



SUSTAINABILITY REPORT 2021

GENTING BERHAD

196801000315 (7916-A)

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ABOUT THIS REPORT

GRI 102-46, 102-49, 102-50, 102-51, 102-52, 102-53, 102-54, 102-56

This is the sixth standalone Sustainability Report of Genting Berhad (the “Company”, “We” or “Our”) for the financial year ended 31 December 2021 (“SR2021”) and supplements the sustainability disclosures in the 2021 Annual Report.

At Genting Berhad, we have been practising responsible business practices since its incorporation in 1968 by advocating the principles of the Genting Core Values. Genting Berhad has formally reported its sustainability activities annually since 1982 and this sustainability reporting and development journey continues with SR2021.

This report serves to provide readers with an understanding of how Genting Berhad manages the Environmental, Social and Governance (“ESG”) impacts as an investment holding and management company that has long term interests in a portfolio of companies, comprising listed and unlisted principal subsidiaries that are governed by their respective Boards (collectively known as “portfolio companies”). This report intends to better reflect how Genting Berhad addresses its current ESG material topics and its ability as an engaged investor, to influence efforts affecting the ESG impacts of its portfolio companies that operate in the leisure and hospitality, oil palm plantations, power generation, oil and gas, property development, life sciences and biotechnology industries.



SCOPE & MATERIAL BOUNDARY

The scope of this report covers Genting Berhad as the investment holding and management company and its principal unlisted subsidiaries that are under its direct managerial control, namely Genting Energy Limited (“Genting Energy”) and Resorts World Las Vegas LLC (“Resorts World Las Vegas”). SR2021 includes additional ESG disclosures on Resorts World Las Vegas, which began operating since 24 June 2021.

The ESG activities and impacts of its listed subsidiaries, namely Genting Singapore Limited (“Genting Singapore”), Genting Malaysia Berhad (“Genting Malaysia”) and Genting Plantations Berhad (“Genting Plantations”) are disclosed where relevant, and material to the Company.



REPORTING PERIOD

The reporting period is from 1 January to 31 December 2021, unless otherwise specified and where applicable, the report includes comparative data from preceding years. Any significant changes beyond the date will be addressed in the following year’s publication.



GUIDELINES

SR2021 has been prepared in accordance to the following regulatory frameworks and disclosure guidelines:

- Bursa Malaysia Sustainability Reporting Guide – Second Edition
- Bursa Malaysia Corporate Governance Guide – Fourth Edition
- Malaysia Code of Corporate Governance (“MCCG”) 2021
- FTSE4Good Sustainability Index
- Global Reporting Initiative (“GRI”) Standards: Core Option
- United Nations Sustainability Development Goals (“UN SDGs”)

The GRI content index is provided in the Appendix section of this report.

ABOUT THIS REPORT



REPORT CONTENT & DATA ASSURANCE

The preparation of this report is guided by the GRI content principles of accuracy, balance, clarity, comparability, reliability and timeliness.

All data contained within this report has been sourced internally by Genting Berhad and its respective portfolio companies and has been validated by the respective subsidiaries or information owners.

Genting Berhad is committed to progressively enhance its data collection and analysis processes to improve data accuracy and the quality of disclosures going forward. The financial information in this report can be cross-referenced to the financial statements in the Annual Report 2021 of Genting Berhad which have been audited by the appointed independent auditors. The Company has not sought third party assurance for the non-financial data and will consider this assurance process in future reporting.

The Board of Directors, as the highest decision-making body of Genting Berhad acknowledges its responsibility in ensuring that this sustainability report presents a comprehensive, fair and balanced account of the ESG impacts to the Company. This report has been prepared and reviewed by the Sustainability working teams, the Company's appointed independent auditors and sustainability consultants, Executive Committee and Audit Committee, prior to the final review by the Board.

This report has been reviewed and approved by the Board.



LIMITATIONS & DISCLAIMERS

Genting Berhad recognises the limitations posed on the compilation of environmental and social data on a group-wide basis and in light of the COVID-19 restrictions. Hence, the accuracy or comparability of some ESG data reported may differ on a case-to-case basis and are highlighted, where relevant.

Future plans, targets and other forward-looking statements discussed herein are made based on reasonable current assumptions and are not conclusive. Actual plans and results may differ according to changes in the operating scenario. Readers are advised not to place undue reliance on such statements.



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 the listed companies of Genting Berhad are available on their official websites:

Genting Singapore Limited
www.gentingsingapore.com

Genting Malaysia Berhad
www.gentingmalaysia.com

Genting Plantations Berhad
www.gentingplantations.com

This report and the Annual Report 2021 of Genting Berhad are available on the company's official website at www.genting.com

OVERVIEW

MESSAGE FROM EXECUTIVE DIRECTOR, PRESIDENT & CHIEF OPERATING OFFICER

GRI 102-14, 102-15, 102-33, 102-34

Dear Valued Shareholders,

2021 has been another challenging year as the world grappled with the ongoing COVID-19 pandemic and the emergence of new COVID-19 variants that continued to disrupt supply chain, social and economic activities. Globally, the pandemic created unprecedented disruption to the travel and tourism industry and adversely impacted many people and businesses.

Extreme weather has affected various parts of the world and Malaysia experienced one of its worst floods in decades in December 2021. The pandemic and extreme weather are a strong 'wake-up call' to all parties to take more actions to protect our people, environment and planet. On the corporate front, there are heightened calls from regulatory bodies and institutional investors pushing for better ESG practices and reporting amongst corporations, especially on climate action and the transition towards a low-carbon future.

At Genting Berhad, we take serious heed of this call and the ongoing sustainability developments. We are committed to do our part to preserve the planet and people. Our sustainability agenda is to achieve sustainable growth by continuing to manage our global business investments in a sustainable and responsible manner. Our Sustainability Pillars which are aligned to the United Nations Sustainability Development Goals, were refined in 2021 to focus on empowering good governance, sustaining economic value creation, driving environmental stewardship, safeguarding community welfare and enhancing workplace practices.

Throughout our history, we have consistently built and managed our businesses responsibly. Our business practices have always been guided by the five Genting Core Values of hard work, honesty, harmony, loyalty and compassion. These values form our underlying principles of sustainable development and responsible ESG practices and have helped 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, ensuring that we maintain high standards of corporate governance with zero tolerance against bribery, corruption and unethical conduct.

We are committed to abide by all applicable laws and adhere to the principles of fair competition in all our dealings, as espoused by Genting Berhad Code of Business Conduct and Ethics. This commitment is supported by our robust audit and whistleblowing functions, which have helped us to achieve zero legal actions on anti-competitive behaviour and zero violations of anti-trust and monopoly legislation.

The Genting vision, mission and values are common across our diversified portfolio of companies, although they have sustainability matters that are unique to their operations. Our principal subsidiaries (or portfolio companies) namely Genting Singapore, Genting Malaysia, Genting Plantations, Genting Energy and Resorts World Las Vegas are at various stages of developing their sustainability agenda and are putting in place their building blocks for greater depth of reporting of their ESG performance. We support their ESG initiatives and look favourably on their ESG targets and commitments to reduce resource consumption and emissions in their respective operations.

As an investment holding company, Genting Berhad does not pose any significant environmental risk or impact. Any significant impact will likely be indirect from the operations of our portfolio companies. However, we believe every action taken to minimise carbon footprint can make a difference in the fight against climate change and environment degradation. We are doing our part to protect the environment.

OVERVIEW

MESSAGE FROM EXECUTIVE DIRECTOR, PRESIDENT & CHIEF OPERATING OFFICER

In Malaysia, our efforts to reduce carbon footprint support the country's Nationally Determined Contribution ("NDC") goal to unconditionally reduce economy-wide carbon intensity (against gross domestic product) of 45% by 2030, compared to 2005 level. Industry best practices are being adopted to consciously reduce our carbon footprint group wide. To address climate risks and climate change, our portfolio companies are working towards carbon neutrality.

Amongst the ESG commitments disclosed by our portfolio companies, Genting Singapore has set specific sustainability targets such as by 2030 to reduce their carbon emissions intensity by 30%, reduce their waste to landfill by 50%, achieve 100% electric transportation and support local business with more than 90% biddable spend. Resorts World Sentosa has stepped forward as a founding member of the Sentosa Carbon Neutral Network to transform Sentosa Island into a sustainable tourism destination and to achieve carbon neutrality by 2030. Resorts World Genting in Malaysia has specified a 5-year annual energy reduction targets. Genting Plantations has established full commitment on 'no forced labour' and 'no child labour' in its entire supply value chain.

Genting Malaysia and Genting Singapore have begun aligning their climate-change mitigation disclosures within the recommendations set by the Task Force on Climate-Related Financial Disclosures ("TCFD"). Genting Singapore has also begun disclosing their climate change impacts through the CDP platform, reputedly the world's leading environmental disclosure platform.

At Genting Berhad, we have enhanced our sustainability approach to align with the latest reporting guidelines and disclosures. We will continue to enhance our future reporting to address the growing informational needs of our stakeholders.

People are fundamental to the long term success of our businesses. Our employees and customers are vital for our continuous growth. We are grateful to our workforce whose hard work has helped us to achieve commendable financial performance with group revenue or economic value generated of RM13.5 billion in 2021.

The health and safety of our employees and the customers of our portfolio companies are key priorities at all times and we strive to protect and keep them safe always. In response to the ongoing COVID-19 pandemic, we continue to implement strict health and safety measures in compliance with government guidelines to enable employees to return to work, leisure guests to visit our resorts and visitors to visit our work premises safely. All employees are encouraged to be fully vaccinated and take booster doses. With the rising cases of new infections, we will continue to stay vigilant, encourage compliance to SOPs and provide a safe workplace for our employees. These measures included sanitising our workplace regularly and implementing rotational work schedules.

We have also reached out to support the society with a total of RM15.4 million of cash or in-kind given to various community causes in 2021.

We value and appreciate the support and good relationships with all our stakeholders. I wish to thank our Board, management and staff for the collaborative support and engagement throughout the years. My appreciation is extended to our government, regulators, investors, lenders, business partners, customers, suppliers, employees and other stakeholders for their steadfast support and cooperation which have kept us going strong throughout these years. I look forward to your continuous support as we continue to manage global business investments in a sustainable and responsible manner.

TAN KONG HAN

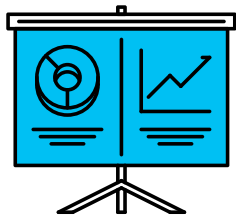
Executive Director, President & Chief Operating Officer

24 February 2022

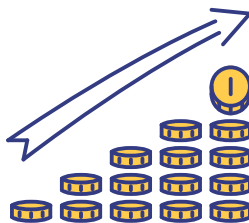
2021 SUSTAINABILITY HIGHLIGHTS

GRI 102-31

Economic Value Generated
RM13.5 billion



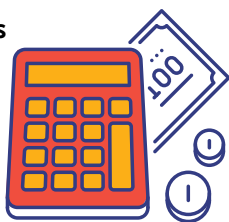
Employee Wages & Benefits
RM3.5 billion



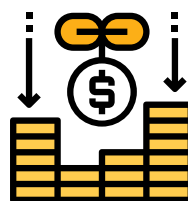
Payments to Providers of Capital
RM2.4 billion



Payments to Governments (net taxes)
RM0.5 billion



Total Assets Employed
RM102.4 billion



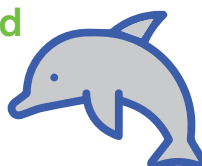
Investments with operations in **9 countries** across 4 continents



1.6 million MT of biomass recycled from oil palm based operations (equivalent to ~79% fresh fruit bunches produced)



Resorts World Sentosa **protects 51 threatened marine species**



202 GWh of Clean Energy produced at Jangi Wind Farm



Community investments
RM15.4 million



Over **94,000 people** benefitted from our philanthropic activities



100% of employees received anti-corruption training and awareness



Employing over **47,000** people globally



Zero Incidents of Corruption Non-compliance and Human Rights Violations



Zero exceedance in local environmental compliance at Banten power plant since commercial operations in March 2017



ABOUT GENTING BERHAD

GRI 102-16

OUR VISION

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

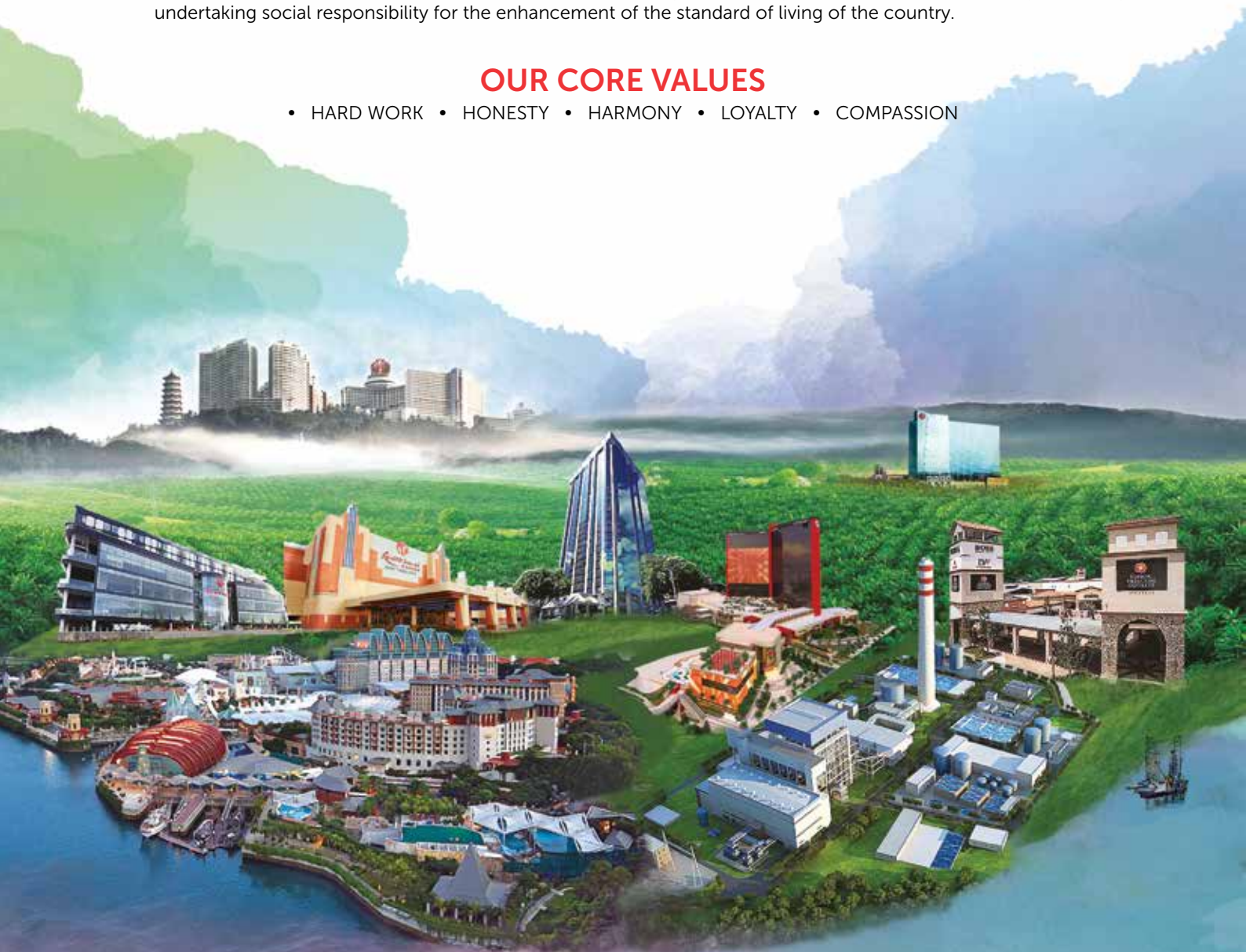
OUR MISSION

We will:

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

OUR CORE VALUES

- HARD WORK • HONESTY • HARMONY • LOYALTY • COMPASSION



OVERVIEW

ABOUT GENTING BERHAD

OUR PROFILE

Founded in 1965 by the late Tan Sri Lim Goh Tong when he brought his vision of building a temperate mountaintop resort in tropical Malaysia to life, Genting Berhad has evolved from its entrepreneurship roots to an investment holding and management company with sustainable value creation at its core.

Since its incorporation in 1968 and subsequent listing in 1971, Genting Berhad has grown into one of Asia's leading and best-managed multinationals with investments in the leisure and hospitality, oil palm plantations, power generation, oil and gas, property development, life sciences and biotechnology industries.

Our portfolio spans 9 countries around the world, managed by our listed subsidiaries Genting Singapore Limited, Genting Malaysia Berhad and Genting Plantations Berhad, as well as our principal unlisted subsidiaries Genting Energy Limited and Resorts World Las Vegas LLC.

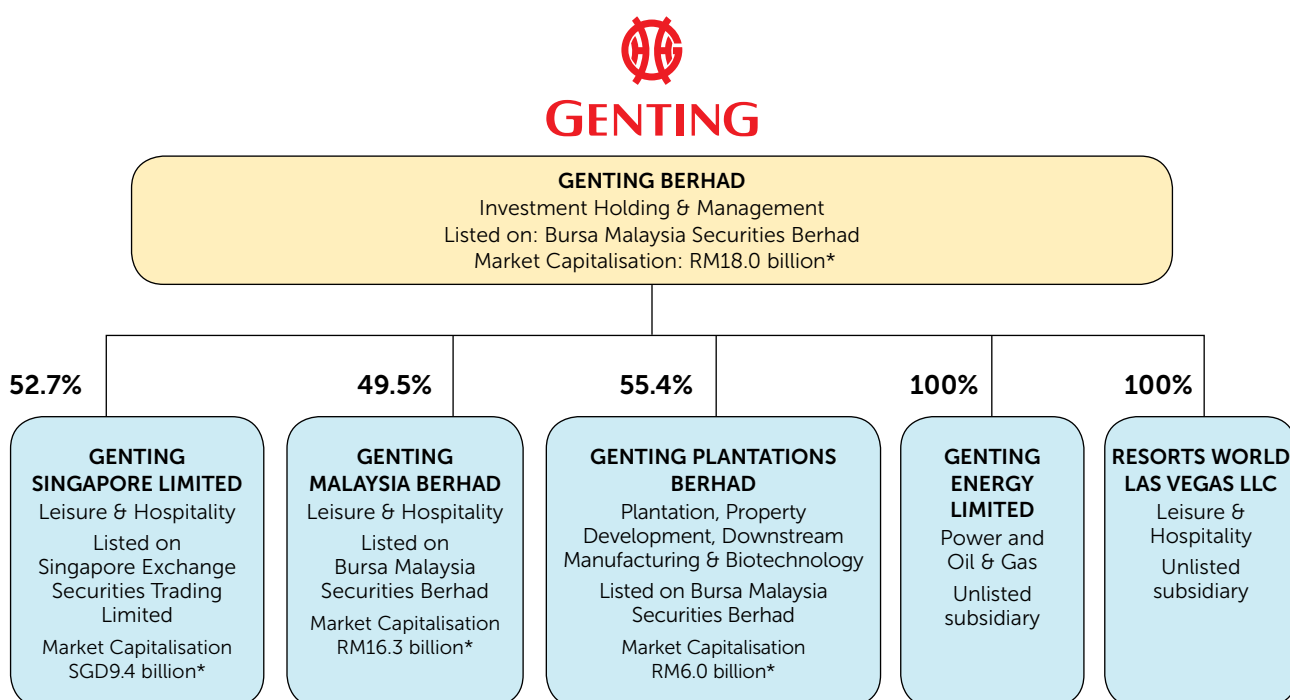
Genting Berhad is led by Tan Sri Lim Kok Thay, who is a son of our beloved Founder. The family heritage provides Genting Berhad with a unique multi-generational perspective in value creation. This has translated into a long-term investment approach in stewarding our portfolio towards delivering strong financial returns to shareholders while preserving the ecosystem of our planet and supporting our local communities.

Genting Berhad and its portfolio companies are also known as the Genting Group. In its core leisure and hospitality business, the Genting Group markets and offer a suite of leisure products under a number of premier brands including Genting, Resorts World, Genting Grand, Genting Club, Crockfords and Maxims. The Genting Group has tie ups with established names such as Universal Studios, Premium Outlets, Zouk, Hard Rock Hotel, Hilton and other renowned international brand partners.

The intellectual property rights of Genting Berhad, in particular "Genting" and "Resorts World" trademarks and brand names are valuable company assets that have grown in line with the expansion of Group's businesses.

Genting Berhad is committed to continue managing its global business investments in a sustainable and responsible.

The market capitalisation of Genting Berhad was RM18.0 billion as at 31 December 2021. The company is listed on the Main Market of Bursa Malaysia Securities Berhad ("Bursa Malaysia") under Consumer Products and Services sector. It is a constituent stock in the FTSE Bursa Malaysia KLCI Index. The company's corporate offices are based in Wisma Genting.



Notes:

The above chart is a simplified version of the Genting Group's corporate structure. A detailed corporate structure is disclosed in the Annual Report 2021.

* As at 31 December 2021.

