



GENTING
BERHAD



SUSTAINABILITY REPORT 2020

GENTING BERHAD

196801000315 (7916-A)

CONTENTS

OVERVIEW	
ABOUT THIS REPORT	1
MESSAGE FROM EXECUTIVE DIRECTOR AND PRESIDENT	3
KEY SUSTAINABILITY HIGHLIGHTS IN 2020	5
ABOUT GENTING BERHAD	6
OUR VISION	6
OUR MISSION	6
OUR CORE VALUES	6
OUR PROFILE	7
AWARDS	8
PART 1	
OUR SUSTAINABILITY APPROACH	10
SUSTAINABILITY GOVERNANCE	12
STAKEHOLDER ENGAGEMENT	14
MATERIALITY ASSESSMENT PROCESS	16
5 SUSTAINABILITY PILLARS	18
PILLAR 1: MAINTAINING THE INTEGRITY OF OUR ASSETS	20
• Economic Performance	20
• System Efficiency	22
• Sustainability Of Genting Berhad's Key Companies	23
• Investment Portfolio Of Genting Berhad	26
• Intellectual Property Of Genting Berhad	27
PILLAR 2: REGULATORY COMPLIANCE	28
• Maintaining Approvals And Licenses To Operate	28
• Adequate And Reliable Financial Disclosures	28
• Environmental Management	29
PILLAR 3: CORPORATE CULTURE, BRANDING AND REPUTATION	34
• Genting Core Values	34
• Brand And Reputation	35
• Ethical Business Conduct	35
• Responsible Procurement Practices	36
PILLAR 4: LEADERSHIP AND SUCCESSION PLANNING	37
• Our Workforce	37
• Talent Attraction And Management	38
• Occupational Safety And Health	41
• Employee Development	43
• Succession Planning	43
PILLAR 5: COMMUNITY INVESTMENTS	44
• Corporate Social Responsibility	44
PART 2	
SUSTAINABILITY SUMMARY	46
• GENTING SINGAPORE LIMITED	47
• GENTING MALAYSIA BERHAD	54
• GENTING PLANTATIONS BERHAD	62
APPENDIX	68
GRI CONTENT INDEX	69
GLOSSARY	75

OVERVIEW

ABOUT THIS REPORT

This is the fifth annual edition of Genting Berhad's Sustainability Report, covering the material economic, environmental and social topics and supplements the sustainability disclosures in the 2020 Annual Report. Genting Berhad has been reporting annually on its sustainability activities since 1982.



SCOPE & BOUNDARY

The scope of this report covers Genting Berhad ("Company") and its principal subsidiaries (collectively referred as "Group" or "We" or "Our"). Unless otherwise specified, the boundary of this report covers the Group.



REPORTING PERIOD

The reporting period is from 1 January to 31 December 2020 and where applicable, comparative data from preceding years has been included. 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 comprises 4 sections, namely Overview, Part 1, Part 2 and Appendix. The Overview covers information about Genting Berhad and the message from the 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. Part 1 of this report focuses on Genting Berhad and its principal unlisted subsidiaries and Part 2 is on its listed subsidiaries.

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, its principal unlisted subsidiaries Genting Energy Limited ("Genting Energy") and Resorts World Las Vegas LLC ("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 2020. 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.

ABOUT THIS REPORT (CONT'D)



ASSURANCE

This report has been made in accordance with a resolution of the Board of Directors dated 25 February 2021.

This report has been reviewed by the Sustainability working teams, the Company's appointed external auditors, Executive Committee and Audit Committee.



OUR DATA

The data collated in this report covers the reporting year ended December 2020 and any significant changes beyond the date will be addressed in the following year's publication. We recognise the limitations posed in the compilation of environmental and social data on a group-wide basis. Hence, the accuracy of environmental and social data may differ from the data obtained through our financial annual report.

Considering the Coronavirus Disease situation, certain data are not comparable with that of the preceding years due to the lack of such data as some events or campaigns that require face-to-face interactions were unable to take place.

Moving forward, we will progressively improve our data collection and if necessary, will consider external assurance in the future on the data shared as our reporting develops over time.



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

OVERVIEW

MESSAGE FROM EXECUTIVE DIRECTOR AND PRESIDENT

Dear Stakeholders,

2020 had been an extremely challenging year due to the Coronavirus Disease ("COVID-19") outbreak. This deadly outbreak was declared a global pandemic by World Health Organisation in March 2020 and many countries began imposing travel restrictions and movement controls to curb the spread of this pandemic. The impact of these measures was devastating for many businesses, especially the travel and tourism industries and our leisure businesses globally were not spared with temporary business closures in line with the respective governments' movement control orders.

The third quarter of 2020 saw the gradual lifting of these control orders when the number of COVID-19 cases declined and many businesses were allowed to resume operations. Unfortunately, towards the end of 2020, the number of COVID-19 cases in Malaysia and globally rose sharply, resulting in the movement controls being re-implemented. Coupled with geopolitical changes and economic headwinds, these factors have impacted the overall business performance of the Group in 2020, especially the leisure and hospitality division. Our diversified business strategy and cost rationalisation exercises helped to mitigate the adverse impact to the Group's overall performance.

Health and safety of our employees and customers are our key priorities at all times and we strive to protect and keep them safe always. In response to the COVID-19 pandemic, we have proactively implemented stringent health and safety measures group-wide in compliance to government guidelines and global best practices. All employees and visitors to our work premises are required to adhere strictly to the standard operating procedures and regulatory guidelines issued on COVID-19 control measures. Our workplaces are sanitised on a regular basis.

The Group has reached out to support the frontliners and local communities in combating the COVID-19 pandemic. Genting Berhad donated about USD450,000 worth of disposal virus pharyngeal swabs and sampling tubes and USD120,000 worth of personal protective equipments ("PPEs") to hospitals under the Ministry of Health in Malaysia. Our unlisted subsidiary Genting Energy, via its PT Lestari Banten Energi has donated approximately USD630,000 worth of medical equipment and supplies to the Government of Indonesia to help hospitals and healthcare frontliners mitigate the spread of COVID-19 pandemic in Indonesia. These supplies included ventilators, PPEs and rapid test kits. Our other operating teams in Genting Malaysia, Genting Singapore and Genting Plantations have also reached out to volunteer and support the local communities in combating the COVID-19 pandemic. Further details of our support efforts are disclosed in the Community Investments' section of this report.

For the past decade, we have invested in life science and biotechnology companies that are in various stages of research and development ("R&D") for new treatments and new ways to improve our health and lifestyle. Although 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 for any breakthrough discovery can be potentially long, we are committed to find new solutions to improve the health of mankind and the community.

Our investments in life science companies such as Genting TauRx Diagnostics Centre Sdn Bhd ("GT Diagnostics"), TauRx Pharmaceuticals Ltd ("TauRx"), Celularity Inc. ("Celularity") and DNAe Group Holdings Limited ("DNAe") have seen some positive developments in 2020. GT Diagnostics, an 80% owned subsidiary of Genting Berhad, has successfully developed a prototype of a novel diagnostic tool known as HiPAL. HiPAL, which stands for hippocampal paired associated learning, is a tablet application which delivers self-administered psychometric assessments that aid in the diagnosis of dementia. HiPAL was showcased in September 2020 at the World Alzheimer's Month that was organised by Alzheimer's Disease Foundation Malaysia in collaboration with University of Malaya and Genting Dementia Care Centre.

OVERVIEW

MESSAGE FROM EXECUTIVE DIRECTOR AND PRESIDENT (CONT'D)

GT Diagnostics and TauRx participated and sponsored a virtual symposium organised by Alzheimer's Disease International Conference in December 2020. The symposium was entitled "Hope in the Age of Dementia". During this symposium, Professor Claude Wischik (from TauRx) together with Professor Bjoern Schelter (from GT Diagnostics) and Professor Tan Maw Pin (from Genting Dementia Centre) spoke on early diagnosis and tau-focused treatment in Alzheimer's Disease.

Celularity, a clinical-stage biotechnology company in the United States of America that we have invested in, is progressing in its development of off-the-shelf, allogeneic cell therapies derived from postpartum human placenta. Celularity's therapeutic candidates are targeting various indications across cancer, infectious and degenerative diseases. In January 2021, Celularity entered into a definitive merger agreement with Nasdaq-listed GX Acquisition Corp. The business combination is expected to be completed in the second quarter of 2021, whereupon GX Acquisition Corp will be renamed Celularity Inc. and the shares of the combined company will be listed on Nasdaq.

DNAe has secured its fourth contract from the Biomedical Advanced Research and Development Authority of the United States of America to further develop its proprietary technology in the field of DNA sequencing.

In times of adversity, a company's strength is tested. Throughout our history, we have consistently built and managed the Group's operations around the five Genting Core Values, namely hard work, honesty, harmony, loyalty and compassion. These values, which form the underlying principles of sustainable development and responsible business practices for the Group, have enabled us to remain strong, focused and resilient in these uncertain and challenging times. 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 will continue to be embedded in our work culture. In honouring our beloved Founder, a series of Chairman's Walk, mooted by Tan Sri Lim Kok Thay was organised with the Genting management team in July 2020. The walks along original paths to the hilltop of Resorts World Genting provided the opportunity to appreciate the challenging pioneering work of our Founder.

The Group's businesses are conducted professionally, ethically and with the highest standard of integrity. Genting Berhad has put in place the Anti-Bribery and Corruption system which articulates the Group's zero-tolerance approach against all forms of bribery and corruption in its business conduct. Amongst others, the system sets out the Code of Business Conduct for Third Parties, Code of Conduct and Ethics for Employees and Directors and the Whistleblower Policy.

Our sustainability reporting roadmap is a continuous effort as we strive to meet the progressive changes in guidelines and standards of local and international sustainability disclosures. Five sustainability pillars namely maintaining the integrity of our assets; regulatory compliance; corporate culture, branding and reputation; leadership and succession planning; and community investments were reaffirmed as the basis of Genting Berhad's sustainability reporting in 2020. The reporting scope has included the sustainability initiatives of our Company and key subsidiaries namely Genting Energy, Resorts World Las Vegas, Genting Malaysia, Genting Singapore and Genting Plantations over the past years.

I wish to thank our government, regulatory bodies, business partners, customers, suppliers, employees and all other stakeholders for their steadfast support and cooperation throughout the years, especially during these unprecedented challenging times. I look forward to your continuous support as we remain focused in our journey of care and compassion, as part of our sustainability roadmap. I wish to take this opportunity to thank all COVID-19 frontliners for your noble contributions, sacrifices and efforts in managing this pandemic for the benefit of the nation and mankind.

TAN KONG HAN

Executive Director and President

25 February 2021

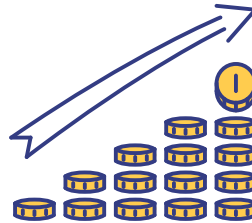
OVERVIEW

KEY SUSTAINABILITY HIGHLIGHTS IN 2020

Total Revenue
RM11.6 billion



Total Assets Employed
RM99.6 billion



Consistent dividend payouts to shareholders
15.0 sen per ordinary share



Genting Berhad - Market Capitalisation
RM17.2 billion
as at 31 December 2020



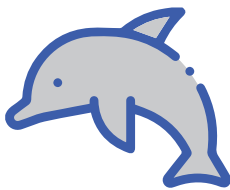
Employing over
45,000 people globally



Investments with operations in
9 countries across 4 continents



Protecting
64 endangered freshwater and marine species in Resorts World Sentosa



94% of virgin rainforest in Resorts World Genting remained intact



~0.99 million MT of biomass recycled from Oil Palm based operations (equivalent to ~48% fresh fruit bunches produced)



Jangi wind farm produced over
184 kWh* of clean energy



* Equivalent to the electricity consumption of more than 152,000 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.

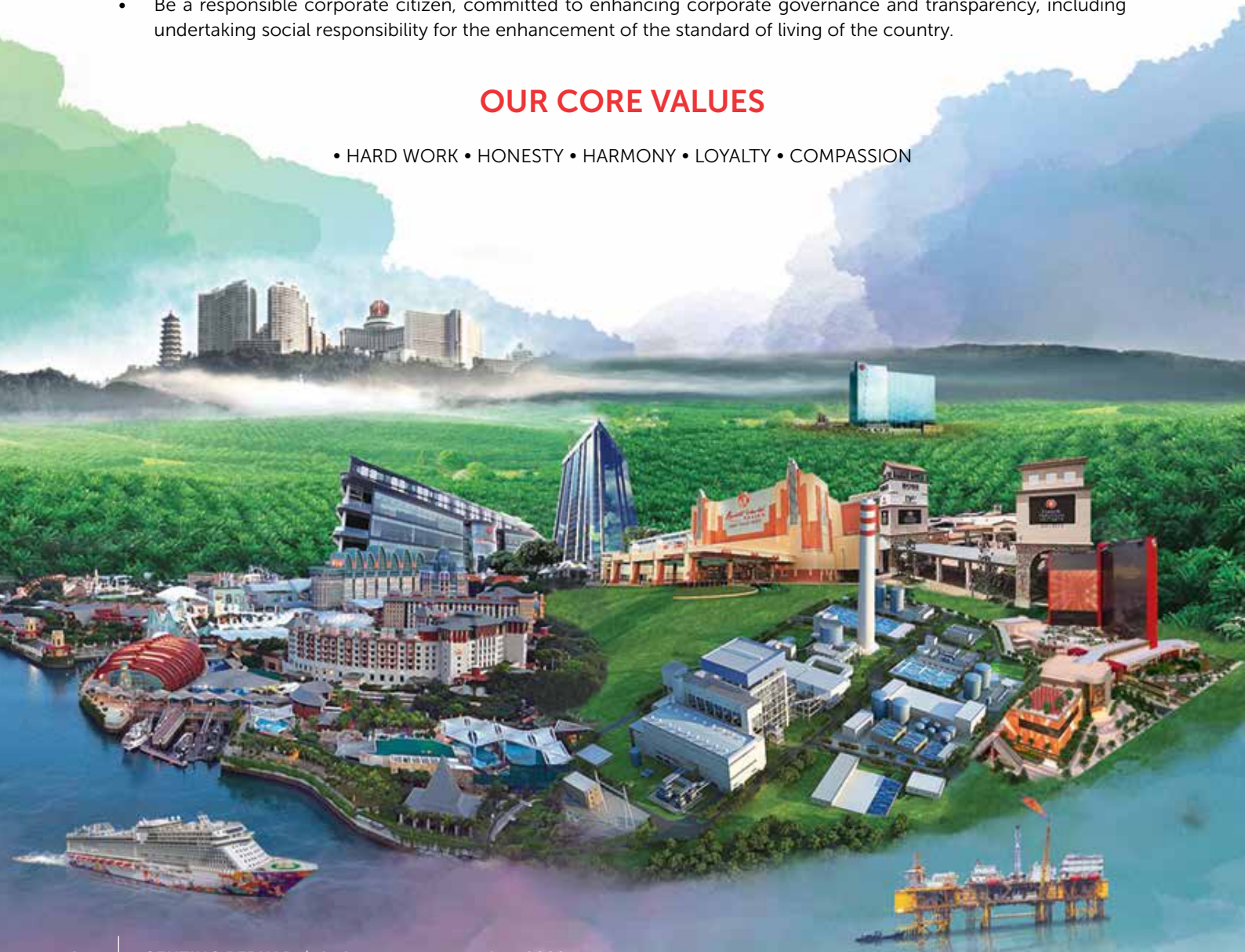
OUR MISSION

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 (CONT'D)

