



SUSTAINABILITY REPORT 2024

GENTING BERHAD
196801000315 (7916-A)

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About This Report

Genting Berhad is pleased to present its ninth annual edition of the Sustainability Report. This 2024 edition reaffirms the Company's enduring commitment to sustainability, a principle embedded in its core values since the founding of the Genting Group in 1965.

The Company's dedication to sustainability disclosures has been consistently demonstrated through its reporting efforts since 1982. This report supplements the Sustainability Statement in the Integrated Annual Report 2024 of Genting Berhad.

REPORTING SCOPE

The report covers Genting Berhad ("Company") and its portfolio of companies, collectively known as the Genting Group ("Group"). The portfolio of companies are the principal operating units that the Company has direct financial control or equity holding of 50% and above and are listed as follows:

Listed Principal Operating Subsidiaries:

- Genting Singapore Limited ("Genting Singapore")
- Genting Malaysia Berhad ("Genting Malaysia")
- Genting Plantations Berhad ("Genting Plantations")

Unlisted Principal Operating Subsidiaries:

- Genting Energy Limited ("Genting Energy"); and
- Resorts World Las Vegas LLC ("Resorts World Las Vegas")

The report provides an update of the Group's sustainability performance, commitments and progress covering environmental, social and governance ("ESG") in 2024. The sustainability data disclosed covers the Group, unless stated otherwise.

The content of this report is aligned with the published annual reports of Genting Malaysia, Genting Singapore and Genting Plantations and includes the reporting of Genting Energy and Resorts World Las Vegas.

"Our Feature" sections in this report highlight the key ESG initiatives and strategies implemented by the Group's operating subsidiaries in 2024.

REPORTING PERIOD

The reporting period covers 1 January 2024 to 31 December 2024 ("2024") and includes any material events up to the report's date of approval.

REPORTING FRAMEWORKS, STANDARDS AND GUIDELINES



Reporting Requirements

This report has been prepared using the following global and local sustainability reporting framework, standards and guidelines:

- United Nations Sustainable Development Goals ("UN SDGs")
- Global Reporting Initiative ("GRI") Universal Standards
- Main Market Listing Requirements of Bursa Malaysia Securities Berhad ("Bursa Malaysia")
- Enhanced Sustainability Reporting Framework of Bursa Malaysia
- Sustainability Reporting Guide (3rd edition) of Bursa Malaysia
- Malaysian Code on Corporate Governance 2021 of Securities Commission Malaysia

Given the recent developments in global disclosure requirements and the disbandment of the Task Force on Climate-related Financial Disclosures ("TCFD"), we are guided by Malaysia's National Sustainability Reporting Framework issued on 24 September 2024 and to progressively adopt the International Financial Reporting Standards ("IFRS") S1 and S2, within the required timelines. IFRS S1 and S2 incorporate the recommendations of TCFD.



Feedback received from various stakeholders such as Bursa Malaysia, ESG rating agencies, bond and share investors were considered in the preparation of this report.

About This Report

RELIABILITY & ASSURANCE



Approval & Verification

This report was reviewed and approved by the Executive Committee and Board of Directors of Genting Berhad. The Board of Directors endorsed the report by resolution dated 11 April 2025.

Selected financial data in this report can be verified against the audited financial statements in the Integrated Annual Report 2024 of Genting Berhad, which have been assured by independent external auditors.



Internal Review

To ensure the accuracy and integrity of the sustainability disclosures, selected sustainability matters and indicators of this Report have been subjected to an internal review by the Company's internal auditors.

The scope of internal audit was expanded in 2024 to cover additional sustainability matters and indicators. Please refer to the Statement of Assurance by Internal Auditors on page 124 for the subject matters and scope of the internal audit review.

We target to continue expanding the scope of internal audit for the next reporting period.

Limited External Assurance

Within the Group, Genting Singapore has engaged an external verifier in 2024 to undertake a limited assurance on selected environmental and social data and information.

We aim to expand the scope of external assurance on our sustainability data in the coming years.

MATERIALITY & MATERIAL MATTERS

The content of this report is based on key topics of material concern to Genting Berhad's businesses and stakeholders. The Company conducts a yearly materiality assessment to identify, prioritise and validate these key topics.