OVERVIEW

ABOUT GENTING BERHAD OUR GLOBAL FOOTPRINT



Operating in

9

countries

Over

47,000

full time employees
of diverse nationalities across the world

Leisure & hospitality • power generation • oil & gas • oil palm plantations
• property development • life sciences & biotechnology



Plantations

Genting Plantations Berhad

- One of Malaysia's lowest cost palm oil producers with operations covering downstream palm-based products, property development and agriculture technology ventures.
- 20 Total landbank: about 243,500 hectares (73% in Indonesia and 27% in Malaysia)
- 12 oil mills with total milling capacity of 665 metric tonnes/year
- 21 Johor Premium Outlets® & Genting Highlands Premium Outlets®, Malaysia
- over 23,500 employees

Leisure & Hospitality

9 Resort World properties with
3 mega resorts in Malaysia, Singapore and
Las Vegas

Genting Berhad

- ### 1 Resorts World Las Vegas, USA

Genting Singapore Limited

- 2 Resorts World Sentosa, Singapore**

Genting Malaysia Berhad

- 3 Resorts World Genting, Malaysia
- 4 Resorts World New York City, USA
- 5 Resorts World Catskills, USA
- 6 Resorts World Bimini, Bahamas
- 7 Resorts World Birmingham, UK
- 8 Resorts World Langkawi, Malaysia
- 9 Resorts World Kijal, Malaysia
- 10 Genting UK – over 30 casino properties
- 11 Crockfords Cairo, Egypt
- 12 Awana Hotel, Malaysia
- 13 Hilton Miami Downtown Hotel, USA

- over 18,000 hotel rooms
- over 23,000 employees

Energy

Genting Energy Limited

- over 600 employees

Power

- over 3,600 megawatts total gross installed capacity
 - over 1,800 megawatts net attributable operating capacity
 - 4 power plants
- 14 Banten power plant, Indonesia
 - 15 Meizhou Wan power plant (Phase I & Phase II), China
 - 16 Jangi wind farm, India
 - 17 Tanjore Power power plant, India

Oil & Gas

- 18 Chengdaoxi Block, China
– average output: 8,000 barrels of oil/day
- 19 Kasuri PSC, Indonesia

OVERVIEW

OUR PORTFOLIO COMPANIES

GRI 102-2, 102-4, 102-5, 102-6, 102-7, 102-45

GENTING SINGAPORE LIMITED ("GENTING SINGAPORE")



- Genting Singapore is 52.7% owned by Genting Berhad.
- The market capitalisation of Genting Singapore was SGD9.4 billion as at 31 December 2021. The company is listed on the Main Market of Singapore Stock Exchange Securities Trading Limited under the Cyclical Consumer Services and Casinos & Gaming industry. It is a constituent stock of the Strait Times Index and is one of the largest companies in Singapore by market capitalisation.
- The principal activities of Genting Singapore and its subsidiaries are in the development, management and operation of integrated resort destinations including gaming, attractions and hospitality, MICE, leisure and entertainment facilities.
- Genting Singapore owns and operates Resorts World Sentosa, an award-winning destination resort in Singapore and one of the largest integrated resort destinations in Asia. Resorts World Sentosa features S.E.A. Aquarium (one of the world's largest Oceanariums), Adventure Cove Waterpark, Universal Studios Singapore theme park, a casino, hotels, MICE facilities, celebrity chef restaurants and specialty retail outlets.

OVERVIEW

OUR PORTFOLIO COMPANIES

GENTING SINGAPORE LIMITED

KEY ESG COMMITMENTS



Genting Singapore's sustainability vision is to be a global leader in sustainable tourism. In support of this vision, the company launched the 'RWS Full Circle' framework and developed the '2030 Sustainability Master Plan', a strategic blueprint that outlines Genting Singapore's sustainability goals and represents the next bound in its journey to achieve carbon neutrality, create positive socio-economic impact and to better serve current and future generations.



Genting Singapore's sustainability mission is to achieve carbon neutrality by 2030 and create positive socio-economic impact through sustainable practices and development.



In 2021, Resorts World Sentosa joined hands with Sentosa Development Corporation as one of the 17 founding members to form the Sentosa Carbon Neutral Network, Singapore's first carbon neutrality-focused business alliance. This is a collective public-private effort to achieve carbon neutrality by 2030 and to transform Sentosa into a sustainable tourism destination.



In supporting its community, Genting Singapore has stepped forward once again in 2021 as the Managing Agent of the Community Treatment Facility at the National Trades Union Congress ("NTUC") Health Nursing Home in Tampines to oversee a capacity of about 250 beds with more than 120 team members volunteering to care for vulnerable COVID-19 patients.



In 2021, Genting Singapore began disclosing its climate change impacts through the world's leading environmental platform, CDP (formerly known as the Carbon Disclosure Project) reporting platform. Genting Singapore has also started implementing recommendations from the Task Force on Climate-related Financial Disclosures ("TCFD") to enhance its assessment and disclosure of climate-related risks and opportunities, ahead of the Singapore Exchange requirement.

KEY ESG RECOGNITIONS

- Genting Singapore has received multiple sustainability awards and accolades in recognition to our longstanding commitment to drive sustainability and create positive socio-economic impact.
- In July 2021, Resorts World Sentosa became the first destination in the world to be certified against both the Global Sustainable Tourism Council ("GSTC") Destination Criteria and the GSTC Industry Criteria for Hotels.
- The company received of the Special Award for Sustainability and Special Award for Community Care (Business) at the Singapore Tourism Awards 2021, which recognises businesses leading the charge in implementing sustainable tourism solutions and displaying exceptional care towards the community during COVID-19.
- The company bagged two awards at the 2021 Chartered Institute of Procurement and Supply ("CIPS") Asia Excellence in Procurement Awards ceremony for Best Community Response Project and Overall Winner in recognition of its exemplary supply chain management during COVID-19.
- The company attained Medium Risk in Sustainalytics ESG Risk Rating.
- The company was named to the Bloomberg Gender-Equality Index which tracks the performance of public companies committed to supporting gender equality through policy development, representation and transparency.
- In recognition of its consistent achievements and performance in packaging waste reduction, the company took home the Top Achievement Award (MNC) for the third consecutive year at the Singapore Packaging Agreement Award ceremony held in March 2021.

OVERVIEW

OUR PORTFOLIO COMPANIES

GENTING MALAYSIA BERHAD ("GENTING MALAYSIA")



- Genting Malaysia is 49.5% owned by Genting Berhad.
- Started as Resorts World Sdn. Bhd., a private company limited by shares, which was incorporated on 7 May 1980. The company's name was changed to Resorts World Bhd (1989 – 2009), and subsequently Genting Malaysia Berhad ("Genting Malaysia") in 2009. In 1989, Genting Malaysia and Genting Berhad underwent a restructuring exercise, in which the former acquired Genting Berhad's entire gaming, hotel and resort-related operations, inclusive of goodwill and other relevant assets.
- The market capitalisation of Genting Malaysia was RM 16.3 billion as at 31 December 2021. The company is listed on the Main Market of Bursa Malaysia under the Consumer Products and Services sector. It is a constituent stock in the FTSE Bursa Malaysia KLCI Index and the FTSE4Good Bursa Malaysia Index.
- Genting Malaysia owns and operates major resort properties including Resorts World Genting in Malaysia, Resorts World New York City and Resorts World Catskills (which is 49%-owned via an associate company) in the US, Resorts World Bimini in the Bahamas, Resorts World Birmingham and over 30 casinos in the UK and Crockfords Cairo in Egypt.
- Resorts World Genting is the Genting Group's first integrated resort and Malaysia's premier resort destination. The resort has about 10,500 rooms, seven hotels and features wide-ranging leisure and entertainment facilities, including gaming, theme park and amusement attractions, dining and retail outlets, as well as international shows and business convention facilities. Genting Skyworlds, the highly anticipated world class themepark soft opened on 8 February 2022, adding to the extensive entertainment offerings at the resort.
- Genting Malaysia also owns and operates two beautiful seaside properties in Malaysia, namely Resorts World Kijal in Terengganu and Resorts World Langkawi on Langkawi island.

OUR PORTFOLIO COMPANIES

GENTING MALAYSIA BERHAD

KEY EES COMMITMENTS

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

CORPORATE GOVERNANCE

- 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



Environment

ENVIRONMENTAL STEWARDSHIP

- 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



Social

WORKPLACE OF CHOICE

- To create a conducive and well-balanced workplace with emphasis on health, safety and wellbeing of employees
- To attract and retain talents by providing an environment where our employees have the opportunity to grow
- To improve competencies through training, learning and development
- To recognise and reward outstanding performance



CUSTOMER ORIENTATION

- 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



COMMUNITY CARE

- 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

In 2021, Genting Malaysia began work on enhancing its Sustainability Framework to better align its sustainability focus areas to its core business operations.

OVERVIEW

OUR PORTFOLIO COMPANIES

GENTING MALAYSIA BERHAD

KEY ESG RECOGNITIONS



FTSE4Good

Genting Malaysia is a constituent member of the FTSE4Good Bursa Malaysia Index since 2018.



Resorts World New York City, which opened the 400-room Hyatt Regency JFK Airport in 2021, was honoured at the Queens Chamber of Commerce's Building Recognition Awards. The property won Best New Construction and Best Interior Design in the hotel categories.



Resorts World Catskills has been LEED-certified. LEED provides a foundation for green buildings that are healthy, energy-efficient as well as cost effective, and is a widely recognised mark of excellence and leadership in the field of sustainability.



Genting Malaysia's biodiversity efforts have been formally recognised by the Malaysian Nature Society (MNS) along with the Department of Agriculture Malaysia and the Department of Wildlife.

OVERVIEW

OUR PORTFOLIO COMPANIES

GENTING PLANTATIONS BERHAD ("GENTING PLANTATIONS")



- Genting Plantations is 55.4% owned by Genting Berhad.
- The market capitalisation of Genting Plantations was RM 6.0 billion as at 31 December 2021. The company is listed on the Main Market of Bursa Malaysia under the Plantation sector. It is a constituent stock in the FTSE Bursa Malaysia Mid 70 Index, FTSE4Good Bursa Malaysia Index and FTSE4 Good Bursa Malaysia (Syariah) Index.
- Commenced operations in 1980 as the plantation arm of Genting Berhad, Genting Plantations is now one of the country's leading oil palm plantation companies.
- Its plantation operations consist of 243,500 hectares of oil palm estates and 12 palm oil mills spread across Malaysia and Indonesia with a combined milling capacity of 665 metric tonnes per hour.
- Its business activities extend to:
 - Downstream activities related to the manufacturing and sale of palm-based products;
 - Property development and investment, leveraging on its strategically located landbank; and
 - Agriculture technology ("AgTech") activities relating to optimising yield, improving operating efficiency, enabling traceability and enhancing sustainability.
- The company consistently achieves yields above industry average, earning a reputation among peers as a low cost palm oil producer.
- Genting Plantations has released its sixth standalone of Sustainability Report 2021 in which the sustainability progress and issues material to its stakeholders are discussed in detail.
- Genting Plantations is a member of the Roundtable on Sustainable Palm Oil ("RSPO").
- It has received strong ESG external ratings from ZSL SPOTT Ranking, FTSE Russell for FTSE4Good and MSCI ESG Ratings.

OVERVIEW

OUR PORTFOLIO COMPANIES

GENTING PLANTATIONS BERHAD

KEY ESG COMMITMENTS



Genting Plantations is aligning its sustainability efforts to its Four-Pillared Sustainability Agenda and the United Nations Sustainable Development Goals with regard to the environment, social and governance aspects. Three significant sustainability goals have been identified to be addressed, namely climate risks and climate change, water security risks and social risks for which Genting Plantations would progressively work towards attaining the set parameters within the respective targeted timelines.



To address climate risks and climate change, Genting Plantations has initiated groundwork towards achieving Carbon Neutrality



To address water security risks, Genting Plantations will be implementing plans to reduce water-use intensity, together with implementing awareness and training programmes for its workforce to be more conscious on lowering water usage and mindful of the effluents and discharges produced.



To address the ever-pressing issue of social risks on Human Rights, particularly on forced labour and child labour, Genting Plantations is committed not to endorse any form of human exploitation nor tolerate any use of forced or bonded labour, or trafficked human, slavery and child labour in its workforce. Genting Plantations is ready to take a step further by establishing a full commitment of 'No Forced Labour' and 'No Child Labour' in its entire supply value chain, in line with its current efforts to improve the wellbeing of its workforce, especially the foreign workers in Malaysia and the local communities surrounding its operations by creating mutual shared values.

More details can be found in Genting Plantations' Sustainability Report 2021.

KEY ESG RECOGNITIONS

- Genting Plantations achieved an overall score of 72% in the ZSL SPOTT assessment and was ranked 23 out of 100 companies in 2021.
- Genting Plantations is a constituent member of the FTSE4Good Bursa Malaysia Index. Its ESG rating was 3.3 out of 5.0 in 2021.
- Genting Plantations received a rating of BB (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment in 2021.

OVERVIEW

OUR PORTFOLIO COMPANIES

GENTING ENERGY LIMITED ("GENTING ENERGY")



- Genting Energy is unlisted and wholly owned by Genting Berhad.
- Genting Energy comprises the power and oil & gas business activities of the Group.
- Power division was founded in 1995 when the Group invested in its first power plant and became one of the original 5 independent power producers in Malaysia. It was also the first thermal plant to provide its own water supply and supply steam to other industries in Malaysia. Today, the power division has equity stakes in 4 power plants and projects across Asia. This includes wind power, coal-fired and gas fired power plants in China, Indonesia and India with total net attributable operating capacity of 1,872MW.
- Good track record of generating significantly more value on its investments and have a strong network of business ties in the power industry in China, Indonesia and India – three of the fastest growing power industries in the region.
- Genting Oil & Gas Limited spearheads the oil and gas businesses of the Group.
- Oil & gas division was founded in 1996 and has developed 9 projects across 3 countries, mostly 100% owned and operated.
- Oil & gas division has developed a significant reputation in:
 - (a) Identification or acquisition of good exploration & production acreage
 - (b) Safe operation of over 30 onshore and offshore exploration & producing wells
 - (c) A high exploration success rate to generate value
 - (d) Fractured reservoirs
 - (e) Heavy oil development
- Its existing oil & gas assets consist of the oil-producing Chengdaoqi block in the shallow waters of Bohai Bay, China and a gas development field under the Kasuri production sharing contract in West Papua, Indonesia.

OVERVIEW

OUR PORTFOLIO COMPANIES

GENTING ENERGY LIMITED

KEY ESG COMMITMENTS



As power generation and oil and gas businesses naturally call for greater responsibilities in managing the environmental impact from its operations, Genting Energy is committed to minimising pollution and protecting its surrounding operating environment.



To actively engage with their stakeholders and manage operations to have the least possible negative environmental and social impact.



To explore and invest in sustainable solutions to improve operational efficiency and reduce greenhouse gas emissions.



To maintain zero exceedance in its local environmental compliance in all its plants to minimise environmental risks.

KEY ESG RECOGNITIONS

- Genting Energy's first renewable project, the 91.8MW Jangi wind farm in India relies on natural wind power to generate electricity and does not produce atmospheric pollutants. Jangi wind farm is registered with the United Nations Framework Convention on Climate Change ("UNFCCC") under Clean Development Mechanism ("CDM"). CDM stimulates sustainable development and emission reductions, while giving industrialised countries some flexibility in how they meet their emission reduction or limitation targets. Under CDM, emission-reduction projects in developing countries can earn saleable certified emission reduction ("CER") credit. This saleable credit can be used by industrialised countries to meet part of their emission reduction targets under the Kyoto Protocol.
- The Banten power plant has successfully recertified its ISO 14001:2015 Environmental Management System certification. This international accreditation underscores Genting Energy's continuous commitment towards improving environmental aspects and impacts from its operations.
- The Banten power plant has recorded zero exceedance in its local environmental compliance since its commercial operations in March 2017.
- The Banten power plant participates in Indonesia's Programme for Pollution Control, Evaluation and Rating, governed by Ministry of Environment and Forestry, Indonesia. The Banten power plant has been rated "blue" by this programme since its participation in 2019, recognising its outstanding performance in environment protection.
- Banten power plant has received the following awards:
 - Environmentally Friendly Company (Graded as Good) for three consecutive years (2017, 2018 & 2019) by Serang Regency Municipal, Indonesia
 - Indonesia Best Electricity Award 2017 - The Best Efficiency Power Plant by Ministry of Energy and Mineral Resources, Indonesia
 - Indonesia Best Electricity Award 2017 - Top 5 Environmentally Concerned Company by Ministry of Energy and Mineral Resources, Indonesia

OVERVIEW

OUR PORTFOLIO COMPANIES

RESORTS WORLD LAS VEGAS LLC (“RESORT WORLD LAS VEGAS”)



- Resorts World Las Vegas LLC is a wholly owned unlisted principal subsidiary of Genting Berhad.
- The company develops and operates Resorts World Las Vegas, which opened its doors on 24 June 2021.
- As the newest resort property in the Las Vegas strip and the third mega integrated resort of the Genting Group, Resorts World Las Vegas is tech-forward, innovative and inclusive, standing on the pillars of elevated service, harmony, loyalty and luxury.
- In partnership with Hilton, Resorts World Las Vegas integrates three of Hilton’s premium brands into its resort campus, including Las Vegas Hilton, the resort’s full-service brand; Conrad Las Vegas, Hilton’s lifestyle luxury brand; and LXR, Hilton’s network of independent luxury properties, which operates as Crockfords Las Vegas, Genting’s internationally renowned ultra-luxury brand.
- Resorts World Las Vegas features 3,506 guest rooms and suites, an innovative, next-generation gaming floor, world-class food and beverage options, a 5,000-capacity theatre, distinct nightlife venues, high-end retail outlets and 250,000 square feet of meeting and event space.
- The integrated resort weaves time-honoured traditions of the international Resorts World brand into the fabric of Las Vegas, introducing a bold, fresh take on hospitality to the city with stunning design, progressive technology and world-class guest service.

OVERVIEW

OUR PORTFOLIO COMPANIES

RESORTS WORLD LAS VEGAS LLC

KEY ESG COMMITMENTS



We are committed to reduce the environmental footprint while operating our business. Our long-term commitment is to help improve the environment while still offering premium accommodations and experiences for our guests.



We are committed to reduce environmental impact and achieve long-term sustainability through eco-friendly design. Our buildings and infrastructure are planned with smart technology and eco-friendly features to reduce carbon footprint and minimise the environmental impact.



We are committed to reduce environmental impact and greenhouse gas emissions. 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.



We are committed to adopt preventative measures to conserve the environment and reduce pollution. We advocate the 3R actions of reduce, reuse and recycle at our workplace.

KEY ESG RECOGNITIONS

- **Green Buildings:** Resorts World Las Vegas' three hotel brands, namely Las Vegas Hilton, Conrad Las Vegas and Crockfords Las Vegas, LXR Hotels & Resorts, have earned Gold Certification under the **Leadership in Energy and Environmental Design** ("LEED") programme. Developed by the U.S. Green Building Council, LEED certification is considered the benchmark in the green building industry, providing building owners and operators with a framework for identifying and implementing practical and measurable green building strategies. This Gold Certification positions the resort amongst the best energy-efficient facilities in the world.
- **Environmental Management System:** The resort's environmental management system (EMS) has been third-party and independently ISO certified (ISO 9001 Quality Management; ISO 14001 Environmental Management; ISO 50001 Energy Management).
- **Health and Wellness:** The property has achieved GBAC STAR accreditation and is Sharecare Health Security VERIFIED with Forbes Travel Guide.

OUR PORTFOLIO COMPANIES

RESORTS WORLD LAS VEGAS LLC

The resort's sustainability programmes include:

- **Conservation efforts:** More than 300 trees, some up to 60 years old were salvaged from the original site prior to its construction and incorporated into the resort property upon its completion. Existing elements of the previous Echelon project were incorporated into the resort's design and construction.
- The resort has reported energy savings upward of 38% in comparison to industry baseline, reduced potable water use by 40% compared to industry baseline, water efficiency measures applied including water efficient appliances and fixtures, smart irrigation system and draught-tolerant landscape, over 75% of all construction waste was diverted from landfills, the use of eco-friendly materials throughout its entire development and the use of regional and local materials (supply chain) where feasible.
- **Alternative Transportation:** There are 16 electric vehicle parking spaces across the resort property, six public bus stops within a quarter-mile walking distance, preferred parking spaces for both carpools/vanpools and low-emitting/fuel-efficient vehicles, all aimed to reduce the carbon footprint. The use of electric vehicles will have lower carbon emissions compared to the traditional vehicles.
- Resorts World Las Vegas looks forward to the opening of a new passenger station and tunnel that is being constructed by its partner, The Boring Company by 2022, which will connect the resort to Las Vegas Convention Centre via an underground tunnel using all-electric Tesla vehicles that will swiftly transport passengers between the two properties in less than 2 minutes of travel time.
- **Single-Use Plastics:** Bulk amenity dispensers in guest rooms and water bottle filling stations are made available across the property to help limit the consumption of single-use plastic bottles.
- **Waste Management:** A comprehensive diversion programme that sorts and separates the resort's recyclables and food waste.
- **Indoor Air Quality:** A patented air ionisation system coupled with demand control ventilation technology provides unparalleled indoor air quality throughout the resort.
- **Event Impact Statement:** The use of meeting calculator that can provide tailored environmental reports for events and meetings on property.
- **Social Impact:** More than 25 charitable organisation partners in the local community, supported via volunteer activities and philanthropic giving.

