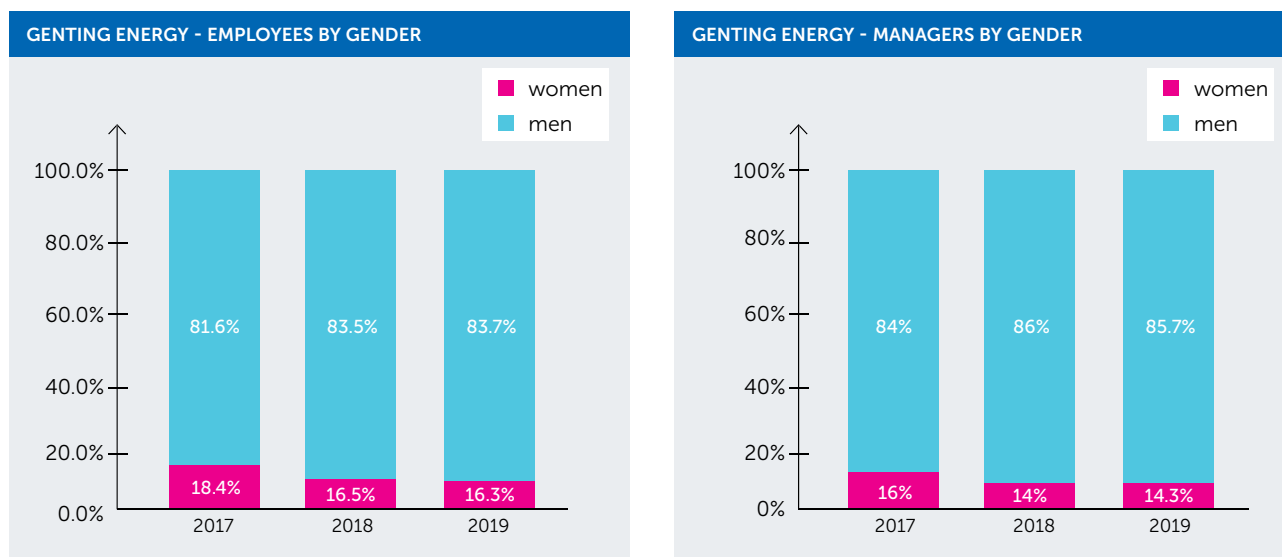


OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 4: LEADERSHIP AND SUCCESSION PLANNING (CONT'D)

At Genting Energy, women comprised 16.3% of its employees and 14.3% of its management team in 2019, in line with the power generation and oil & gas operations, which are generally male-dominated industries.



Whereas, at Resorts World Las Vegas, women comprised 42% of its employees and 32% of its management team in 2019. As Resorts World Las Vegas is still in its development progress, the trend will only be provided in subsequent reporting cycles when available.

The employee turnover rate based on the combined number of employees of Genting Berhad, Genting Energy and Resorts World Las Vegas, averaged at 21.7% in 2019 compared to 39.5% in 2018, which is a decline of 17.8%. The employee hiring rate based on the combined number of employees of Genting Berhad, Genting Energy and Resorts World Las Vegas, maintained at an average of 18% in 2019.

Benefits

Our benefit programmes differ by employment category and country. We have standard practices to participate in market surveys to assess and benchmark the adequacy and competitiveness of our benefits on a country-specific basis. The programmes include health care and insurance, disability and invalidity coverage, study and parental leaves, retirement gratuity, long service awards and others.

Recruiting The Millennials

Almost half (48%) of Genting Berhad's recruits in 2019 were millennials. With the growing number of younger workforce, there is a need to develop new engagement models to bridge the generational differences. At Genting Berhad, our talent attraction and acquisition plans include structured internship programme, partnership with university on scholarship programme, combined effort on group wide career fairs and engagement through social media such as the Genting Careers Facebook page.

PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 4: LEADERSHIP AND SUCCESSION PLANNING (CONT'D)

In 2019, millennials made up 64% of Genting Energy's recruits in 2019, while millennials made up 5% of recruits at Resorts World Las Vegas in 2019. Resorts World Las Vegas' data is as such because they have not yet started the mass hiring process for the anticipated opening in summer of 2021 and only hired more experienced senior employees.



Genting Founder's Day 2019 Dinner

Occupational Safety And Health

The Genting Group advocates a workplace culture that emphasises on the importance of Occupational, Safety and Health ("OSH") in the daily operations with focus on aligning to industry's best practices. This is achieved through a combination of risk assessment, identification of occupational hazards, safety trainings, development and communication of OSH policies, as well as effective implementation of OSH standard operating procedures. More importantly, open dialogues with employees are inculcated to instil a sense of responsibility for their own safety and that of others.

Employee Wellness

A healthy mind and body reduces the risk of accidents due to inattention and lack of focus. Our employees are entitled to a panel of approved clinic doctors, executive medical health checks and other health benefits. We also spend considerable resources to educate our employees on healthy nutritional habits. For example, in 2019, a series of evening talks on Health & Wellness were held by Genting Berhad at its corporate head office in Wisma Genting to promote knowledge sharing and encourage healthy lifestyle among employees. Fire drills and fire trainings were also held regularly throughout the year. We have also participated in PERKESO Activ@Work Challenge to encourage employees to practise healthy lifestyle, in which Genting Berhad (the company) was one of the top two winners for the employer (small) category in 2019.



Plank Challenge held in Wisma Genting to promote healthy lifestyle



Genting Berhad was one of the top two winners in the PERKESO Activ@Work Challenge

PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 4: LEADERSHIP AND SUCCESSION PLANNING (CONT'D)

At Resorts World Las Vegas, we have established safety committees for the operations and administrative teams, as well as for the construction teams. The committees meet monthly and weekly, respectively. The committees discuss safety protocols, address any safety concerns and develop action plans to address the concerns, including deploying additional full-time safety inspectors to enhance safety as needed. We believe our employees and contractors play vital roles in ensuring safety, security and compliance in our daily operations. Safety inspections are carried out daily to ensure that no safety protocols are in breach and if so, corrective and preventive actions will be implemented. Construction teams conduct safety awareness trainings, which include fire awareness, on a weekly basis. As part of the operation and administrative safety programme, we are implementing a bi-annual fire drill exercise programme, with documented attendance, as well as fire extinguisher awareness programme for new and current employees. The Clark County Fire Department has a rescue station that is physically located within the outer perimeter lines of the Resorts World Las Vegas master site. Clark County and Las Vegas Fire Department officers conduct drills and visits several times per year on property and our fire extinguishers are serviced annually and inspected monthly.

There was zero workplace fatality recorded by Genting Berhad, Genting Energy and Resorts World Las Vegas in 2019. Genting Energy also recorded zero lost time injury in 2019.



Fire Drill briefing in Wisma Genting



Wisma Genting's Fire Drill Exercise

Employee Development

We constantly invest in employees' personal development as we believe employees play vital roles in advancing the Genting Group's businesses. Employees are strongly encouraged and motivated to improve their skill sets to harness their potential to the fullest and deliver superior results.

PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 4: LEADERSHIP AND SUCCESSION PLANNING (CONT'D)

Engaging Our Employees

We recognise that good employee relations are crucial for employees to stay engaged and committed to their jobs. Hence, our leaders and managers are fully empowered to manage and build healthy and productive working relationships with their employees. There are various employee engagement activities held in 2019 which included departmental festivities and celebrations, evening talks, annual dinners, charity events and sports club tournaments.



Genting Group Executive Sports Club 2019 AGM and Raya Celebration



Genting Group Executive Sports Club Badminton Tournament



Corporate talk on technology disruptions

Education And Training

At the Genting Group, we champion the idea of continuous learning for our employees to enhance their knowledge, skills and competencies in their current and future roles. Our Group is committed to provide in-house and cross-functional training and give opportunities to our employees to achieve accredited work related certifications and attend other external programmes.

Our employees in Genting Berhad, Genting Energy and Resorts World Las Vegas have increasingly invested their time in various formal training programmes. The average hours of formal training per employee was 22.3 hours in 2019, as compared to 22 hours in 2018.

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 4: LEADERSHIP AND SUCCESSION PLANNING (CONT'D)

Career Advancement

We provide career advancement opportunities to all employees based on their performance and potential. While our leaders and managers are empowered to manage and coach employees in their career development, individual employees are strongly encouraged to take ownership in planning their own career. We have put in place a process in the existing performance management system to facilitate the career planning. Our leaders and managers play vital roles in helping our employees achieve their career aspirations.

Succession Planning

We recognise that a systematic approach is necessary to ensure leadership continuity in our Group.

At Genting Berhad, we have assessed the high performers and established the talent inventory in 2019. Our leaders and managers are responsible to continuously engage and develop the identified talents to enable them to achieve their career aspirations.

We have implemented a workforce planning process in 2019 to facilitate a more structured succession planning for key positions in Genting Berhad. Our existing performance management system and department performance matrix by job levels guide our leaders and managers to review and measure job performance by employees. We continuously review our succession planning strategy to identify and develop high potentials to ensure sufficient talent pool for future succession and leadership needs. This succession planning strategy is also implemented in our subsidiaries, including Genting Energy and Resorts World Las Vegas.

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 5: COMMUNITY INVESTMENTS

Our community investments are aimed for the betterment of the society and reflected in the corporate social responsibility or community philanthropy activities undertaken.

Corporate Social Responsibility

Our Group contributes regularly in cash and in-kind to various charities, foundations and sectors of the community to support the underprivileged and the less fortunate, reaching out to different sectors of the community irrespective of race creed or religion. Over 128,000 people benefitted from our Group's corporate social responsibility ("CSR") activities in 2019.

The CSR activities of our listed companies, namely Genting Singapore, Genting Malaysia and Genting Plantations are detailed in their respective sustainability reports. The CSR activities of Genting Berhad, Genting Energy and Resorts World Las Vegas in 2019 are summarised below.

Key CSR Activities in 2019

Eminent Speakers Conference Series 2019

In conjunction with Genting Founder's Day, Genting Berhad and the Faculty of Medicine of University of Malaya co-organised the inaugural Eminent Speakers Conference Series, entitled "Navigating towards Healthy Ageing". A free admission event for all registered participants, brought together some of the world's top and most distinguished life science and biotechnology experts to share their insights and perspectives on some of the latest medical breakthroughs on cognitive health issues, including dementia.



Eminent Speaker Conference Series 2019



PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 5: COMMUNITY INVESTMENTS (CONT'D)

Dementia Care Centre

The non-profit Dementia Care Centre, sponsored by Genting Berhad and led by the Geriatric division of University of Malaya, is purpose-built and offers day care services to people suffering from dementia, as well as provides training to caregivers, family members and professionals in dementia care. On 1st of September 2019, it started operating with 7 patients and the number of patients is expected to increase over time.



The handover of the Dementia Care Centre to the management team of the Geriatric Division, University of Malaya

Bursa Bull Charge Run 2019

Employees of the Genting Group took part in this annual charitable run organised by Bursa Malaysia to raise funds for Yayasan Bursa Malaysia (Bursa Malaysia Foundation). A total of RM58,000 was contributed by Genting to support the local underprivileged community in Malaysia.



Bursa Bull Charge 2019

Blood Donation

For employees based in Wisma Genting, an average of 159 pints of blood were collected from a total of 215 employees in 2019. Whereas, at Cilegon City, Java, Indonesia and Teuk Bintuni in West Papua, Genting Energy's employees provided 116 pints of blood which replenished the local community blood supply for Red Cross Society. Each pint of donated blood collected could potentially save up to 3 lives.



Blood Donation Drive in Wisma Genting

PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 5: COMMUNITY INVESTMENTS (CONT'D)

Universiti Malaya – Tan Sri (Dr) Lim Goh Tong Endowment Fund

Since 2009, the establishment of Universiti Malaya-Tan Sri (Dr) Lim Goh Tong Endowment Fund by Genting Berhad and Universiti Malaya with a seed capital of RM1 million, has benefitted over 2,500 students by providing annual funding to students from the Faculty of Business & Accountancy on scholarships and sponsorships for international educational and research-based programmes. A total of RM50,000 from the endowment fund's dividend income was used in 2019 to sponsor a group study trip to Cambodia and student exchange programmes benefitting 24 students.



2019 Group Study Trip to Cambodia

Community Outreach

Genting Energy sponsored a number of local community activities such as religious festivities, National Day celebrations, Wamena Earthquake Disaster Relief, sports, local culture and mass circumcision activities in Indonesia. Genting Energy also aided in funding to repair and provide building materials for the poor.



Joint environment initiative by PT Lestari Banten Energi (Banten power plant) to jointly clean up the Salira Village river

PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 5: COMMUNITY INVESTMENTS (CONT'D)

Schools

Genting Energy provided educational support by sponsoring achievement awards to Primary School and Secondary School students at Salira Village. Funding to aid in the repair of the facilities of Kindergarten Bina Darma was also provided.



PT Lestari Banten Energi (Banten power plant) provided financial support to Yayasan Panji Khulafaur Rosyidin Banten

Resorts World Las Vegas


Resorts World Las Vegas provided over 100 hours of time to provide meals to homeless and underserved over the Christmas Holidays through Catholic Charities' Meal Service, to which more than 50 Resorts World Las Vegas employees participated. Charitable fund-raising and volunteer work were also conducted for the Veteran's Village Denim Drive, providing clothing to needy military veterans.

Resorts World Las Vegas also sponsored USD2,500 for the Hope for Prisoners fund, an organisation supported by the District Attorney's office to help former prisoners re-enter and become productive members of society, as well as USD5,000 to the Make-A-Wish foundation, which provides fulfillment of last wishes, such as trips to Disneyland or meeting a revered football star, for terminally ill children.