OUR PROFILE

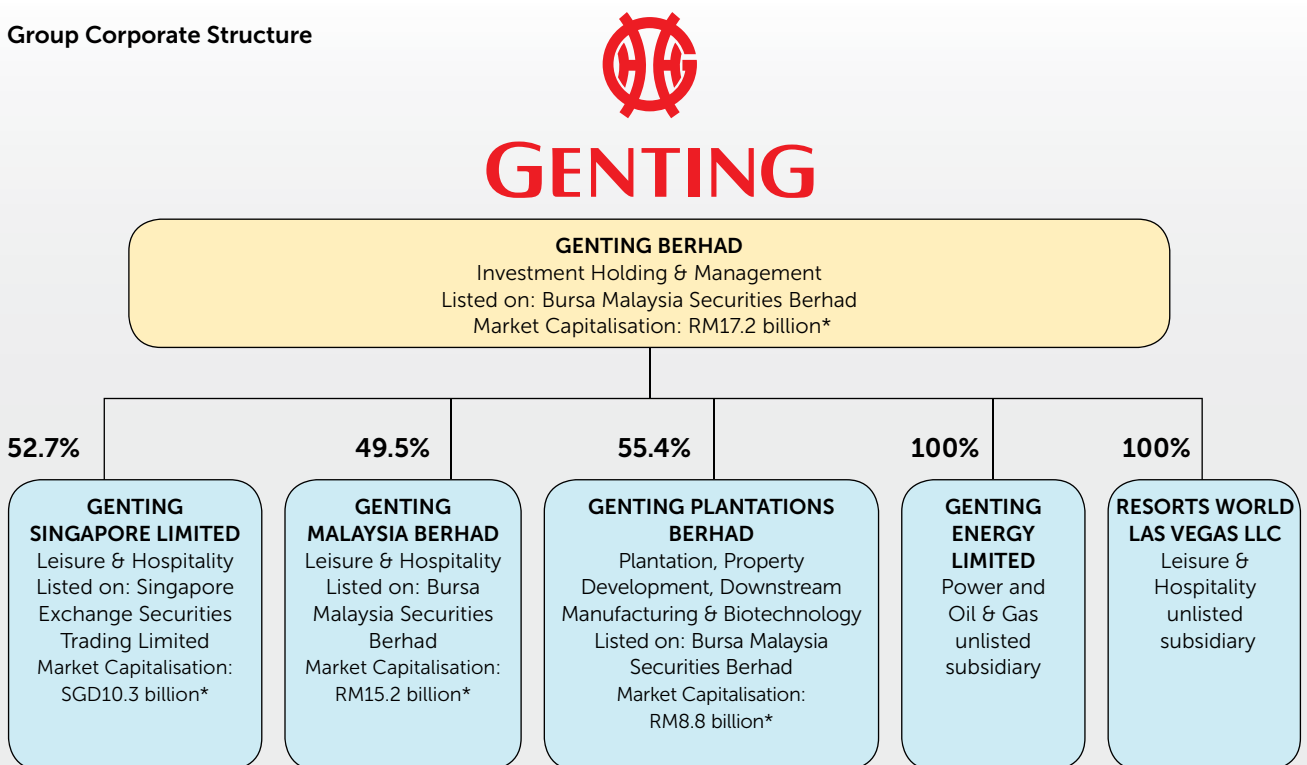
Genting Berhad is principally an investment holding and management company. While the Company was incorporated in 1968 and listed in 1971, the Genting Group was founded in 1965 when its Founder, the late Tan Sri Lim Goh Tong started the journey to realise his vision of building a mountaintop resort in 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 principal 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 2020

A detailed group corporate structure is disclosed in page 24 of this report and page 28 of the Annual Report 2020.

AWARDS

The awards and accolades received by our Company and subsidiaries yearly are good testimonies of our continuous 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 2020

(Brand Finance)

GENTING SINGAPORE

Resorts World Sentosa

Best Integrated Resort (International) - inaugural winner
(13th Annual TTG China Travel Awards 2020)

Best Integrated Resort (Asia Pacific) – 6th consecutive year
(Travel Weekly Asia 2020 Readers’ Choice Awards)

ASEAN Green Hotel Award 2020: Hotel Michael
(ASEAN Tourism Standards Awards 2020)

Category – Meeting Rooms, 2020 to 2022
(ASEAN MICE Venue Standard Award)

SkillsFuture Employer Awards (Non-SME) 2020
(SkillsFuture Employer Awards)

Procurement Transformation – Winner &
Ethical Procurement – High Commendation
(Chartered Institute of Procurement & Supply (CIPS)
Asia Supply Management Awards 2020)

Best Business Event Venue Experience &
Special Recognition (Integrated Resorts)
(Singapore Tourism Awards 2020)

Top Achievement Award – 3rd consecutive year
(Singapore Packaging Agreement Awards 2020)

WSH Innovation Awards
(Workplace Safety and Health Awards 2020)

Universal Studios Singapore

No. 1 Amusement Park in Asia – 7th consecutive year
(TripAdvisor Travellers’ Choice 2020)

Adventure Cove Waterpark

Top 10 Water Parks in Asia – 6th consecutive year
(TripAdvisor Travellers’ Choice 2020)

GENTING MALAYSIA

Resorts World Genting

Gold Award for Family Theme Park
(Reader’s Digest Trusted Brands 2020)

Crockfords Hotel – Five-Star Award
Genting Grand – Four-Star Award
(2020 Forbes Travel Guide Star Ratings by
Forbes Travel Guide)

Genting UK

Head of Anti Money Laundering (AML) /
AML Team of the Year
(Global Regulatory Awards by Gambling Compliance
Global Regulatory Awards)

Genting Casinos UK

Chief Compliance Officer of the Year & Outstanding
Individual Contribution to Responsible Gambling
– Mr John Duffy
(Global Regulatory Awards by Gambling Compliance
Global Regulatory Awards)

Resorts World New York City

Recognised in the 2020 edition of The Responsible 100
Vice President of Community Development
– Michelle Stoddart
(The 2020 Responsible 100 by City &
State New York Magazine)

Resorts World Catskills

Best Day Trip in the Hudson Valley &
Best Nightlife
(2020 Times Herald – Record’s Readers’ Choice Awards)

AWARDS (CONT'D)

GENTING PLANTATIONS

Recognised as “Asia’s Most Outstanding Company in Malaysia – Plantation Sector” under Asiamoney
(*Asia’s Outstanding Companies 2020 Poll - Malaysia*)

Winner of “Systematic Occupational Health Enhancement Level Programme Do It Yourself” 2019/2020
for Category 2: Conglomerates – Genting Sri Gading Estate

Silver Winner of “Transportation, Travel & Tourism” Category for Putra Brand Awards 2020
- Premium Outlets®

GENTING ENERGY

Banten Power Plant

Programme for Pollution Control, Evaluation and Rating
(Rated Blue) – 2nd consecutive year
(*Ministry of Environment & Forestry, Indonesia*)

2019 award received in 2020:

1,325,619 Hours Lost Time Injury Free Award
(From 1 November 2018 to 30 September 2019)
(*Ministry of Manpower, Indonesia*)

Meizhou Wan Power Plants

Top Taxpayer of Putian City 2020
(100-500 million yuan category)
(*Putian Municipal People’s Government – 莆田人民政府*)

Outstanding Economic Contribution
Enterprise of Putian City 2020
(*Putian City Finance Bureau – 莆田市财政局*)

China Power Industry AAA Credit Rating Enterprise
(*China Electricity Council – 中国电力企业联合会*)

2019 awards received in 2020:

Top-tier Group 2019
(State Development & Investment Corporation
(*SDIC*) – *国家开发投资集团*)

Fujian Power Industry AAA Credit Rating Enterprise 2019
(*Fujian Provincial Power Enterprise Association – 福建省电力企业协会*)

Fujian Power Enterprise Association 2019 – Top-tier Enterprise
(*Fujian Provincial Power Enterprise Association – 福建省电力企业协会*)

Fujian Electric Power Industry Occupational Safety 2019 – Top-tier Enterprise
(*Fujian Provincial Regulatory Office
of National Energy Administration – 国家能源局福建监管办公室*)

Fujian “AnKang Cup”
Competition 2019 – Top-tier Enterprise
(*Fujian Provincial Federation of Trade Unions
- Fujian Provincial Department of Emergency Management – 福建省应急管理厅*)

The background features a soft, multi-colored watercolor wash in shades of green, blue, purple, and yellow. A solid red vertical bar is positioned in the upper center of the page.

PART 1

OUR SUSTAINABILITY APPROACH

OUR SUSTAINABILITY APPROACH

Managing global business investments in a sustainable and responsible manner.

OUR SUSTAINABILITY POLICY

It is vital to manage our global business investments in a sustainable and responsible manner. At Genting Berhad, we strive to ensure high standards of governance are adopted across the 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 2020 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 principal 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 2020. 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.

PART 1

OUR SUSTAINABILITY APPROACH

SUSTAINABILITY GOVERNANCE

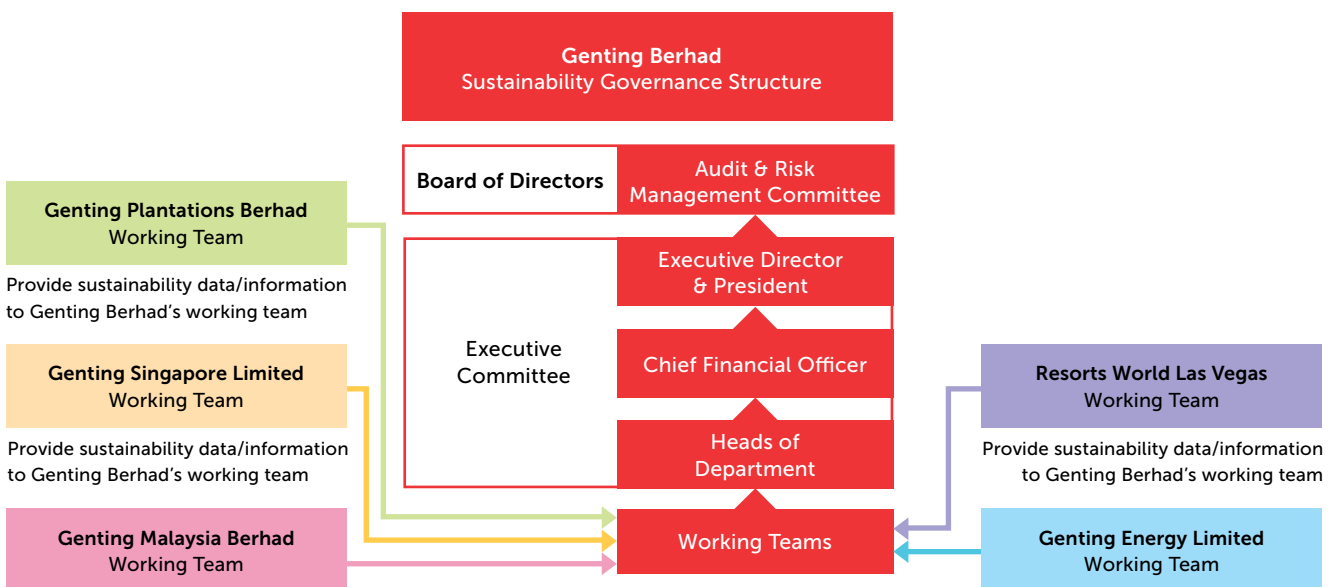
Upholding high standards of sustainability governance is vital for us to operate in an accountable and transparent manner with effective oversight of our operations. It gives accountability to our stakeholders on how we manage material economic, environmental and social matters within our organisation 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 Committee of Genting Berhad during the financial year 2020, was responsible to oversee the sustainability direction and reporting of the Company and consolidated information of its key subsidiaries. The Audit Committee has undertaken 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 regularly engage with our stakeholders on a regular basis to obtain their insights on issues that they deem important to our businesses.

Our Stakeholder Engagement

STAKEHOLDERS*	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.
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.

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
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. Stakeholders and the public can also access these company announcements on our corporate website (www.genting.com) 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 52nd Annual General Meeting 2020

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. In line with the Securities Commission Malaysia's call that encouraged companies to conduct fully virtual general meetings during the Movement Control Order due to circumstances brought upon by COVID-19, Genting Berhad held its first ever fully virtual AGM on 22 June 2020 while adhering strictly to all the standard operating procedures laid out by the Ministry of Health Malaysia. Shareholders participated and voted remotely using the available Remote Participation and Voting facilities. 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 2019 Sustainability Report.

We regularly communicated with our stakeholders to obtain the necessary feedbacks for our senior management to internally review the materiality assessment for sustainability reporting in 2020.

Despite the COVID-19 pandemic, we continued to engage with the lenders (bankers, bondholders and rating agencies) and investors in 2020 with 190 meetings held via virtual initiatives. Similarly for Genting Energy and Resorts World Las Vegas, 20 and 180 meetings were held respectively with the lenders (bankers, bondholders and rating agencies) and investors in 2020. Resorts World Las Vegas also conducted about 40 media meetings or interviews in 2020.

PART 1

OUR SUSTAINABILITY APPROACH

MATERIALITY ASSESSMENT PROCESS

Materiality assessment was carried out in 2020 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 subsidiaries Genting Energy and Resorts World Las Vegas remain valid and important, as they form the basis of the reporting framework.

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 2020 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 material topic in the 5 Sustainability Pillars. In 2020, the survey approach was conducted via face-to-face briefings and discussions with the board of directors and key principal executive officers. We also communicated and received feedback from the management team who have regular contact with their stakeholders.

The results of the survey represented the material topics faced by our businesses in 2020, and re-affirmed that the 5 Sustainability Pillars and its material topics were valid and important. The Board of Directors of Genting Berhad had viewed 10 material topics as 'very important' and 7 as 'important' in 2020.