 For more details on the Company's materiality assessment, refer to page 20 of this report.

LIMITATIONS & DISCLAIMER

Genting Berhad recognises the challenges and limitations arising from compiling ESG data on a group-wide basis. Therefore, 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 circumstances that are subject to change.

Actual plans and results may differ according to changes in the operating environment.



AVAILABILITY & FEEDBACK

This Sustainability Report is provided exclusively in digital format. For more details, including the Sustainability Policy and related reporting disclosures for Genting Berhad, please visit the Company's corporate website at www.genting.com. The sustainability reports for the listed companies of Genting Berhad are accessible via their respective websites:

Genting Singapore Limited
Genting Malaysia Berhad
Genting Plantations Berhad

www.gentingsingapore.com
www.gentingmalaysia.com
www.gentingplantations.com

Message From Chief Executive and President

Dear Stakeholders,

We are pleased to share the 2024 Sustainability Report of Genting Berhad, highlighting our ongoing commitment to advancing sustainability across our operations while driving financial success and creating a positive impact on communities and industries worldwide. Through strategic partnerships, ethical practices and innovation, we strive to drive meaningful change and set new standards of excellence. Our achievements are driven by a dedicated workforce and a robust corporate governance framework, ensuring the highest standards of integrity and accountability.

Our sustainability framework aligns with the Group's vision, mission and values that are shared across subsidiaries. Enhanced environmental data monitoring tool was introduced in 2024 to improve sustainability data collation processes and support IFRS S2 climate reporting standards. Additionally, Genting Berhad signed up as a participant in Bursa Malaysia's Corporate Sustainability Index Climate Reporting Pilot Programme in 2024.

Genting Berhad improved its FTSE Russell ESG score to 3.0 and strong ESG ratings were reported across the subsidiaries in 2024. Genting Malaysia remained a highly rated constituent of the FTSE4Good Bursa Malaysia Index while Genting Plantations earned an Overall Excellence Award at the 2024 National Corporate Governance & Sustainability Awards, organised by the Minority Shareholders Watch Group.

CHAMPIONING SUSTAINABLE TOURISM

We are proud that Genting Singapore is recognised for championing sustainable tourism, achieving for the first time an "AA" MSCI ESG rating and the inclusion in the FTSE4Good Index in 2024. For three consecutive years since 2021, Genting Singapore remained certified for the Global Sustainable Tourism Council ("GSTC") Criteria for Destinations, GSTC Criteria for Hotels and the Events Industry Council Platinum Sustainable Events Standard. It has received the M&C Asia Stella Award 2024 for Best Sustainability Initiative (Hotel), the HR Asia Best Companies to Work in Asia award and the Company of Good at 3 Hearts recognition by the National Volunteer Philanthropy Committee for the contributions to the community.

UPHOLDING GOOD GOVERNANCE

Governance remained a key sustainability pillar in 2024, reinforcing our commitment to transparency, accountability and resilience. The Board of Directors reinforced sustainability governance by actively requesting updates on key sustainability initiatives to ensure their effective integration into the business strategy. We maintain a zero-tolerance approach against bribery and corruption and ensure our stance is clearly communicated to our stakeholders. Zero cases of bribery and corruption were reported in 2024.

ADVANCING DECARBONISATION

We have strengthened our commitment to environmental stewardship, recognising the growing urgency for climate change. Our climate targets are aligned with national targets, aiming for carbon neutrality by 2050. To achieve this, we enhance energy efficiency through the implementation of advanced technologies, system upgrades and sustainable practices while fostering energy-saving practices among our workforce.

Genting Singapore continues to advance its 2030 Sustainability Master Plan, striving for carbon neutrality by 2030 while driving positive socio-economic impact. Despite higher visitor numbers in 2024, the company successfully reduced its carbon emissions intensity across Scope 1, 2 and 3 by 28% compared to its 2015 baseline. With ongoing initiatives, it remains on track to achieve a 30% reduction.

In 2024, 12 solar panel sites at Resorts World Sentosa became fully operational, doubling the generation of solar energy at the resort. Additional solar capacity from the new Singapore Oceanarium and Research and Learning Centre, along with rooftop expansions under RWS 2.0, will further boost renewable energy use.