In light of Hurricane Dorian which struck the Bahamas in September 2019, Resorts World Las Vegas raised over USD2,300 dollars toward the Bimini Bahamas hurricane relief fund, with the participation of numerous Resorts World Las Vegas employees. The contributions were matched by Resorts World Las Vegas for a total contribution of more than USD4,600.



Volunteers of Resorts World Las Vegas served at Catholic Charities to help the needy



PART 2

SUSTAINABILITY SUMMARY

- **GENTING SINGAPORE LIMITED**
- **GENTING MALAYSIA BERHAD**
- **GENTING PLANTATIONS BERHAD**

GENTING SINGAPORE LIMITED

SUSTAINABILITY SUMMARY



PART 2

SUSTAINABILITY SUMMARY

GENTING SINGAPORE LIMITED

ABOUT GENTING SINGAPORE

Genting Singapore is a renowned worldwide brand leader in sustainable integrated resort development, widely recognised for its award-winning flagship project Resorts World Sentosa. Genting Singapore is one of the largest companies in Singapore listed on the Mainboard of Singapore Exchange Securities Trading Limited, and a constituent stock of the Financial Times Stock Exchange ("FTSE") Straits Times Index, MSCI Singapore Free Index, Nikkei Asia300 Investable Index, and the iEdge Singapore ESG Leaders Index. Through its commitment to sustainable development and practices, Genting Singapore aims to develop world-class integrated resorts that transform destinations, create jobs and re-invest in local economies.

ABOUT RESORTS WORLD SENTOSA



UNIQUE, WORLD CLASS ATTRACTIONS

Meaningful, memorable experiences abound at Resorts World Sentosa's attractions: Universal Studios Singapore (USS), S.E.A. Aquarium (SEAA), Adventure Cove Waterpark (ACW), Dolphin Island and The Maritime Experiential Museum.

WORLD CLASS VENUE FOR MEETINGS AND EVENTS

A world-class venue offering hotels, dining, attractions and exceptional event specialists, Resorts World Sentosa's sprawling facilities are sure to provide phenomenal experiences for groups big and small.

A GALAXY OF ENTERTAINMENT OPTIONS

A world of entertainment awaits with a wide variety of star-studded shows from visiting concerts to celebrity performances and more.

A GAMING CLASS OF ITS OWN

Resorts World Sentosa offers a 15,000m² gaming arena with a commitment to responsible entertainment and a quality guest experience.

VIBRANT RETAIL & LIFESTYLE OFFERINGS

Choose from a diverse mix of retail options, from luxury goods, fashion, lifestyle, and family-friendly products and services.

GASTRONOMIC HAVEN LIKE NONE OTHER

Gourmands can feast on award-winning cuisine from Chinese to Japanese, Mediterranean-Californian to Italian by celebrity chefs at this epicurean dining destination.

AWARD-WINNING INTEGRATED RESORT

Resorts World Sentosa – and its seven hotels – has been named "Best Integrated Resort" for nine consecutive years since 2011 at the TTG Travel Awards which recognises the best of Asia-Pacific's travel industry.

PART 2

SUSTAINABILITY SUMMARY

GENTING SINGAPORE LIMITED

SUSTAINABILITY 21 STRATEGY

For the last four years, Sustainability21 has been built on the four pillars of Marketplace, People, Community and Environment. This year, we have added the fifth pillar: Customer. The five pillars underpin the management approach in developing policies and practices, setting performance targets and action plans to address key Environment, Social and Governance ("ESG") factors. The goal is to create sustainable value for all stakeholders.

Genting Singapore's sustainability efforts are also aligned with its national and international interests such as the Sustainable Singapore Blueprint and UN Sustainable Development Goals.

MATERIALITY ASSESSMENT

To sharpen its focus on the ESG issues that are most pertinent, Genting Singapore identified 21 material topics under the five pillars of Sustainability21. These material matters are reviewed annually by the Sustainability Working Committee and Sustainability Steering Committee for their continued relevance and against current global and local trends and emerging regulatory development. These topics also take into account external stakeholders' concerns/ interests collected from engagement channels embedded in Genting Singapore's daily operations. In 2019, its focus encompasses these areas:

Genting Singapore's Sustainability Focus	DESCRIPTION	MATERIAL TOPICS
MARKETPLACE Doing Good Business	Resorts World Sentosa is a socially responsible corporate citizen that drives stakeholder value and supports social good.	<ul style="list-style-type: none"> • Procurement Practices • Economic Performance • Market Presence • Anti-Corruption • Anti-Competitive Behaviour • Socioeconomic Compliance • Environmental Compliance
ENVIRONMENT Environmental Stewardship	Resorts World Sentosa is committed to sustainability and environmental conservation in all its practices.	<ul style="list-style-type: none"> • Effluents and Waste • Energy • Emissions • Water • Biodiversity
PEOPLE Putting our People First	Resorts World Sentosa is a fair and forward-looking employer that cares for and develops the talents of its staff.	<ul style="list-style-type: none"> • Employment • Non-Discrimination • Training and Education • Occupational Health and Safety • Forced or Compulsory Labour
COMMUNITY In Service To Communities	Resorts World Sentosa serves the community it operates in through giving back and encouraging volunteerism to positively impact the needy and underprivileged.	<ul style="list-style-type: none"> • Local communities
CUSTOMERS The Heart of What We Do	Resorts World Sentosa is dedicated to creating rewarding, memorable, high quality and safe consumer experiences.	<ul style="list-style-type: none"> • Customer Health and Safety • Marketing and Service Labelling • Customer Privacy

SUSTAINABILITY HIGHLIGHTS 2019

MARKETPLACE

Revenue



SGD2.5
billion

Total Operating Cost



SGD1.7
billion

Payments to Providers of Capital



SGD434.5
million

Employee Wages and Benefits



SGD497.7
million

ENVIRONMENT



Waste

9%

reduction in waste sent for incineration

24%

of waste produced recycled



Energy

5.07mil kWh

of energy saved powering 1,193 units of 4-room Housing and Development Board flats for an entire year

Water

Cumulative water savings of

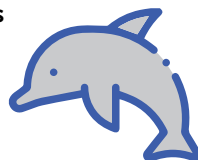
1.26
million m³

as of 2019



Biodiversity

Protecting **56** endangered freshwater and marine species that are listed on the Convention on International Trade in Endangered Species (CITES) Appendix I and II lists



Food Waste

Reducing food waste with grinders and bio-digesters that convert **95%** of food waste into liquid, saving 72,000 plastic trash bags per year

(Equivalent to 5.3 tonnes of plastic reduction per year across Genting Singapore's MICE activities alone)



Eliminated single-use plastic bottles resulting in **130 tonnes** of waste reduction.



RWS' conservation arm reached out over **7,000** people across 14 events.