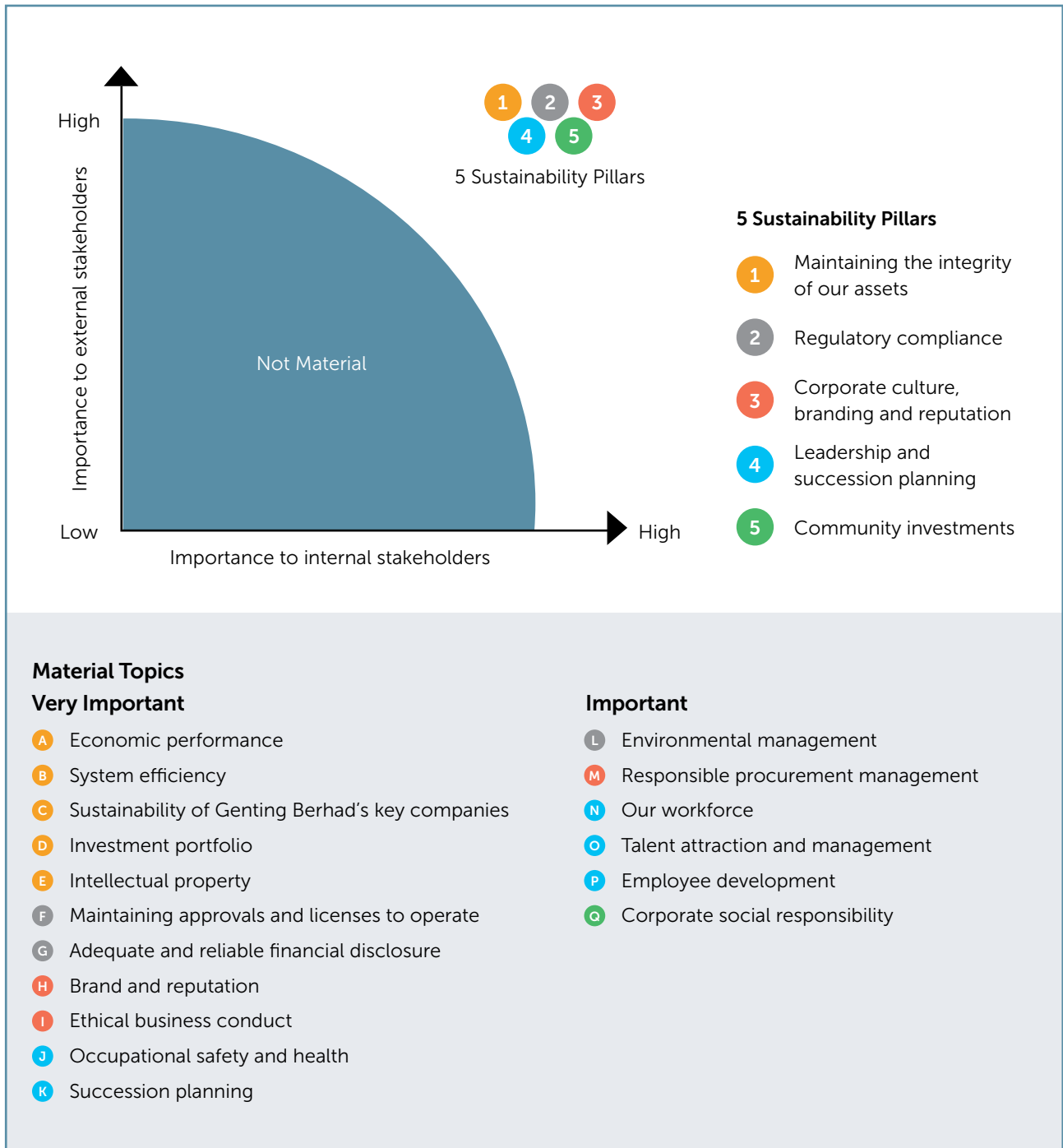
The materiality matrix is presented in the following diagram.

PART 1

OUR SUSTAINABILITY APPROACH

MATERIALITY ASSESSMENT PROCESS (CONT'D)

Materiality Matrix¹



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

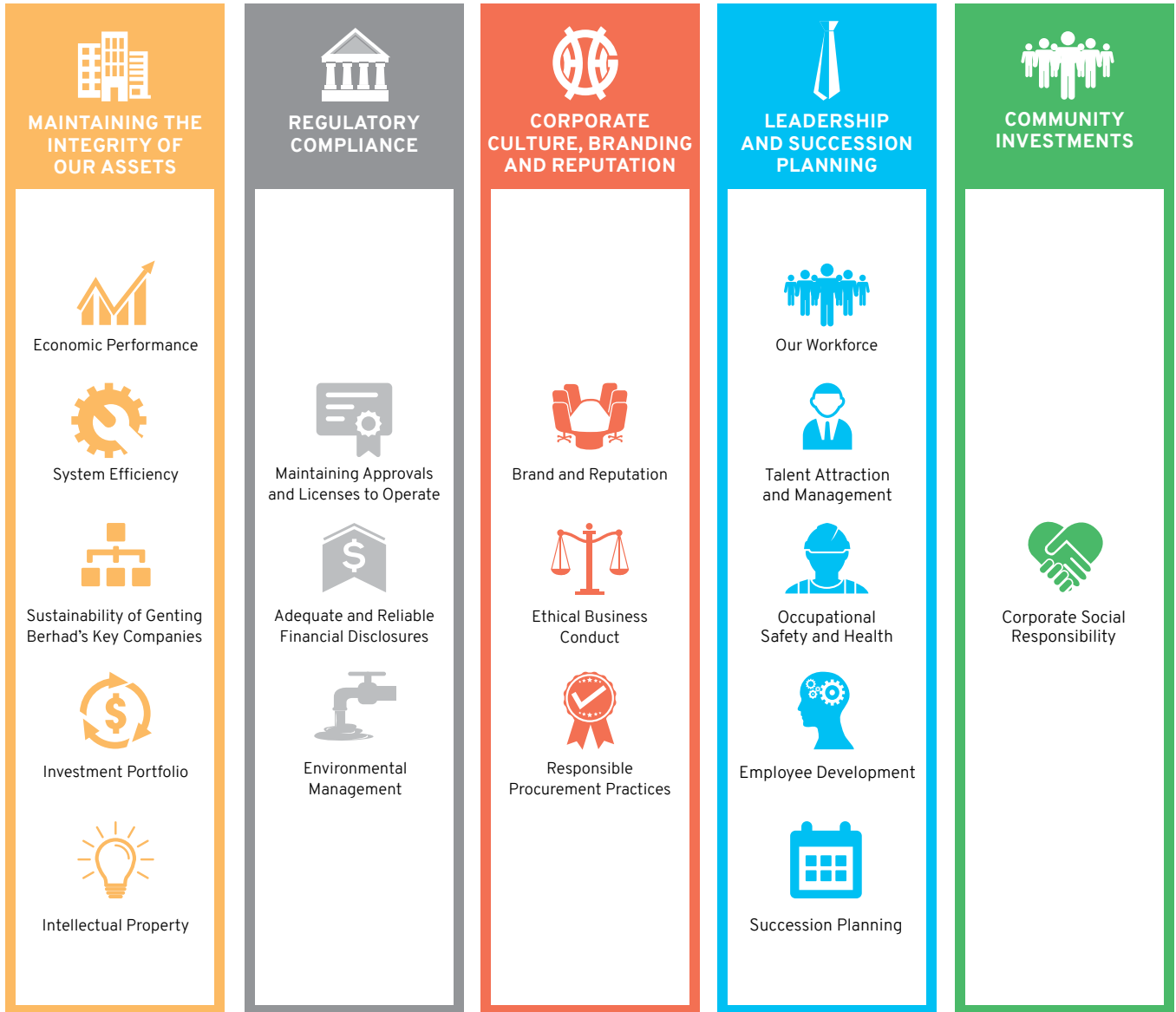
PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS

The 5 Sustainability Pillars, reaffirmed in 2020, 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, as shown in the table below.

2020 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
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.

PART 1

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.

On a group basis, total revenue recorded in 2020 was RM11.6 billion, a decrease of 46% year-on-year while adjusted earnings before interest, tax, depreciation and amortisation ("adjusted EBITDA") was RM2.9 billion in 2020, a decline of 63% year-on-year. The Group posted a net loss of RM2.1 billion in 2020, compared to a net profit of RM3.7 billion in 2019. The lower financial performance was mainly due to the Group's leisure and hospitality division which was adversely affected by temporary closures of their leisure properties worldwide due to movement control measures that were implemented by respective governments to curb the COVID-19 pandemic.

The table below highlights the key financial data of Genting Berhad in 2020, with 3-year data in terms of market capitalisation, total assets employed, total revenue and total EBITDA shown in bar charts. Further details on the financial data are available in Genting Berhad's Annual Report 2020 and at www.genting.com.

2020

Total Revenue



Total EBITDA



Total Assets Employed



Employee Wages and Benefits



Market Capitalisation[^]



Payments to providers of capital*



* defined as debt & equity, interest & dividends

[^] as at 31 December

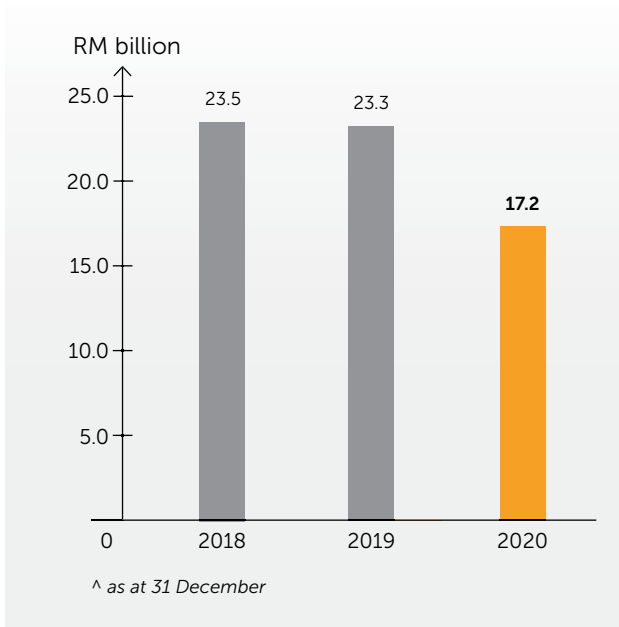
PART 1

OUR SUSTAINABILITY APPROACH

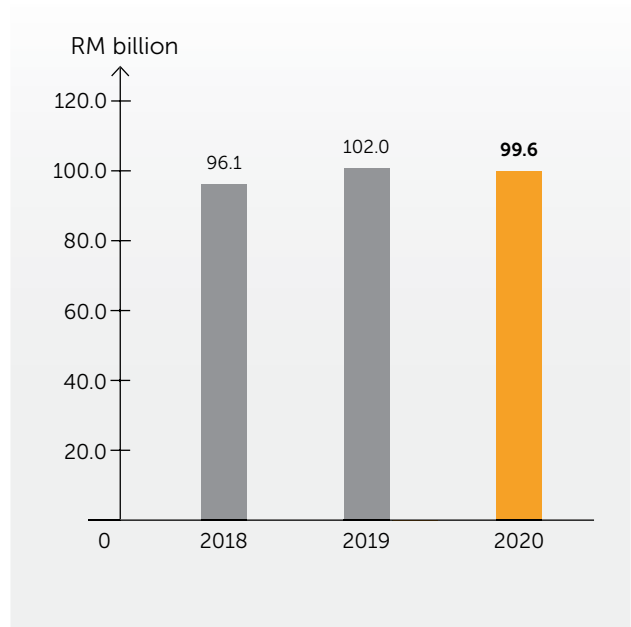
5 SUSTAINABILITY PILLARS (CONT'D)

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

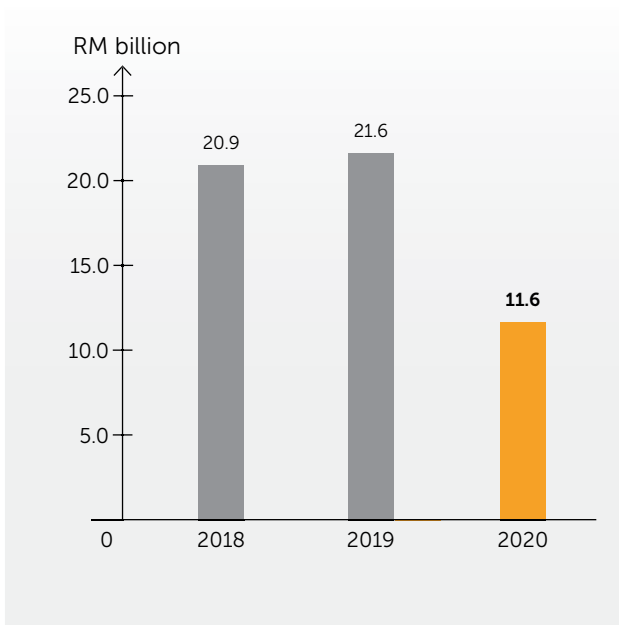
MARKET CAPITALISATION [^]



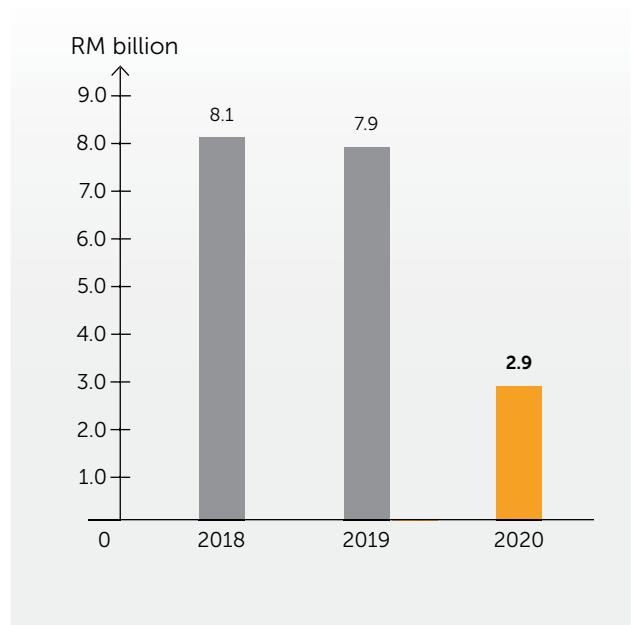
TOTAL ASSETS EMPLOYED



TOTAL REVENUE



TOTAL EBITDA



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

System Efficiency

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

Obtaining high efficiency in our operating systems and technology is vital to support our daily business activities across our Group. We regularly monitor the implemented measures to derive optimal performance in work and output as part of our management approach, together with the risk management practices in place to ensure minimal or no interruption to business continuity.

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 and data integrity have increased significantly in the past few years, it is important for our IT controls to constantly review for system efficiency and effectiveness. To combat attacks like phishing and malware and minimise risk of disruptions, cyber security training and awareness seminars were conducted in 2020 for the IT resources team and Genting employees.

Feedbacks have enabled our IT resources to constantly develop strategies, improve their business processes and upgrade specific IT facilities to strengthen resilience against potential cyber threats. No major downtime or service interruption was reported in 2020.

Genting Energy is dedicated to continuously optimising operating efficiency by using its resources efficiently and responsibly while upholding world-class standards in the system it operates. Each year, its operating units invest in technical upgrades, improve production processes as well as pursue operational excellence to increase its efficiency and availability.

Continuous improvement and consistent maintenance efforts enable the 660MW supercritical Banten power plant in Indonesia to efficiently extract maximum possible energy from each unit of fuel. In 2020, the Banten power plant generated over 4,289 million kWh of electricity to Java-Bali grid in Indonesia. It has achieved near to 90% plant availability since its commercial operations in March 2017. The reliability and efficiency of the Banten power plant is also recognised by the state utility company with the issuance of certificate of appreciation to the plant in 2020 on its support and cooperation in the grid stabilisation.

The Banten power plant successfully maintained all its ISO certifications in 2020, particularly the ISO 50001:2018 Energy Management System certification. This international accreditation recognises Genting Energy's commitment towards improving energy efficiency in systematic way while improving environmental aspects of its 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 utmost 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 page 24 details Genting Berhad and its principal subsidiaries, joint ventures and associates as at 15 March 2021.