Optimising building performance is essential to our emission reduction goals and we have made significant strides in upgrading our infrastructure. At Resorts World Sentosa, Hotel Ora earned the BCA Green Mark Platinum Super Low Energy certification in 2024, making it one of Singapore's first few hotels to achieve this exemplary rating. As BCA standards become more stringent, Genting Singapore is proactively refurbishing older buildings and designing new ones to meet these evolving requirements. RWS 2.0 developments will incorporate energy-efficient cooling systems and sustainable materials to achieve a minimised carbon footprint and the BCA Green Mark Platinum certification.

Aligned with Malaysia's goal of achieving net-zero emissions by 2050, our operating units in Malaysia are proactively implementing decarbonisation strategies to achieve their energy reduction targets.

Resorts World Genting has set a goal to reduce electricity consumption by 12% by 2028, relative to its 2018 baseline, achieving a cumulative reduction of 8.5% as of 2024. Genting Malaysia reduced its transportation-related emissions through on-site employee accommodation and expanded EV charging infrastructure at its resort properties.

Genting Malaysia maintained ISO 14001:2015 certification for 100% of its engineering functions at Resorts World Genting and Hilton Miami Downtown, demonstrating adherence to global environmental management standards. In addition, Resorts World Genting successfully reduced food waste by 50% and plastic waste by 44% through enhanced recycling initiatives in 2024.

Message From Chief Executive and President

Water reduction initiatives are practised across the Group. Despite Las Vegas experiencing record-high temperatures with a peak of 120°F, Resorts World Las Vegas was able to reduce overall water consumption year-over-year. The resort also recorded a reduction of total landfill waste by 9.3% in 2024. Resorts World Las Vegas' commitment to biodiversity and natural landscape preservation continued in 2024, as its team hosted another Earth Day celebration and ladybug release.

Genting Plantations is committed to sustainable palm oil production and adheres to the highest standards set by leading certification bodies, including the Roundtable on Sustainable Palm Oil ("RSPO"), Malaysian Sustainable Palm Oil and Indonesian Sustainable Palm Oil. These standards promote responsible land use, minimise environmental impact and ensure that palm oil production does not contribute to deforestation.

Another one of our oil mills in Indonesia, KIU Oil Mill, along with its supply bases, successfully obtained RSPO certification in February 2024, reinforcing our dedication to sustainable practices.

Genting Industrial City, a new 208-acre project development in Johor by Genting Plantations' property segment received a provisional Green RE certification in 2024. This recognition reflects its compliance with global sustainability standards and underscores the Group's commitment to environmentally responsible business practices.

Genting Energy remains committed to renewable energy investments. The construction of Dongwucha solar power plant in Fujian, China progressed well in 2024 and targeted for commercial operations in the second quarter of 2025. Once fully operational, the gross installed capacity of 120 Megawatt-peak ("MWp") aquaculture complementary solar plant is expected to significantly support the Group's decarbonisation efforts.

FOSTERING POSITIVE IMPACT

Our Group remains committed to uplifting local communities, contributing over RM25.0 million in donations and in-kind support in 2024.

In life sciences, TauRx Pharmaceuticals Ltd made progress, with its UK marketing authorisation application for the oral anti-tau product for Alzheimer's treatment, known as hydromethylthionine mesylate ("HMTM"), accepted by the UK Medicines and Healthcare products Regulatory Agency in 2024 and is undergoing the review process.

Genting TauRx Diagnostics Centre Sdn Bhd continues to advance cognitive health solutions, following the 2023 launch of HiPAL and HiPAL Pro. It is now developing additional diagnostic tools for dementia patients.

Genting Berhad is establishing Fontaine Vitale, its first stem cell facility in the Sanur Special Economic Zone in Bali, Indonesia. This facility will be the first in ASEAN to offer placenta-derived allogeneic stem cell therapy through our partnership with Celularity Inc. The groundbreaking ceremony took place in November 2024, with commercial operations expected by late 2026.

We prioritise employee well-being and a safe work environment, aiming for a balanced work culture. While there were no work-related fatalities in most divisions of our Group, two fatalities occurred in the plantations division in 2024, down from three in the previous year. We remain committed to achieving zero fatalities across all divisions.