17 Smart Bins have been deployed to reduce the frequency of trash clearing by **25%**



Collaborated with Singapore Power Mobility to introduce **7 electric vehicle fast chargers** across three locations and since their installations in September 2019, they have been used over 500 times.



Our solar photovoltaic panels span some 4,500 m² in total and generated about **671,104 kWh** of energy in 2019, sufficient to power about 158 Housing and Development Board 4-room flats for an entire year.



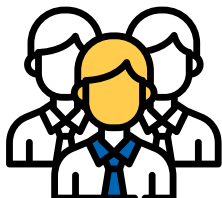
Five beach, reef and kayak clean-ups were held which garnered the participation of 206 members of the public and RWS employees. In total, over **500kg** of trash from Singapore's shorelines was collected.



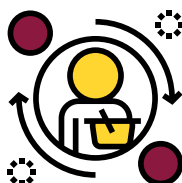
SUSTAINABILITY HIGHLIGHTS 2019 (CONT'D)

PEOPLE

Welcomed
1,011
 new team
 members



Turnover rate of
16%



59.7%
 Male Employees
40.3%
 Female Employees

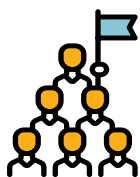


34%
 reduction relating
 to total lost day
 incidents

25.7
hours
 on average of
 training hours



72.5%
 of our team
 members are
 Singaporeans
 and Permanent
 Residents



Over
79%
 customer satisfaction
 results across Resorts
 World Sentosa

ZERO
 reported grievances
 on labour practices
 and human rights



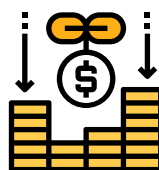
ZERO
 fatalities or injuries
 due to work-related
 ill health

COMMUNITY

More than
71,000
 people impacted



Contributed to and
 supported with over
SGD6.7
million
 in cash and in-kind
 donations



Clocked
7,720
Man Hours
 in volunteerism
 through RWS
 Cares



Achieved highest score in RG Check accreditation
 in December 2019 amongst more than 150 venue
 accreditations and reaccreditations.

AWARDS & ACCOLADES

GENTING SINGAPORE

Resorts World Sentosa

Best Integrated Resort – 9th consecutive year
(TTG Travel Awards 2019)

Best Integrated Resort - Asia Pacific Award –
 5th consecutive year
(Travel Weekly Asia 2019 Readers' Choice Awards)

Asia's Leading Theme Park Resort
(World Travel Awards 2019)

Best Meetings/Incentives Organiser Award
(Singapore Tourism Awards 2019)

Best Corporate MICE Venue (Gold Winner)
(HRM Asia Readers' Choice Awards 2019)

Best Venue: Conventions/Exhibitions/Festivals –
 Gold for Amway India Incentive Movement 2018
 Best Venue: Conferences/Meetings/Seminars –
 Bronze for IBM Cloud Fast Start Conference, Samsung
 Forum 2019, Skift Forum Asia 2019
(The Marketing Events Awards 2019)

Top Achievement Award (MNC)
(SPA Awards 2019 by Singapore Packaging Agreement)

Corporate: Platinum Award
(HCS Lifelong Learning Award 2019)

Community Partnership Excellence Award
(People's Association Community Spirit Awards 2019)

Tourist Attraction – Best Website
(11th TravelMole Asia Pacific Awards 2019)

NS Advocate Award for Large Companies
(Total Defence Awards 2019)

Multi-purpose Cage Trolley for Venue Set-up
(Workplace Safety and Health Innovation Awards 2019)

Universal Studios Singapore

Best Theme Park – 4th consecutive year
(Travel Weekly Asia 2019 Readers' Choice Awards)

No. 1 Amusement Park in Asia – 6th consecutive year
(TripAdvisor Travellers' Choice 2019)

Best Theme Attraction (Singapore)
(TripZilla Excellence Awards 2019)

Best Event by an In-house Team – Gold for Universal
 Studios Singapore's Halloween Horror Nights 8
(The Marketing Events Awards 2019)

Battlestar Galactica Road Wheels Condition
 Monitoring System
*(Workplace Safety and Health Innovation
 Awards 2019)*

Adventure Cove Waterpark

Top 10 Water Parks in Asia – 5th consecutive year
(TripAdvisor Travellers' Choice 2019)

table65

One Michelin Star
(Michelin Guide Singapore 2019)

Forest 森

Hall of Fame
(Singapore Tatler Best Restaurants Guide 2019/20)

ESPA

Best Luxury Hammam Experience – South East Asia
 Best Luxury Resort Spa – Singapore
(World Luxury Spa Awards 2019)

GENTING MALAYSIA BERHAD

SUSTAINABILITY SUMMARY



Genting
Green
Generation

PART 2

SUSTAINABILITY SUMMARY

GENTING MALAYSIA BERHAD

ABOUT GENTING MALAYSIA

A member of the Genting Group, Genting Malaysia was incorporated in 1980 and subsequently listed on Bursa Malaysia's Main Market in 1989. Genting Malaysia envisions to be the leading integrated resort operator in the world.

Genting Malaysia's business operations are primarily located in Malaysia, the United Kingdom, the United States of America and the Bahamas, with over 20,000 employees. Its 2019 Sustainability Report provides a holistic view of its sustainability practice throughout its operations.



Genting Malaysia is headquartered in Wisma Genting in Kuala Lumpur, Malaysia.

In Malaysia, Genting Malaysia owns three operations namely Resorts World Genting, Resorts World Kijal and Resorts World Langkawi. The Group has more than 40 casinos in the United Kingdom ("Genting UK"), including Resorts World Birmingham, the first integrated resort in the United Kingdom. Genting UK also operates Crockfords Cairo, an exclusive casino situated inside The Nile Ritz-Carlton Hotel in Cairo, Egypt. In addition, the Group owns Resorts World Casino New York City in the US ("Genting US") as well as Resorts World Bimini in the Bahamas.

Resorts World Genting is a premier integrated family leisure and entertainment resort situated at the peak of Genting Highlands in Malaysia. One of the country's most popular destinations, Resorts World Genting welcomed 28.7 million visitors in 2019 while Genting UK and Genting US (including Resorts World Bimini) attracted over 4.0 million and 8.4 million visitors respectively.

PART 2

SUSTAINABILITY SUMMARY

GENTING MALAYSIA BERHAD

OUR SUSTAINABILITY APPROACH



Our Sustainability
Logo & Tagline

"As a responsible company, we strive to achieve the highest levels of sustainability in everything that we do, from looking after our employees and customers, to contributing towards the economic prosperity of our local community and protecting the environment."

To promote our sustainability programme, we have crafted this logo to reflect that we are cultivating a generation that will make a difference towards sustainable development in the present and the future."

Genting Malaysia's Sustainability Policy Statement

As a global leader in the Leisure and Hospitality industry, Genting Malaysia aims to provide world-class services and entertainment in a safe, responsible and sustainable environment.