Genting Berhad posted total revenue of RM11.6 billion and total assets employed of RM99.6 billion in 2020, of which contributions from Genting Malaysia constituted 39% of total revenue and 28% of total assets, Genting Singapore constituted 28% of total revenue and 27% of total assets, Genting Plantations constituted 22% to total revenue and 8% total assets and Genting Energy constituted 11% of total revenue and 11% of total assets. Resorts World Las Vegas constituted 18% of total assets in 2020. Scheduled to open in the summer of 2021, this new integrated resort is expected to contribute to the Group's financial performance after it commences operations. Genting Energy and Resorts World Las Vegas are unlisted key subsidiaries of Genting Berhad.

The financial performance of each key subsidiary in terms of market capitalisation (for listed subsidiaries), total assets employed and total revenue are shown in page 25.

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

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

Group Corporate Structure

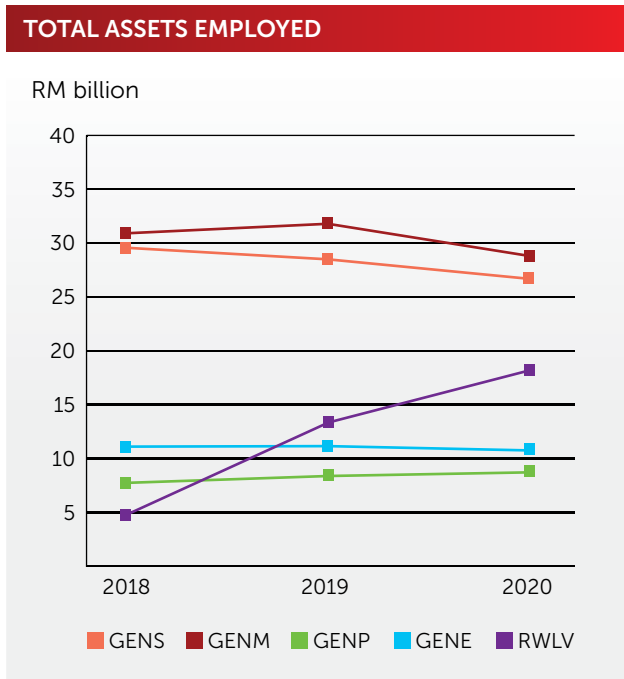
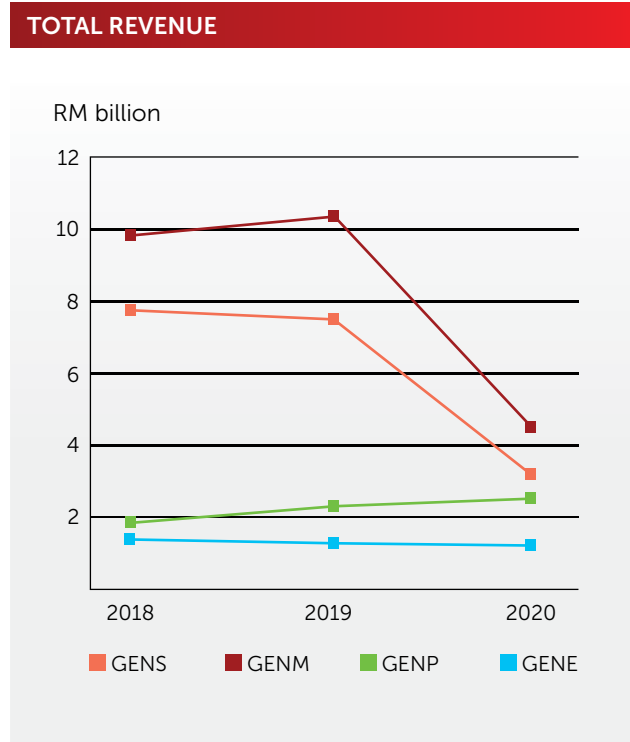
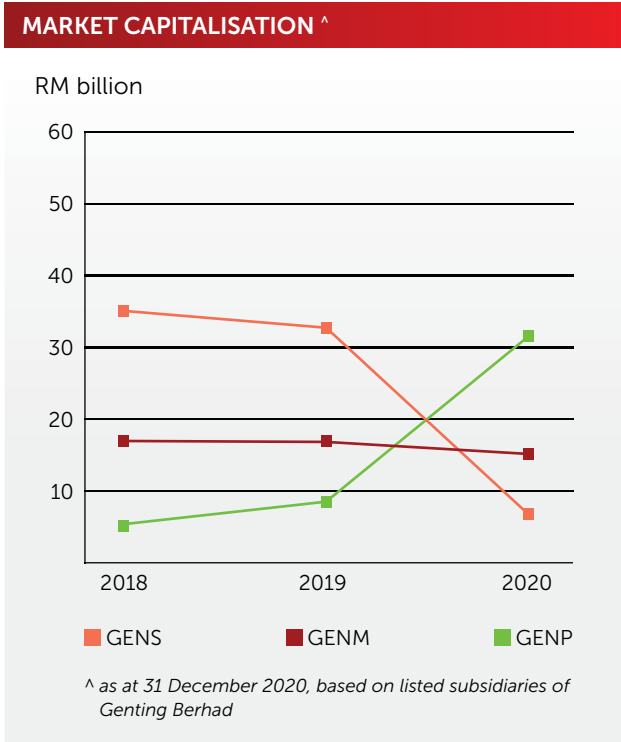


PART 1

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
- RWLV : Resorts World Las Vegas

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 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 sciences companies such as TauRx⁵ and GT Diagnostics⁶ 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 DNAe⁷ as well as Cortechs Labs Inc. and Celularity⁸ aim to find ways to detect and treat diseases in the fields of oncology and neuro-degeneration.

Genting Berhad's life sciences and biotechnology partners:



⁵ TauRx refers to TauRx Pharmaceuticals Ltd
⁶ GT Diagnostics refers to Genting TauRx Diagnostics Centre Sdn Bhd
⁷ DNAe refers to DNAe Group Holdings Ltd
⁸ Celularity refers to Celularity Inc.

PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

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

GT Diagnostics is an 80% owned subsidiary of Genting Berhad that is involved in the R&D of non-invasive tools that aids in the early detection and diagnosis of dementia. It has successfully developed a prototype of a novel diagnostic tool known as HiPAL. HiPAL, which stands for hippocampal paired associated learning, is a tablet application which delivers self-administered psychometric assessments that aid in the diagnosis of dementia. HiPAL was showcased in September 2020 at the World Alzheimer's Month, which was organised by Alzheimer's Disease Foundation Malaysia in collaboration with University of Malaya and Genting Dementia Care Centre. A total of 64 participants were provided with a free memory test evaluation with HiPAL.



HiPAL was showcased in September 2020 at the World Alzheimer's Month

GT Diagnostics and TauRx participated in a virtual symposium organised by Alzheimer's Disease International Conference in December 2020. The symposium was entitled "Hope in the Age of Dementia". During this symposium, Professor Claude Wischik (from TauRx) together with Professor Bjoern Schelter (from GT Diagnostics) and Professor Tan Maw Pin (from Genting Dementia Centre) spoke on early diagnosis and tau-focused treatment in Alzheimer's Disease.

Celularity is a clinical stage biotechnology company leading the next evolution in cellular medicine by developing off-the-shelf placenta-derived allogeneic cell therapies, targeting indications across cancer, infectious and degenerative diseases. The Celularity IMPACT® platform capitalises on the benefits of placental-derived cells to target multiple diseases, and provides seamless integration, from bio-sourcing through manufacturing cryopreserved and packaged allogeneic cells, which Celularity handles at its purpose-built 150,000 square foot facility in Florham Park, New Jersey, United States of America. This new facility was completed in December 2020.

In January 2020, the US Food and Drug Administration ("FDA") cleared an investigational new drug ("IND") application for Celularity's investigational cryopreserved allogeneic, off-the-shelf NK cellular therapy, CYNK-001, for the treatment of glioblastoma multiforme. In April 2020, the FDA cleared Celularity's IND to investigate CYNK-001 as a potential treatment option for adults with COVID-19. Celularity currently has four active and enrolling clinical trials and plans to submit three additional applications in 2021.

DNAe has secured its fourth contract from the Biomedical Advanced Research and Development Authority of the United States of America to further develop its proprietary technology in the field of DNA sequencing.

Intellectual Property Of Genting Berhad

At Genting Berhad, our intellectual property ("IP") rights, in particular our "RESORTS WORLD" and "GENTING" trademarks and brand names are valuable company assets. Our IP rights support the continuation and growth of various businesses of the Genting Group across many jurisdictions which the Group and its affiliates operate in. Our brands are trusted by our customers.

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 2020, cease and desist letters were issued and a legal suit was commenced against third parties for unauthorised use of our IP. The legal suit is on-going.

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 the 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 and regulations in 2020.

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.

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, in 2020, Genting Malaysia's Resorts World Genting continued to protect and restore the 10,000-acre forest that is home to 45 families and 254 species of birds surrounding Genting Highlands. In Singapore, Genting Singapore has implemented 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 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 and Resorts World Las Vegas. The data on Resorts World Las Vegas is that of at a pre-operational stage and data collation was initiated in the second half of 2019.

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 via its operating units, continued to produce reliable and sustainable cost-efficient energy and hydrocarbon.

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

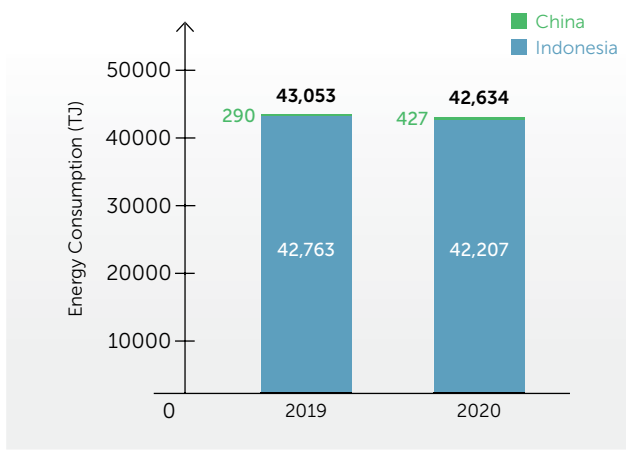
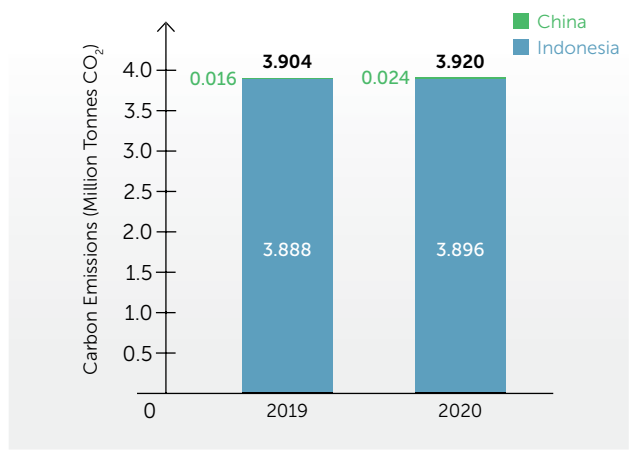


FIGURE B: DIRECT CARBON EMISSIONS



In 2020, Genting Energy consumed a total of 42,634 TJ⁹ of energy from fuels; of which 99% arose from coal consumption in Indonesia. The carbon emission correlated to such direct energy consumption translated to a total of 3.920 million tonnes of carbon dioxide (“CO₂”) in 2020. The marginal decline year-on-year was mainly attributable to lower coal consumed for electric generation by Banten power plant as a result of the outages, including minor maintenance carried out in 2020. Minor maintenance has slightly longer maintenance cycle to minor overhaul its main equipment after three years of operations. Hence, shorter number of operation days and lesser coal consumption were recorded by Banten power plant in 2020.

FIGURE C: ELECTRICAL ENERGY CONSUMPTION

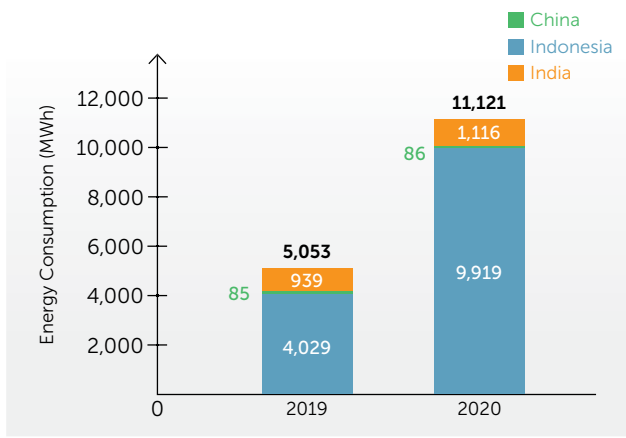
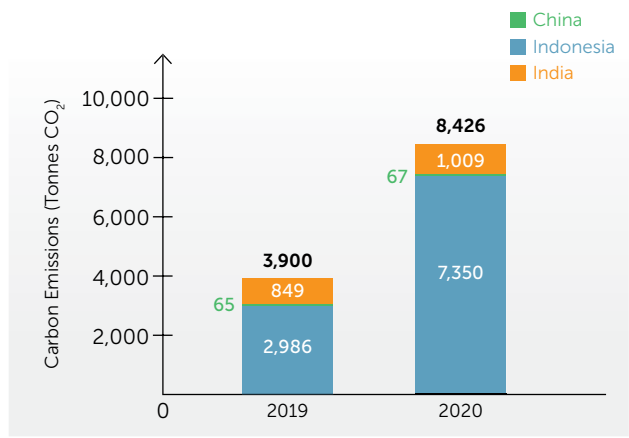


FIGURE D: INDIRECT CARBON EMISSIONS



⁹ TJ refers to terajoule

PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 2: REGULATORY COMPLIANCE (CONT'D)

Figures C and D show an overall increase in electrical energy consumption and its correlated indirect carbon emissions in year 2020 as compared to 2019. This was mainly attributable to the increase in import power (i.e. the electricity purchased from the state utility company) required to power the Banten power plant during the outages, including minor maintenance carried out in 2020. The reserved shutdown¹⁰ requested by the state utility company to Banten power plant as well as the additional import power required by Jangi wind farm to power few of its wind turbines' electrical system which experienced lightning strikes also added to the overall increase.

Whereas the electrical energy consumption and indirect carbon emissions for China operations in 2020 remained relatively consistent as compared to 2019.

At Resorts World Las Vegas, our buildings and infrastructure are planned with smart technology and eco-friendly features to reduce carbon footprint and minimise the environmental impact. Resorts World Las Vegas commissioned its Central Utility Plant in 2020 and is no longer on "construction power" but is using the main electrical transmission lines. Resorts World Las Vegas has entered into a long-term energy supply agreement with NV Energy for fully bundled electric service using 100% renewable resources and the option of generating energy through on-site solar resources. Resorts World Las Vegas is also in the final stages of applying and qualifying for the "LEED" energy efficiency certification. Resorts World Las Vegas uses energy-reduction measures in its office spaces, including motion-detection equipment to automatically switch off the lights, the use of LED energy efficient lighting and time-out features for computers and air conditioning equipment. In 2020, the total non-renewable energy consumed was 95.34 TJ while the total electrical energy consumed was 81.74 MWh. Resorts World Las Vegas will continue to monitor its energy consumption, especially after it starts operating.