OVERVIEW

OUR PORTFOLIO COMPANIES

LIFE SCIENCES AND BIOTECHNOLOGY INVESTMENTS

- TauRx Pharmaceuticals Ltd and Genting TauRx Diagnostic Centre Sdn Bhd ("GT Diagnostics") conduct research and clinical trials in the on-going fight against Alzheimer's Disease from the perspective of early diagnosis and treatment.
- GT Diagnostics 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.
- DNAe Group Holdings Limited ("DNAe") and Cortechs Labs Inc find ways to detect and treat diseases in the fields of oncology and neuro-degeneration. 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.
- Celularity Inc is a clinical stage biotechnology company leading the next evolution in cellular medicine by developing placental-derived off-the-shelf allogeneic cell therapies for cancer, infectious and degenerative diseases.
- INEX Innovate Pte Ltd develops and commercialises new technologies to address unmet needs in women's and foetal health.
- Synthetic Genomics Inc leverages on genomic innovations to address unsolved challenges in pharmaceuticals, energy and life sciences.
- Human Longevity Inc is a genomics-based health intelligence company using machine learning to help people fight diseases.
- ACGT Sdn Bhd and its seed producing partner Genting Agtech Sdn Bhd ("GAT") provide is in the business to provide total solutions and services to Genting Plantations' core agri-business in optimising yield, improving operation efficiency, enabling traceability and enhancing sustainability.



KEY ESG COMMITMENTS

- Through our investment in life sciences and biotechnology, we are committed to find new solutions to improve the health of people and enhance crop yield for food security and environmental sustainability.
- Our goal is to improve the quality of life for society and the health of the planet.

OUR STAKEHOLDERS

GRI 102-21, 102-33, 102-40, 102-42, 102-43, 102-44

We place stakeholder interests at the core of our decision-making process. This serves to ensure that our business strategies continue to meet the evolving expectations of our stakeholders. Our teams regularly engage with our stakeholders to obtain their insights on issues that they deem important to our businesses. We have established a range of communication channels to foster stakeholder engagement.

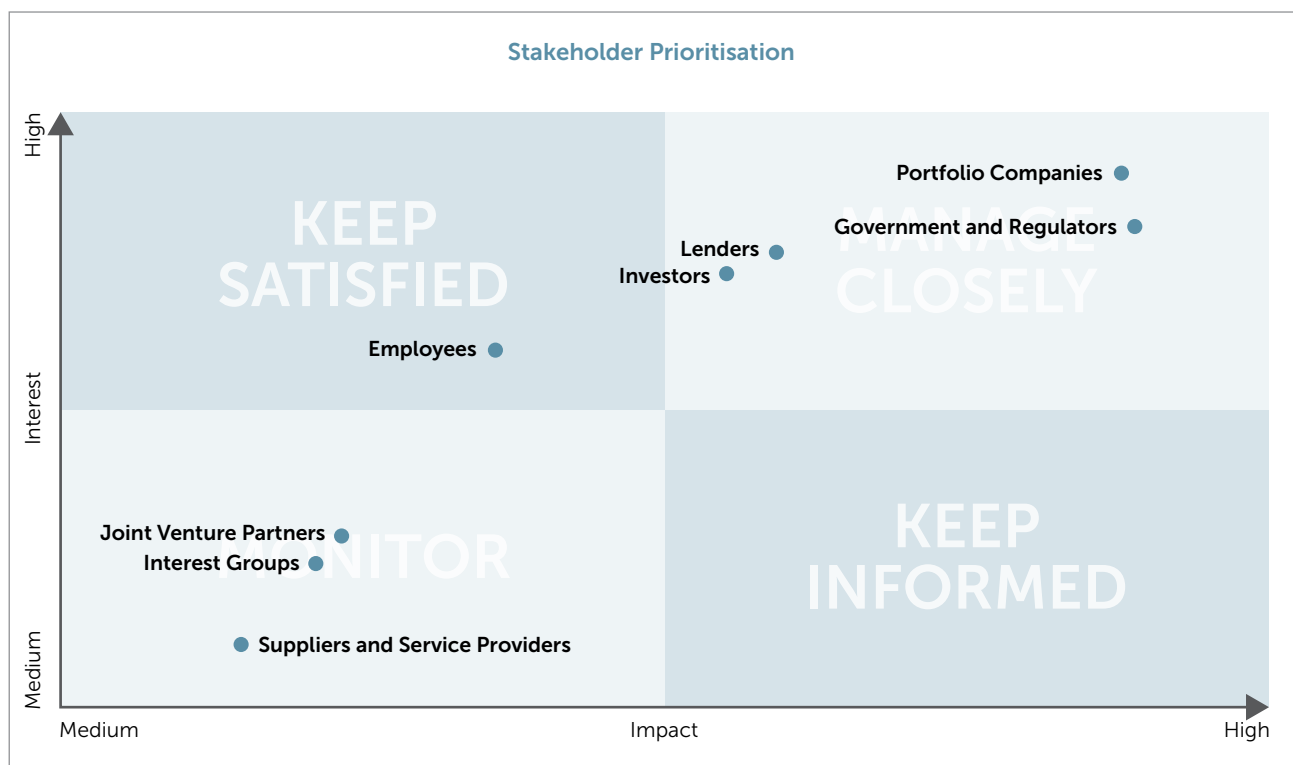
STAKEHOLDERS ^a	ENGAGEMENT METHODS	FREQUENCY	AREAS OF INTERESTS/ IMPACTS & BOUNDARIES	OUR GOALS
Portfolio Companies	<ul style="list-style-type: none"> Regular meetings and discussions ESG data collection & materiality assessment 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Business model continuity Alignment of policy and practices Economic performance 	Monitor the financial performance of our portfolio companies and their ESG impacts that are primarily indirect - to achieve long term sustainable growth.
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 their queries – to ensure 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 	Provide timely updates on our business performance and strategies – to maintain open and regular communications with the investment and media communities.
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 Fulfillment of loan covenants 	Build good working relationships with our lenders and protect our strong credit standing - to 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 Individual Development Plan Employee knowledge-sharing platforms Employee Well-being webinar New employee induction programme 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Remuneration Employee development and career planning Healthy and safe work environment Ethics and Code of Conduct 	Engage employees to create high performing work culture, good employee welfare, open communication and continuous learning.
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 	Forge strong strategic partnerships and advocate sustainability practices - to achieve mutual business objectives and performance targets.

OUR STAKEHOLDERS

STAKEHOLDERS [^]	ENGAGEMENT METHODS	FREQUENCY	AREAS OF INTERESTS/ IMPACTS & BOUNDARIES	OUR GOALS
Suppliers and Service Providers	<ul style="list-style-type: none"> • Supplier selection through prequalification 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 	Drive sustainability practices across our supply chain.
Interest Groups	<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 	Support local communities in the jurisdictions where we operate.

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

These stakeholder groups have been identified based on their direct impact on and interest in Genting Berhad's business activities, and have been further affirmed during the materiality assessment process undertaken in 2021. The following stakeholder prioritisation matrix shows the importance of our respective stakeholders and our management approach for each group.



OUR STAKEHOLDERS

In this report, we have included a new stakeholder classification of 'Portfolio Companies' to ensure that the views and interests of our listed and unlisted subsidiaries are given due representation during deliberations. Indirect stakeholder groups such as customers and the community of our portfolio companies, with whom Genting Berhad has little to no direct dealings, are omitted from our disclosure.

In light of the COVID-19 pandemic, the frequency of face-to-face meetings and events was reduced in 2021 in favour of socially-distanced digital communication channels. This included our Annual General Meeting which was held virtually for the second consecutive year in 2021, in compliance with the Securities Commission Malaysia's guidelines. We engage frequently with lenders and investors to ensure that we remain in a strong financial position to face any risks or opportunities ahead.

As part of its stakeholder engagement, Genting Berhad held more than 180 meetings with lenders (bankers, bondholders and rating agencies) and investors (shareholders, equity analysts and potential investors) in 2021.

All material company announcements are published through Bursa Malaysia. Stakeholders and the public can also access these company announcements and other corporate information about the Company and the Group at Genting Berhad's official corporate website at www.genting.com.

Genting Berhad also keeps abreast on regulatory updates and shareholders' concerns through its membership in associations such as the Federation of Public Listed Companies and Minority Shareholders Watch Group.

Genting Berhad's official corporate website: www.genting.com



OUR MATERIAL MATTERS

GRI 102-11, 102-29, 102-47, 103-1

Materiality assessments are integral to Genting Berhad's sustainability reporting journey and are conducted yearly since the launch of the Company's standalone sustainability report, 6 years ago. The process allows the Company to accurately identify and assess key topics of material concerns to its businesses and its stakeholders within the context of its operating environment.

In 2021, the Company engaged an external consultant to conduct a comprehensive materiality assessment. The process of the materiality assessment is detailed below:

Step 1: Determining the Objectives and Scope

A comprehensive gap analysis with peer comparison was conducted to determine the reporting gaps of Genting Berhad from the standpoint of an investment holding company, taking into consideration the emerging risks and trends of the operating landscape to determine the scope of the assessment.

Step 2: Identification and Categorisation of Material Matters

A list of 24 ESG topics was identified based on Genting Berhad's existing material topics and the ESG themes from the reporting frameworks referenced. The list was further refined to derive the 16 key material matters for assessment. Specific material matters of greater importance to the respective Portfolio Companies were also identified.

Step 3: Board & Management Briefing & Validation

The findings from the gap analysis process and material topic determination were briefed to the Board and Management through a virtual training session which highlighted the latest ESG regulatory developments in corporate Malaysia. The list of material topics were presented for validation before the assessment.

Step 4: Materiality Assessment Survey

An online materiality assessment survey was held in December 2021, where opinions were gathered from the Board of Directors and Management of Genting Berhad and our portfolio companies to rank and rate the topics from their standpoint, and the deemed interest and importance of these topics to Genting Berhad's other stakeholders.

Step 5: Materiality Analysis and Prioritisation

The feedbacks gathered from the survey were tabulated by the external sustainability consultants using best practices in statistical analysis with different weightage scores for different stakeholder groups' feedback for stronger validity of the results. The material matters were plotted on a materiality matrix to determine its priority to the sustainability of Genting Berhad.

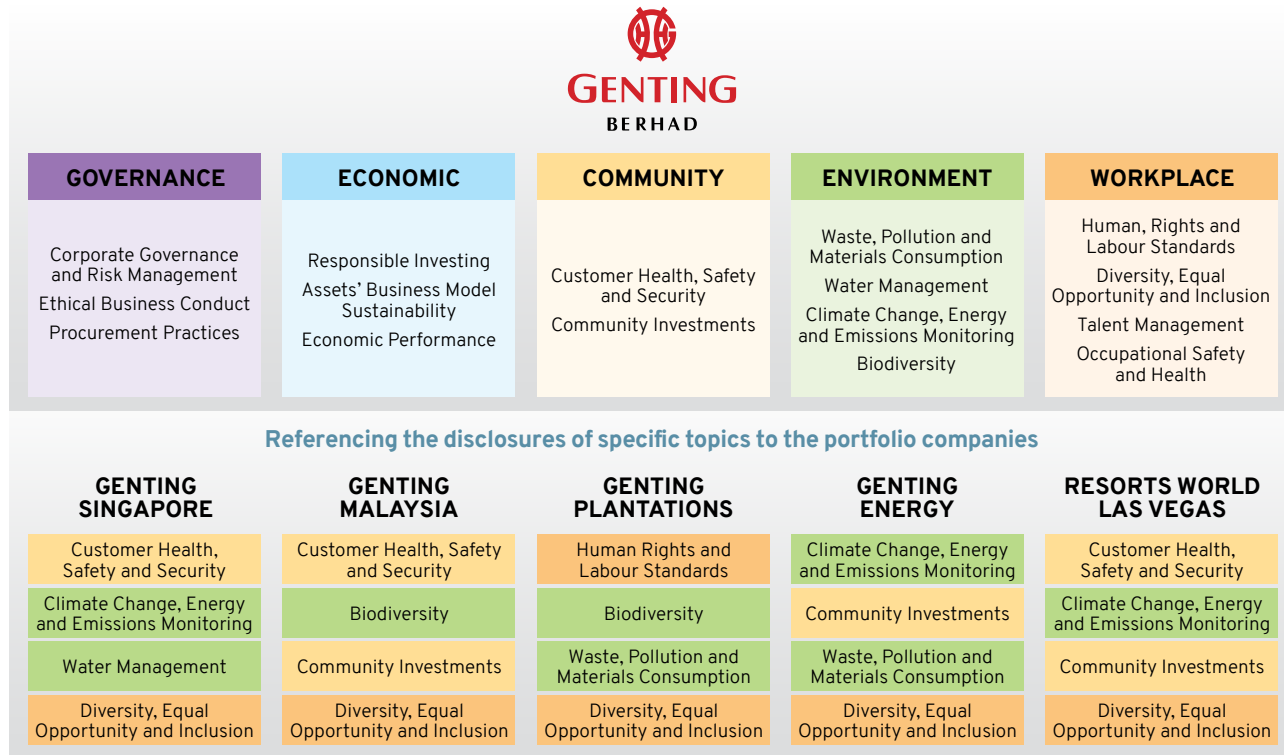
Step 6: Validation and Endorsement of Materiality Matrix

The materiality matrix and findings from the materiality assessment survey were presented to the Board for validation and were approved by the Board on 24 February 2022.

OVERVIEW

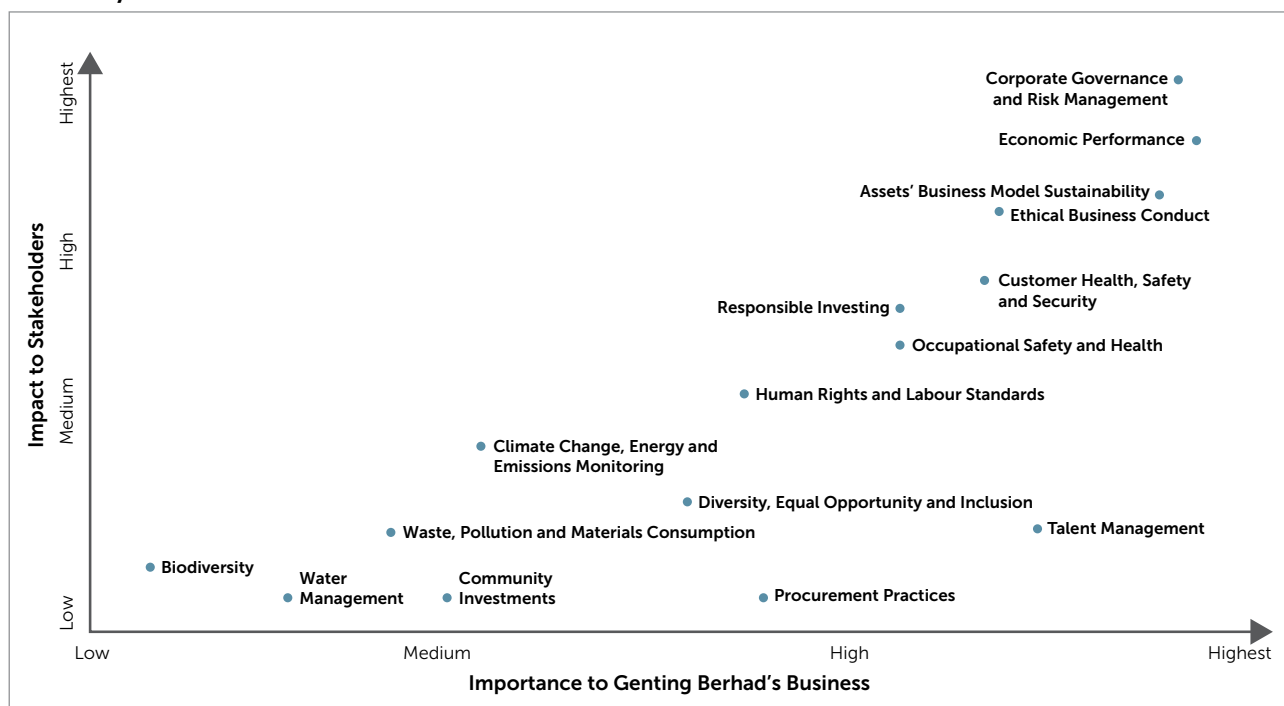
OUR MATERIAL MATTERS

The 16 key materials matters identified for Genting Berhad in 2021 were referenced to the specific topics of its portfolio companies.



These material matters were prioritised in a materiality matrix and the findings helped to develop the Sustainability Framework for Genting Berhad that outlines its sustainability agenda, commitments and strategies. Details of the management approach and performance data are disclosed in the subsequent pages of this report.

Materiality Matrix



OUR MATERIAL MATTERS

SUSTAINABILITY FRAMEWORK



GENTING
BERHAD



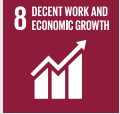








Our portfolio companies have the autonomy to decide and manage their respective material issues some which are unique to their operations. At Genting Berhad, we engage and communicate the importance of our sustainability matters to our portfolio companies without hampering their respective strategies and efforts to drive their sustainability agenda.

This is supported by Genting Berhad's Sustainability Policy, which outlines the commitments and strategies of our Board and Management in managing global business investments in a sustainable and responsible manner.









OUR MATERIAL MATTERS

SUMMARY OF KEY MATERIAL MATTERS

Pillar	Key Material Matter	Why it Matters	Our Strategic Response	UNSDG Linkages
Empowering Good Governance	Corporate Governance and Risk Management	To regulate business risks and ensure compliance with all laws and regulatory requirements.	Appropriate internal control, policies and procedures are in place to minimise business sustainability risks.	 
	Ethical Business Conduct	To promote trust and longstanding partnerships with all stakeholders while reducing systemic risks.	All employees, directors, vendors, suppliers and business partners are to adhere strictly to our Code of Business Conduct and Ethics. A whistleblowing channel is available for reporting of potential misconduct. Refresher training on the Company's Anti-Bribery and Corruption System was conducted in 2021 for all employees.	
	Procurement Practices	To ensure products and services procured are from vendors or suppliers with good ESG track record that best fit our needs, while invigorating the local economy.	At company level, 100% of our procurement spending was awarded to local suppliers. At group level, 93% suppliers were sourced locally in 2021.	
Sustaining Economic Value Creation	Responsible Investing	To incorporate ESG factors into the investment decision-making that will minimise sustainability risks and enhance financial returns in the long term.	Regular engagement with our portfolio companies to monitor their ESG initiatives and performance.	   
	Assets' Business Model Sustainability	To continue the wealth creation of our businesses for long term sustainable growth.	Regular engagement with our portfolio companies to monitor business continuity risks such as maintaining business licence, adhering to all relevant laws and regulations and ensuring our intellectual property rights are protected.	
	Economic Performance	To ensure strong financial performance that will generate strong economic value and its distribution to our stakeholders, and support the local economy.	Regular engagement with our portfolio companies to monitor the financial performance of their operations.	
Driving Environmental Stewardship	Biodiversity	While Genting Berhad does not have any significant direct impact on biodiversity, our portfolio companies have operations that have direct impact on biodiversity.	Regular engagement with our portfolio companies to monitor their biodiversity conservation efforts.	  
	Climate Change, Energy and Emissions Monitoring	To reduce the carbon footprint and protect our environment.	Regular engagement with our portfolio companies to monitor their sustainability efforts to reduce carbon emissions from their operating properties. These efforts include our power plants using sustainable technology solutions to improve their operational efficiency and to reduce GHG emissions.	
	Water Management	To conserve water, a finite resource and derive financial savings from reduced water consumption.	Monitor and track our water consumption at company level and by our portfolio companies.	
	Waste, Pollution and Materials Consumption	To reduce resource consumption and minimise the impact on the environment, including the reduction of GHG emissions.	Implementation of gradual digitalisation of our operations and recycling efforts to reduce consumption. Monitor and track the waste management performance of our portfolio companies.	

OUR MATERIAL MATTERS

SUMMARY OF KEY MATERIAL MATTERS

Pillar	Key Material Matter	Why it Matters	Our Strategic Response	UNSDG Linkages
Safeguarding Community Welfare	Customer Health, Safety and Security	The hotel and casino operations of our portfolio companies come with inherent risks to gambling addiction, site security and customer data privacy which may negatively impact their customers' wellbeing.	Monitor and track our portfolio companies' adoption of responsible practices such as responsible gaming practices by our leisure-based subsidiaries and the safety and security measures that are in place.	 
	Community Investment	To support the underprivileged and the needy in our local communities.	We support our local communities through various forms that include donations in cash and in-kind, employee volunteerism, fundraising events and other CSR projects.	
Enhancing Workplace Practices	Human Rights and Labour Standards	To protect the rights of our employees.	Policies, codes of conduct and SOPs are in place to safeguard the rights of our employees and workers in accordance with the applicable laws where we operate. Whistleblower mechanism is available to prevent the violation of these rights.	 
	Diversity, Equal Opportunity and Inclusion	Genting Berhad values equality, diversity and inclusion as a key driver of productivity, innovation and workplace cohesion.	Human resources policies are in place to ensure fair treatment and equitable opportunities for all employees, regardless of their background.	 
	Talent Management	To ensure business continuity and succession planning.	We allocate significant efforts in talent attraction, acquisition, engagement, retention, training, development and succession efforts to ensure a stable and sustainable talent pool is available for the Company and the Group.	 
	Occupational Safety and Health	To ensure a safe workplace environment where health and safety hazards are minimised to prevent illnesses, injuries, loss of lives, and operational disruption.	Monitor and track Occupational Safety and Health ("OSH") practices that are in place to reduce potential OSH incidents and accidents. The OSH performance data is provided in this report. Robust COVID-19 pandemic prevention procedures are implemented at our workplace and operating premises.	