MOVING FORWARD

Our sustainability journey continues to evolve through innovation, collaboration and shared responsibility. By leveraging advanced technologies, strategic partnerships and global sustainability frameworks, we strive to expand our positive impact.

I extend my heartfelt gratitude to our valued stakeholders and dedicated workforce for their unwavering support as we work towards sustainable growth and a greener future.

DATO' SRI TAN KONG HAN

Chief Executive, President and Executive Director

2024 Sustainability Highlights

Group-wide



RM25.0 million

of community investments, benefitting over 320,000 people and various organisations

Group-wide

ZERO

major incidents of corruption, bribery, non-compliance and human rights violations

Group-wide



100%

of our operating properties have water management plans and strategies

Genting Berhad



98%

of employees received anti-corruption training

Genting Berhad



Constructing Fontaine Vitale (Bali)

- first in ASEAN to offer placenta-derived allogeneic stem cell therapy

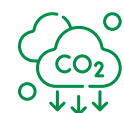
Genting Plantations

Genting Jambongan Oil Mill is



Malaysia's first ZERO discharge
palm oil mill

Resorts World Sentosa



28%

reduction in carbon emission intensity (2015 as base year)

Resorts World Sentosa



93 plant species
17 avian species
21 butterfly species
3 Heritage trees

protecting the ecosystem - coastal marine habitats and terrestrial forests

Resorts World Las Vegas



100%

renewable energy for resort operations

Genting Energy



182 GWh

of clean energy produced at Jangi wind farm

Genting Energy



100%

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

Genting Energy



120 MWp

to be installed at the new Dongwucha solar power plant (commercial operations scheduled for the second quarter of 2025)

About Genting Berhad

OUR VISION

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

OUR MISSION

We will:

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

OUR CORE VALUES

HARD WORK • HONESTY • HARMONY • LOYALTY • COMPASSION



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 nine 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 offers 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, 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 the Group's businesses.

The market capitalisation of Genting Berhad was RM14.9 billion as at 31 December 2024. The Company is listed on the Main Market of Bursa Malaysia Securities Berhad ("Bursa Malaysia") under the 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.

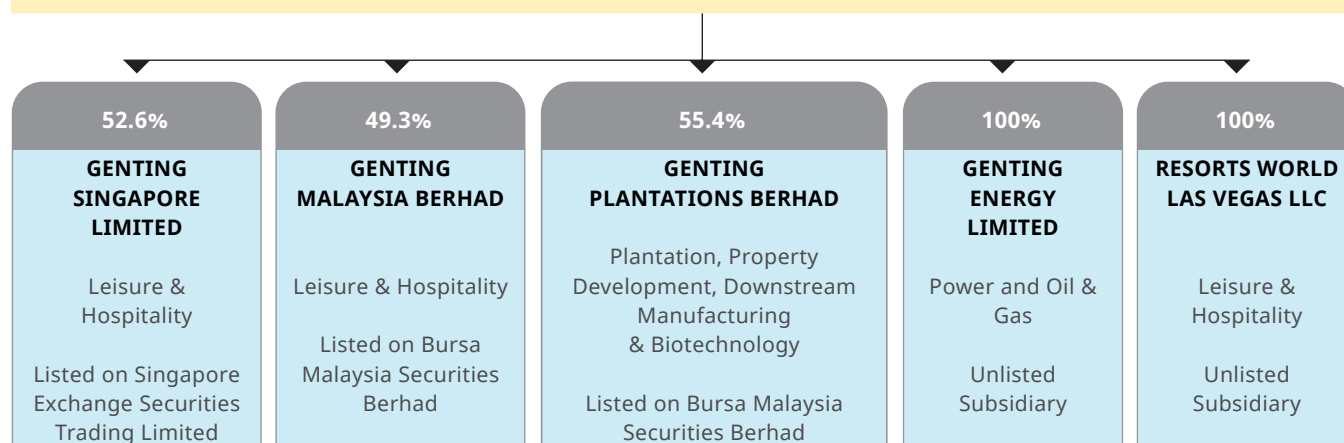
Genting Berhad is committed to continue managing its global business investments in a sustainable and responsible manner.



GENTING

GENTING BERHAD

Investment Holding & Management
Listed on: Bursa Malaysia Securities Berhad
Market Capitalisation: RM14.9 billion*



Notes:

The above chart is a simplified version of the Genting Group's corporate structure. A detailed corporate structure is disclosed in the Integrated Annual Report 2024.