Greenhouse Gas Emissions

We are committed to reduce the environmental footprint while operating our businesses. Genting Energy is committed to minimising pollution and protecting its surrounding operating environment. It actively engages with their stakeholders and manages its operations to have least possible negative environmental and social impact.

Genting Energy believes in exploring and investing in sustainable solutions to improve efficiency and reduce greenhouse gas emissions. The Banten power plant will carry out regular and timely maintenance to systematically assess the plant's operational modes to identify areas of improvement or operational efficiency that can be achieved. The replacement of parts or installation required will also be focused on energy-efficient and environmentally friendly models.

To minimise environmental risks, the Banten power plant has its management system certified to ISO 14001:2015 Environmental Management System certification. It enhances the ability of the plant to prevent potential incidents that could have adverse impact on its operating environment. The Banten power plant has fully complied to local environmental requirements since its commercial operations in March 2017.

The Banten power plant participates in Indonesia's Programme for Pollution Control, Evaluation and Rating ("PROPER")¹¹ governed by Ministry of Environment and Forestry, Indonesia. The Banten power plant was rated "blue" by PROPER for two consecutive years since its participation year in 2019, recognising its outstanding performance in environment protection. This is the best rating that a participant can achieve in its first three years of participation.

In 2020, the Banten power plant went the extra mile on its green initiatives by planting additional 2,500 mangroves covering 0.25 hectare along the power plant's coastal area. To date, it has planted a total of 4,500 mangroves covering an area of 0.45 hectare. The Serang Regency Municipal has recognised this planting initiative as part of Banten power plant's green efforts towards mangrove reforestation.

¹⁰ Reserved shutdown refers to a state in which the power plant is available for service but not electrically connected to the transmission system at the request of the state utility company. This is usually temporary and happens when the demand for electricity is low.

¹¹ A national-level public environmental reporting initiative that 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.

PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 2: REGULATORY COMPLIANCE (CONT'D)

The Group's first renewable project, 91.8MW Jangi wind farm in India relies on natural wind power to generate electricity. It does not produce atmospheric pollutants. Jangi wind farm produced 184 million kWh in 2020 or over 2,005 GWh of clean energy since its inception. This amount was equivalent to the electricity consumption of more than 152,000¹² residents in India for a year.

Jangi wind farm is registered with United Nations Framework Convention on Climate Change under Clean Development Mechanism ("CDM"). CDM advocates 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 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. In 2020, the total greenhouse gas emissions amounted to 11,273.90 tonnes. While Resorts World Las Vegas is not yet operational, it is developing its energy efficiency programmes, including 100% renewable energy, co-generation of electricity from heat exchange. 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. 422 trees have been saved and repurposed from the original purchase of the Resorts World Las Vegas land.

Effluents And Waste

The management of effluents and waste plays a vital part in an effective environmental stewardship. Genting Energy maintains high priority towards effluents and waste treatment. All the effluents are treated to comply with the highest applicable laws and regulations in the respective countries of operation prior to discharge.

The Banten power plant's cooling system accounts for the largest usage and discharge of wastewater effluents. In 2020, the Banten power plant withdrew 965.9 million m³ of water and discharged back to source a large portion – 99.97% of water withdraw.

Genting Energy has a proper waste management policy to ensure that the waste is handled, stored and disposed in proper and adequate ways. The hazardous waste is properly stored and handled by authorised vendors for proper disposal or subsequent usage. Non-hazardous waste is reused or recycled where possible.

Genting Energy generated 66,971 tonnes of industrial waste in 2020, which was 2,038 tonnes or 3.0% lesser than the industrial waste generated in 2019. These industrial wastes mainly consisted of flying ash, bottom ash, glass wool, used oils and expired chemicals.

At Resorts World Las Vegas, the amount of waste generated in 2020 was 5,179.68 tonnes. A construction waste management plan is in place for the proper handling of current hazardous and non-hazardous waste during the construction phase, as well as when the resort opens. The ongoing waste management programme is overseen by the construction manager pursuant to best practices and the County, State and Federal environment regulations. Resorts World Las Vegas is in the process of contracting with standard waste management services as well as food waste recycling programmes, as it is still not operational.

¹² Gross electricity consumption in 2019-20 – 1,208kWh (https://cea.nic.in/wp-content/uploads/pdm/2020/12/growth_2020.pdf).

PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 2: REGULATORY COMPLIANCE (CONT'D)

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 the data summary shown in Part 2 of this report.

Genting Energy is committed to use water responsibly. For example, the Banten power plant in Indonesia draws large amount of water for its cooling system. The team consistently monitors its usage of demineralised water, service water and potable water on a daily basis to avoid wastage and inefficiency in water usage. Investigation and appropriate rectification actions are to be carried out on any abnormal water usage reading. The water is recycled whenever possible and wastewater will be treated prior to discharge.

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. Resorts World Las Vegas currently uses non-potable ground water for construction and dust-control programmes. In 2020, the total amount of water withdrawn was 133,790.09 m³, while total water consumed was 321,839.34 m³. We will have additional information on water consumption and conservation during its operational phase.

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 brands¹³. To ensure 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 our relationships with all stakeholders including regulators, customers, investors, suppliers, employees and business partners. 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 for continuous improvement. We maintain an open communication with our regulators. 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

The Group's businesses are conducted professionally, ethically and with the highest standard of integrity. Genting Berhad has put in place the Anti-Bribery and Corruption system which articulates the Group's zero-tolerance approach against all forms of bribery and corruption in its business conduct. Amongst others, the system sets out the Code of Business Conduct for Third Parties, Code of Conduct and Ethics for Employees and Directors and the Whistleblower Policy.

The Anti-Bribery and Corruption system has been provided to all subsidiaries of Genting Berhad for adoption, subject to customisation for local laws and the business environment. Additionally, all directors and employees of Genting Berhad have signed an Integrity Pledge and have declared conflicts of interests.

The Code of Conduct and Ethics apply to all employees and directors of the Group and its unlisted subsidiaries. The Code, together with other related policies, procedures and guidelines, which are disseminated to employees at the Company's intranet portal, set out the principles to guide standards of behaviour and business conduct when employees and directors deal with third party and these are integrated into company-wide management practices. The directors observe the Company Directors' Code of Ethics established by the Companies Commission of Malaysia.

The Company recognises that any genuine commitment to detecting and preventing actual or suspected unethical, unlawful, illegal, wrongful or other improper conduct must include a mechanism whereby employees and other stakeholders can report their concerns freely without fear of reprisal or intimidation. To this end, the Company has adopted a Whistleblower Policy which is disseminated to employees and made available on the Company's website at www.genting.com.

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. In 2020, some allegations of improper conduct were received through the whistleblower channel. However, the allegations were not pertaining to employees of the company.

¹³ Please refer to Awards and Accolades on pages 8-9; <https://brandirectory.com/rankings/malaysia/table>.

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 of its 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 2020, the Group had a total of over 14,000 suppliers, comprising 1% from Genting Berhad, 6% from Genting Energy, 9% from Resorts World Las Vegas, 15% from Genting Malaysia's Resorts World Genting, 17% from Genting Singapore's Resorts World Sentosa and 52% 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 2020 provided full time employment to over 45,000 people¹⁴ of diverse nationalities across the world with 26% Malaysians¹⁵ and the remaining 74% 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 61:39 with age below 30 years (33%), between 30 to 55 years (60%) and above 55 years (7%).

As of 31 December 2020, Genting Berhad comprised 239 employees and Genting Energy comprised 697 employees. Whereas Resorts World Las Vegas had a total workforce of 342 full and part-time employees¹⁶ as at 31 December 2020. Resorts Las Vegas has started the hiring process for operational teams that will provide nearly 5,000 jobs. The combined number of employees for Genting Berhad, Genting Energy and Resorts World Las Vegas in 2020 was 1,278, which was 31% higher, mainly attributed by Resorts World Las Vegas whereby employee engagement and recruitment at the end of 2020 focused on completing the hiring of manager and director level positions necessary for its pre-opening, at a rate of approximately 20 employees per month. About 97% of Genting Berhad's employees are based in the corporate head office in Wisma Genting, Malaysia and all of its senior management are Malaysians. For Genting Energy, 93.7% of its employees are based in operating units in Indonesia, India and China, whereas for Resorts World Las Vegas, all employees are based in Las Vegas, Nevada.



¹⁴ Full-time employees from Genting Berhad, Genting Malaysia, Genting Singapore, Genting Plantations, Genting Energy and Resorts World Las Vegas as at 31 December 2020.

¹⁵ Malaysians based in Malaysia comprised Malays (46%), Chinese (37%), Indians (9%) and Others (8%) as at 31 December 2020.

¹⁶ Resorts World Las Vegas employees comprised Native American (0.6%), Asian (6.4%), African American (7.0%), Hawaiian/Polynesian (0.9%), Hispanic (7.3%), Caucasian (30.4%) and Others (47.4%).

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.

As outlined in our Code of Conduct, any forms of discrimination in the workplace are prohibited and that 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.

In our endeavour to promote fairness in the workplace, our employees can voice their grievances through various communication channels. Our Human Resources 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 2020, 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 engagement initiatives in their respecting sustainability reports.

For Genting Berhad, various virtual employee engagement activities were held in 2020 instead of physical engagements due to growing concerns over the COVID-19 pandemic and to practise social distancing. As such, our Human Resources department has diligently shared informative best practices via email blasts and announcements, in order to protect the well-being of our employees and to curb the spread of the virus. Virtual induction programmes, trainings, meetings and discussions were also held.

At Resorts World Las Vegas, a number of employee engagement activities were held including a Resorts World Las Vegas Golf Tournament, a Bookclub, a fitness Step Challenge, a Holiday Celebration, a regular scheduled Wellness Programme and the opening events for the Resorts World Las Vegas Team Member Dining Room. All these activities took place, keeping in mind the COVID-19 guidelines set out by its local governing body.

In order to ensure greater competitiveness with other resorts in the market, the Resorts World Las Vegas Human Resources team has evaluated its employee benefits to hire the best talents available. Resorts World Las Vegas aims to be a "Workplace of Choice" that every resort professional will want to work for.

PART 1

OUR SUSTAINABILITY APPROACH

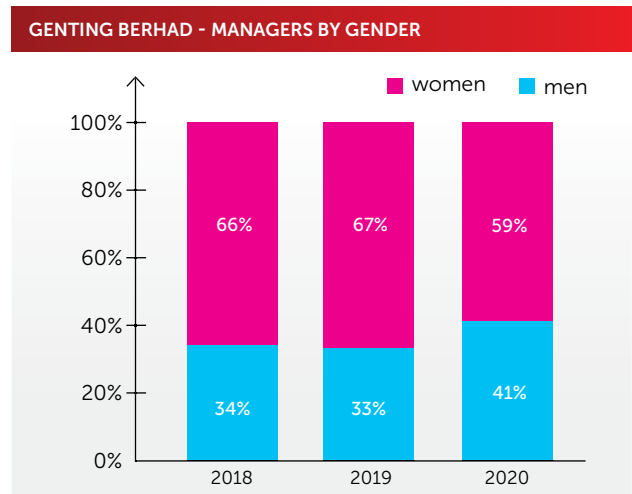
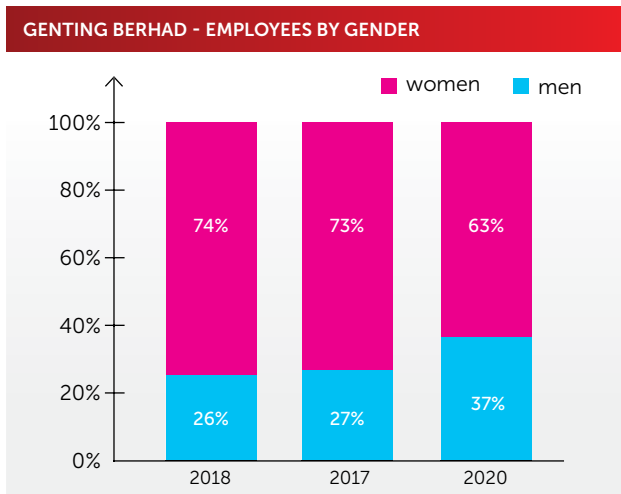
5 SUSTAINABILITY PILLARS (CONT'D)

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

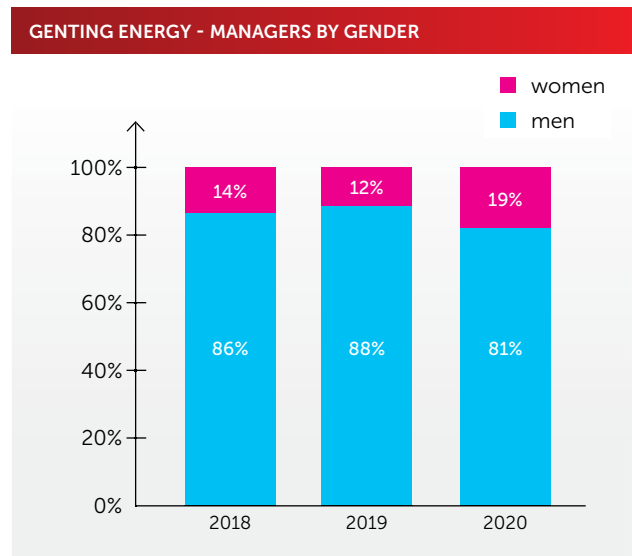
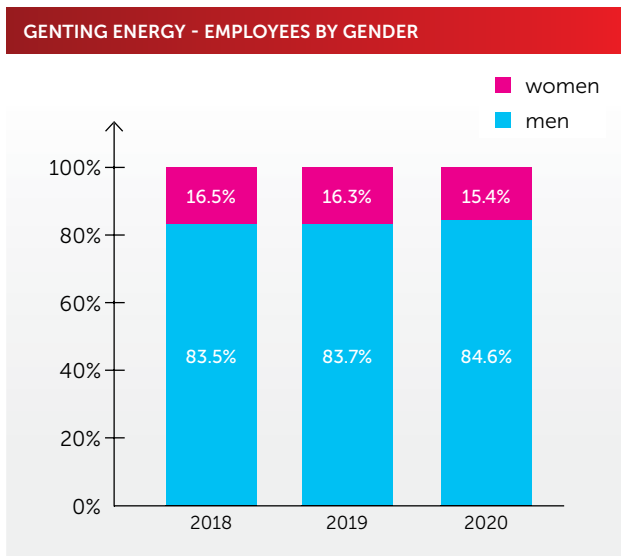
Gender Diversity

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 was 12.5% in 2020. Women comprised 63% of Genting Berhad’s employees and 59% of its management team in 2020, compared to 73% and 67% respectively in 2019. The changes in the proportion of women employees and managers in Genting Berhad were due to natural attrition and retirement of employees in 2020.



At Genting Energy, women comprised 15.4% of its employees and 19% of its management team in 2020, in line with the power generation and oil & gas operations, which are generally male-dominated industries.