EMPOWERING GOOD GOVERNANCE

CORPORATE GOVERNANCE AND RISK MANAGEMENT

GRI 102-18, 102-20, 102-30, 102-32



OUR BOARD OF DIRECTORS

Genting Berhad has established a robust sustainability governance structure involving the Board, which is the highest governance level in the Company, to set the strategic sustainability direction and ESG agenda.

The Board has oversight over all sustainability matters of Genting Berhad, as part of its corporate governance and risk management functions. The Board members are highly qualified professionals who bring a wealth of industry experience and expertise combined with financial and related skills to lead the Company towards achieving its long term goals. In line with the Malaysian Code on Corporate Governance, we practise non-discrimination in any form by ensuring due consideration is given to identify suitably qualified candidates if there is a need to appoint a new director.

Genting Berhad recognises the importance of Corporate Governance and Risk Management as a crucial process in creating a healthy and dynamic corporate culture through robust audit and risk management functions. Additional information on the corporate governance and risk management functions of Genting Berhad can be found in the 2021 Annual Report.

The Board has established the Board Committees, comprising Audit Committee, Risk Management Committee, Nomination Committee and Remuneration Committee to carry out its duties and responsibilities. The Board takes into account sustainability considerations when exercising its duties, including among others, the development and implementation of company strategies, business plans, major plans of action and risk management. The Board is assisted by the executive committees and sustainability working teams in carrying out its sustainability responsibilities.

EXECUTIVE COMMITTEE ("COMPANY EXCO")

The strategic management of material sustainability matters is driven by the Company Exco, comprising the senior management of Genting Berhad. The Company Exco engages with the Group Executive Committee, guides its sustainability working team and reports all relevant matters to the Board for deliberation. The Company Exco meets every month with the heads of departments of the Company and business units to review and make executive decisions on material issues and business strategies including ESG related matters. The President and Chief Operating Officer who is an executive director of the Company, normally chairs the Company Exco meetings. He is the designated person within the senior management to provide dedicated focus to manage sustainability strategically, including the integration of sustainability considerations in the operations of the Company.

GROUP EXECUTIVE COMMITTEE ("GROUP EXCO")

The Group Exco comprises the executive committee members of Genting Berhad and its key subsidiary companies. The Group Exco meeting is a monthly gathering of the executive directors, presidents and chief operating officers, chief financial officers and other senior executive officers from Genting companies, who meet to discuss and decide on material issues and strategies on a group basis, including ESG related matters. The President and Chief Operating Officer who is an executive director of the Company, normally chairs the Group Exco meetings.

RISK & BUSINESS CONTINUITY MANAGEMENT COMMITTEE ("RBCMC")

The RBCMC institutionalises the risk management practices in the respective business units of Company; ensures the effectiveness of the risk management policies and processes; identifies and reviews relevant material risks including sustainability risks and ensures appropriate actions are taken. The committee meets on a quarterly basis in a year to ensure the continual effectiveness, adequacy and integrity of the risk management system and any key risk matters including sustainability risks are escalated to the risk management committee and the Board for deliberation and approval. RBCMC comprises the senior management of the Company and is chaired by the President and Chief Operating Officer of Genting Berhad, who is an executive director of the Company.

CORPORATE GOVERNANCE AND RISK MANAGEMENT

SUSTAINABILITY GOVERNANCE

SUSTAINABILITY WORKING TEAMS

The sustainability working team of the Company comprises all departments that handle ESG data and information and is managed by the Curation department to prepare the annual sustainability report. The Curation department engages with the sustainability working teams of portfolio companies or subsidiaries to collate their ESG data and information for reporting as well as presents any material ESG findings and proposed actions to Company Exco for deliberation and guidance. The sustainability working teams from subsidiaries manage their respective sustainability initiatives, some which are unique to their operations.

HEADS OF DEPARTMENTS

The heads of departments of Genting Berhad are responsible to execute and integrate the sustainability initiatives of the Company as part of the daily operations. They monitor and communicate feedbacks to the Company Exco and the sustainability working team of Genting Berhad.

	GOVERNANCE BODY	ROLES & RESPONSIBILITIES
	GENTING BERHAD	
	BOARD OF DIRECTORS Board Committees Executive & Non-Executive Directors	<ul style="list-style-type: none"> Has oversight of all sustainability matters of Genting Berhad, as part of its corporate governance and risk management functions. Reviews and endorses the sustainability agenda, sustainability framework, sustainability policy and the annual sustainability report. Established Board Committees to carry out its duties and responsibilities. Assisted by the executive committees and sustainability working teams in carrying out its sustainability responsibilities.
Group Executive Committee Senior Management from Genting Berhad and key subsidiaries	Executive Committee Senior Management	<ul style="list-style-type: none"> Drives the strategic management of material sustainability matters of Genting Berhad Engages with the Group Executive Committee, guides its sustainability working team and reports all relevant material matters to the Board for deliberation. The President & Chief Operating Officer is the designated person within senior management to provide dedicated focus to manage sustainability strategically, including the integration of sustainability considerations in the operations of Genting Berhad.
	Risk & Business Continuity Management Committee Senior Management	<ul style="list-style-type: none"> Institutionalises the risk management practices in the respective business units of Genting Berhad, ensures the effectiveness of the risk management policies and processes, identifies and reviews relevant material risks including sustainability risks and ensures appropriate actions are taken.
Sustainability Working Team - subsidiaries Genting Malaysia Berhad Genting Plantations Berhad Genting Singapore Limited Genting Energy Limited Resorts World Las Vegas	Sustainability Working Team Heads of Departments	<ul style="list-style-type: none"> Comprises all departments of Genting Berhad that handle ESG data and information and is managed by the Curation department to prepare the annual sustainability report. Curation department engages with sustainability working teams of subsidiaries to collate ESG data and information for reporting and presents any material findings and proposed actions to the Executive Committee of Genting Berhad for deliberation and guidance. Sustainability working teams from subsidiaries manage their respective sustainability initiatives, some of which are unique to their operations.
	Heads of Departments Executives and Staff	<ul style="list-style-type: none"> Execute and integrate sustainability initiatives as part of the daily operations. Monitor and communicate feedbacks to the Executive Committee and the sustainability working team of Genting Berhad.

CORPORATE GOVERNANCE AND RISK MANAGEMENT

SUSTAINABILITY GOVERNANCE

Corporate Governance - Performance Data	2019	2020	2021
Number of Board of Directors	8	8	8
Number of Independent Directors on the Board	5	5	5
Number of women on the Board	1	1	1
Number of days between the date of AGM Notice Filing Date and date of AGM Date	28	21	28 (initial AGM date); 21 for postponed AGM
Number of days between the date of notice and date of meeting	28	21	29 (initial AGM date); 21 for postponed AGM
Number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	0	0	0
Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country	0	0	0
Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	0	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	No significant fines or non-monetary sanctions	No significant fines or non-monetary sanctions	No significant fines or non-monetary sanctions
Incidents of non-compliance with regulations resulting in a warning	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0
Total monetary value of significant fines	0	0	0
Total number of non-monetary sanctions	0	0	0
Cases brought through dispute resolution mechanisms	0	0	0

ETHICAL BUSINESS CONDUCT

GRI 102-17, 205-1, 205-2

As an Investment Holding Company, Genting Berhad holds the Group to the highest standard of integrity and advocates ethical business principles, fair practices and professional conduct in all our financial and non-financial dealings. This is outlined in our Code of Business Conduct and Ethics for Employees and Directors, which sets out a comprehensive list of expected behaviour among all employees and directors of the Group and its unlisted subsidiaries, governing:

- a safe and fair workplace;
- protection of company information, records and assets;
- duties of good faith, diligence and integrity, including conflict of interest, gifts, bribery and corruption, insider trading, money laundering, punctuality and attendance, fraud, purchasing and sourcing, and unfair competitive advantages;
- interaction on social media and with members of the traditional media;
- expected conduct with internal and external parties;
- security responsibility; and
- whistleblower procedures.

Additionally, all directors and employees of Genting Berhad have signed an Integrity Pledge and have declared conflicts of interests. Directors are also required to observe the Company Directors' Code of Ethics established by the Companies Commission of Malaysia. Third parties engaged to conduct business on behalf of or provide services to Genting Berhad are also required to acknowledge and adhere to the Code of Conduct for Third Parties to formalise the engagement.

ANTI-CORRUPTION AND WHISTLEBLOWING

Genting Berhad's Comprehensive Group-wide Anti-Bribery and Corruption System ("ABCS") was established on 1 June 2020. The ABCS Manual, which was adopted by Genting Berhad and its unlisted subsidiaries (with adaptations to local laws, where relevant), is designed to provide a frame of reference and guidance to all persons working for and with the company in observing and complying with the applicable laws on anti-bribery and corruption. It covers all forms of bribery and corruption, i.e. the offering, promising, giving, accepting or soliciting of an undue advantage or gratification of any value, financial or non-financial, directly or indirectly, irrespective of location.

Training on the ABCS was conducted when it was launched in 2020, with refresher training provided in October and November 2021 for all levels of staff. ABCS awareness has also been made a part of the induction programme of new employees. Awareness is further emphasised with e-posters on the key aspects of ABCS shared on a quarterly bases to all employees.

As Genting Berhad is an investment holding company, it has no departments or operations that are deemed to be at a higher risk of susceptibility for corruption. Departmental SOPs help to ensure compliance with the ABCS, and annual audits on ABCS compliance are conducted at all departments of Genting Berhad.

Third parties are required to complete a Due Diligence Questionnaire, provided together with a copy of the company's Code of Conduct for Third Parties, and sign an acknowledgement declaring an undertaking, amongst others, that they will not commit acts of bribery and corruption, they will comply with the Code of Conduct for Third Parties and report any acts of bribery and corruption through the Company's Whistleblower channels.

The whistleblowing mechanism was established to ensure our employees and other stakeholders have an avenue to report their concerns on improper conduct freely without fear of reprisal or intimidation. The process is guided by our Whistleblower Policy which is disseminated to all employees and made available on the Company's website at www.genting.com, and overseen by the Whistleblower Committee.

The Whistleblower Committee comprising the Executive Director, President and Chief Operating Officer of Genting Berhad, the Chief Financial Officer of Genting Berhad and the Chief Executive Officer of Genting Energy, are tasked with reviewing complaints received through the Whistleblower Committee.

EMPOWERING GOOD GOVERNANCE

ETHICAL BUSINESS CONDUCT

Complaints and concerns of potential misconduct can be directed to the Whistleblower Committee through the following means:

- 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.

These anti-corruption measures are further augmented with due diligence reviews, clear limits of authority and clear guidelines on what is acceptable conduct for employees, as well as warning of consequences for failure to comply. Oversight is provided by the Risk Management Committee of the Board and the Risk and Business Continuity Management Committee comprising senior management of the Company.

Anti-corruption and regulatory compliance performance data

Risk assessments related to corruption	2021
Total number and percentage of operations assessed for risks related to corruption	10 of 10 (100%)
Number of risk assessments conducted related to corruption	2 (i.e. half yearly assessments)
Significant risks related to corruption identified through the risk assessment	0

Operations assessed for risks related to corruption	2021
Number of confirmed incidents of corruption	0
Number of confirmed incidents in which employees were dismissed or disciplined for corruption	0
Total number of confirmed incidents when contracts with suppliers & contractors were terminated or not renewed due to violations related to corruption	0
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	0
Cost of fines, penalties or settlements in relation to corruption	0

Training and awareness relating to anti-corruption	2021
Percentage of directors who received training and were communicated on the Company's anti-corruption policies and procedures	100%
Percentage of employees (management, executives and staff level) who received training and were communicated on the Company's anti-corruption policies and procedures	100%
Percentage of business partners who were communicated on the Company's anti-corruption policies and procedures	100%

Note: The performance data is based on Genting Berhad. Training was conducted virtually for the company directors and group employees based in Wisma Genting

EMPOWERING GOOD GOVERNANCE

ETHICAL BUSINESS CONDUCT

Director	External Anti-Corruption Training Attended
Madam Koid Swee Lian	<ul style="list-style-type: none"> Section 17A of MACC Act 2009 - Parallels with UK offence and lessons learnt in the UK organised by the Hong Leong Financial Group
Dato Dr Thillainathan	<ul style="list-style-type: none"> Talk on Legal Perspective of AML/CFT (Anti-Money Laundering/Countering Financing of Terrorism), organised by Public Bank Berhad Talk on Development in Anti-bribery and Corruption Practices and Corporate Governance by Public Bank Berhad
Mr Eric Ooi	<ul style="list-style-type: none"> Raising Defences: Section 17A, MACCA by ICLIF

Disclosure on Regulatory Non-Compliance	2019	2020	2021
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0
Total monetary value of significant fines	0	0	0
Total number of non-monetary sanctions	0	0	0
Cases brought through dispute resolution mechanisms	0	0	0

There were no significant fines or non-monetary sanctions incurred by the Company in 2021.

ANTI-COMPETITIVE BEHAVIOUR

Genting Berhad is in compliance with the Malaysian Competition Act 2010 ("Competition Act") which prohibits anti-competitive agreements and the abuse of a dominant position in a market in Malaysia.

We do not practise or condone collusion with potential competitors. Neither do we abuse our market position to gain an unfair advantage nor participate in anti-competitive behaviour or actions such as price fixing, coordinating bids, creating market or output restrictions, or allocating customers, suppliers, geographic areas and product lines.

We are committed to abide with all applicable laws and adhere to the principles of fair competition in all of our business dealings, as espoused by Genting Berhad's Code of Business Conduct and Ethics. This commitment is monitored and managed by robust audit and whistleblowing functions, which resulted in zero legal action on anti-competitive behaviour and zero violation of anti-trust and monopoly legislation in 2021.

PROCUREMENT PRACTICES

GRI 204-1

We aim to procure products and services locally where possible, in all of our business activities. We believe responsible procurement practices such as local sourcing contribute to a robust marketplace that helps level the playing field and invigorate the local economy. Local sourcing also helps to lower costs, enable timely delivery and the sourcing of products and services that best fit our needs and contribute to the wellbeing of society and the planet.

Our procurement systems are in place to ensure we uphold responsible procurement practices. This starts at the supplier selection process, where sustainability considerations such as fair labour practices, business integrity and ethical standards as well as safety requirements are included in our selection criterias. The requirements and conduct expected from our suppliers include:

- compliance with all applicable local laws,
- agreed standards of quality and timeliness of delivery,
- safe, healthy and fair workplace practices
- zero tolerance for human rights violations of employees and host communities
- business practices that minimise environmental impact

In Malaysia, the local laws include the prevention of child labour, forced labour, protection under non-discrimination, equal opportunities, right to freedom of association, right to collective bargaining, elimination of excessive working hours, right to minimum wage and adherence to health and safety standards among our suppliers. Environmental, social and financial business practices are also integrated in the supply chain life cycle. Supplier's materials selection, quality, treatment of workers and overall sustainable practices are considered along with more formal certification, where applicable, such as ISO 9001:2015 Quality Management Systems, Safety Management Standards, ISO 14001:2015 Environmental Management System and OHSAS 18001:2007 Occupational Health & Safety Management Systems.

Our procurement resources prioritise minimising such risks in the supply chain and encourage our business partners to make continuous improvement towards sustainable business conduct. The appointed suppliers' management systems are reviewed regularly for robustness and their safety performance assessed as part of their contract renewal process.

The procurement teams in our portfolio companies purchase a variety of products and services ranging from food and beverages, casino operations, information technology, leisure attraction supplies, engineering services, hotel and entertainment and oil palm supplies, amongst others. These are governed by their procurement policies, such as Responsible Supply Chain Management by Genting Malaysia, Our Responsible Procurement Strategy by Genting Singapore and "Responsible Sourcing" by Genting Plantations.

At Genting Berhad, the purchases are primarily for our corporate offices based in Wisma Genting, which are minimal and done on a shared service basis with Genting Malaysia for cost efficiency. Hence, Genting Berhad's procurement practices are guided by the procurement policy and the Supply Chain Management Strategy of Genting Malaysia. Adherence to this policy is placed under the purview of the Executive Committee of Genting Berhad and the heads of departments.

At Genting Berhad, 100% of our suppliers engaged were local suppliers in 2021. Our portfolio companies have high composition of local suppliers, ranging from 87% to 98% in 2021.

% of local suppliers sourced – by spend	2021
Genting Berhad	100%
Genting Energy	98%
Resort World Las Vegas	95%
Genting Malaysia (Resorts World Genting)	88%
Genting Singapore (Resorts World Sentosa)	87%
Genting Plantations	97%

Note: Local suppliers are engaged within the respective country of operations.



SUSTAINING ECONOMIC VALUE CREATION

RESPONSIBLE INVESTING

GRI 203-1

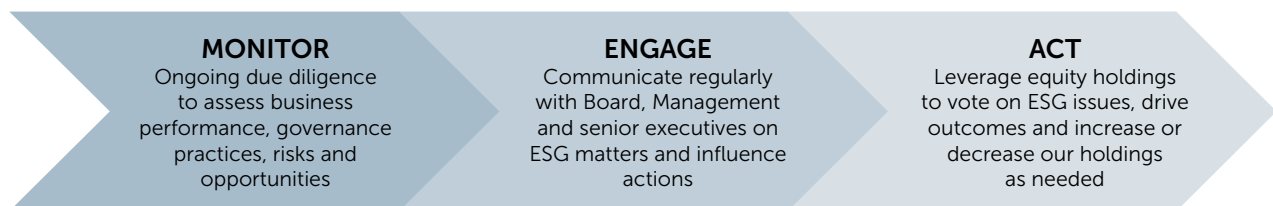
As an established investment holding company listed on the local bourse since 1971, we are aware that our continued success is intrinsically linked with our role as a responsible investor.

Our focus on the long-term investment horizon has grown over time to incorporate ESG factors into our investment decisions and the management of our portfolio. This investment and management philosophy has helped us to better anticipate risks and improve returns, and make a difference in the people where our businesses operate.

- Our portfolio companies' businesses thrive better with ESG factors embedded in the company culture and strategy to drive sustainable growth
- Their customers enjoy experiences, services, solutions and products that help meet their needs
- Our employees find fulfillment in an equal opportunity and safe workplace where everyone can thrive
- Our suppliers gain the opportunity to compete in a level playing field
- Our marketplaces flourish with the economic injection
- Our shareholders and lenders gain peace of mind in knowing that our businesses will generate sustainable long-term returns.

As an engaged investor with long-term assets, our aim is to integrate ESG considerations into the practices of our portfolio companies and play the role of an active steward, through engagement and influence, to encourage positive ESG actions that translate into long-term value.

Our responsible stewardship process can be summed up as follows:



Genting Berhad's commitment to responsible investing have also driven us to venture into impact investing, primarily in life science and biotechnology companies that are in various stages of research and development ("R&D") to find new treatments and new ways to improve society's health and lifestyle. While the success rates of these investments are less certain than traditional investments with potentially longer gestation periods before any breakthrough discovery, we believe the potential impact on human health and organisational wealth justifies our investments in the life sciences and biotechnology industry. It also serves to provide a platform for Genting Plantations to conduct R&D with the aim to increase yield and productivity of its oil palm estates.

Our journey down the path of life science and biotechnology over the past decade has already borne fruit, seeing the development of a novel dementia diagnostic prototype tablet application known as HiPAL, or hippocampal paired associated learning, that was showcased in 2020. Furthermore, a clinical-stage biotechnology company in the United States of America that we have invested in, Celularity Inc, is progressing in its development of off-the-shelf, allogeneic cell therapies derived from postpartum human placenta, with potential applications in the treatment of cancer, infectious diseases and degenerative diseases.

Further investment considerations in these and other sectors of businesses will continue to be driven by our ESG considerations to strengthen and complement our diversified portfolio and be well positioned to capitalise on new growth opportunities.

ASSETS' BUSINESS MODEL SUSTAINABILITY

GRI 203-2

As an investment holding company, Genting Berhad's wealth creation ability relies on the business model sustainability of our investment assets. Hence, maintaining the brand integrity, system efficiency and operational approvals of our portfolio companies is central to the Group's continued financial performance.

APPROVALS AND LICENSES TO OPERATE

Genting Berhad and our subsidiaries comply with all regulatory requirements and licensing conditions to ensure continuity of operating licenses and approvals granted to carry out the core businesses of the Group. 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 revocation of licenses issued, we have internal systems in place to track and monitor our reporting obligations and continued compliance with the relevant requirements.

This includes the provision of adequate and reliable financial and corporate governance disclosures in adherence to the relevant laws, regulations and/or listing requirements of Genting Berhad and our respective portfolio companies, which is overseen by their audit functions and Boards.

A comprehensive Nevada casino licensing process has already been undertaken by Genting Berhad, to ensure that 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.

We are pleased to note that Genting Berhad has not been fined or censured for any environmental or socioeconomic non-compliance for the past three years.