Genting Malaysia's mission as a responsible corporate citizen is to ensure high standards of governance across its entire operation to promote responsible business practices, manage environmental impacts and meet the social needs of the community and nations.

Towards this end, we strive to achieve the following:

ECONOMIC	ENVIRONMENT	SOCIAL		
<h4>CORPORATE GOVERNANCE</h4> <ul style="list-style-type: none"> ✓ To undertake sustainable and responsible business practices through integrity, good business ethics and exemplary business conducts. ✓ To comply with relevant business rules, regulations and guidelines. ✓ To engage stakeholders in a responsible, fair and reasonable manner. 	<h4>ENVIRONMENTAL STEWARDSHIP</h4> <ul style="list-style-type: none"> ✓ To undertake responsible sustainability practices to mitigate the direct and indirect environmental impacts of our developments and operations. ✓ To be committed in using our resources wisely, thereby ensuring protection and conservation of the natural environment. 	<h4>WORKPLACE OF CHOICE</h4> <ul style="list-style-type: none"> ✓ To create a conducive and well-balanced workplace with emphasis on health, safety and wellbeing of employees. ✓ To attract and retain talents by providing an environment where our employees have the opportunity to grow. ✓ To improve competencies through training, learning and development. ✓ To recognise and reward outstanding performance. 	<h4>CUSTOMER ORIENTATION</h4> <ul style="list-style-type: none"> ✓ To engage our employees to deliver service excellence. ✓ To be our customers' preferred resort by providing an enjoyable and memorable experience. ✓ To deliver our products and services in a responsible manner to our customers. 	<h4>COMMUNITY CARE</h4> <ul style="list-style-type: none"> ✓ To improve the quality of life and enrich the communities that we do our business in through monetary contributions and humanitarian efforts. ✓ To support the underprivileged communities including charities, welfare homes and disabled groups. ✓ To support the development and promotion of sports so as to promote a healthy lifestyle and foster ties.

The entities that are included in Genting Malaysia's consolidated financial statements, equivalent documents and Sustainability Report are at the following regions: Malaysia, the United Kingdom, the United States of America and the Bahamas.

This Sustainability Summary highlights the key sustainability performance of Genting Malaysia. For the sustainability reporting of overall operations, please refer to Genting Malaysia's Sustainability Report 2019 at <http://www.gentingmalaysia.com/sustainability/sustainability-reports/>

PART 2

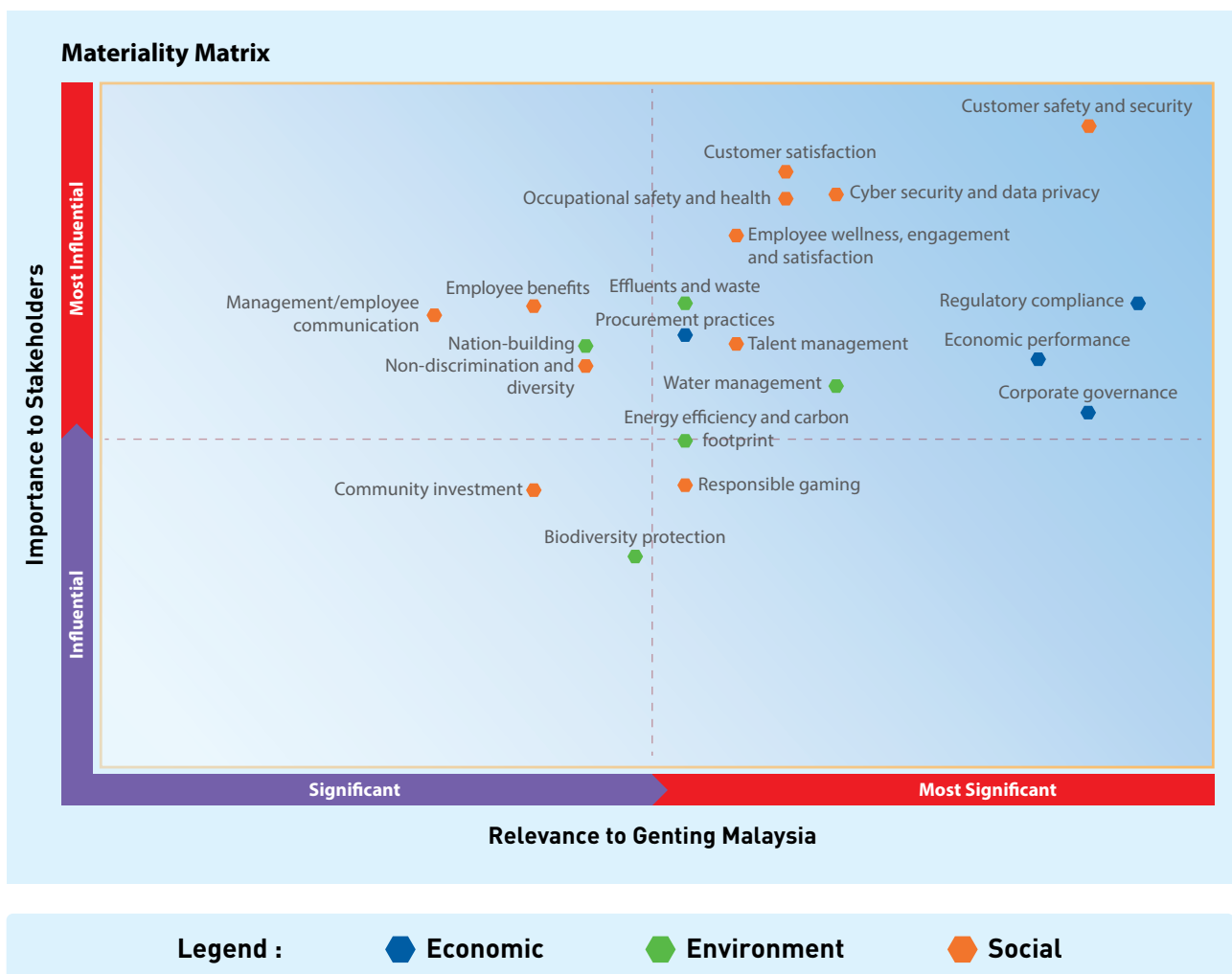
SUSTAINABILITY SUMMARY

GENTING MALAYSIA BERHAD

MATERIALITY MATRIX

The Genting Malaysia Berhad Stakeholders' Survey 2019 was conducted in the third quarter of 2019. The respondents were asked to rate the importance they placed on 20 economic, environmental and social issues.

A total of 1,780 complete responses were obtained from stakeholders. The same survey was completed by nine members of the Board and 10 senior managers, whose responses were used to represent Genting Malaysia. The results of the analysis were then used to develop a materiality matrix as presented below.



SUSTAINABILITY HIGHLIGHTS 2019

ECONOMIC PERFORMANCE

Core operations remained strong in 2019 despite a challenging environment. Genting Malaysia continued to positively affect the economic conditions of markets served and its local, regional and global stakeholders. The opportunities and growth potential of the leisure and hospitality industry remain optimistic.