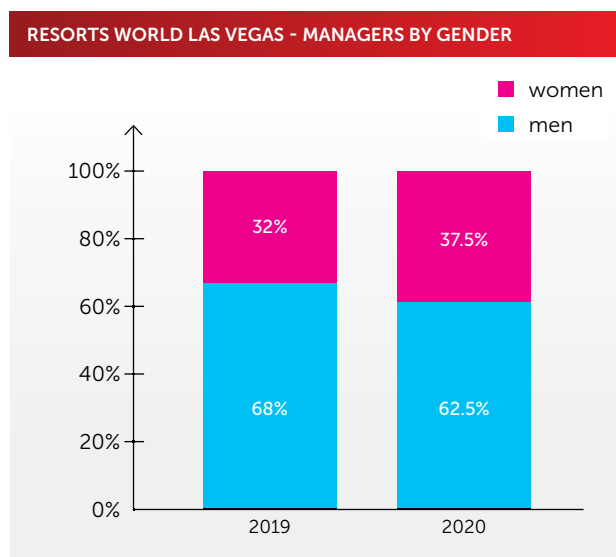
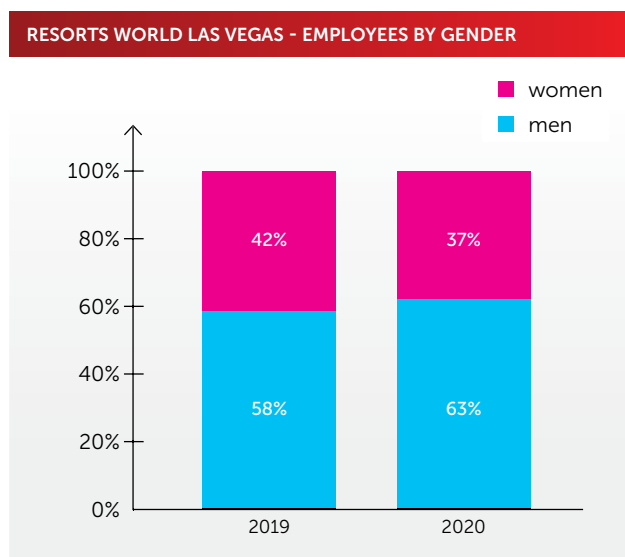
PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

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

Overall gender diversity at Resorts World Las Vegas is 37% female and 63% male. Since Resorts World Las Vegas is still in its development phase and has hired less than 10% of its anticipated workforce, Resorts World Las Vegas expects to have more meaningful statistics throughout 2021. As of 31 December 2020, Resorts World Las Vegas had 37.5% of its management positions filled by women managers. This was an increase from the 32% recorded end of 2019.



The employee turnover rate based on the combined number of employees of Genting Berhad, Genting Energy and Resorts World Las Vegas, averaged at 14.6% in 2020 compared to 21.7% in 2019, which was a decline of 7.1%. The employee hiring rate based on the combined number of employees of Genting Berhad, Genting Energy and Resorts World Las Vegas, averaged at 32% in 2020 compared to 18% in 2019, which was an increase of 14%.

In late 2020, Resorts World Las Vegas began its recruitment marketing programme, activated its Career Website, and began accepting initial applications, screening questionnaires and preliminary interviews for its hiring process.

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

63% of Genting Berhad's recruits in 2020 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, combined effort on group wide career fairs and engagement through social media such as the Genting Careers' Facebook page.

In 2020, millennials comprised 54% of Genting Energy's recruits, while millennials comprised 18% of recruits at Resorts World Las Vegas. Resorts World Las Vegas' data in 2020 was as such because the team had not yet started the mass hiring process for the anticipated opening in summer of 2021 and only hired more experienced senior employees.

PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

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

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. Implementations of stringent health and safety guidelines were further set out to help curb the spread of the COVID-19 pandemic.

Pandemic Response

The year 2020 was exceedingly challenging due to the COVID-19 pandemic as our global businesses, especially our leisure and hospitality division, were adversely affected due to the worldwide implementation of movement and travel restrictions. Health and safety of our employees and customers are our key priorities at all times and we strive to protect and keep them safe always.

In response to the COVID-19 pandemic, we have proactively implemented stringent health and safety measures group-wide in compliance to government guidelines and global best practices. All employees and visitors to our work premises are required to adhere strictly to the standard operating procedures and regulatory guidelines issued on COVID-19 control measures. Our workplaces are sanitised on a regular basis with numerous hand sanitising machines were also placed throughout the offices.

When movement and travel restrictions were in place, the Group immediately set out group-wide systems to best enable our employees to carry on their work from home and when the situation improved, we monitored the number of employees returning to the office to best ensure the compliance of social distancing.

At Resorts World Las Vegas, we have pledged to the "Stay Safe, Stay Healthy" commitment with the implementations of social distancing, rotating schedules of employees, enhanced cleaning and reduced occupancy in office spaces among other measures. Mandatory face coverings are also implemented at our premises at all times. Genting Energy also prioritises the health and safety of its employees and has rolled out similar standard operating procedures. At the Banten power plant in Indonesia, employees and contractors are also subjected to strict standard operating procedures such as, no physical discussions or meetings, strict security controls at entrances as well as close monitoring on all employees' physical and mental health with an in-house doctor and clinic made available. Regular health check-ups are also conducted and in any case of emergency, an isolation room has been prepared. In India, Genting Energy supported the Prime Minister's National Relief Fund that would be used for all natural disasters including COVID-19 pandemic across the country.

Our listed subsidiaries have also implemented similar health and safety measures to curb the spread of COVID-19. More details can be found in their respective sustainability reports.

Due to the impact on our businesses, we will continue to implement the necessary cost-containment measures. Meanwhile, the Group will take proactive measures to optimise productivity and improve operational efficiency in our businesses to manage the extremely challenging operating environment.

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

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

Employee Wellness

Healthy mind and body reduce 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.

Maintaining high health and safety standards is a core value for Genting Energy. Safety is important for the operation of its facilities to avoid the additional cost of work stoppages and lost time that result from accidents.

Lead by example, in 2020, the Banten power plant has successfully migrated its Occupational Health & Safety Management System certification from OHSAS 18001:2007 to ISO 45001:2018, consistent with the international standard requirement in ensuring enhanced compatibility with other management systems. This accreditation demonstrates Genting Energy's full commitment towards eliminating work hazards, protecting workers and continuously improving workplace safety and health.

The Banten power plant received lost time injury ("LTI") free award covering the period of 1 November 2018 to 30 September 2019 from the Ministry of Manpower, Indonesia in 2020. This LTI-free achievement is a direct result of its commitments towards the occupational health and safety of its employees in every single day. As of 31 December 2020, the Banten power plant has achieved more than 3.5 million hours of LTI-free since 1 November 2018.

At Resorts World Las Vegas, its safety committee continues to operate for the Resorts World Las Vegas Administrative and office staff, meeting monthly to review safety issues and establish safety protocols. For its construction activities, Resorts World Las Vegas continues to operate a full-time safety programme in coordination with builder WARB's safety department and with third-party inspectors World Wide Safety. Resorts World Las Vegas continues to enforce a zero-tolerance policy for safety breaches, including fall-protection.

Safety inspections of on-going construction activities occur on a daily basis, carried out by Resorts World Las Vegas Safety Director, WARB Safety Team, and World Wide Safety consultants. 100% of the construction site is subject to some form of safety inspection in any given week. Resorts World Las Vegas' insurance carrier and broker, Old Republic and Alliant, conduct regular safety inspections approximately once a month. Safety protocols also include regular inspections of and enforcement of separation of construction areas from administrative areas, and administrative staff are not permitted to go into construction areas without appropriate protective gear and with scheduled escorts. These protocols are enforced on a daily basis. All permanent office areas have been inspected by Clark County for occupancy and have been approved for Temporary Certificate of Occupancy. Trailers and offices spaces are inspected for safety on a once-per-month basis.

There was zero workplace fatality recorded by Genting Berhad, Genting Energy and Resorts World Las Vegas in 2020.

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

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

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.

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. Due to the increasing concerns over the COVID-19 pandemic, various employee engagement activities were held virtually instead of physically in 2020, such as virtual orientation programmes, trainings, meetings and discussions, to protect the well-being of our employees and to curb the spread of the virus.

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 undertaken various formal training programmes. The average hours of formal training per employee was 15.1 hours in 2020, as compared to 22.3 hours in 2019. The decline was mainly due to the implementation of COVID-19 preventive and control measures. At Resorts World Las Vegas, the pre-opening training programme primarily focused on human resources and other new employee training. Job function training will increase substantially prior to its opening date.

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 2020. 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 2020 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.

PART 1

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.

In 2020, Genting Berhad reached out to support the frontliners and local communities in combating the COVID-19 pandemic. The Group donated about USD450,000 worth of disposal virus pharyngeal swabs and sampling tubes and USD120,000 worth of PPEs.

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 Energy and Resorts World Las Vegas in 2020 are detailed in the following sections.

Genting Energy

In 2020, the Banten power plant donated approximately USD630,000 worth of medical equipment and supplies to the Government of Indonesia to help hospitals and healthcare frontliners mitigate the spread of COVID-19 pandemic in Indonesia. These included ventilators, disposable protective suits, medical goggles, medical gloves as well as rapid test kits. Medical masks were also sponsored to local communities and relief funding to support local COVID-19 preventive measures.

PT Lestari Banten Energi donated to Baiturrahman Mosque in Desa Salira on a monthly basis to support its daily operational costs as well as sponsored education achievement awards for primary and secondary school students from Desa Salira in the months of July and September 2020. It also sponsored Indonesia's National Day events organised in Kampung Bunut, Kampung Sitong and Kampung Waringin in Desa Salira.

Donation of fiber glass boat was also made to Koperasi Rukun Nelayan Salira to replace obsolete fishing boat in Salira Village, Indonesia as well as donation to Fishermen's Association of Pulo Ampel Sub District in September 2020 in support of the health protocols of COVID-19 in Indonesia.



PART 1

OUR SUSTAINABILITY APPROACH

5 SUSTAINABILITY PILLARS (CONT'D)

PILLAR 5: COMMUNITY INVESTMENTS (CONT'D)

As part of community outreach, Genting Energy sponsored a number of local community activities such as religious festivities, National Day celebrations, sports, local culture and mass circumcision activities in Indonesia. Genting Energy also aided in funding to repair, rebuild and construct public facilities at the surrounding areas of operations.

In the field of education, Genting Energy sponsored scholarships for Institute of Technology Bandung University. Educational support was provided by sponsoring achievement awards to primary school and secondary school students at Salira Village. A water cooler was also sponsored to a government primary girls' school in Jangi, Gujarat, India.

Genting Energy also contributed to the cause of environmental protection and participated in the Mangrove Forest Conservation Programme and planted an additional 2,500 mangroves covering 0.25 hectare along the Banten power plant coastal area in Indonesia. In India, Genting Energy also supported the Prime Minister's National Relief Fund that would be used for all natural disasters including COVID-19 pandemic across the country.

Resorts World Las Vegas

Resorts World Las Vegas provided over 250 hours of time to run Toy Drives and Food Drives for families in need in Las Vegas. Resorts World Las Vegas also provided funding to Opportunity Village, a local non-profit serving individuals with disabilities; the Vegas Golden Knights Foundation, an organisation providing support to military families, health & wellness programmes, education and youth sports; Boys to Men, a regional charity supporting at-risk teens; and the Nevada Independent, supporting independent journalism.



**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

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 Straits Times Index.

ABOUT RESORTS WORLD SENTOSA



WORLD CLASS ATTRACTIONS

Endless excitement and wonder at Resorts World Sentosa's attractions: Universal Studios Singapore ("USS"), S.E.A. Aquarium ("SEAA"), Adventure Cove Waterpark ("ACW") and Dolphin Island.

NON-STOP ENTERTAINMENT

Immerse in a world of entertainment with a wide variety of curated seasonal offerings, show-stopping performances and more.

DIVERSE RETAIL & LIFESTYLE OFFERINGS

Shop to your heart's content at our outlets featuring luxury goods, fashion, lifestyle, and family-friendly products and services.

HOLISTIC GAMING EXPERIENCE

We are always committed to offering responsible entertainment and quality guest experience at our 15,000m² gaming arena.

GASTRONOMIC DELIGHTS

From casual dining to celebrity and specialty restaurants, Resorts World at Sentosa is here to satisfy all palates.

ONE-STOP DESTINATION FOR MEETINGS AND EVENTS

Take advantage of Resorts World Sentosa's sprawling facilities, from our uniquely themed hotels & venues, world class attractions, gastronomic dining experiences to our column-free ballroom with state-of-the-art 270° immersive projection screens and built-in audio visual facilities, for your next meetings and events.

AWARD-WINNING INTEGRATED RESORT

Resorts World Sentosa won numerous awards of excellence including being named the inaugural winner of Best Integrated Resort (International) at the 13th Annual Travel Trade Gazette (TTG) China Travel Awards 2020 and the winner of the "Best Integrated Resort - Asia Pacific" for the sixth consecutive year at the Travel Weekly Asia 2020 Readers' Choice Awards. Its key attractions, Universal Studios Singapore and Adventure Cove Waterpark retained their title in Asia as the No. 1 Amusement Park and Top 10 Water Parks respectively at TripAdvisor's 2020 edition of Travellers' Choice Awards. These awards strongly reaffirm Resorts World Sentosa as the leader in Singapore's leisure and entertainment landscape.

PART 2

SUSTAINABILITY SUMMARY

GENTING SINGAPORE LIMITED

SUSTAINABILITY21 STRATEGY

Aligned with the national and international interests such as the Sustainable Singapore Blueprint and UN Sustainable Development Goals, the Sustainability21 Strategy is a framework that supports the strategic commitment of Genting Singapore to be a brand leader in sustainable integrated resort developments. The framework is built on five key focuses – Marketplace, Environment, People, Customer and Community. These key focuses 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.

MATERIALITY ASSESSMENT

Genting Singapore focuses on 21 material topics under the Sustainability21 Strategy’s five focuses based on the ESG issues that are most pertinent. To ensure their continued relevance, the Sustainability Working Committee and Sustainability Steering Committee will review these material matters once every three years against current global and local trends and emerging regulatory development. In addition, stakeholders’ interests garnered from Genting Singapore’s engagement channels are also taken into account when identifying the material topics.

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"> • Waste • Energy • Emissions • Water and Effluents • 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 team members.	<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

PART 2
SUSTAINABILITY SUMMARY
GENTING SINGAPORE LIMITED

SUSTAINABILITY HIGHLIGHTS 2020

MARKETPLACE

Revenue



SGD1.1
billion

Total Operating Cost



SGD1.0
billion

Payments to Providers of Capital



SGD304.7
million

Employee Wages and Benefits



SGD300.1
million

ENVIRONMENT



Waste

Compared to 2019, there was a **46%** reduction in waste sent for incineration. **17%** of waste produced recycled.



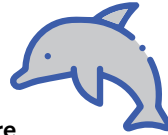
Energy **2.64mil kWh** of energy saved, which can power 620 units of 4-room Housing and Development Board flats for an entire year

Water Cumulative water savings of **1.83 million m³** as of 2020



Marine Biodiversity

Protecting **64** endangered freshwater and marine species that are listed on the Convention on International Trade in Endangered Species Appendix I and II lists



Land Biodiversity

Protecting **59** plant species that are listed on the Singapore Red Data Book



Genting Singapore was awarded the Top Achievement Award in Singapore Packaging Agreement Awards 2020 for the 3rd consecutive year for its efforts in packaging waste reduction.