SYSTEM EFFICIENCY

The efficiency of our operating systems and information technology ("IT") resources are very vital to support our daily work activities and maintain the connectivity between Genting Berhad and its portfolio companies. More so, during the prolonged COVID-19 pandemic movement control measures in 2021 that required employees to work from home.

Our corporate offices at Wisma Genting have put in place robust processes and risk management practices to protect the integrity of our systems and IT resources towards achieving no major interruption of business activities at all times.

Securing communications, ensuring data security, monitoring and preventing cybersecurity threats and conducting regular maintenance of systems were regularly carried out in 2021 to prevent any loss of data or productivity. There was no major downtime or service interruption reported in the past 3 years.

The Genting Berhad IT committee is chaired by the President and Chief Operating Office and comprises the heads of departments and IT support teams. The Genting Berhad IT committee meeting was held every quarter in 2021 to review on all key IT-related matters pertaining to the Company. Regular engagements through feedback channels on operating systems as well as the awareness and prevention initiatives of latest cybersecurity threats were provided to our employees in 2021 to enhance system efficiency.

ASSETS' BUSINESS MODEL SUSTAINABILITY

BRAND AND REPUTATION

At Genting Berhad, our intellectual property ("IP") rights, in particular our "RESORTS WORLD" and "GENTING" trademarks and brand names are valuable company assets. These prominent brand names and trademarks have strong brand recognition, particularly in the Asian markets that have come to be associated with premier leisure destinations. Our Genting brand, in particular, ranks among Malaysia's top brands.

Hence, the protection of these brand assets and our IP rights are integral to ensuring our brand value and supports the continuation and growth of various businesses of the Genting Group across many jurisdictions which the Group and its affiliates operate in.

The Genting Group markets and offers a suite of products under a number of leisure premier brands including Genting, Resorts World, Genting Grand, Genting Club, Crockfords and Maxims. The Genting Group also have tie ups with established names such as Universal Studios, Premium Outlets, Zouk, Hard Rock Hotel, Hilton and other renowned brand partners.

The use of these brand assets are regulated by compliance with their respective brand guidelines and manuals. We constantly monitor unauthorised use of our IP by third parties in order to protect our brand value and reputation, with cease-and-desist letters and other legal actions taken against third parties who infringe our IP rights. We see these actions as critical to the preservation of a good business reputation.

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 was settled in our Company's favour in 2021.



ECONOMIC PERFORMANCE

GRI 201-1, 201-3, 203-1, 203-2

Genting Berhad views economic performance as key towards achieving sustainable growth of the Company and the Group. 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.

Our Group operates in 9 countries, namely Malaysia, Singapore, Indonesia, China, India, United Kingdom, United States of America, Egypt and Bahamas and the impacts of our operations are felt in the jurisdictions where we operate.

Our management has considered the businesses from the geographic and industry perspectives and provides the following reportable segments:

- Leisure & Hospitality - This segment includes gaming, hotels, food and beverages, theme parks, retail, entertainment and attractions, tours and travel related services, development and operations of integrated resorts and other support services.
- Plantation - This segment is involved mainly in oil palm plantations in Malaysia and Indonesia, palm oil milling and related activities.
- Power - This segment is involved in generation and supply of electric power.
- Property - This segment is involved in property development activities and property investment.
- Oil & Gas - This segment is involved in oil & gas exploration, development and production activities.

All other immaterial segments including investments in equities are aggregated and disclosed under "Investment & Others", as they are not of a sufficient size to be reported separately.

As an investment holding and management company, Genting Berhad creates economic value for our stakeholders from its revenue of fees received from management and licensing services and dividend income. On Group basis, the economic value created is through the revenue from the Company and its portfolio companies. The financial capital that the Group generates and distributes through our operations, invigorates local economies. In Malaysia, our operations in leisure resort properties, oil palm plantations and property development have consistently contributed positively to their respective industry's value chain.

Economic Value Generated - Revenue

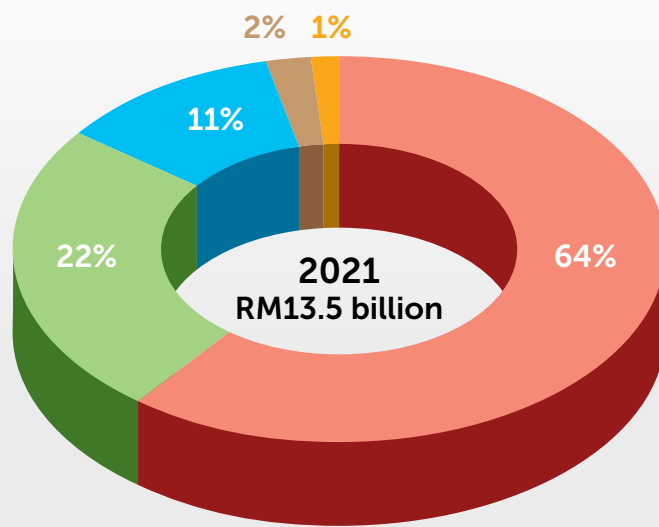
(RM million)	2019	2020	2021
Leisure & Hospitality	17,730	7,430	8,681
- Malaysia	7,059	3,127	1,507
- Singapore	7,526	3,048	3,285
- USA & Bahamas	1,469	604	2,824
- UK & Egypt	1,676	652	1,065
Plantation	2,144	2,413	3,030
- Oil palm	764	927	1,398
- Downstream manufacturing	1,380	1,486	1,632
Energy	1,370	1,262	1,404
- Power	1,060	962	1,053
- Oil & Gas	310	300	351
Property	225	164	281
Investments & Others	148	296	133
Economic Value Generated	21,617	11,564	13,530

SUSTAINING ECONOMIC VALUE CREATION

ECONOMIC PERFORMANCE

The economic value generated by the Group is primarily from its 3 principal business divisions, namely leisure and hospitality; plantation and power divisions which collectively generated 97% of the Group revenue in 2021. Leisure & Hospitality division contributed 64%, plantation division 22%, and energy division 11%, while from property 2% and investments & others 1%.

Economic Value Generated - Breakdown of Contributions



Leisure & Hospitality	
Malaysia	11%
Singapore	24%
USA & Bahamas	21%
UK & Egypt	11%
Total	64%

Plantation	
Oil Palm Plantation	10%
Downstream Manufacturing	12%
Total	22%

Energy	
Power	8%
Oil & Gas	3%
Total	11%

Leisure & Hospitality Plantation Energy Property Investments & Others

In 2021, about 47% of our Group economic value generated was distributed to our employees, communities and providers of capital. Although the pandemic impacted our operations, especially the leisure and hospitality division since 2020, we remain firm in our commitment in extending much needed support to the communities around us. More information on our community programmes are detailed under Community Investment section of this report.

Economic Performance Data

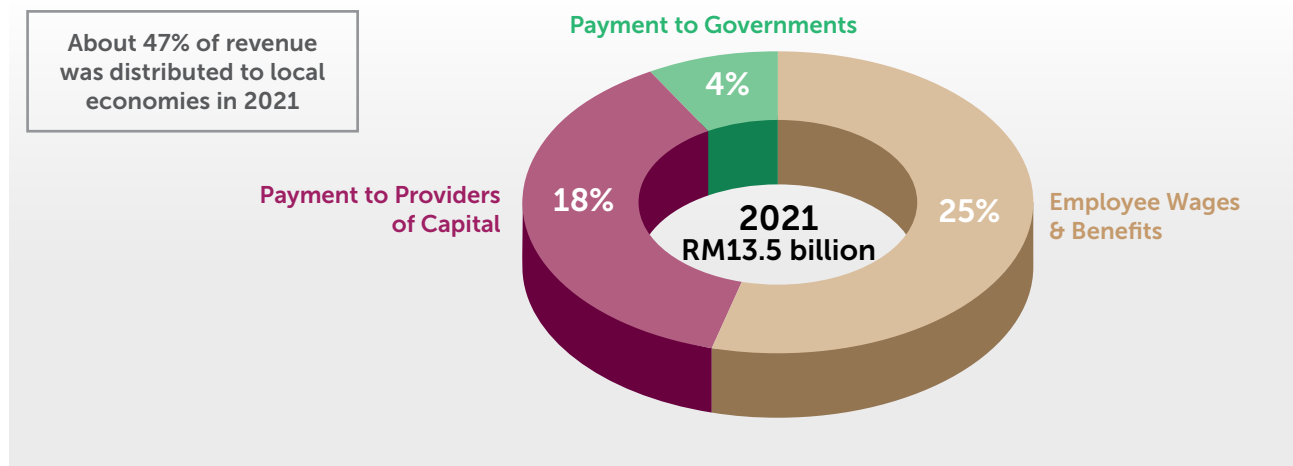
RM million	2019	2020	2021
Revenue	21,617	11,564	13,530
Operating Costs	16,912	11,736	13,204
Employee Wages & Benefits	4,535	3,229	3,461
Payments to Providers of Capital	3,451	3,490	2,395
Payments to Governments (net taxes)	1,124	779	540
Direct Economic Value Generated	21,617	11,564	13,530
Direct Economic Value Distributed	16,912	11,736	13,204
Direct Economic Value Retained	4,705	-172	326

Based on consolidated group data.

SUSTAINING ECONOMIC VALUE CREATION

ECONOMIC PERFORMANCE

Distribution of Financial Capital in Local Economies



Indirect Economic Impact

Beyond quantifiable direct economic values generated, Genting Berhad's business investments also provide a multiplier effect in driving socioeconomic prosperity where it operates.

Our business activities spur a wide range of economic activities in the surrounding area, driving tourism through our leisure and hospitality operations and transforming the landscape and livelihood of the local communities in the areas of our operations.

Ancillary local businesses have sprung up around our properties, creating jobs and entrepreneurial opportunities, and developing local supply chains that result in the uplifting of the communities around us.

The Genting Group provides full time employment to over 47,000 people and is considered one of Asia's leading and best-managed multinationals that our employees can build a career in their respective fields. Resorts World Las Vegas which was officially opened on 24 June 2021, has created over 4,600 jobs in Nevada. It started ramping up its hiring process for operational teams from the end of 2020.

Aside from our leisure and hospitality businesses, our property development, plantations, and energy businesses provide essential services such as homes for people, palm-based products for food security and power for houses and businesses. Furthermore, our decade-long investments into life science and biotechnology companies are making headway in developing new treatments that aim to improve the health and lifestyle of mankind.



DRIVING ENVIRONMENTAL STEWARDSHIP

BIODIVERSITY

GRI 304-1, 304-3, 304-4

Genting Berhad as an investment holding company does not have a significant direct impact on biodiversity. However, we view biodiversity as a critical sustainability matter to safeguard our planet and its ecosystem. Furthermore, our portfolio companies in the oil palm plantations and power generation businesses are often viewed with biodiversity impacts and our resort properties operate near or within bio-diverse habitats.

Our portfolio companies are committed to minimise biodiversity impacts from their operations and have undertaken various conservation initiatives. Biodiversity considerations are incorporated into their environmental impact assessments.

GENTING SINGAPORE

Resorts World Sentosa is home to 2.9 hectares of secondary coastal forest and its conservation efforts cover 59 vulnerable plant species recorded under Singapore Red Data Book and 51 threatened marine species recorded under Convention International Trade in Endangered Species (CITES) I or II Lists. This secondary forest is a part of the larger Sentosa Island biodiversity system.

On 5 January 2022, Resorts World Sentosa launched the RWS-NUS Living Laboratory in partnership with the National University of Singapore. This 5-year SGD10 million applied research collaboration is focused on biodiversity, decarbonisation and nature-based solutions with direct contributions towards the tourism economy and environmental education. Resorts World Sentosa is also working closely with James Cook University Singapore to support the research and conservation efforts on sharks and rays.

Resorts World Sentosa proactively upkeeps the health of plants and trees on its premises, including the Heritage Tree – *Garcinia hombroniana* (Seashore Mangosteen). A least-chemical approach is used in landscaping maintenance to maintain good soil quality and clean groundwater. Natural ingredients are used such as compost and used coffee grounds collected from our establishments and operations to ameliorate soil condition and serve as a mulch layer for plants. In 2021, the resort fostered two successful new births of shark species recognised as 'Endangered' by the IUCN Red List - the zebra shark and Hasselt's bamboo shark. The successful births are testament to the excellent animal and husbandry practices by the resort's team of aquarists and animal health specialist.

More biodiversity data and disclosures can be found in Genting Singapore's 2021 Sustainability Report.



DRIVING ENVIRONMENTAL STEWARDSHIP

BIODIVERSITY

GENTING MALAYSIA

Genting Malaysia works closely with conservation partners to protect the flora and fauna in and around the lush surrounds where their resort properties are located. Their conservation activities support the Red List of Threatened Species and the National Conservation List of the International Union for Conservation of Nature ("IUCN"). Over 600 trees, 3800 shrubs and 650 ground cover plants were planted in 2021 across its resort properties.

Resorts World continues to maintain and restore the 10,000-acre forest of diverse flora and fauna surrounding Genting Highlands in 2021, which is home to 45 families and 354 species of birds. Protecting the endangered Siamang (gibbon) and three vulnerable *Nepenthes* species (pitcher plants) is also the core part of its biodiversity initiatives. These efforts have been formally recognised by the Malaysian Nature Society along with the Department of Agriculture and the Department of Wildlife of Malaysia. More biodiversity data and disclosures can be found in Genting Malaysia's 2021 Sustainability Report.



Primates (gibbons)

- Recorded five gibbon families in 2014, and since then, they have propagated to 30 families.



Birds

- The Rufous-headed robin (IUCN 3.1) and other endangered species



Rare insects

- Over 1,200 species of rare insects



Endangered and vulnerable flora

- Including Conifers, *Dacrydium* Comosum, Red Tea and *Leptospermum* Flavencies endangered species

GENTING PLANTATIONS

Genting Plantations supports 'No Deforestation' and contributes to the protection of ecosystems and biodiversity in and around the landscapes where it operates. Genting Plantations avoids land clearing in High Conservation Value and High Carbon Stock areas, practices Zero Burning in all our activities, and fully supports the No Deforestation, No Peat and No Exploitation ("NDPE") agenda.

Additional biodiversity measures in place include collaborating with government agencies and NGOs on wildlife conflict management and the creation of wildlife sanctuaries and corridors. These efforts are guided by the Genting Plantations' Climate Action Plan which seeks to integrate environmental consideration into land development activities and all related decision-making processes. Genting Plantations is also a member of the Roundtable on Sustainable Palm Oil. More biodiversity data and disclosures can be found in Genting Plantations' 2021 Sustainability Report.



Genting Plantations' strategic partnership with NGOs and Sabah Wildlife Department in the establishment of Keruak Wildlife Corridor, a corridor for wildlife particularly Pygmy elephants, to roam freely in their natural habitat.

DRIVING ENVIRONMENTAL STEWARDSHIP

BIODIVERSITY

GENTING ENERGY

Operating in the energy sector, Genting Energy via PT. Lestari Banten Energi ("PTLBE") recognises the impacts of the GHG emissions and effluent discharge to the sea arising from its business activities and is committed to address and offset these impacts.

Under the oversight of its Environmental Manager and HSE team, PTLBE submits quarterly environmental report to the authorities reporting on the matter and conducts yearly environmental impact assessment by the approved independent environmental consultant at its operating site with financial resources allocated to fulfill the annual environment monitoring obligation required under regulation.

Over the years, the number of flora species monitored have improved, and PTLBE continues to work together with government bodies to improve the surrounding environment through activities such as mangrove sapling plantings, beach cleaning campaigns with the local community and Banten regency municipal, supplying and planting endemic plants around project site and surrounding areas, and participated in Indonesia's PROPER pollution control and carbon reduction initiatives.

This is the third consecutive year that the Banten power plant had carried out mangroves planting as part of the Mangrove Conservation Programme. In 2021, the Banten power plant team planted 3,000 mangroves along the coastal area of Serang Regency, an increase of 500 mangroves year-on-year. This added to a total of 7,500 mangroves planted, covering a total area of 0.75 hectare.

The gas field operations of Genting Oil Kasuri Pte Limited is currently under initial stage of development and is in the final stage of getting its AMDAL study (Analisis Manajemen Dampak Lingkungan - Indonesia) for approval.



Planting of 3,000 mangroves along the coastal area of Serang Regency in Indonesia as part of the Mangrove Conservation Programme.

DRIVING ENVIRONMENTAL STEWARDSHIP

BIODIVERSITY

RESORTS WORLD LAS VEGAS

From its inception, the development of Resorts World Las Vegas was rooted in the concept of green building, with the property's design team focusing on reducing environmental impact and achieving long-term sustainability through environmentally friendly design.

Existing elements of the previous Echelon project were incorporated into the resort's design and construction. Over 300 trees were salvaged from the original site before its construction and incorporated into the resort property upon its completion. Some trees on the site are up to 60 years old.



Exterior pine tree, salvaged from the original site



Ayu Dayclub – a Bali-inspired oasis featuring beautiful huts, grass buildings and trees salvaged from original site.

CLIMATE CHANGE, ENERGY AND EMISSIONS MONITORING

GRI 302-1, 302-2, 302-4, 305-1, 305-2, 305-4, 305-5

Genting Berhad recognises the urgency to combat the global threat of climate change. While it poses an overall risk to society, we believe that companies at the forefront of managing climate change risk, energy consumption and emissions generation stand to benefit from the financial savings of enhanced efficiency and derive reputational advantages as an environmentally-responsible organisation.

Hence, we are committed to reduce the carbon footprint of our businesses to minimise energy use and Greenhouse Gas ("GHG") emissions across our operating processes. These efforts will go a long way towards achieving carbon neutrality. In Malaysia, we support the goal of the Malaysia's Nationally Determined Contribution ("NDC") to unconditionally reduce economy-wide carbon intensity (against gross domestic product) of 45% by 2030 compared to 2005 level. In this section, the reporting is focused on Genting Energy and Resorts World Las Vegas.

Genting Energy

Genting Energy's power generation and oil & gas businesses naturally call for greater responsibility in managing the environmental impact from its operations. With an eye towards combating climate change, Genting Energy has invested in sustainable technology solutions to improve the efficiency of its energy generation operations and thus, reducing GHG emissions. Its coal-fired power facilities comply to local environmental emission standards and world bank's environmental emission standards. Banten power plant uses clean coal technology such as electrostatic precipitator ("ESP"), flue gas desulfurisation facility ("FGD") and low NOx burners to maintain emissions within local permitted environmental emission limits. The power plant's ESP has a particles collection efficiency of up to 99.8% with residual ash transferred to the ash silos, whilst seawater FGD uses seawater as the scrubber medium and not chemicals.

The Banten power plant carries out regular and timely maintenance to systematically assess its operational modes and identify areas of improvement, including operational efficiency that can be achieved. An example of measures resulting from such assessment is the construction of a coal dome in the Banten power plant, target to complete in 2022, which will help to reduce the moisture content of coal stored in the coal dome area during monsoon season and therefore increases the efficiency of the combustion of coal and lower GHG. In addition, priority will be given to energy-efficient and environmentally friendly models when replacement of spare parts or machineries needs to be carried out.

To demonstrate its environmental commitment, the Banten power plant has successfully recertified its ISO 14001 Environmental Management System ("EMS") certification in 2021. This international accreditation underscores Genting Energy's continuous commitment towards improving environmental aspects and impacts from its operations. It also acknowledges the Banten power plant's ability to implement and enforce what were being documented. Leading by example, the Banten power plant recorded zero exceedance in its local environmental compliance since its commercial operations in March 2017.

Genting Energy's first renewable project, an onshore 91.8MW Jangi wind farm in India relies on a sustainable source of energy to generate electricity. It does not release emissions that pollute the air or water and does not require water for cooling purposes, hence, has minimal impact to the environment. Jangi wind farm has produced approximately 202 GWh of clean energy in 2021, about 10% increase compared to 184 GWh in 2020. The wind farm has produced a cumulative total of over 2,200 GWh of clean energy since its inception in September 2011. It is estimated to offset 189,567 tonnes equivalent of carbon dioxide (tCO₂e) emissions in 2021 and 1.84 million tCO₂e emissions since its inception. The electricity generated in 2021 alone was equivalent to the electricity consumption of more than 165,000¹ residents in India for a year.

Renewable Energy Generation

Jangi Wind Farm - India (91.8MW)	2020	2021
Clean energy produced (GWh)	184	202
Clean energy produced to-date (GWh)	2,005	2,207

¹ Gross electricity consumption in 2019-20 – 1,208kWh (https://cea.nic.in/wp-content/uploads/executive/2021/12/Executive_Summary_Dec_2021.pdf).