* as at 31 December 2024.

Our Portfolio Companies

GENTING SINGAPORE LIMITED



- ◆ Genting Singapore is 52.6% owned by Genting Berhad.
- ◆ Incorporated in 1984, Genting Singapore was converted into a public limited company on 20 March 1987 and listed on the Main Board of the Singapore Exchange Securities Trading Limited on 12 December 2005. Genting Singapore is a Singapore registered entity and constituent stock of the Straits Times Index and MSCI Singapore Index. The company is one of the largest companies in Singapore by market capitalisation.
- ◆ Additionally, Genting Singapore was included in FTSE4Good Index and received a score of “AA” for MSCI’s ESG Rating, both for the first time in 2024.
- ◆ Genting Singapore’s mission is to develop world-class integrated resorts that transform destinations, create jobs and re-invest in local economies through sustainable practices and development. Its sustainability vision is to be a global leader in sustainable tourism. Its sustainability mission is to achieve carbon neutrality by 2030 and create positive socio-economic impact.
- ◆ Genting Singapore owns and operates Resorts World Sentosa (also known as “RWS”), Asia’s premium lifestyle destination resort that is located on Singapore’s resort island of Sentosa. Spanning 49 hectares, Resorts World Sentosa is home to world-class attractions including Universal Studios Singapore, S.E.A. Aquarium, Dolphin Island and Adventure Cove Waterpark. Complementing the theme parks and attractions are seven unique luxury hotels, the world-class Resorts World Convention Centre, a casino, award-winning celebrity chef restaurants and specialty retail outlets. The integrated resort also offers world-class entertainment from concerts to public shows.
- ◆ Resorts World Sentosa has been named “Best Integrated Resort” since 2011 for 10 consecutive years at the TTG Travel Awards, which recognises the best of Asia-Pacific’s travel industry.
- ◆ Resorts World Sentosa is the first destination in the world to be:

Certified to both the GSTC Destination Criteria and GSTC Industry Criteria for Hotels;

Certified to Events Industry Council’s 2022 Sustainable Events Standards Platinum for Venue

- ◆ Genting Singapore has published its Sustainability Report 2024, marking the twelfth annual edition that outlines its sustainability advancements and commitments.

GENTING MALAYSIA BERHAD



- ◆ Genting Malaysia is 49.3% owned by Genting Berhad.
- ◆ Incorporated in 1980 as Resorts World Sdn. Bhd, a private company limited by shares. Upon converting to a public company in 1989, its name changed to Resorts World Bhd and subsequently to Genting Malaysia Berhad in 2009.
- ◆ In 1989, a restructuring exercise resulted in Genting Malaysia acquiring Genting Berhad's entire gaming, hotel and resort-related operations, including goodwill and other relevant assets.
- ◆ The market capitalisation of Genting Malaysia was RM12.8 billion as of 31 December 2024. Genting Malaysia's shares have been traded on the Main Market of Bursa Malaysia under the Consumer Products and Services sector since its listing on 22 December 1989. It is a constituent stock in the FTSE Bursa Malaysia Mid 70 Index and the FTSE4Good Bursa Malaysia Index. Genting Malaysia has maintained its inclusion in the FTSE4Good Bursa Malaysia Index since June 2018, a testament of its consistently strong sustainability efforts.
- ◆ With its headquarters in Kuala Lumpur, Malaysia, Genting Malaysia envisions being the leading integrated resort operator in the world. Genting Malaysia attracted over 39 million visitors with total revenue of RM10.9 billion in 2024.
- ◆ With a presence across Asia, Europe and the Americas encompassing over 40 properties, Genting Malaysia stands firmly on their foundational pillars of sustainable business. These pillars are the cornerstone of its strategy, ensuring sustainable growth, profitability and the continual enhancement of stakeholder value.
- ◆ Genting Malaysia owns and operates major resort properties and casinos in five countries. The properties include Resorts World Genting in Malaysia, Resorts World New York City, Resorts World Catskills and Resorts World Hudson Valley (the latter two are 49%-owned via an associate company) in the US, Resorts World Bimini in the Bahamas, Resorts World Birmingham and over 30 casino properties in the UK and Crockfords Cairo in Egypt. In addition, Genting Malaysia owns and operates two beautiful seaside properties in Malaysia, namely Resorts World Kijal in Terengganu and Resorts World Langkawi on Langkawi island.
- ◆ Resorts World Genting is the Genting Group's first integrated resort and Malaysia's premier integrated resort destination. The resort has about 10,500 rooms across seven hotels, diverse gaming, retail and entertainment options and the Genting SkyWorlds Theme Park. Genting Highlands Premium Outlets®, a collaboration with Simon Property Group, further solidifies Resorts World Genting as a regional leisure and entertainment hub.
- ◆ Genting Malaysia has published its Sustainability Report 2024 marking the ninth annual edition which outlines its sustainability advancements and commitments.