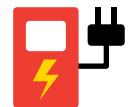
Genting Singapore's efforts also earned them the CIPS Asia Supply Management Awards 2020 in two categories: Procurement Transformation Award, which is accorded for its procurement transformation, and High Commendation for Ethical Procurement, which is accorded its socially and environmentally responsible procurement projects.



Our solar photovoltaic panels span 4,500 m² in total and generated about **642,252 kWh** of energy in 2020, which can power about 151 units of 4-room Housing and Development Board flats for an entire year.



Collaborated with Singapore Power Mobility to introduce **eight electric vehicle fast chargers** across three locations and since their installations in September 2019, they have been used over 1,200 times




Sustained Sourcing and Supply Chain Innovation


Over 500 tonnes of waste reduction through sustained sourcing and supply chain innovation


PART 2
SUSTAINABILITY SUMMARY
GENTING SINGAPORE LIMITED

SUSTAINABILITY HIGHLIGHTS 2020 (CONT'D)


PEOPLE


Welcomed **303** new team members 


Turnover rate of **12.6%** (Voluntary attrition rate) 

53.3% Male Employees (out of 6,253)
46.7% Female Employees (out of 6,253) 

34% reduction relating to total lost day incidents 

32.2 hours on average of training hours 


82.0% of our team members are Singaporeans and Permanent Residents (out of 6,253) 


 **ZERO** reported grievances on labour practices and human rights fatalities or injuries due to work-related ill health


CUSTOMER


Customer Satisfaction

USS	ACW	SEAA	MICE (Organiser)	MICE (Delegate)	HOTELS	F&B
82.7%	89.1% (up to 17 Mar)	87.7%	87.5%	88.7%	93.7%	95.1%


 Over **600 sets** of Plasmacluster Ionisers deployed

 High Efficiency filters coupled with Ultraviolet Germicidal Irradiation are installed in the air handling system


 Anti-microbial coatings applied on the high-touched surfaces


 Certified as SG Clean, which proves our commitment to upholding good sanitation and hygiene practices

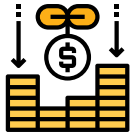
COMMUNITY

Managing Agent of Singapore's two largest Community Care Facilities ("CCF") 

Combined capacity of **11,000** beds or **27%** of total CCF bed capacity in Singapore where more than 2,000 team members volunteered

Holds highest score in RG Check accreditation as at December 2020 amongst venue accreditations and reaccreditations worldwide. 

Clocked over **344,000 Man Hours** in volunteerism through RWS Cares 

 **90%** of the survey respondents found the newly launched MGP Programme to be effective as it is easy to use and helps them keep track and manage their time spent on gaming activities.

SUSTAINABILITY HIGHLIGHTS **2020** (CONT'D)

COVID-19 Control and Prevention



Employees

- Stepped forward as Managing Agent at two of the largest national Community Care Facilities at the Singapore EXPO and MAX Atria and the Big Box warehouse mall which represented 27% of total national bed space
- Leveraging on our strength in hospitality and expertise in managing large-scale, nonmedical facilities, more than 2,000 of our team members heeded the call for volunteers and put themselves on the frontline to help contain the national outbreak of COVID-19
- Complied with all Safe Management Measures' requirements set by the local authorities



Guests

- Trained over 2,000 team members in Safe Management Measures and deployed Safe Distancing Ambassadors across the resort to ensure everyone abide by the Safe Management Measures
- Encouraged contactless transactions and payments resort-wide
- Installed acrylic perspex shields in casino to minimise interactions between guests and team members
- Provided baggage sanitisation during hotel check-in and key card sanitisation with Ultraviolet cabinet
- Scheduled staggered hotel check-in for the health and safety of our guests
- Offered hand sanitisers resort-wide



Resorts and Guests

- Applied anti-microbial coatings on the high-touch point surfaces
- Deployed over 600 sets of plasmacluster ionisers resort-wide
- Installed High Efficiency filters coupled with Ultraviolet Germicidal Irradiation) in the air handling system
- Certified as SG Clean, which proved our commitment to upholding good sanitation and hygiene practices
- Increased and more efficient cleaning, disinfection and sanitisation using robotic scrubbers and electrostatic sprayguns

SUSTAINABILITY SUMMARY

GENTING SINGAPORE LIMITED

AWARDS & ACCOLADES

GENTING SINGAPORE

Resorts World Sentosa

Best Integrated Resort (International) - inaugural winner
(13th Annual TTG China Travel Awards 2020)

Best Integrated Resort (Asia Pacific) – 6th consecutive year
(Travel Weekly Asia 2020 Readers' Choice Awards)

ASEAN Green Hotel Award 2020: Hotel Michael
(ASEAN Tourism Standards Awards 2020)

Category – Meeting Rooms, 2020 to 2022
(ASEAN MICE Venue Standard Award)

SkillsFuture Employer Awards (Non-SME) 2020
(SkillsFuture Employer Awards)

Procurement Transformation – Winner &
Ethical Procurement – High Commendation
(Chartered Institute of Procurement & Supply (CIPS) Asia Supply Management Awards 2020)

Best Business Event Venue Experience &
Special Recognition (Integrated Resorts)
(Singapore Tourism Awards 2020)

Top Achievement Award – 3rd consecutive year
(Singapore Packaging Agreement Awards 2020)

WSH Innovation Awards
(Workplace Safety and Health Awards 2020)

Universal Studios Singapore

No. 1 Amusement Park in Asia – 7th consecutive year
(TripAdvisor Travellers' Choice 2020)

Adventure Cove Waterpark

Top 10 Water Parks in Asia – 6th consecutive year
(TripAdvisor Travellers' Choice 2020)



GENTING MALAYSIA BERHAD

SUSTAINABILITY SUMMARY

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 14,000 employees. Its 2020 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 30 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 United States of America as well as Resorts World Bimini in the Bahamas.

SUSTAINABILITY SUMMARY

GENTING MALAYSIA BERHAD

OUR SUSTAINABILITY APPROACH

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 nation.

SUSTAINABILITY FOCUS AREAS AND STRATEGIES

Genting Malaysia contributes to global sustainable development through a robust framework that targets the main three pillars of sustainability: Economic, Environment and Social. The strategies for each of the five focus areas are presented in the chart below.

Economic	Environment	Social		
<p>CORPORATE GOVERNANCE</p> <ul style="list-style-type: none"> To undertake sustainable and responsible business practices through integrity, good business ethics and exemplary business conduct. To comply with relevant business rules, regulations and guidelines. To engage stakeholders in a responsible, fair and reasonable manner. 	<p>ENVIRONMENTAL STEWARDSHIP</p> <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 to using our resources wisely, thereby ensuring protection and conservation of the natural environment. 	<p>WORKPLACE OF CHOICE</p> <ul style="list-style-type: none"> To create a conducive and well-balanced workplace with emphasis on the 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. 	<p>CUSTOMER ORIENTATION</p> <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. 	<p>COMMUNITY CARE</p> <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 as they encourage a healthy lifestyle and foster ties.

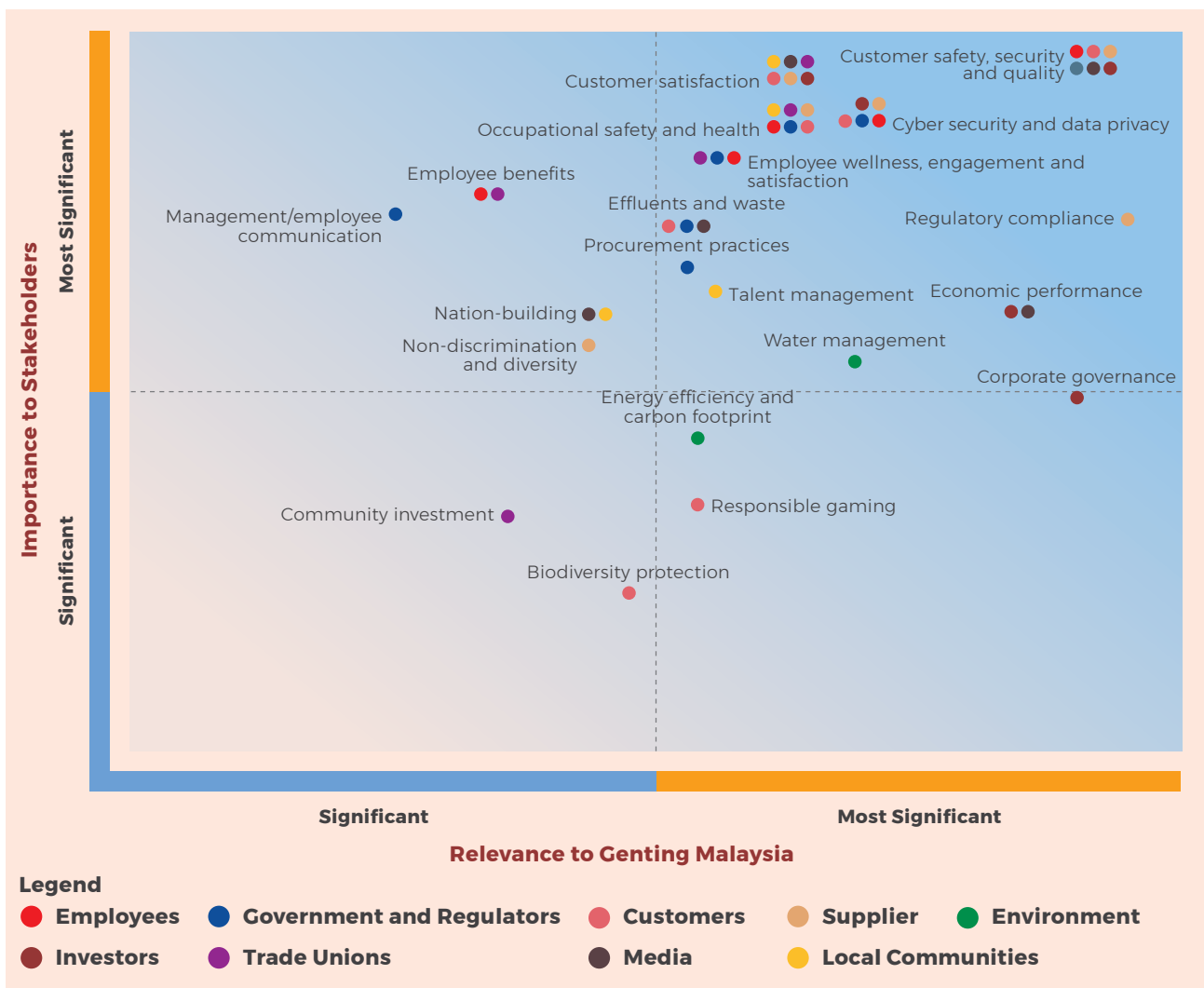
PART 2
SUSTAINABILITY SUMMARY
GENTING MALAYSIA BERHAD

MATERIALITY MATRIX

Results

Material sustainability matters were placed on a matrix which shows their position relative to the degree of stakeholder interest and potential business impact. These results represent the material issues facing our business. They are not viewed in isolation and are increasingly interconnected.

The materiality matrix directs Genting Malaysia’s approach to reporting and helps prioritise responsible business efforts. The list of topics is not exhaustive but represents the most material issues to the business.



Validating the results

The results of the survey including the materiality matrix were presented to Genting Malaysia’s senior management for review during the Sustainability Working Committee meeting. After discussing the process and results, the material topics were confirmed. Subsequently, the matrix was endorsed by the Board of Directors of Genting Malaysia.

Use of the findings

These findings guide the business strategy, track issues of concerns, prioritise sustainability programmes and establish meaningful business-performance metrics. This primary data has also improved the focus and disclosure of Genting Malaysia’s annual sustainability disclosure.

SUSTAINABILITY SUMMARY

GENTING MALAYSIA BERHAD

SUSTAINABILITY HIGHLIGHTS 2020

ECONOMIC PERFORMANCE

Leisure and hospitality activities generate revenue for local economies directly when tourists spend money in hotels, restaurants and entertainment venues.

The global tourism, leisure, and hospitality industries are among the sectors hardest hit by the COVID-19 pandemic. Amid the difficulties, Genting Malaysia remains resilient and is positive of weathering the unprecedented challenges, just as it had survived economic downturns, financial crises and health emergencies in the past.

Genting Malaysia is confident that its recalibrated operating structure and re-engineered processes will anchor the Group's recovery, in addition to positioning the Group for greater long-term sustainable growth.



Total revenue
RM4.5
billion

(2019: RM10.4 billion)



Total operating cost
RM5.7
billion

(2019: RM9.1 billion)



Total tax contribution
RM2.3
billion

(2019: 5.5 billion)



Total payments to capital providers
RM1.6
billion

(2019: RM1.5 billion)



Total Employee wages & benefits **RM1.5 billion** (2019: 2.3 billion)



Half a billion total monetary value spent on procurement of products and services from local suppliers in Malaysia
(2019: 1.2 billion)



FTSE4Good

FTSE4GOOD Index Series
Genting Malaysia Berhad-Certificate of Membership


SUSTAINABILITY SUMMARY

GENTING MALAYSIA BERHAD

SUSTAINABILITY HIGHLIGHTS 2020 (CONT'D)


ENVIRONMENTAL PERFORMANCE

Pressures on the planet’s limited natural resources and the challenges of climate change require prompt and concerted actions from everyone. Genting Malaysia takes wide-ranging measures to protect biodiversity, reduce its consumption of water, energy and other resources, avoid waste and combat climate change. Genting Malaysia examines all aspects of its operations to minimise resource consumption, whenever possible.



RWG’s non-revenue water was less than **8%** compared to the national average of 35%
(2019: 3.3%)


1,177 trees planted equivalent to absorbing carbon dioxide released by vehicle travelling 102,467 kilometres



1,180 tonnes of recyclable waste collected globally




94% of virgin rainforest in RWG remained intact
(2019: 94%)




0.433 mmtCDE* reduction of carbon footprint
(2019: 0.434 mmtCDE*)

* million metric tonnes of carbon dioxide equivalent, including carbon sink from virgin forest



Energy Savings of **30.75** terajoules, equivalent to approximately RM3.6 million in cost savings
(2019: 30.43 terajoules)




100% of plastic straws phased out in Genting Malaysia-owned food and beverage outlets in Resorts World Genting. Genting Malaysia continues its waste elimination journey by replacing plastic packaging and single-use plastics with biodegradable alternatives.



All Genting Green Generation (“G3”) activities in 2020 were focused on educating and raising the volunteers’ awareness on the environment as well as health and safety related matters. Educational materials were shared and disseminated online via G3 social media platforms as no physical events were allowed to be held due to the COVID-19 pandemic.