CLIMATE CHANGE, ENERGY AND EMISSIONS MONITORING

Figure A: Direct Energy Consumption

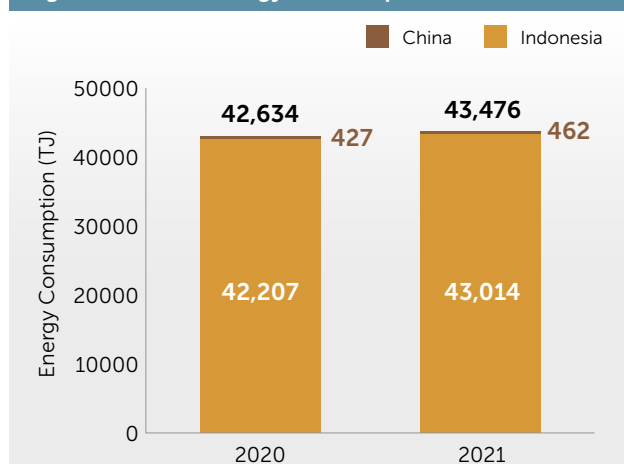
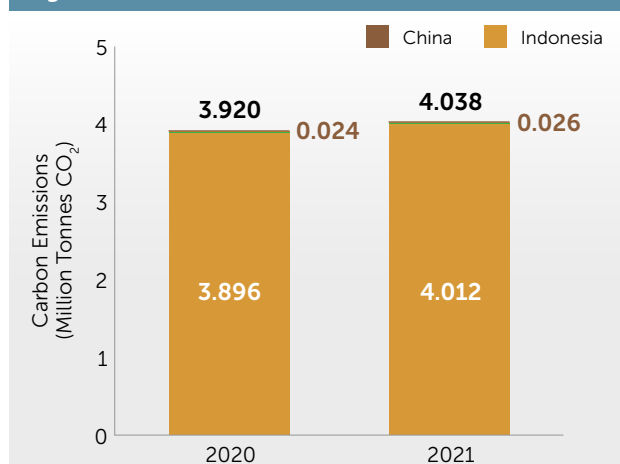


Figure B: Direct Carbon Emissions



In 2021, Genting Energy consumed a total of 43,476TJ of energy from fuels; over which 99% arose from coal consumption in Indonesia. The carbon emission correlated to such direct energy consumption translated to a total of 4.038 million tonnes of carbon dioxide (CO₂). The high direct energy consumption year-on-year was mainly attributable to high power generation from Banten power plant in 2021. The state utility company continued to dispatch Banten power plant at high load despite the implementation of COVID-19 large-scale social restrictions in Indonesia early of 2021, thanks to the reliability and efficiency of the power plant. Furthermore, the international coal shortage has also forced shut numerous other coal power plants in Indonesia, leading to the reallocation of power generation capacity (by the state utility company) to other operating coal power plants, including the Banten power plant.

Figure C: Electrical Energy Consumption

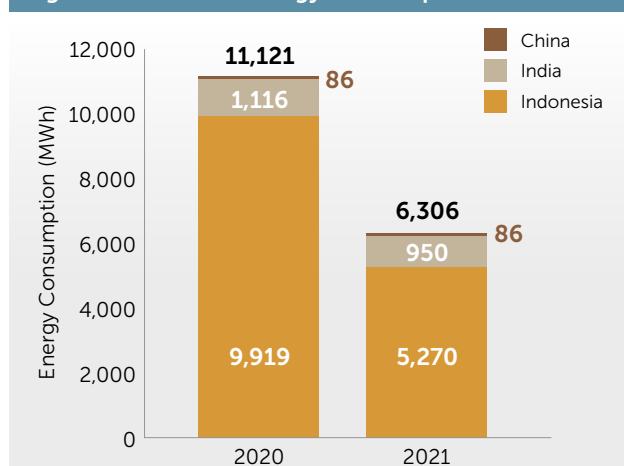


Figure D: Indirect Carbon Emissions

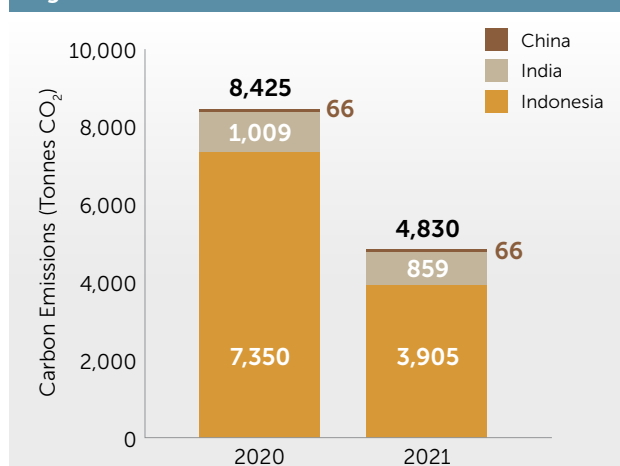


Figure C shows that Genting Energy's overall electrical energy consumption was 6,306 MWh in 2021, a decrease of 43% compared to 2020. Figure D shows that the resulting indirect carbon emissions totalled 4,830 tonnes of CO₂ in 2021, a decrease of 43% compared to 2020. These were mainly attributable to the drop in import power (i.e., the electricity purchased from the state utility company) required to power Banten power plant during the plant outages. There was only one planned minor outage for Banten power plant in 2021 which was completed in early February 2021. In addition, the reduction in import power by Jangi wind farm in 2021 as a result of better wind speed and higher power generation, also contributed to lower overall indirect carbon emissions. Whereas, the electrical energy consumption and indirect carbon emissions for China operations in 2021 remained relatively consistent, as compared to 2020.

CLIMATE CHANGE, ENERGY AND EMISSIONS MONITORING

Resorts World Las Vegas

At Resorts World Las Vegas, the buildings and infrastructure are planned with smart technology and eco-friendly features to reduce carbon footprint and minimise the environmental impact.

The resort's environmental management system (EMS) has been third-party and independently ISO certified (ISO 9001 Quality Management, ISO 14001 Environmental Management and ISO 50001 Energy Management).

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. It has also 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.

More recently, three hotels at Resort World Las Vegas (namely Las Vegas Hilton, Conrad Las Vegas and Crockfords Las Vegas by LXR Hotels & Resorts) have qualified as 'green buildings' and earned Gold Certification under the Leadership in Energy and Environmental Design ("LEED") programme. LEED certification is considered the benchmark in the green building industry, providing building owners and operators with a framework to identify and implement practical and measurable green building strategies. The Gold Certifications position Resorts World Las Vegas amongst the best energy-efficient facilities in the world.

Prior to Resorts World Las Vegas commencing operations, it has been developing its energy efficiency programmes, including 100% renewable electricity, co-generation of electricity from heat exchange, and incorporating eco-friendly features into the infrastructure and building development of the resort.

The resort features the use of energy-reduction measures throughout the resort, including motion-detection equipment automatically switch off the lights, and the use of LED energy efficient lighting and time-out features for computers and air conditioning equipment.

Other 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. Regular inspections and maintenance of these electrical appliance and equipment are carried out to prevent and reduce any leakages. Aerosol products that use HCFCs or chlorofluorocarbons ("CFCs") as propellants are avoided.



Conrad Las Vegas, one of three hotels at Resorts World Las Vegas to receive LEED Gold



Guest Suite, equipped with 100% LED lighting for energy efficiency

CLIMATE CHANGE, ENERGY AND EMISSIONS MONITORING

Opened on 24 June 2021, Resorts World Las Vegas is currently collecting and aggregating baseline data upon which to base future targets. In this report, its energy consumption and GHG data are disclosed for the first time.

The data in 2020 is based on pre-opening stage, primarily at its corporate office. The data in 2021 incorporates about 6 months of its operational energy consumption. Hence, the data is not comparable year-on-year at this juncture. In 2021, the total non-renewable energy consumed was 485 TJ while the total electrical energy consumed was 88,915 MWh. The total greenhouse gas emissions amounted to 49,727 tonnes.

Resorts World Las Vegas - Environmental Data	2020	2021
Total non-renewable energy consumed (TJ)	95	485
Total electrical energy consumed (MWh)	26,823.82	88,915
Total green house gas emissions (tonnes)	11,274	49,729

2020 data is based on pre-opening stage. The resort was opened on 24 June 2021.

We have extended the reporting of GHG emissions data to cover our portfolio companies.

We recognise the importance of independent verification of the energy usage and emissions data disclosed and have given this feedback to our portfolio companies for their consideration.

Performance data - GHG emissions

Companies	Direct (Scope 1) GHG emissions (tCO ₂ e)			Energy Indirect (Scope 2) GHG emissions (tCO ₂ e)		
	2019	2020	2021	2019	2020	2021
Genting Singapore	4,872	4,750	3,553	87,857	63,132	64,468
Genting Malaysia	44,525	31,970	26,529	196,149	145,810	146,539
Genting Plantations*	140,633	147,008	169,193	11,164	5,675	9,032
Genting Energy	3,904,000	3,920,000	4,038,000	3,900	8,425	4,830
Resorts World Las Vegas	-	1,322	8,283	-	12,503	41,444

* based on Genting Plantations' Malaysian operations only

WATER MANAGEMENT

GRI 303-2, 303-5

Genting Berhad recognises water security as one of the key ESG risks affecting the world and have committed to its efficient use and responsible management. Our portfolio companies are committed to reduce water consumption and improve its water management efficiency in their respective businesses. The water performance data of our listed portfolio companies, including water withdrawal source, water consumption, water intensity and water conservation activities are published in their respective sustainability reports.

In this report, we disclose a summary of water consumption data to cover Genting Berhad and its portfolio companies. The amount of water consumption at Genting Berhad's corporate offices is minimal compared to the operating units of our portfolio companies, which usage of water consumption and its management are of material sustainability matter.

Overall, our water consumption in 2021 was lower compared to pre-pandemic level in 2019, primarily due to the decrease decrease in the number of guests and visitors due to the COVID-19 lock down measures and work-from home practice by our employees. For Genting Energy, it had a planned minor maintenance which was carried out from December 2020 to February 2021, hence lower operational days.

Companies	Total Water Consumption (in million m ³)		
	2019	2020	2021
Genting Berhad	0.000842	0.000599	0.000415
Genting Singapore	2.21	1.23	1.27
Genting Malaysia	8.12	4.83	4.65
Genting Plantations	15.18	14.00	13.26
Genting Energy	882.50	967.60	834.50
Resorts World Las Vegas*	-	0.32	0.85
Total	908.0	988.0	854.5

Note: * Resorts World Las Vegas opened on 24 June 2021. ^Data on Genting Energy covers their power plants.

Genting Energy, which has the highest water consumption amongst our portfolio companies, is committed to responsible water stewardship and recognises the importance of effective water management. They have applied a range of water assessment and action policies across their operating facilities. The Banten power plant ensures safe return of seawater withdrawn for its cooling system, with 99% of the treated water discharged back to the sea as a way to conserve water. The energy team consistently monitors the usage of demineralised water, service water and potable water daily to avoid wastage. Investigation and appropriate rectification actions are carried out on abnormal water usage readings.

The Banten power plant also produces its own drinking water for consumption via its certified drinking water station. The drinking water produced meets the stringent hygiene standards in drinking water management and is certified by the Disease Prevention and Control Office from the Ministry of Health of Indonesia. Maintaining a drinking water system not only eliminates the disposable plastic wastes but also reduce water used during the plastic bottle manufacturing process.

DRIVING ENVIRONMENTAL STEWARDSHIP

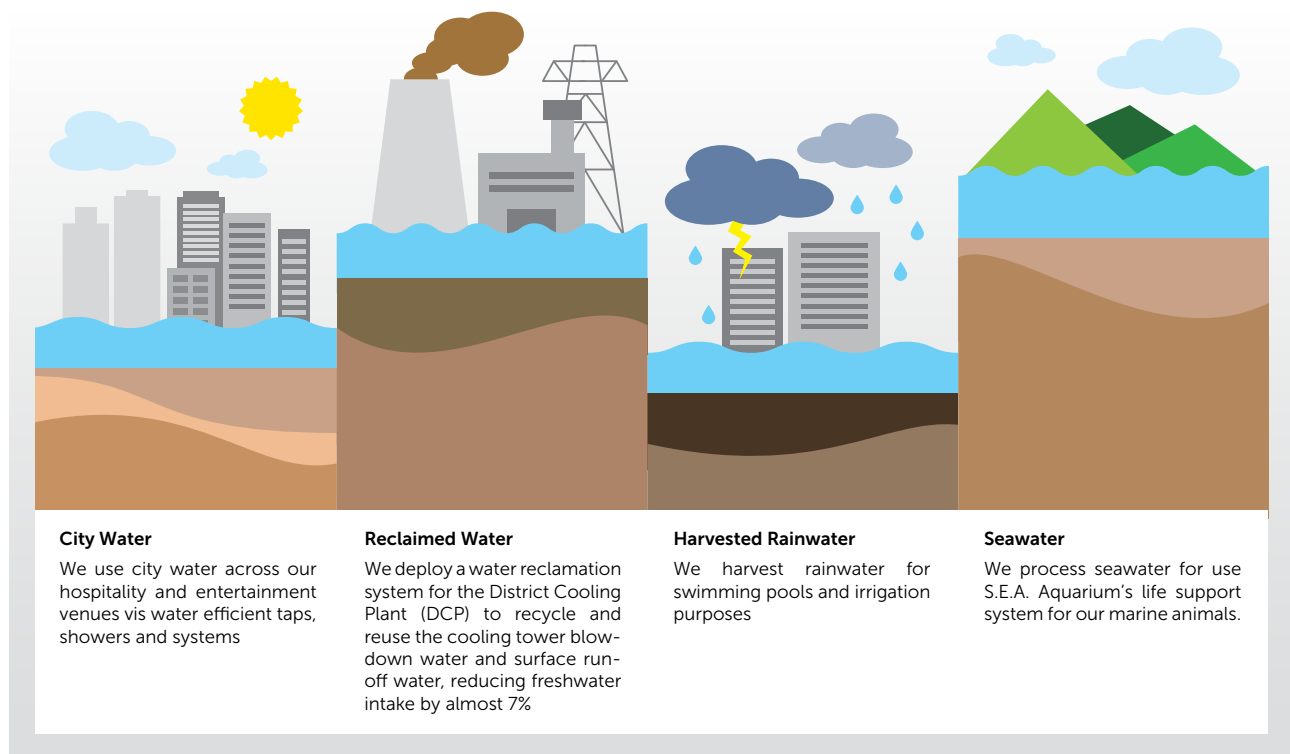
WATER MANAGEMENT

Genting Singapore recognises the possible water risks faced by businesses in Singapore and highly value the limited water resources available. Water-related risk is one of the key climate risks identified by Genting Singapore's sustainability steering committee with direct oversight by their board of directors.

Genting Singapore adopts a holistic approach to drive sustainable, integrated and holistic water management. Genting Singapore draws from four diversified sources for their water supply and actively source for new opportunities in alternative water sources, and explore technologies in water conservation to reduce and reuse water. They deploy a water reclamation system for the District Cooling Plant ("DCP") to recycle and reuse the cooling tower blow-down water and surface run-off water, reducing freshwater intake by almost 7% annually.

They harvest rainwater for swimming pools and irrigation purpose and seawater is processed for use at S.E.A. Aquarium's life support system for its marine animals. They team constantly explores opportunities to enhance water efficiency. For example, in 2021, they adjusted swimming pool balancing tanks levels to allow the harvesting of rainwater, which would normally have overflowed.

Genting Singapore's diversified source of water supply



Resorts World Sentosa collaborated with Singapore's national water agency, Public Utilities Board (PUB) to raise awareness on water conservation by supporting the City Turns Blue initiative held during Singapore World Water Day. Their buildings were lit in blue on this day to symbolize their commitment towards sustainability. Resorts World Sentosa also sponsored PUB's newly launched Water Wally & Sally Club – a PUB's Kids Club for children 12 years old and below to learn about water sustainability and inspire a new generation of water warriors in 2021.

DRIVING ENVIRONMENTAL STEWARDSHIP

WATER MANAGEMENT

Genting Singapore has also invested in seawater flowmeters to monitor seawater leakage levels from sand filters, and to optimise leakage in a temperature-controlled manner. They are in the midst of progressively replacing their water features with faucets that have lower flow rates, specifically aligning to the 3-tick rating under PUB's Water Efficiency Labelling Scheme ("WELS"). In view of lower frequency of visitors to the resort during the pandemic in 2021, non-essential water features were shut down to reduce water wastage, after feasibility assessment. Their consistent water conservation efforts have also led to the certification of Resorts World Sentosa by PUB as a Water Efficient Building (Basic).

Genting Singapore - Water Consumption Data	2019	2020	2021
Municipal Water ('000 M ³)	1,729	893	914
NEWater ('000 M ³)	482	340	358
Total:	2,211	1,233	1,273

Genting Malaysia has adopted a concerted effort across its global operations to solve water challenges. Through extensive impact evaluation of water risks, they proactively build a roadmap for reduced water loss in their activities. Risks to water quality and accessibility are regularly reviewed, and recycled water or other alternatives are sought whenever possible.

At Resorts World Genting, submeters have been installed at its residential complexes to accurately measure water consumption, while daily maintenance and inspection are conducted to mitigate leakage and illegal tapping. Rainwater harvesting is carried out across the resort for cleaning purpose. In 2021, the resort recycled 2,000 m³ of water for reuse across its operations.

Genting Plantations is committed to address and manage water security risks by implementing plans to reduce water-use intensity and creating awareness and training programmes for their workforce to be increasingly conscious on reducing water usage.

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 2021, the total amount of water withdrawn was 0.25 million m³, while total water consumed was 0.85 million m³. More than 84,000 single-use plastic water bottles have been saved, thanks to water bottle filling stations across Resorts World Las Vegas.



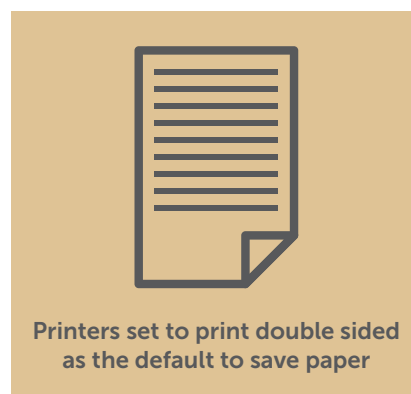
Water bottle filling stations at Resorts World Las Vegas

WASTE, POLLUTION AND MATERIALS CONSUMPTION

GRI 306-2, 306-4

Given Genting Berhad's primarily office-based activities of its investment holdings function, the waste generated and materials consumed during the course of business at Wisma Genting is not considered to be significant compared to activities of other sectors. However, we do believe that every action taken to maximise the use of our resources and reduce the pollution and waste generated from our activities will make a huge difference in the fight against climate change and environmental degradation.

As the most significant resource consumed during the course of our business is paper, our waste reduction efforts at Wisma Genting are focused on fostering the efficient use of this resource among our employees. Best practices encouraged and communicated to employees include:



The gradual digitalisation of our operations over the years has minimised considerably the need for physical paper usage for our office and administrative needs, and we will continue to explore ways to digitise more facets of our workflow to enhance productivity and curb paper usage.

Furthermore, recycling is encouraged at Wisma Genting with dedicated collection bins for segregated paper, plastic, glass and food waste to reduce the amount of non-recyclable waste destined for landfills. The waste generated from our investment holding activities are not considered hazardous.

Our portfolio companies are active in their responsible management of their operations to produce the least possible negative environmental and social impact. The issues of pollution, effluent and waste management and materials consumption are overseen by the Boards of our respective listed portfolio companies and duly reported in their annual accounting of sustainability performance.

Genting Energy has a robust waste management programme in place to ensure full compliance with the applicable laws and regulations in the respective countries it operates in. The Banten power plant's cooling system accounts for the largest usage and discharge of effluents within Genting Energy. It adheres to strict standards over the quality of its effluent discharge. In 2021, the Banten power plant withdrew 832.7 million m³ of water, down from 965.6 million m³ of water in 2020 and discharged back a large portion of the treated effluents (99.95% of water withdrawn) to source.

Genting Energy continues to improve on its solid waste management by identifying key waste streams to reduce the amount of waste produced as well as recycling wastes generated as much as possible. The hazardous wastes are properly stored and handled by government authorised vendors for proper disposal or for subsequent usage. Non-hazardous wastes are also reused or recycled where possible. It ensures safe, sustainable waste disposal practices to prevent waste from contaminating nearby soil and groundwater.

In 2021, Genting Energy generated 64,060 tonnes of industrial wastes, 1,023 tonnes or 1.6% lesser than the industrial wastes generated in 2020. These industrial wastes mainly consist of fly ash, bottom ash, glass wool, used oils and expired chemicals generated from the Banten power plant. There are only 100 tonnes of solid wastes generated from China's operations in 2021, a drop from 1,988 tonnes in 2020 as there were no drilling activities in 2021. Genting Energy's waste recycling efforts resulted in over 51,200 tonnes of waste being diverted from disposal.

WASTE, POLLUTION AND MATERIALS CONSUMPTION

Genting Energy is also aware that ocean trash is a serious global issue. Most of the ocean trash ended up washed up on beaches. In view of this, the Banten power plant took the initiative in sponsoring the Beach Cleaning Campaign 2021 organised by the Banten Province Indonesian Fisherman Association ("DPD HNSI"), aiming to reverse ocean pollution and to help preserve the ecosystem of the ocean. This will also help to create public awareness of the importance of protecting the ocean as the ocean is responsible for at least 50% of the oxygen generation on Earth and helps to regulate the climate. The Banten power plant participates in Indonesia's Programme for Pollution Control, Evaluation and Rating ("PROPER") governed by Ministry of Environment and Forestry, Indonesia. The Banten power plant has been rated "blue" by PROPER since its participation year in 2019, recognising its outstanding performance in environment protection.