RESORTS WORLD LAS VEGAS LLC



- ◆ Resorts World Las Vegas LLC is a wholly owned unlisted principal subsidiary of Genting Berhad.
- ◆ The Company developed and operates Resorts World Las Vegas, which commenced operations on 24 June 2021.
- ◆ Resorts World Las Vegas is the first ground-up integrated resort built on the Las Vegas strip since 2010. As the Genting Group's third mega integrated resort, Resorts World Las Vegas embraces technology, innovation and inclusivity, supported by the pillars of elevated service, harmony, loyalty and luxury.
- ◆ Resorts World Las Vegas features three of Hilton's premium brands, namely 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 world-famous ultra-luxury brand.
- ◆ Resorts World Las Vegas offers 3,506 guest rooms and suites, an innovative cutting-edge gaming floor powered by sophisticated modern technology, world-class food and beverage options, a 5,000-seat theatre, unique nightlife experiences, upscale retail outlets and 250,000 square feet of meeting and event space.
- ◆ The integrated resort intertwines the timeless traditions of the international Resorts World brand with Las Vegas sensibilities, to create a bold new approach to hospitality in the city with stunning design, progressive technology and world-class guest service.

Our Portfolio Companies

GENTING ENERGY LIMITED



- ◆ Genting Energy is unlisted and wholly owned by Genting Berhad. Genting Energy comprises the power and oil & gas business activities of the Group.
- ◆ Genting Power Holdings Limited (“Genting Power”) leads the power business of Genting Energy.
- ◆ Genting Power was founded in 1995, when the Group invested in its first power plant and became one of the first independent power producers in Malaysia. It was also the first thermal plant in the country to provide its own water supply and supply steam to other industries.
- ◆ Genting Power holds equity stakes in three power plants across Asia. This includes wind farm and coal-fired power plants in India, China and Indonesia, with a total net attributable operating capacity of 1,820 MW.
- ◆ Genting Power is jointly developing two new plants in China with SDIC Power Holdings Co., Ltd: an aquaculture-complementary 120MWp Dongwucha solar power plant and a 2 × 745 MW gas-fired power plant capable of co-firing hydrogen with natural gas. Upon completion, these new plants will increase the total gross installed capacity to 5,128 MW.
- ◆ Genting Power has a good track record of generating value on its investment and has established a strong network of business ties in power industry across China, Indonesia and India – three of the fastest growing power industries in the region.
- ◆ Genting Oil & Gas Limited (“Genting Oil & Gas”) spearheads the oil and gas businesses of Genting Energy.
- ◆ Genting Oil & Gas was founded in 1996 and has developed nine projects across three countries, mostly 100% owned and operated.
- ◆ Genting Oil & Gas has developed significant reputation in the areas of:
 - identification or acquisition of good exploration and production acreage;
 - safe operation of over 30 onshore and offshore exploration & producing wells;
 - high exploration success rate to generate value;
 - fractured reservoirs; and
 - heavy oil development.
- ◆ Its oil and gas assets consist of the oil producing Chengdaoqi block in the shallow waters of Bohai Bay, China; a gas development field under the Kasuri Production Sharing Contract and an adjacent 1.2MTPA floating liquefied natural gas facility project under development in West Papua, Indonesia.