Total Revenue

RM10.4
billion

(2018: RM9.9 billion)



Total Operating Cost

RM9.1
billion

(2018: RM8.3 billion)



Attracted over

41 million
visitors worldwide.
An increase in 3 million
visitors compared
to 2018

(2018: 38 million visitors)

Total Employee
wages & benefits

RM2.3
billion

(2018: RM2.2 billion)



Total Payments to
Capital Providers

RM1.5
billion

(2018: RM1.4 billion)



Total Tax Contribution



RM5.5
billion

(2018: RM4.7 billion)

Over
RM1.2 billion

total monetary value spent
on procurement of products and
services from local suppliers.
[Resorts World Genting (RWG)]



FTSE4Good

FTSE4Good Index Series
Genting Malaysia Berhad –
Certificate of Membership

Note: Unless specified otherwise, information presented in the Sustainability Summary represents Genting Malaysia Berhad as a Group.

SUSTAINABILITY HIGHLIGHTS 2019 (CONT'D)

ENVIRONMENTAL PERFORMANCE

Genting Malaysia continued adopting preventive measures to conserve the environment, reduce pollution and combat climate change. Significant amounts of energy, carbon emissions and resources have been saved through a series of meaningful initiatives. Genting Malaysia's exemplary protection of Genting Highlands ensures its flora and fauna can be enjoyed for generations to come.



RWG's non-revenue water (NRW) is only **3.3%** compared to the national average of 35%



Employees have collected **6.95 tonnes** of recycling waste at the RWG Residential Complex



0.434 mmtCDE*

Reduction of carbon footprint
 (2018: 0.435 mmtCDE*)

(* million metric tonnes of carbon dioxide equivalents)



5,831 trees planted absorbing carbon dioxide released by a car driven around the Earth 44 times



Energy savings of **30.43 TJ** which is equivalent to approximately RM3.1 million in cost savings



94% of virgin rainforest in RWG remains intact



100% of plastic straws phased out in Genting Malaysia's food and beverage outlets in RWG. All food boxes replaced with biodegradable and compostable food containers in those outlets.



Over **600** employees registered with Genting Green Generation (G3) Volunteer Programme (Malaysia)

Note: Unless specified otherwise, information presented in the Sustainability Summary represents Genting Malaysia Berhad as a Group.

SUSTAINABILITY HIGHLIGHTS 2019 (CONT'D)

SOCIAL PERFORMANCE

Genting Malaysia continued to build strong relationships with people to understand their priorities so that excellent customer service could be provided. Employees enjoyed a range of career development opportunities in a safe and dynamic workplace while local communities also benefitted from significant monetary contributions and charitable programmes in 2019.

Created jobs for over
20,000
 employees worldwide
 (2018: Over 21,000 employees worldwide)



5.5%
 reduction in
 occupational
 accidents in Malaysia from 2018
 (2019: 86 versus 2018: 91)



Zero
 reported
 incident of discrimination



RM13.2
 million
 total investment in
 employee training
 in Malaysia and UK
 (2018: RM8.2 million)



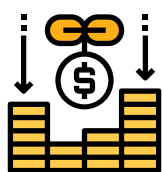
100%
 of employees
 received regular
 performance and career
 development review



Over **43,000**
 people benefitted
 from its philanthropy efforts



Over **RM6 million**
 worth of community
 investment benefitting
 a total of
103 organisations



Zero
 reported
 cases of
 occupational
 fatalities involving
 our employees
 since 2016



Zero
 fatalities
 on Genting
 Malaysia's roads
 and the accident
 rate is reducing
 annually



Note: Unless specified otherwise, information presented in the Sustainability Summary represents Genting Malaysia Berhad as a Group.

AWARDS & ACCOLADES

GENTING MALAYSIA

Genting Malaysia Berhad

Finalist

(PwC Malaysia's Building Trust Award 2019 by PricewaterhouseCoopers Malaysia)

Crockfords Hotel

Five-Star Award

(2019 Forbes Travel Guide Star Ratings by Forbes Travel Guide)

Genting UK

Head of AML/MLRO or AML Team of the Year Award

(Global Regulatory Awards by Gambling Compliance Global Regulatory Awards)

GamCare's Safer Gambling Standard (Advanced Level 3)

(Safer Gambling Standard Great Britain)

Resorts World Bimini

Silver Awards "Hospitality – Overall Casino/Resort"

(2019 Magellan Awards by Travels Weekly Magazine)



GENTING PLANTATIONS BERHAD

SUSTAINABILITY SUMMARY

Baha Sanctuary at Genting Tanjung Estate, Sabah

PART 2

SUSTAINABILITY SUMMARY

GENTING PLANTATIONS BERHAD

ABOUT GENTING PLANTATIONS BERHAD

Genting Plantations has a landbank of about 242,800 hectares, comprising 64,600 hectares in Malaysia and 178,200 hectares (including the *Plasma* schemes) in Indonesia. It owns seven oil mills in Malaysia and four in Indonesia with a total milling capacity of 580 metric tonnes ("mt") of fresh fruit bunches ("FFB") processed per hour. Since commencing operations in 1980, Genting Plantations has ventured into the manufacturing of downstream palm-based products, property development and biotechnology.



SUSTAINABILITY STATEMENT

Genting Plantations aspires to achieve a balanced integration of ethical, social, environmental and economic considerations in the way it conducts its businesses to create sustainable long-term value for stakeholders.

Genting Plantations is fully cognisant that it is imperative for businesses to forge mutually-desirable outcomes founded on shared values for its stakeholders, and seeks to pay as much heed to continuously raising the sustainability performance to meet its commercial goals.

Hence, Genting Plantations is always guided by the core commitments of its four-pillared sustainability agenda, encompassing Environment, Community, Workplace and Marketplace.

GENTING PLANTATIONS' FOUR-PILLARED SUSTAINABILITY AGENDA

ENVIRONMENT

- To practise responsible stewardship of the environment given that our business is closely related to nature
- To strive to adhere to the principles of sustainable development for the benefit of current and future generations

COMMUNITY

- To build mutually beneficial relationship with the communities where we operate and with society at large through active engagement
- To enrich the communities where we operate

WORKPLACE

As our people is our most important asset, we strive

- To create a conducive and balanced working environment encircling good practices, safety and well-being of employees
- To attract and retain talent, and nurture our employees to enable them to realise their full potential
- To remunerate employees commensurating to their academic and work achievements
- To provide continuous development through training and further academic learning

MARKETPLACE

- To conduct our business with honesty, integrity and a commitment to excellence
- To personify exemplary corporate governance and transparent business conduct

PART 2
SUSTAINABILITY SUMMARY
GENTING PLANTATIONS BERHAD

Genting Plantations' Sustainability Policy

"We shall endeavour to harmonise our operations and business growth with the principles and criteria that defines sustainability. Our commitment to sustainable development is to ensure that decisions made today shall be beneficial for both the present and future generations."