Resorts World Las Vegas advocates the 3R actions of reduce, reuse and recycle at its workplace and is committed to adopt preventative measures to conserve the environment and reduce pollution. The amount of waste generated in 2021 was 10,293 tonnes. A construction waste management plan was in place for the proper handling of current hazardous and non-hazardous waste during the construction phase, as well as when the resort opened in June 2021. The ongoing waste management programme is overseen by the resort's team pursuant to best practices and the County, State and Federal environment regulations.

Genting Singapore has joined the collective national effort to work towards zero waste and has set a target to achieve a 50% reduction in waste to landfill by 2030. To achieve their 2030 target, they continuously review their waste management strategies to adopt a circular economy approach to waste and resource management practices. The strategies include expanding on their recycling programmes which include encouraging food and beverage tenants to recycle more food waste and also source for new innovations in recycling. They have successfully diverted 21.44% of waste from landfill in 2021 (using 2015 as the baseline year and excludes construction waste).



WASTE, POLLUTION AND MATERIALS CONSUMPTION

Genting Malaysia's waste management strategy is to ensure efficient use of resources throughout their value chain to reduce the amount of waste created. Their guiding principle is to avoid or recycle as much waste generated by their operations. They have robust protocols that are in strict compliance with all relevant regulations for responsibly managing waste streams in their operating premises. At Resorts World Genting, scheduled waste generated within the premises are managed according to the First Schedule of the Environmental Quality (Scheduled Wastes) Regulations 2005. The Electronic Scheduled Waste Information System ("eSWIS") notifies the Department of Environment within 30 days when scheduled waste is generated. All scheduled waste is disposed of by a Department of Environment-licensed contractor. In addition, their employees are provided with proper educational platforms to responsibly manage and dispose the scheduled waste generated. Robust training courses on proper handling of scheduled waste, prioritising prevention of spillages which includes during transportation.

Resorts World Genting aims to encourage guests to participate in their recycling efforts and raise awareness on the importance of recycling to protect the environment. Five smart reverse vending machines (RVM) were placed in Resorts World Genting in 2020, allowing guests to exchange recyclable waste for KLEAN points, which can be used to redeem rides and preview passes in Skytropolis, the resort's indoor theme park. About 17,252 items of recyclable waste was collected through the RVMs in 2021.

For Genting Malaysia's UK operations, its waste is managed by one of the country's leading recycling companies, which is known for having the nation's highest recycling rate. 100% of its waste was diverted from landfills across all UK operations in 2021, of which 74% of waste was recycled, 25% was used for Refuse Derived Fuel ("FDF") and 1% used for anaerobic digester.

Genting Plantations is mindful of the effluents they produce and institute strict controls to mitigate possible contamination of waterways. The processing of palm oil results in highly soiled water known as Palm Oil Mill Effluent ("POME"). Raw, untreated POME cannot be discharged to waterways and any carelessness will result in pollution of groundwater and soil. POME from their oil mills which represents 50% of the total water consumed by the mills, are treated and used for land application and composting, as well as repurposed as fertilizer. Applied to the land, it provides moisture, nutrients and organic matter that enhances the soil and in turn reduces the reliance on inorganic fertilizers. Effluents from their downstream operations are treated to meet local regulatory requirements prior to discharge. In both instances, local environmental limits are complied to minimise any risk to groundwater pollution or disturbance to aquatic life. In 2021, Genting Plantations capitalised 1.6 million metric tonnes of biomass from its operations.



SAFEGUARDING SOCIAL WELFARE

CUSTOMER HEALTH, SAFETY & SECURITY

GRI 416-1, 416-2, 418-1

As a holding company that does not produce or provide any products or services for sale, we do not have any customers. Hence, customers are not considered a key direct stakeholder group of Genting Berhad. Nevertheless, we recognise the important role that customers play in the success of our portfolio companies' businesses and are committed to support them in protecting the health, safety and security of their customers and guests. This disclosure is made in line with our commitment to reduce the downstream social impact of our investment holding activities.

We recognise that the leisure-based portfolio companies, namely Genting Malaysia, Genting Singapore and Resorts World Las Vegas offer a myriad of the leisure and entertainment facilities including hotels, casino facilities, theme park, concerts and shows, retail shopping as well as food and beverage outlets that attract millions of visitors annually. They have a duty to ensure the responsible provision of their products and services to prevent any adverse impact to customers' health and wellness. Hence, the Board and management of Genting Berhad closely monitor the activities and performance of our portfolio companies to ensure the continued success and sustainability of their business performance.



CUSTOMER HEALTH, SAFETY & SECURITY

SITE SAFETY AND SECURITY

Genting Malaysia, Genting Singapore and Resorts World Las Vegas are committed to ensuring the safety, security and comfort of the customers and guests at their premises. Comprehensive safety protocols and procedures have been established to ensure the wellbeing of guests at their hotels, F&B establishments, theme parks and casinos, including but not limited to:

- Pandemic prevention procedures and response protocols;
- Hotel room safety and cleanliness;
- Safe food handling procedures;
- Theme park rides and attractions' maintenance and upkeep;
- Casino security and threat preparedness; and
- Fire safety compliance and drills.

For example, Genting Malaysia's Resorts World Genting has a team of auxiliary police and security personnel who act as first responders in case of accidents and emergencies and all its global operations own operational fire engines and ambulances. The auxiliary police are responsible to maintain law and order, prevent crime and safeguard the entire resort. The resort has 4,116 CCTVs and 801 auxiliary police and security personnel who patrol the resort day and night to keep our stakeholders and premises safe.

As visitors normally travel to the hilltop resort in Malaysia by road or by taking the Awana Skyway cable car services, Resorts World Genting takes great efforts in ensuring a safe journey by carefully maintaining both modes of travel. Regular assessments and road maintenance are conducted to address the risk of landslides, in addition to constant slope maintenance programme. The safety guidelines are advised by their appointed road consultants and in line with national and international road safety standards. The 99-gondola cable car system has a capacity of 3,000 passengers one way per hour and can transport travellers from mid-hill station to the peak (a 2.8-km journey) in 10 minutes. Regular maintenance is conducted to ensure the system functions smoothly. An evacuation plan is in place detailing various methods of evacuating passengers, including the use of a crane and helicopter.

Additional details of the management initiatives taken by Genting Malaysia and Genting Singapore to safeguard customers at their resort properties are disclosed in their respective sustainability reports.



RESPONSIBLE GAMING

As established casino resort operators, Genting Malaysia, Genting Singapore and Resorts World Las Vegas aim to provide patrons with enjoyable gaming experiences and encourage responsible gaming. They are committed to ensuring compliance with all applicable legislations and collaborating with their respective government, Responsible Gambling ("RG") bodies and the community to prevent problem and underage gambling.

The responsible gaming practices adopted by our casino resort operators include,

- Adherence to their respective operating countries' or states' responsible gaming laws and regulations;
- A commitment to market and advertise responsibly to protect children and other vulnerable persons from the harm or exploitation from gambling;
- Ensuring staff are trained following industry best practices with the knowledge and tools to effectively promote responsible gaming;
- Implementation of a self-exclusion programme where customers can voluntarily exclude themselves from gaming activities;
- Partnering with local regulatory councils and NGOs to improve gambling safety efforts [example: Resorts World Bimini's collaboration with Florida Council on Compulsive Gambling ("FCCG") and Genting Singapore's partnership with National Addictions Management Service ("NAMS")]; and
- Setting up a Responsible Gaming Resource Centre at Resorts World Catskills to help patrons and employees with gambling problems.
- RG Framework by Resorts World Sentosa which incorporates RG Check standards in core areas such as RG policies, staff training, casino exclusions, assisting patrons, informed decision-making, advertising and promotions, access to money and venue & game features. RG Check is the world's most comprehensive and rigorous responsible gaming accreditation programme that has been developed by the Responsible Gambling Council ("RCG") Centre for the Advancement of Best Practices.
- Manage Game Play ("MGP") programme was introduced by Resorts World Sentosa in February 2020 to help patrons make informed gambling decisions at Electronic Gaming Machines ("EGMs") by providing information on real-time play. Patrons enrolled in this programme can determine the length of time of they wish to stay and the amount that they intend to spend. They then receive personalised SMS notifications at selected milestones. A survey feedback conducted in 2021 showed 90% of patrons were satisfied with MGP.
- At Resorts World Las Vegas, team members will receive training on responsible gaming programme during new hire orientation as well as periodic refresher training. The resort will make reasonable efforts to honour a patron's written request to be self-limited from gaming activities and advertisements, and reserves the right to exclude a patron from gaming without a request from the patron. The resort will make diligent efforts to prevent individuals under 21 years of age from participating in any gambling or sports betting, loitering in the gaming area of the casino, or from gaining access to online, mobile or in-room gambling opportunities.



CUSTOMER HEALTH, SAFETY & SECURITY

Genting Malaysia's Responsible Gaming Programme at RWG is aligned with industry best practices and standards, and helps protect its customers from gaming-induced problems.



Self-Exclusion Programme

Our casinos provide the option for a person who identifies as having a gambling problem to voluntarily exclude themselves from our gambling facilities via this programme.

WHAT HAPPENS WHEN YOU SELF-EXCLUDE?

Not allowed to gamble in the casino. A cooling off period of seven days is allowed as an option. Revocation is allowed after six months.



Removed from all forms of marketing and solicitations and will not be eligible to participate in any casino membership programmes.



Be asked to leave the casino and may be subject to trespassing charges if they return during the exclusion period.



A person is able to return to the casino once the self-exclusion period has expired or a request for revocation has been submitted to casino management for consideration.

Due to the temporary closure of the casinos during the government's movement control order, there were fewer guests who signed up for the self-exclusion programme, compared to previous years.

CUSTOMER DATA PRIVACY

While Genting Berhad is primarily an investment holding company and does not provide products and services for sale, we recognise that through our portfolio companies' business activities, we inevitably come into contact with large amounts of customer's personal data, some of which may be sensitive in nature.

Our portfolio companies are committed to treat the personal data of every guest with care and respect, by upholding their rights regarding the collection, use, access and disclosure of their personal data. These commitments are set out in the respective personal data protection policy of our portfolio companies, which was prepared in accordance with the requirements of the applicable data privacy laws which our portfolio companies are subject to.

This commitment to data privacy is supported by cybersecurity procedures that ensure safer handling of customers' personal data.



Creating Safe and Inclusive Integrated Resorts

COMMUNITY INVESTMENTS

GRI 203-1, 203-2, 413-1

As a good corporate citizen, Genting Berhad recognises our responsibility to uplift and support the communities where we operate. Our community investments are aimed at the betterment of the society and are reflected in the corporate social responsibility or community philanthropic activities undertaken. This commitment is taken up by our portfolio companies as well, who contribute 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.

Genting Berhad's community investments and philanthropic activities are directed to various charities and causes where there are identified needs. This includes our continued support and maintenance of the Genting Dementia Care Centre which opened on 28 February 2019 as the result of a collaboration between Genting Group and the University of Malaya's Faculty of Medicine.

The Genting Dementia Care Centre operates on a charitable basis to offer daycare services to people suffering from dementia, as well as to provide information through webinars and training to caregivers, family members and professionals involved in dementia care. The centre strives to help persons living with dementia to achieve the best possible quality of life and provide support and training to their families and caregivers. About RM3.8 million has been spent by Genting Berhad to support this centre since its inception.

Our Chairman and Chief Executive Tan Sri Lim Kok Thay was honoured with the prestigious Keep Memory Alive Global Community Leadership Award on 16 October 2021 for his contribution to the fight against neuro-degenerative diseases and his dedication to find new solutions to improve the health of mankind, with a special focus on finding solutions to treat or prevent Alzheimer's Disease.

Resorts World Gives is the corporate philanthropic programme encompassing all charitable giving by Resorts World New York City and Resorts World Catskills. Its mission is to invest in the economic and social progress of the communities that their properties operate in. To-date, they have donated USD3 million to over 200 local organisations and matched 100% of their employee donations.



Resorts World Las Vegas supports and serves the local community and aims to address issues that impact the quality of lifestyle. In October of 2021, Resorts World Las Vegas launched the World of Difference Community Engagement initiative, which includes volunteerism, donations, active community presence and education.

In 2021, Resorts World Las Vegas provided over 1,308 volunteer hours impacting 7,848 lives. Forty-eight families were adopted for the holidays in partnership with HELP of Southern Nevada, an organisation that supports homeless and underprivileged families and Operation Warm Heart, which supports military families. The resort also partnered with Wreaths Across America to place wreaths on the graves of members of the military in our local veteran's cemetery. In addition, their employees volunteered with Opportunity Village, a local non-profit organisation serving individuals with disabilities and hosted our first blood drive.

SAFEGUARDING SOCIAL WELFARE

COMMUNITY INVESTMENTS

Resorts World Las Vegas contributed about USD77,500 in cash and in-kind donations, impacting 155,000 lives in 2021. impacting 155,000 lives in 2021. The donations supported organisations such as the Las Vegas Business Academy which offers scholarships to local students and Make-A-Wish Foundation granting wishes for critically ill children.

Resorts World Sentosa continues to address their commitments to the community by empowering and engaging the underprivileged and disadvantaged through RWS Cares programme. RWS Cares organises and supports a number of community initiatives, aimed at addressing social needs and strengthening the community. To encourage and expand volunteering opportunities for their team members, they have set a long-term goal to achieve over 500,000 cumulative volunteering hours by 2030.

In 2021, Resorts World Sentosa supported the Singapore government for the second time to contain the community spread of COVID-19, and stepped forward as the Managing Agent of the Community Treatment Facility ("CTF") at the NTUC Health Nursing Home in Tampines to oversee a capacity of about 250 beds. Through timely response, Resorts World Sentosa was able to install systems infrastructure successfully and efficiently within three days and mobilise volunteers in critical non-medical roles to run operations at the CTF and to man a 24/7 operations command centre. More than 120 RWS team members volunteered to care for COVID-19 patients.

Overall, a total of 11,800 volunteering hours was clocked in Genting Singapore, which translated to SGD553,000 worth in salary cost, benefitting 11,000 people in the community. A total of SGD2.3 million worth of community investments in cash and in-kind donations as well as funds were channelled towards charitable causes."

At Genting Energy, their CSR activities in 2021 were focused on 5 key areas as follows:

COVID-19	<ul style="list-style-type: none"> Facilitated COVID-19 swab test in rural area Sponsored 1000 mass vaccinations programme for police force in Puloampel sub-district in Banten Sponsored 2nd dose vaccinations for 2,000 community members in Puloampel sub-district in Banten Food assistance and event space for COVID-19 vaccinations programme COVID-19 care assistance in Fatimah Hospital Donation for construction of public burial warehouse
HEALTH	<ul style="list-style-type: none"> Assistance in relation to convalescent plasma machine with Indonesian Red Cross Food safety & nutrition campaign by providing locally sourced nutritious food to toddlers and pregnant women Sponsored fogging programme to control of dengue haemorrhagic fever in Salira Village Sponsored wheelchair to needy person
COMMUNITY OUTREACH	<ul style="list-style-type: none"> Sponsored local community activities such as religious festivities, National Day celebrations, National sports week, local culture, and mass circumcision activities in Indonesia Donation for mosque's monthly operations in Banten Funded repair works and provided building materials to construct patrol post and concrete road Donated 120 bags of cements for the construction of multipurpose hall for Catholic Church in Tofoi village, Sumuri District, Teluk Bintuni Regency Funded social aid necessities to underprivileged in Banten and West Papua, Indonesia Donated 40 units solar streetlights at Jangi village, India
EDUCATION	<ul style="list-style-type: none"> Sponsored scholarships for Institute of Technology Bandung ("ITB") University Educational support by sponsoring achievement awards to Primary School and Secondary School students at Salira Village Sponsored to upgrade computer and simulation lab facilities of the Faculty of Mining and Petroleum Engineering at the University of Papua, Indonesia
ENVIRONMENTAL	<ul style="list-style-type: none"> Reforestation with fruit plants at Sumuri District, Teluk Bintuni Regency, West Papua Province Sponsored beach cleaning campaign with the aim to reverse ocean pollution and to help preserve the ecosystem of the ocean Planted 3,000 mangrove trees along the coastal area of Serang Regency, Banten as part of Mangrove Conservation Programme Planted 120 trees surrounding Salira village in the Banten area to combat global warming

SAFEGUARDING SOCIAL WELFARE COMMUNITY INVESTMENTS

Over RM500,000 equivalent worth of donation and in-kind was made by Genting Energy, that benefitted over 18,000 people in the local community.

A total of RM15.4 million worth of community investments was channeled towards charitable causes in 2021 by our portfolio companies, benefitting about 94,000 people in local communities.

Further details on CSR activities of Genting Singapore, Genting Malaysia and Genting Plantations are disclosed in their respective sustainability reports.



Our employee volunteers worldwide supporting the local communities.



ENHANCING WORKPLACE PRACTICES

HUMAN RIGHTS AND LABOUR STANDARDS

GRI 412-1, 412-2

As a responsible company, Genting Berhad respects the principles contained in the United Nations Universal Declaration of Human Rights and upholds its principles of dignity, fairness, equality, respect and independence in all our operations. This commitment informs the development of our stakeholder related policies and SOPs, including our labour standards.

Genting Berhad's Human Rights and Labour Standards support:

- The right to fair compensation and minimum wage
- Children's right and freedom from child exploitation
- Prohibition of forced labour, debt bondage, human trafficking
- Violence-free and harassment-free workplace
- Non-discrimination and equal opportunity irrespective of race, religion, age, gender or political association
- Compliance with local labour laws on working hours and overtime

Genting Berhad adheres to all applicable employment and human rights regulations where operations are based. This includes, among others, Malaysia's Federal Constitution, Employment Act 1955, ATIPSOM Act 2007, and Occupational Health and Safety Act 1994.

The human rights practices are generally included in Genting Berhad's Code of Conduct and Ethics for Employees and Directors, Human Resources policies and procedures, Whistleblower Policy awareness and training programmes. Any incidence of wrongdoing and non-compliance can be reported through our Whistleblower channel and are brought to the attention of the Whistleblower Committees. The Company is committed to investigate and recommend action plan upon receiving complaints, report or recommendation from the Whistleblowing Committee or an Enforcement Agency to address the issue.

The Company is committed to creating a safe and respectful workplace and have provided training on harassment and sensitivity training for leaders and managers. During the year under review, there had been no incident of human rights violations at the Company in prior years.

DIVERSITY, EQUAL OPPORTUNITY AND INCLUSION

GRI 405-1, 405-2

At Genting Berhad, we are committed to ensure an inclusive and non-discriminatory work environment, providing equal opportunities for all. We believe diversity, equal opportunity and inclusion in the workplace is a competitive advantage that contributes richer perspectives, insights and ideas towards problem solving and greater innovation. Hence, we strive to create the ideal workplace where people from diverse ethnicities, cultures, religion and socio-economic standing with multiple talents and differences in abilities, and irrespective of age or gender, come together to work successfully as a team.

We practise non-discrimination in any form, whether based on age, gender, ethnicity or religion throughout the organisation. This includes the selection of Board members and senior management that requires our Board and senior management team to be people of high calibre, vast knowledge, experience, expertise and skills.

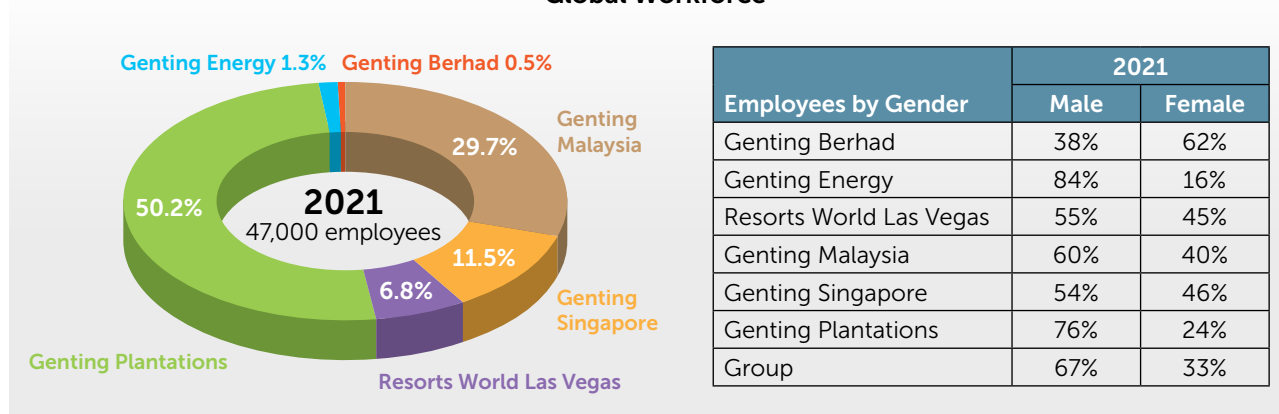
The Board of Genting Berhad is mindful of the industry target of at least 30% women directors and has taken the initial step of appointing a female director on the Board in 2017. Our directors in Genting Berhad comprise 7 male directors and 1 female director who are 75% Chinese and 25% Indian. 25% of the directors are between the ages of 30 and 55 and the remaining 75% are above 55 years old.

Our non-discrimination practice is outlined in the Genting Berhad's Code of Conduct and Ethics, in which all 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, at all stages of our human resource process from recruitment, selection, retention, training and development, appraisal, promotion, succession planning to retirement.