GENTING PLANTATIONS



- ◆ Genting Plantations is 55.4% owned by Genting Berhad.
- ◆ The market capitalisation of Genting Plantations was RM5.3 billion as of 31 December 2024. The company is listed on the Main Market of Bursa Malaysia under the Plantation sector.
- ◆ 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 242,879 hectares of oil palm estates and 13 palm oil mills spread across Malaysia and Indonesia with a combined milling capacity of 725 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.
- ◆ Genting Plantations has released its ninth Sustainability Report 2024 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.
- ◆ It has received strong ESG external ratings from ZSL SPOTT Ranking.

Our Portfolio Companies

LIFE SCIENCES

- ◆ TauRx Pharmaceuticals Ltd conducts Tau-based research and develops potential therapy to target the Tau pathology of Alzheimer's Disease.
- ◆ Genting TauRx Diagnostic Centre Sdn Bhd develops readily deployable e-platform tools that range from well-being apps that can be used at home to comprehensive tools for clinical use, targeting the diagnosis and monitoring of dementia.
- ◆ DNAe Group Holdings Limited is a next-generation company developing novel diagnostics for use at the point-of-need. This company secured a multi-year 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.
- ◆ Cortechs Labs, Inc, doing business as Cortechs.ai is a leader in radiology AI applications, using cutting-edge advances in medical imaging to revolutionise disease screening and early detection so that patients can enjoy longer and better lives.
- ◆ Celularity Inc. (Nasdaq: CELU) is a regenerative and cellular medicine company developing and commercializing advanced biomaterial products and allogeneic, cryopreserved, placental-derived cell therapies, all derived from the postpartum placenta.
- ◆ INEX Innovate Pte Ltd develops and commercialises new technologies to address unmet needs in women's and fetal health. This company operates a next-generation sequencing laboratory that provides diagnostic testing, clinical research and infectious testing services.
- ◆ Genting Dementia Care Centre is the result of a collaboration between the Genting Group and Universiti Malaya's Faculty of Medicine. Located in Kuala Lumpur, the centre operates on a charitable basis to offer day care 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.



Dementia Care Centre

Our ESG Recognitions

We have received numerous sustainability awards and accolades across our businesses, recognising our long-standing efforts to drive sustainability and create positive socio-economic impact.

GENTING SINGAPORE



AWARDS

- Recognised with the **Best Sustainability Initiative (Hotel) Award by Meetings & Conventions Asia**.
- Resorts World Sentosa was awarded 3 hearts under the **National Volunteer & Philanthropy Centre Company of Good** programme.
- Honoured with the **ASEAN Green Hotel Award 2024**.
- Secured the **Best Skilling Strategy Bronze at the Employee Experience Awards 2024**.
- Received the **Advocate Award** from **Total Defence**.
- Named **Best Integrated Resort** by the **Travel Trade Gazette Travel Awards**.
- Resorts World Sentosa included among the **Best Companies to Work For in Asia** by HR Asia.
- Earned the **Fire Safety Excellence Award 2024** from the **National Fire and Emergency Preparedness Council for all our 6 hotels**.
- Ranked among the **Top 10 worldwide venues accredited by the Responsible Gaming Council**.



LEADERSHIP ENGAGEMENT

- Founding member of the Sentosa Carbon Neutral Network;
- Co-Chair of the Hotel Sustainability Committee; and
- Member of the MICE Sustainability Sub-Committee.

GENTING MALAYSIA

- Resorts World Catskills maintained LEED certification, recognised for its green buildings that are healthy, energy-efficient and cost-effective.
- Genting Malaysia proudly maintains its position within the FTSE4Good Index Series. A steadfast commitment to transparency and comprehensive ESG disclosure is evident in Genting Malaysia's rigorous adherence to the index's strict ESG criteria.

In the latest December 2024 assessment, Genting Malaysia achieved a FTSE4Good score of 4.0 out of 5.0, placing Genting Malaysia among the highest performers within both the Gambling Subsector and the Consumer Services Industry Average.

GENTING MALAYSIA (Cont'd)

- Resorts World Genting's gaming operations hold RG Check accreditation from the Responsible Gambling Council, one of the most comprehensive and rigorous responsible gambling accreditation programmes in the world. This accreditation confirms that Resorts World Genting's Responsible Gambling programme consistently upholds the highest social safeguards standards to protect players and minimise the risk of problem gambling.
- As of 2024, 100% of Genting Malaysia's Engineering functions at Resorts World Genting in Malaysia and the Group's Hilton Miami Downtown hotel in the US are certified to the ISO 14001:2015 standard. This certification demonstrates a commitment to environmental protection through pollution prevention and continuous improvement. The ISO 14001:2015 certification assures Genting Malaysia and its stakeholders that the Environmental Management System is operating at a world-class standard.