We shall:

- ▶ Ensure that all our operations are managed efficiently with the highest possible level of transparency, integrity and accountability;
- ▶ Ensure that all our operations comply with all applicable legal requirements;
- ▶ Recognise that all conflicts and negotiations with our stakeholders shall preferably be conducted in a free, prior and informed manner;
- ▶ Continue to invest in and develop our human capital;
- ▶ Institute systematic development and training programmes to develop highly skilled and competent employees;
- ▶ Provide a safe and healthy environment for all our employees, contractors, suppliers and visitors;
- ▶ Strive to achieve long-term economic and financial viability;
- ▶ Adopt effective and practical best management practices in all our operations;
- ▶ Implement good agricultural practices, good manufacturing processes and preventive measures to avoid any adverse impact to the environment and ecosystem within and around our operations;
- ▶ Strive to conserve and protect any valuable natural resources and biodiversity within our landholdings; and
- ▶ Advocate local community development through social and educational initiatives.



PART 2

SUSTAINABILITY SUMMARY

GENTING PLANTATIONS BERHAD

MATERIALITY ANALYSIS

Genting Plantations' materiality analysis was done by seeking feedback from its eight key stakeholder groups in 2019 to identify the material topics, which were also determined based on evaluation of previous internal and external reports, comparative analysis of peers, Global Reporting Initiative and United Nations Sustainable Development Goals.

Aligning with Genting Plantations' business strategy while guided by the Genting Core Values and its Vision, Code of Conduct and Ethics and four-pillared sustainability agenda, these material topics reported represent the topics highly significant to stakeholders and business of Genting Plantations.

Four-Pillared Sustainability Agenda	Material Topics	Definition	Impacts & Boundaries to Stakeholders							
			Our Workforce	Shareholders & Investors	Government, Trade Associations & Industry Bodies	Suppliers & Contractors	Customers	Smallholders & Plasma Schemes	Local Communities	NGO's
Marketplace	Responsible Business	Create shared values for the benefit of the company, and all relevant stakeholders, Group's Workforce, Group's Shareholders	●	●	●	●	●	●	●	●
	Responsible Supply Chain	Advocate and maintain sustainable principles in our entire value chain	●	●	●	●	●	●		●
Workplace	Responsible Employer	Enable current and potential members of the workforce to receive fair treatment and develop their talent, achieve personal and professional growth thus enabling long-term and sustainable growth of the business	●	●	●	●	●			
	Occupational Safety & Health	Maintain a safe and healthy environment at all our premises and provide the best available training and tools to enable our workforce to feel safe and secure in their workplace	●	●	●	●	●	●	●	
Community	Human Rights	Respect human rights and ensure all relevant business decisions made are not detrimental to the wellbeing of all stakeholders	●	●	●	●	●	●	●	●
	Community Development	Engage and provide meaningful contributions to the community and society at large		●	●			●	●	●
Environment	Conservation of Flora & Fauna	Conserve and enhance biodiversity in the Group's operational sites. Support worthwhile conservation initiatives in collaboration with governments, industry and civil societies	●	●	●	●	●	●	●	●
	Fire	Promote zero burning practices to local stakeholders while ensuring safeguards are in place to address risk of fires at all our operating units	●	●	●	●	●	●	●	●
	Greenhouse Gas Emissions	Monitor and work towards minimising carbon emissions		●	●	●	●			
	Resource Management	Focus on efficient use of resources in our operations		●	●	●		●	●	●
	Waste & Byproduct Management	Ensure waste and effluents are properly managed and utilised	●	●	●	●		●	●	●

SUSTAINABILITY HIGHLIGHTS 2019

MARKETPLACE



RM130.4
 million net profit
 in 2019



RM9.5 billion
 Total Market Capitalisation
 (31 December 2019)

Quantity of Products



Fresh Fruit Bunches – 2.19 million MT
 (Up 5% compared to 2018)
 Crude Palm Oil – 0.53 million MT
 (Up 6% compared to 2018)
 Refined Products – 0.47 million MT
 (Up to 41% compared to 2018)
 Biodiesel & Crude Glycerine – 0.19 million MT
 (Up to 85% compared to 2018)



RSPO Certification
 for 19 estates,
 7 palm oil mills and
 their supply bases,
 1 biodiesel plant
 and 1 refinery



ISCC Certification
 for all Malaysian estates,
 all 7 Malaysian oil mills
 and their supply base,
 2 biodiesel plants and
 1 refinery



MSPO Certification
 for all Malaysian estates,
 all 7 Malaysian palm oil
 mills and their supply
 bases, 2 biodiesel plants
 and 1 refinery



ISPO certification
 for 2 Indonesian
 estates, and
 1 Indonesian
 oil mill and
 its supply base

ENVIRONMENT



1.2 million MT
 of biomass was recycled
 (equivalent to ~55%
 of FFB produced)



~13%
 reduction in Greenhouse Gas
 emissions compared to 2016
 (base year)



19,281 hectares of
 High Conservation
 Value Areas



Water Intensity

1.13 MegaLitres per 1,000 MT FFB
5.36 MegaLitres per 1,000 MT Crude Palm Oil
0.25 MegaLitres per 1,000 MT Downstream Products

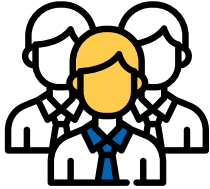


Energy Intensity

242 MegaJoule per MT FFB
508 MegaJoule per MT Crude Palm Oil
335 MegaJoule per MT Downstream Products

SUSTAINABILITY HIGHLIGHTS 2019 (CONT'D)

WORKPLACE



24,184
 workforce



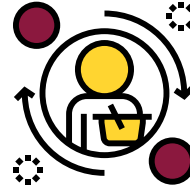
20%
 Women employed

Hiring Rate:

12.7%

Turnover Rate:

14.2%



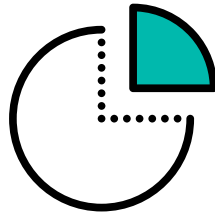
3 Fatalities
 in Indonesian
 Operations

11%

Women in Board
 of Directors

18%

Women in management



Recordable Work Related
 Injury Rate

5.3

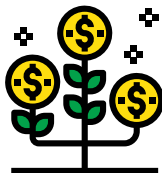
injuries per one million
 man-hours worked

COMMUNITY



15,854

hectares allocated
 to date for *plasma*
 schemes



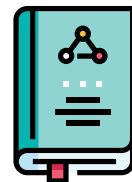
RM2.9 million

Community
 Investment



10 Humana Schools

4 Vernacular Schools
 (Sekolah Jenis
 Kebangsaan - Tamil)



6 Continuous
 Learning Centres



11 scholars
 of GENP-Tan Sri (Dr)
 Lim Goh Tong
 Endowment Fund



35 internships offered

The background of the page is a repeating pattern of stylized leaves and branches in various shades of teal and light green. The leaves are elongated and pointed, while the branches are thin and curvy, some bearing small circular berries. The pattern is dense and covers the entire page.