As at 31 December 2021, the Genting Group provided full time employment to over 47,000 people¹ of diverse nationalities across the world with 26% Malaysians 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. Malaysians based in Malaysia comprised Malays (31%), Chinese (24%), Indians (7%) and Others (38%). The male to female employee ratio was 67:33 with age below 30 years (32%), between 30 to 55 years (61%) and above 55 years (7%).

In this section, the workforce data covers Genting Berhad and its portfolio companies, where available. Genting Plantations provides employment to over 23,000 people or 50.2% of our global workforce due to the labour-intensive oil palm plantation business.

Global Workforce



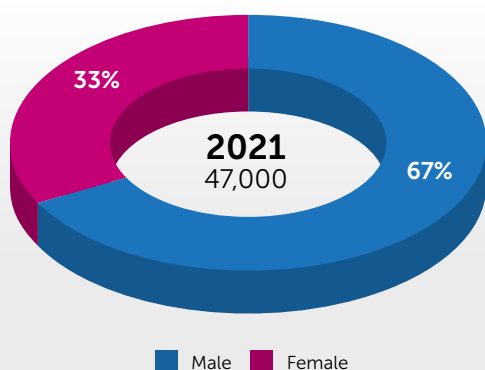
The diversity data on gender composition and age profile of employees is expanded to cover all of our portfolio companies. The power generation business of Genting Energy and the oil palm plantations business of Genting Plantations are generally male-dominated industries.

¹ Full-time employees from Genting Berhad, Genting Malaysia, Genting Singapore, Genting Plantations, Genting Energy and Resorts World Las Vegas as at 31 December 2021.

DIVERSITY, EQUAL OPPORTUNITY AND INCLUSION

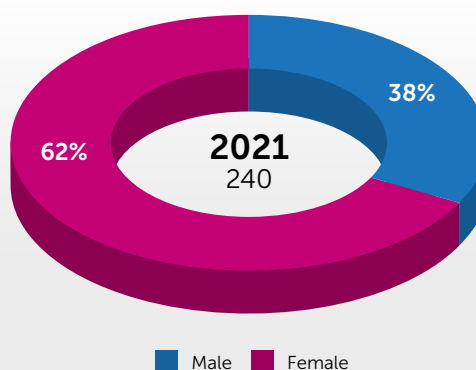
At company level, Genting Berhad employed over 240 full time employees comprised 62% female and 38% male in 2021, compared to 63% female and 37% in 2020. The minor change in the gender proportion was due to natural attrition and retirement of employees in 2021.

Employees by Gender - Group



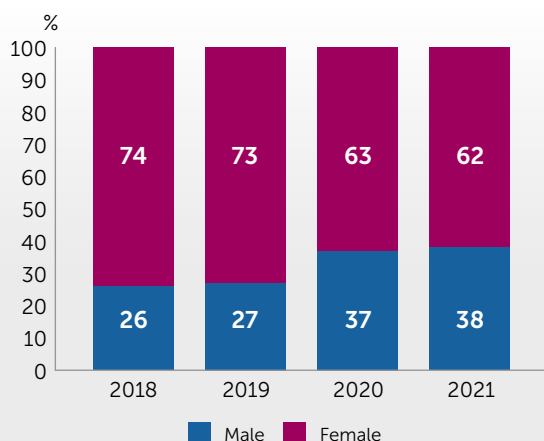
Note: Data is rounded to nearest thousand of over 47,000 as at 31 Dec 2021.

Employees by Gender - Company

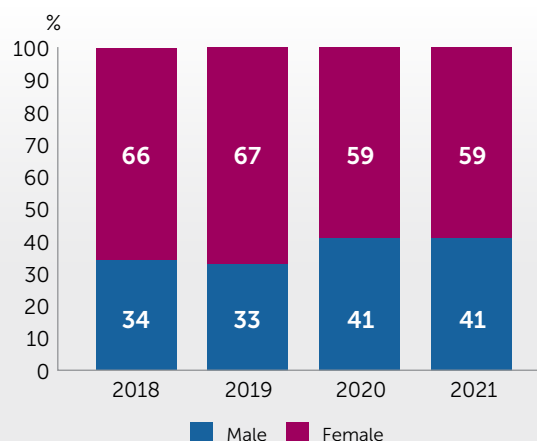


Note: Data is rounded to nearest hundred of over 240 at 31 Dec 2021.

Genting Berhad - Employees by Gender



Genting Berhad - Managers by Gender



At Genting Berhad, female managers comprised 59% in 2021, consistent with 2020. The gender composition by employees and managers of the Company over the past 4 years is shown in the above charts. The gender composition reflects the nature of our operations, of which the power generation business of Genting Energy and the oil palm plantations business of Genting Plantations are generally in male-dominated industries.

2021 Managers - by gender	Genting Berhad	Genting Energy	Resorts World Las Vegas	Genting Singapore	Genting Malaysia	Genting Plantations
Female managers	59%	21%	45%	41%	38%	20%
Male managers	41%	79%	55%	59%	62%	80%

(Note: Managers refer to senior management and management.)

DIVERSITY, EQUAL OPPORTUNITY AND INCLUSION

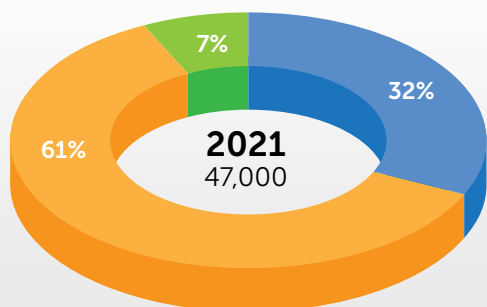
We have a good mix of young and experienced employees. In this section, we expanded the employee age profile data to cover all of our portfolio companies. At company level, the age profile of our employees of below 30 years (29%), between 30 to 55 years (60%) and above 55 years (11%) was consistent with the age profile of employees at group level in 2021.

The combined data in previous years on employee age profile was based on Genting Berhad and its unlisted subsidiaries Genting Energy and Resorts World Las Vegas. Therefore, it is not comparable with this new group data in 2021. Moving forward, we will disclose the group data on gender and age profile diversity using 2021 as the base year.

Employees by Age Group

2021	Genting Berhad	Genting Energy	Resorts World Las Vegas	Genting Singapore	Genting Malaysia	Genting Plantations	GROUP
below 30 years	29%	22%	24%	26%	37%	32%	32%
between 30 to 55 years	60%	72%	67%	61%	49%	66%	61%
above 55 years	11%	6%	9%	14%	14%	2%	7%

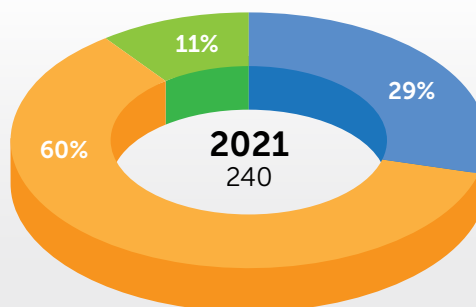
Employees by Age - Group



■ below 30 years ■ between 30 to 55 years ■ above 55 years

Note: Data is rounded to nearest thousand, over 47,000 as at 31 Dec 2021

Employees by Age - Company



■ below 30 years ■ between 30 to 55 years ■ above 55 years

Note: Data is rounded to nearest hundred, over 240 as at 31 Dec 2021

TALENT MANAGEMENT

GRI 404-1, 404-2, 404-3

People are our most valuable assets. Our ultimate success and achievements are a result of their high-performance and commitment. As such, talent management is of paramount importance to Genting Berhad and we have allocated significant efforts to attract, retain, develop, reward and groom employees to ensure the continued success of the Group.

Genting Berhad Talent Management Strategy



All our listed subsidiaries have detailed their human resources management activities and initiatives in their respective sustainability reports. The following talent management disclosures cover Genting Berhad with data that includes its portfolio companies, where available.

TALENT ATTRACTION & ACQUISITION

Our Group focuses on talent acquisition, talent engagement and talent retention. We strive to acquire the right talents, engage and retain our employees with ongoing initiatives and activities to create a positive and productive work culture. At our head office in Wisma Genting, the COVID-19 movement control measures and strict standard operating procedures disrupted our regular employee engagement and training activities that require physical group attendance. As such, virtual online training and knowledge sharing activities were done to keep employees engaged.

In this section, we have expanded the employee hiring and turnover data to cover all portfolio companies under the Group. The prolonged pandemic in 2021 had presented challenges to hiring and retaining certain jobs due to the paradigm shift in the job market demand towards the markets that benefited from this pandemic.

The employee turnover rate for the Group averaged at 17% and successful hiring rate for new hires was 13% in 2021. The data on employee hires and turnover in the previous years was based on Genting Berhad and its unlisted subsidiaries Genting Energy and Resorts World Las Vegas. Therefore, the data is not comparable with this new group data in 2021. Moving forward, the group data on employee hires and turnover will use 2021 as the base year. At company level, the employee new hires' rate was 21% and employee turnover rate was 19% in 2021.

2021	Genting Berhad	Genting Energy	Resorts World Las Vegas	Genting Singapore	Genting Malaysia	Genting Plantations	GROUP
New hires	51	24	1,575	716	3,045	767	6,178
Employee turnover	47	97	1,123	905	3,886	2,007	8,065
Employee turnover rate	19%	15%	35%	17%	28%	8%	17%
Successful Hiring Rate	21%	4%	49%	13%	22%	3%	13%
% of millennials to total new hires	67%	58%	9%	49%	73%	47%	51%

ENHANCING WORKPLACE PRACTICES

TALENT MANAGEMENT

Millennials comprised 67% of Genting Berhad's recruits in 2021, compared to 63% in 2020. The data on percentage of millennials hired to total new hires shows Resorts World Las Vegas has the lowest percentage, which was mainly due to their hiring of more experienced executives and management for their new resort, compared to Genting Malaysia and Genting Singapore who are long established resorts with their pool of experienced workforce.

Resorts World Las Vegas recorded the highest hiring rate amongst our portfolio companies in 2021 as they ramped up their hiring process to be ready for their resort's opening on 24 June 2021. The ongoing pandemic and changing expectations for hourly employment have presented challenges to hiring and retaining certain positions. Resorts World Las Vegas has deployed job fairs and offered other incentives to encourage applications and retention of positions such as food workers and housekeepers, with noticeable positive results. Resorts World Las Vegas aims to be a "Workplace of Choice" that every resort professional will want to work for.

Among the new hires, the millennials or those aged 30 and below which numbered about 3,100 employees are part of a conscious effort of the Group to attract younger workforce to bridge generational differences and strengthen our business model. Our talent attraction and acquisition activities include structured internship programme ("SIP"), combined effort on group wide career events and activities through social media such as the Genting Careers' Facebook page.

TALENT ENGAGEMENT & RETENTION

Genting Berhad provides competitive remuneration packages and benefits as part of its strategy to attract and retain the right talent pool, which differs by employment categories and country. Our salary structure takes into account the qualifications, skills, experience, and capabilities of the candidate as well as the roles and responsibilities of the job before making a fair and competitive offer. We carried out market assessments to benchmark the adequacy and competitiveness of our benefits on a country-specific basis to formulate the appropriate mix of compensation and benefits. The benefits provided include but are not limited to:

Healthcare	Insurance	Disability and invalidity coverage	Study and parental leaves	Retirement gratuity
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Employees are appraised periodically against set targets and key performance indicators ("KPI"), via a structured performance management system. Remunerations of Senior Management and Board of Directors are governed by our Remuneration policy, which can be found on our website at www.genting.com/governance.

We strive to create a positive and productive work culture to foster an engaged workforce. Leaders and managers are fully empowered to manage and build healthy and productive working relationships with their employees through department engagement activities such as coaching for performance, regular feedback for development, department's festive and birthday celebration and social outings for relationship building.

TALENT DEVELOPMENT & SUCCESSION PLANNING

At Genting Berhad, we champion the idea of continuous learning for our employees to enhance their knowledge, skills and competencies in their current and future roles. Our employees had undergone various training programmes and seminars which were mainly conducted online in 2021 due to the pandemic. Genting Berhad is committed to provide training and development opportunities to our employees to achieve accredited work related certifications for their developmental growth. The total training hours of Genting Berhad was 10,444, while the average training hours per employee was 15.1 hours in 2021.

List of training programmes in 2021

- 021 National Conference: Internal Audit Vigorous and Versatile
- ACCA Virtual Seminar - Post Budget 2022
- BCP Asia: Develop and Execute a Pandemic Response Plan (ONLINE)
- Corporate Liability on Corruption Under Section 17A of the MACC Act 2009
- COSO: Blockchain and Cyber Risk
- CTIM: 2022 Budget Seminar
- Employer's Income Tax Reporting Seminar
- Form E preparation and employer's obligations
- Fraud-Related Internal Control (Workbook Self-Study)
- Getting ready for 2020 Form EA Preparation
- Guidance on Remote Auditing - ISO 9001
- Guidelines for Reporting Framework for Beneficial Ownership of Legal Person in Malaysia
- ICLIF: Understanding Corruption Risk Management
- IIA: ENTERPRISE RISK ASSESSMENT
- ISA 500 & 501 Audit Evidence and Specific Considerations for Selected items
- MAICSA Annual Conference 2021: The New Norm: Managing Disruption - Resilience and Recovery
- MAICSA Webinar - Loan to Directors and other parties
- MAICSA Webinar - Modern Meetings
- MAICSA Webinar - Preference Shares - From Issuance to Redemption/Conversion
- MAICSA Webinar - SSM'S Guidelines, Practice Notes & Practice Directives - Forget Them at Your Peril
- Managing Recurrent Related Party Transactions
- MBRS - Audit Financial Statement Knowledge Revision (Understand Financial Statement Content and Guidelines for Completion of MBRS Financial Statement)]
- MIA Webinar Series : Cash Flow Management Masterclass: Managing the Lifeblood Of A Business In A Volatile World
- MIA Webinar Series: A Comprehensive Review of Latest Developments in MFRS
- MIA Webinar Series: Enterprise Risk Management -Principles of ISO31000 and 2017 updates on ERM Framework
- MIA Webinar Series: ESG Risk Management and Due Diligence
- MIA Webinar Series: Financial Reporting Beyond COVID-19: Selected issues
- MIA Webinar Series: Foreign Currency and Consolidation of Foreign Subsidiaries with Excel Spreadsheet: MFRS and MPERS
- MIA Webinar Series:How to Develop Super Memory
- National Tax Conference 2021

The effectiveness of the training programmes were assessed through employee feedback forms and surveys conducted after the training, and were found to be satisfactory.

As a responsible employer, Genting Berhad has committed to the contribution of the Human Resources Development ("HRD") levy. Employees are empowered to take ownership in planning their own career through their Individual Development Plans that include blended learning approach based on the employees' needs for effective learning. Leaders and managers are encouraged to support their development and nurture employees' potential for better or higher performance.

At Genting Berhad, we have put in place a systematic succession planning approach to ensure leadership continuity. This includes the succession plan for the founding family, with Mr Lim Keong Hui, the son of Chairman and CEO Tan Sri Lim Kok Thay, serving as the Deputy CEO and Executive Director of the Company. We identified the key positions and the potential successors for the succession planning. 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.

OCCUPATIONAL HEALTH AND SAFETY

GRI 403-1, 403-2, 403-5

At Genting Berhad, we are committed to provide and maintain a safe and healthy working environment and system for all employees and others who may be affected by the companies' activities or work carried out. Our priority is to avoid causing unnecessary and unacceptable risk and hazard to the safety and health of our employees, customers, visitors and general public.

We adhere to Occupational, Safety and Health ("OSH") practices and policies and engage with our portfolio companies to ensure their operations are aligned with industry's best practices to reduce potential OSH incidents or accidents. 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 instill 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 on our operating premises. All portfolio companies have established annual safety and health objectives and targets towards driving improvements in OSH performance, which are subject to an annual management review to evaluate our OSH performance for the year.

To achieve this objective, the enforcement of sound policy is important for the protection of all concerns and we shall commit to:

- Comply with Occupational Safety and Health Act 1994, approved industrial code of practices and other safety and health requirements;
- Communicate all relevant information, work instructions and provide supervision and training to all employees to ensure duties are carried out in a safe manner and without risks to health;
- Maintain all operating facilities, motor vehicles, machineries, equipments and appliances in safe and good condition to prevent work-related injury and ill health;
- Develop and cultivate safe working practices to prevent accidents, injuries and occupational illnesses, as well as conduct investigations and take necessary steps/actions to ensure such incidents do not recur;
- Review and improve the policy, working environment and system on a regular basis to ensure it remains relevant and appropriate.

This policy shall be communicated and understood by all employees. All employees are responsible and accountable to achieve the above mentioned practices and shall display high level of awareness on safety and health.

Genting Energy adheres to all health and safety regulations applicable to the Oil & Gas and Power industries in the respective countries of its operations to protect the wellbeing of its workers and customers at its premises. The Banten power plant is certified with ISO certifications for Safety and Health management systems. All stages of power generation are subject to rigorous quality control procedures. In 2021, the Banten power plant was successfully recertified ISO 45001:2018 Occupational Health & Safety Management System certification. This recertification further demonstrates Genting Energy's dedication towards eliminating work hazards, protecting workers and continuously improving workplace safety. There was zero workplace fatality recorded by Genting Energy in 2021.

ENHANCING WORKPLACE PRACTICES

OCCUPATIONAL HEALTH AND SAFETY

The OSH performance of our listed portfolio companies are disclosed in detail in their respective sustainability reports. The OSH data performance of our Group is summarised in the table below:

Companies	Manhours worked			No. of injuries			No. of fatalities			No. of lost days		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Genting Berhad	374,784	499,730	481,221	0	0	0	0	0	0	0	0	0
Genting Singapore	15,764,605	9,360,102	7,741,768	236	157	102	0	0	0	1,824	1,331	497
Genting Malaysia	35,021,376*	27,615,744*	21,795,072*	86	92	160	0	0	0	398	n/a	808
Genting Plantations	60,363,264	59,671,872	59,272,512	321	657	839	3	4	3	1,207	2,030	2,168
Genting Energy	2,279,320	2,298,372	2,349,493	0	3	0	0	0	0	0	0	0
Resorts World Las Vegas	-	296,962	4,624,424	0	0	151	0	0	0	0	0	3,083
Total	78,781,973	72,127,038	74,309,674									

* Data is for Malaysian operations only.

As of 31 December 2021, the Banten power plant achieved more than 5 million of lost-time-injury-free hours or 1,239 days since 10 August 2018. There was zero workplace fatality recorded by Genting Energy in 2021.



APPENDIX

GRI CONTENT INDEX

GRI 102-55

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

GRI Standard	Disclosure		Page number (s)
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	102-3	Location of headquarters	7
	102-4	Location of operations	8-9
	102-5	Ownership and legal form	7
	102-6	Markets served	7
	102-7	Scale of the organisation	1, 7-9
	102-8	Information on employees and other workers	8, 71-74
	102-9	Supply chain	24, 38
	102-10	Significant changes to the organisation and its supply chain	None
	102-11	Precautionary Principle or approach	Annual Report 2021 - Corporate Governance Overview Statement and Statement on Risk Management and Internal Control
	102-12	External initiatives	1, 25
	102-13	Memberships of associations	25
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	102-14	Statement from most senior decision-maker	3-4
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	Ethics And Integrity		
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	Governance		
	102-18	Governance Structure	32-33
	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	23-24
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	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	26-30	

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	102-32	Highest governance body's role in sustainability reporting	32-33
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	102-34	Nature and total number of critical concerns	Annual Report 2021 - Corporate Governance Overview Statement
	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	23-25
	102-41	Collective bargaining agreements	Not applicable
	102-42	Identifying and selecting stakeholders	23-24
	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
	102-47	List of material topics	26-30
	102-48	Restatements of information	34-38, 43-45, 54-78
	102-49	Changes in reporting	26-30
	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	
	102-56	External Assurance	80-85
		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	43-45
	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	43-45
	201-2	Financial implications and other risks and opportunities due to climate change	47-60
	201-3	Defined benefit plan obligations and other retirement plans	75
	201-4	Financial assistance received from government	Annual Report 2021, Government Grant
Market Presence			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	70-71
	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	72
Indirect Economic Impacts			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	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	35-37
	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	47-60
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	
	301-2	Recycled input materials used	
	301-3	Reclaimed products and their packaging materials	Not applicable

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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	51-54
	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	54
	302-2	Energy consumption outside the organisation	51-54
	302-3	Energy intensity	
	302-4	Reduction of energy consumption	
Water			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	55-57
	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	55-57
	303-2	Water sources significantly affected by withdrawal of water	
	303-3	Water recycled and reused	
Biodiversity			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	47-50
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
	304-2	Significant impacts of activities, products and services on biodiversity	
	304-3	Habitats protected or restored	
	304-4	IUCN Red List species and national conversation list species with habitats in areas affected by operations	
Emissions			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	51-54
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-3	Other indirect (Scope 3) GHG emissions	
	305-4	GHG emissions intensity	
	305-5	Reduction of GHG emissions	
	305-6	Emissions of ozone-depleting substances (ODS)	
	305-7	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	58-60
	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	58-60
	306-2	Waste by type and disposal method	
	306-3	Significant spills	None
	306-4	Transport of hazardous waste	58-60
	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	47-60
	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	38
	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	70-76
	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	72-75
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	75
	401-3	Parental leave	
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	77-78
	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	
	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	74-76
	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	71-73
	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	71-73
	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	66-68
	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

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