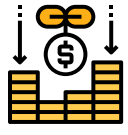

SUSTAINABILITY SUMMARY

GENTING MALAYSIA BERHAD




SUSTAINABILITY HIGHLIGHTS 2020 (CONT'D)

SOCIAL PERFORMANCE

Everything Genting Malaysia does is with the community and people in mind. Instilling its core values of hard work, harmony, honesty, loyalty and compassion will help the organisation reach greater heights. Clear focus areas and targets for social responsibility work include respecting human rights across the entire value chain. Genting Malaysia also provides a safe and rewarding working environment for its people while contributing to the vitality of the communities around them. Going above and beyond to make effective use of social and financial capital has a positive effect on society, employees and its core business.

<p>Provided jobs for over 14,000 people worldwide</p> <p>(2019: Over 20,000 employees worldwide)</p> 	<p>38 occupational accidents in Malaysia, a decrease of 44%</p> <p>(2019: 86)</p> 	<p>Established a COVID-19 antigen laboratory, the only such facility to be developed by a corporation in Malaysia</p> 
<p>Zero fatalities on Genting Malaysia's roads and the accident rate was reduced by 14% from 2019</p> 	<p>Over RM8 million worth of community investments</p> <p>(2019: RM6 million)</p> 	<p>Zero reported cases of occupational fatalities involving our employees since 2016</p> 

COVID-19 Control and Prevention

 <p>Employees</p> <ul style="list-style-type: none"> • Mandatory temperature screening every day • All employees (including third party employees and contractors) undergo a strict screening and testing regime for COVID-19 regularly • Employees are provided with appropriate PPE's • Office equipment are disinfected at least twice a day 	 <p>Guests</p> <ul style="list-style-type: none"> • Thermal scanners for temperature screening at each entry point • Hand sanitising stations are placed at key entry points and high-traffic areas throughout the resort • Service Ambassadors are deployed to guide guests on the resort's safety measures and to ensure physical distancing is practised at all times • Bell carts are sanitised before each use 	 <p>Resorts</p> <ul style="list-style-type: none"> • Public and common areas are sanitised and disinfected frequently every day • Demarcations on floors, queue lines, lifts and cashier counters for physical distancing • Alternate seating arrangements in all restaurants
---	---	--

SUSTAINABILITY SUMMARY

GENTING MALAYSIA BERHAD

AWARDS & ACCOLADES

GENTING MALAYSIA

Resorts World Genting

Gold Award for Family Theme Park
(Reader's Digest Trusted Brands 2020)

Crockfords Hotel – Five-Star Award
Genting Grand – Four-Star Award
(2020 Forbes Travel Guide Star Ratings by Forbes Travel Guide)

Genting UK

Head of Anti Money Laundering (AML) / AML Team of the Year
(Global Regulatory Awards by Gambling Compliance Global Regulatory Awards)

Genting Casinos UK

Chief Compliance Officer of the Year & Outstanding Individual Contribution to Responsible Gambling
– Mr John Duffy
(Global Regulatory Awards by Gambling Compliance Global Regulatory Awards)

Resorts World New York City

Recognised in the 2020 edition of The Responsible 100
Vice President of Community Development
– Michelle Stoddart
(The 2020 Responsible 100 by City & State New York Magazine)

Resorts World Catskills

Best Day Trip in the Hudson Valley &
Best Nightlife
(2020 Times Herald – Record's Readers' Choice Awards)



GENTING PLANTATIONS BERHAD

SUSTAINABILITY SUMMARY

Baha Sanctuary at Genting Tanjung Estate, Sabah

SUSTAINABILITY SUMMARY

GENTING PLANTATIONS BERHAD

ABOUT GENTING PLANTATIONS BERHAD

Genting Plantations has a landbank of 243,446 hectares, comprising 64,560 hectares in Malaysia and 178,886 hectares (including the *Plasma* schemes) in Indonesia. It owns twelve oil mills with a total milling capacity of 665 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



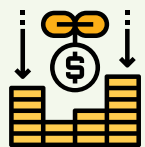

Genting Plantations aspires to achieve a balanced integration of ethical, social, environmental and economic considerations in the way it conducts its businesses to create sustainable long-term value for its stakeholders.

Genting Plantations is fully cognizant 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

Genting Plantations' Four-Pillared Sustainability Agenda ("FPSA") is the key guiding principle for its sustainability management approach. The FPSA is the collective responsibility of each member of Genting Plantations. This agenda also extends to the partners whom Genting Plantations does business with and the areas where it operates. In all undertakings, Genting Plantations seeks a balance between all four pillars, ensuring it creates constructive and long-term shared values for its stakeholders, besides managing risks in a holistic manner.

 <p>ENVIRONMENT</p> <ul style="list-style-type: none"> • 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 	 <p>WORKPLACE</p> <p>As our people is our most important asset, we strive</p> <ul style="list-style-type: none"> • 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
 <p>MARKETPLACE</p> <ul style="list-style-type: none"> • To conduct our business with honesty, integrity and a commitment to excellence • To personify exemplary corporate governance and transparent business conduct 	
 <p>COMMUNITY</p> <ul style="list-style-type: none"> • 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 	

PART 2
SUSTAINABILITY SUMMARY
GENTING PLANTATIONS BERHAD













MATERIALITY ANALYSIS

Material issues were determined based on a number of approaches. Primary source of feedback were acquired through engagements with our eight key stakeholder groups. Topics of concern were also determined based on evaluation of previous internal and external reports, comparative peer analysis, and best in class and international standards like GRI. In addition, relevant concerns that were highlighted in our grievance channels were also taken into consideration for this reporting.

Identified topics of concern were aligned with Genting Plantations’ business strategy which were guided by the Group’s Core Values, Vision, Code of Conduct and Ethics and FPSA. Topics of concern were also aligned with United Nations Sustainable Development Goals (“UN SDGs”), as detailed below.

Key topics identified were ranked according to risk and opportunities. The material topics reported herein were representative of topics highly significant to our stakeholders and our business.





Genting Plantations’ Material Topics: Alignment with UN SDGs and Delimiting Impacts & Boundaries to its Stakeholders

Material Topics		GENTING PLANTATIONS' DIRECT AND/OR INDIRECT IMPACT ON SDGs	Stakeholders							
			Workforce	Shareholders & Investors	Government, Trade Associations, & Industry Bodies	Suppliers & Contractors	Customers	Smallholders & Plasma Schemes	Local Communities	Non-governmental Organisations
COVID-19	Ensuring safety and health of our stakeholders during the COVID-19 pandemic		✓	✓	✓	✓	✓	✓	✓	✓
Respecting Human Rights	Respect human rights and ensure all relevant business decisions made are not detrimental to the wellbeing of all stakeholders	 	✓	✓	✓	✓	✓	✓	✓	✓
Responsible Supply Chain	Advocate and maintain sustainable principles in our entire value chain		✓	✓	✓	✓	✓	✓		✓
Responsible Business	Create shared values for the benefit of the company, and all relevant stakeholders	 	✓	✓	✓	✓	✓	✓	✓	✓
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	 	✓	✓	✓	✓	✓			✓
Community Relations & Development	Engage and provide meaningful contributions to the community and society at large				✓			✓	✓	✓
Environmental Approach	Conduct a balanced business which does not compromise or discount the environment in the process	  	✓	✓	✓	✓	✓	✓	✓	✓

PART 2
SUSTAINABILITY SUMMARY
GENTING PLANTATIONS BERHAD

SUSTAINABILITY HIGHLIGHTS 2020




MARKETPLACE

<p>MARKET INDICATORS</p>  <p>RM8.84 billion Market Capitalisation</p> <p>RM251.23 million Net Profit</p>	<p>PRODUCTIVITY (MILLION MT)</p>  <p>2.08 Fresh Fruit Bunches</p> <p>0.52 Crude Palm Oil</p> <p>0.38 Refined Products</p> <p>0.08 Biodiesel & Crude Glycerine</p>	<p>TRACEABILITY</p>  <p>100% To Oil Mills</p> <p>90% To Plantations</p>	<p>RATINGS</p>  <p>ESG Rating 2.9 out of 5.0</p> <p>FTSE4Good Rating</p> <p>73%, Ranked 21 out of 100 Companies ZSL SPOTT Ranking</p> <p>Ranked Tier I Bursa Malaysia Sustainability Reporting Review</p>
--	---	--	---

SUSTAINABILITY CERTIFICATIONS

<p>RSPO</p>  <p>79,604/243,240 hectares</p> <p>2,902 hectares Plasma Schemes</p> <p>19/32 Estates</p> <p>7/12 Oil Mills</p> <p>1/1 Refinery</p> <p>2/2 Biodiesel Plants</p>	<p>ISCC</p>  <p>20/20 Estates</p> <p>7/7 Oil Mills</p> <p>1/1 Refinery</p> <p>2/2 Biodiesel Plants</p>	<p>MSPO</p>  <p>20/20 Estates</p> <p>7/7 Oil mills</p> <p>1/1 Refinery</p> <p>2/2 Biodiesel plants</p>	<p>ISPO</p>  <p>3/12 Estates</p> <p>2/5 Oil Mills</p>
---	--	---	---

WORKPLACE

<p>DIVERSITY & INCLUSION</p>  <p>23,907 Total Workforce</p> <p>23% Women Employed</p> <p>11% Women in Board of Directors</p> <p>19% Women in Management</p>	<p>WORKFORCE HIRING & RETENTION</p>  <p>5.8% Hiring Rate</p> <p>7.1% Turnover Rate</p>	<p>WORKPLACE SAFETY & HEALTH</p>  <p>11.01 injuries per one million man-hours worked</p> <p>~40% reduction compared to 2015</p> <p>Recordable Work Related Injury Rate</p> <p>3 fatalities Loss of Life</p>
---	--	--

PART 2
SUSTAINABILITY SUMMARY
GENTING PLANTATIONS BERHAD

SUSTAINABILITY HIGHLIGHTS 2020 (CONT'D)

COMMUNITY

SOCIAL ENDEAVOURS



20,296 hectares allocated
 Plasma Schemes

RM2.7 million
 COVID-19 Assistance

RM4.0 million
 Community Investments

Available to all migrant workers
 in Malaysia
 Identification Document Lockers



10 Humana Schools

4 Sekolah Jenis
 Kebangsaan (Tamil)

6 Continuous
 Learning Centres



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

30 internships offered
 Internships

ENVIRONMENT

ENVIRONMENTAL APPROACH



0.99 million MT
 (equivalent to ~ 48% FFB Produced)
 Biomass Recycling

~4.4% reduction compared to 2016
 GHG Emissions

29,765
 Area for conservation



1.79 litres per 1,000 MT FFB
 Water Intensity

5.48 litres per 1,000 MT CPO
 Water Intensity

0.20 litres per 1,000 MT
 Downstream Products
 Water Intensity



294 MegaJoule per MT FFB
 Energy Intensity

548 MegaJoule per MT CPO
 Energy Intensity

285 MegaJoule per MT
 Downstream Products
 Energy Intensity

No prophylactic
 use of pesticides
 Integrated Pest Management

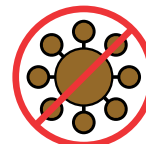
SUSTAINABILITY HIGHLIGHTS 2020 (CONT'D)

COVID-19 Control and Prevention



Employees & Visitors

- Precautionary temperature screening at all facilities with managed entries into premises
- Contact tracing for persons under investigation
- Periodical disinfection of high traffic premises
- Alternate working schedule and options to work from home for office-based employees
- Digitalisation of essential business processes
- Training of emergency response team in handling COVID-19 incidence
- Provision of facemasks to employees
- Training of all employees in effective hygiene practices and social distancing
- Provision of PPE for all employees
- Ensuring access to healthcare to all workforce
- Ensuring food security for workforce, especially in Genting Plantations' remote operations



Community

- Disinfectant spraying in public areas like schools, places of worship, community halls as well as provision of food aids
- Banner display to raise awareness and prevention of COVID-19
- Worked closely with the relevant authorities in Malaysia and Indonesia, other plantations companies and a number of relevant parties in this joint effort to fight COVID-19
- Ensuring food security for local communities, especially in Genting Plantations' remote operations

AWARDS & ACCOLADES

GENTING PLANTATIONS

Recognised as "Asia's Most Outstanding Company in Malaysia – Plantation Sector" under Asiamoney
(*Asia's Outstanding Companies 2020 Poll - Malaysia*)

Winner of "Systematic Occupational Health Enhancement Level Programme Do It Yourself" 2019/2020
for Category 2: Conglomerates – Genting Sri Gading Estate

Silver Winner of "Transportation, Travel & Tourism" Category for Putra Brand Awards 2020
- Premium Outlets®

The background of the page is a soft, multi-colored watercolor wash in shades of green, blue, purple, and yellow. A solid red vertical bar is positioned in the upper center of the page, containing the word 'APPENDIX' in white, bold, uppercase letters.

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, 29, 37
	102-4	Location of operations	7
	102-5	Ownership and legal form	
	102-6	Markets served	
	102-7	Scale of the organisation	1, 5, 7
	102-8	Information on employees and other workers	37
	102-9	Supply chain	15, 36
	102-10	Significant changes to the organisation and its supply chain	None
	102-11	Precautionary Principle or approach	Annual Report 2020, 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	34-36
	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 2020
	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 2020
	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	20-33, 37-43
	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, 29-33
	201-3	Defined benefit plan obligations and other retirement plans	40
	201-4	Financial assistance received from government	Annual Report 2020, Government Grant
Market Presence			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	37
	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	39-40
Indirect Economic Impacts			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	44-45
	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	34-36
	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	28-33
	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	Not applicable
	301-2	Recycled input materials used	
	301-3	Reclaimed products and their packaging materials	

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	29
	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, 29-31
	302-4	Reduction of energy consumption	
Water			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	29, 33
	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	33, 50,59, 66
Biodiversity			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	29, 50, 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	29, 50, 59, 66
	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	29, 31-32
	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	29, 31-32
	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	Nitrogen 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			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	29
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 306: Effluents and Waste 2016	306-1	Water discharge by quantity and destination	32
	306-2	Waste by type and disposal method	
	306-3	Significant spills	None
	306-4	Transport of hazardous waste	32
	306-5	Water bodies affected by water discharges and/or runoff	None
Environmental Compliance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	28-29
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	
Supplier Environmental Assessment			
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 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	
GRI 400: Social Standard Series			
Employment			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	37-43
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	37-40
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	40
	401-3	Parental leave	
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	41-42
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 403: Occupational Health and Safety 2016	403-1	Workers representation in formal joint management-worker health and safety committees	41-42
	403-2	Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities	
	403-3	Workers with high incidence of high risk of diseases related to their occupation	
	403-4	Health and safety topics covered in formal agreements with trade unions	

GRI CONTENT INDEX

GRI Standard	Disclosure		Page number (s)
Material Topics			
GRI 400: Social Standard Series			
Training and Education			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	43
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	
	404-2	Programs for upgrading employee skills and transition assistance programs	
	404-3	Percentage of employees receiving regular performance and career development reviews	
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	37-40
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	
Non-discrimination			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	37-40
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	
Local Communities			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	44-45
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	

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
MICE	Meetings, incentives, conferences and exhibitions
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

GENTING BERHAD 196801000315 (7916-A)

24th Floor, Wisma Genting

Jalan Sultan Ismail

50250 Kuala Lumpur, Malaysia

T : +603 2178 2288 / 2333 2288

F : +603 2161 5304

www.genting.com