APPENDIX

GRI CONTENT INDEX

This report has been prepared in accordance with GRI Standards 2016: Core option.

GRI Standard	Disclosure		Page number (s)
General Disclosures			
GRI 102: General Disclosures 2016	Organisational Profile		
	102-1	Name of the organisation	1
	102-2	Activities, brands, products, and services	7
	102-3	Location of headquarters	22, 28, 36, 39
	102-4	Location of operations	7
	102-5	Ownership and legal form	
	102-6	Markets served	
	102-7	Scale of the organisation	5, 7
	102-8	Information on employees and other workers	36
	102-9	Supply chain	15, 35
	102-10	Significant changes to the organisation and its supply chain	None
	102-11	Precautionary Principle or approach	Annual Report 2019, Corporate Governance Overview Statement and Statement on Risk Management and Internal Control
	102-12	External initiatives	Not applicable
	102-13	Memberships of associations	
	Strategy		
	102-14	Statement from most senior decision-maker	3-4
	102-15	Key impacts, risks and opportunities	3-4, 10-19
	Ethics And Integrity		
	102-16	Values, principles, standards and norms of behaviour	33-35
	102-17	Mechanisms for advice and concerns about ethics	
	Governance		
	102-18	Governance Structure	12-13
	102-19	Delegating authority	
	102-20	Executive-level responsibility for economic, environmental and social topics	
	102-21	Consulting stakeholders on economic, environmental and social topics	14-15
	102-22	Composition of the highest governance body and its committee	Annual Report 2019
	102-23	Chair of the highest governance body	
	102-24	Nominating and selecting the highest governance body	
	102-25	Conflicts of interest	
	102-26	Role of highest governance body in setting purpose, values, and strategy	
102-27	Collective knowledge of highest governance body		
102-28	Evaluating the highest governance body's performance		
102-29	Identifying and managing economic, environmental, and social impacts	16-19	

GRI CONTENT INDEX

GRI Standard	Disclosure		Page number (s)
General Disclosures			
GRI 102: General Disclosures 2016	Governance (CONT'D)		
	102-30	Effectiveness of risk management processes	12-13
	102-31	Review of economic, environmental and social topics	16-19
	102-32	Highest governance body's role in sustainability reporting	12-13
	102-33	Communicating critical concerns	
	102-34	Nature and total number of critical concerns	Annual Report 2019
	102-35	Remuneration policies	
	102-36	Process for determining remuneration	
	102-37	Stakeholders' involvement in remuneration	
	102-38	Annual total compensation ratio	
	102-39	Percentage increase in annual total compensation ratio	
	Stakeholder Engagement		
	102-40	List of stakeholder groups	14-15
	102-41	Collective bargaining agreements	Not applicable
	102-42	Identifying and selecting stakeholders	14-15
	102-43	Approach to stakeholder engagement	
	102-44	Key topics and concerns raised	
	Reporting Practice		
	102-45	Entities included in the consolidated financial statements	7
	102-46	Defining report content and topic Boundaries	1-2, 11
	102-47	List of material topics	16-19
	102-48	Restatements of information	20-32, 36-42
	102-49	Changes in reporting	11, 16-19
	102-50	Reporting period	1-2
	102-51	Date of most recent report	
	102-52	Reporting cycle	
	102-53	Contact point for questions regarding the report	
	102-54	Claims of reporting in accordance with the GRI Standards	
	102-55	GRI Content Index	69-74
	102-56	External Assurance	To be applied in the future

GRI CONTENT INDEX

GRI Standard		Disclosure	Page number (s)
Material Topics			
GRI 200: Economic Standard Series			
Economic Performance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	20
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	20-21, 23-25
	201-2	Financial implications and other risks and opportunities due to climate change	22, 28-32
	201-3	Defined benefit plan obligations and other retirement plans	38
	201-4	Financial assistance received from government	Annual Report 2019, Government Grant
Market Presence			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	36
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not applicable
	202-2	Proportion of senior management hired from local community	37-38
Indirect Economic Impacts			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	43-46
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	
	203-2	Significant indirect economic impacts	
Anti-corruption			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	33-35
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	
	205-2	Communication and training about anti-corruption policies and procedures	
	205-3	Confirmed incidents of corruption and actions taken	
GRI 300: Environmental Standard Series			
Materials			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	27-32
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	
	301-2	Recycled input materials used	
	301-3	Reclaimed products and their packaging materials	Not applicable

GRI CONTENT INDEX

GRI Standard		Disclosure	Page number (s)
Material Topics			
GRI 300: Environmental Standard Series			
Energy			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	28
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Not applicable
	302-2	Energy consumption outside the organisation	
	302-3	Energy intensity	22, 28-30
	302-4	Reduction of energy consumption	
Water			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	28, 32
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 303: Water 2016	303-1	Water withdrawal by source	Not applicable
	303-2	Water sources significantly affected by withdrawal of water	None
	303-3	Water recycled and reused	32, 51, 59, 66
Biodiversity			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	28, 51, 59, 66
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
	304-2	Significant impacts of activities, products and services on biodiversity	
	304-3	Habitats protected or restored	
	304-4	IUCN Red List species and national conversation list species with habitats in areas affected by operations	
Emissions			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	28, 30-31
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-3	Other indirect (Scope 3) GHG emissions	
	305-4	GHG emissions intensity	
	305-5	Reduction of GHG emissions	
	305-6	Emissions of ozone-depleting substances (ODS)	
	305-7	Nitorgen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	

GRI CONTENT INDEX

GRI Standard	Disclosure		Page number (s)
Material Topics			
GRI 300: Environmental Standard Series			
Effluents and Waste			
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GLOSSARY

ABBREVIATION	REFERENCE
AGM	Annual General Meeting
CO ₂	Carbon dioxide
CSR	Corporate social responsibility
EES	Economic, Environment and Social Topics
FFB	Fresh fruit bunches
GHG	Greenhouse gas
GRI	Global Reporting Initiative
GWh	Gigawatt hour
IP	Intellectual property
IT	Information technology
ISCC	International Sustainability and Carbon Certification
ISPO	Indonesian Sustainable Palm Oil
kg	Kilogramme
kWh	Kilowatt hour
m	Metre
m ²	Square metre
m ³	Cubic metre
mmtCDE	Million metric tonnes of carbon dioxide equivalents
MT	Metric tonnes
MW	Megawatt
MWh	Megawatt hour
NO ₂	Nitrogen dioxide
OSH	Occupational, Safety and Health
R&D	Research and development
RM	Ringgit Malaysia
SGD	Singapore Dollar
SO ₂	Sulphur dioxide
TJ	Terajoule
USD	United States Dollar

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