RESORTS WORLD LAS VEGAS

- Achieved **GBAC STAR** accreditation, demonstrating the implementation of a comprehensive cleaning and maintenance programme for the built environment;
- **Sharecare Health Security** verified with Forbes Travel Guide, ensuring compliance with public health protocols and best practices for the safety of guests and employees;
- 2nd place winner in the National OSH Excellent Awards 2022; and
- Crockfords Las Vegas, LXR Hotels & Resorts earned a VERIFIED Responsible Hospitality badge, as issued by Forbes Travel Guide.

GENTING ENERGY

- The Banten power plant has successfully **maintained all existing ISO certifications**:
 - PAS 99:2012 Integrated Management System;
 - ISO 9001:2015 Quality Management System;
 - ISO 14001:2015 Environmental Management System;
 - ISO 45001:2018 Occupational Health and Safety Management System;
 - ISO 50001:2018 Energy Management System; and
 - ISO/IEC 17025:2017 General Requirements for the Competence of Testing and Calibration Laboratories.
- Programme for Pollution Control, Evaluation and Rating ("PROPER") award (rated as blue) for six consecutive years since 2019 from the Ministry Environment and Forestry, Indonesia.

GENTING PLANTATIONS

- Achieved an overall score of 78.3% in the ZSL SPOTT assessment and ranked 25 out of 100 palm oil companies.

Industry Group Memberships

The following is a non-exhaustive list of industry groups, in which at least one of our companies holds membership:

 SINGAPORE • United Nations Global Compact Signatory • Global Sustainable Tourism Council Member • World Association of Zoos and Aquariums • Southeast Asian Zoos and Aquarium Associations	 UNITED STATES (Cont'd) • African Americans in Gaming Society for Compliance and Ethics • American Gaming Association
 MALAYSIA • Association of Chartered Certified Accountants • Institute of Chartered Accountants in England and Wales • International Air Transport Association • IT Users Association • Malaysia Gaming Industry Association • Malaysia Inbound Chinese Association • Malaysian Advertisers Association • Malaysian Association of Convention and Exhibition Organisers and Suppliers • Malaysian Association of Hotel Owners • Malaysian Association of Hotels • Malaysian Association of Theme park & Family Attractions • Malaysian Association of Tour & Travel Agents • Malaysian Biodiesel Association • Malaysian Chinese Tourism Association • Malaysian Employers Federation • Malaysian Estate Owner Association • Malaysian Palm Oil Association • Palm Oil Refiners Association of Malaysia • Real Estate & Housing Developers' Association Malaysia • Roundtable on Sustainable Palm Oil • The International Association of Amusement Parks and Attractions	 BAHAMAS • Association of Certified Anti-Money Laundering Specialists • Florida Council on Compulsive Gambling
 UNITED STATES • Association for a Better New York • Hudson Valley Pattern for Progress • National Council on Problem Gambling • New York Council on Problem Gambling • New York Council on Responsible Gaming Association • NYC & Company – Marketing arm for the city of New York • Office of Addiction Services and Supports • Orange County Partnership • Queens Chamber of Commerce • Queens Economic Development Corporation • Queens Tourism Council • Sullivan County Chamber of Commerce • Sullivan County Partnership for Economic Development • The Business Council of New York State • Sullivan County Visitor Association	 UNITED KINGDOM • Association for Project Management • Association of Chartered Certified Accountants • Betting and Gaming Council • Chartered Institute of Information Security • Chartered Institute of Management Accountants • Chartered Institute of Personnel and Development • Chartered Institute of Taxation • Institute of Chartered Accountants in England and Wales • Institute of Money Laundering Prevention Officers • International Compliance Association • The Association of Financial Crime Prevention Professionals
	 INDONESIA • Gabungan Pengusaha Kelapa Sawit Indonesia • Indonesian Petroleum Association • Jakarta Scout Check
	 CHINA • China Association for Water and Electricity Quality Management • China Electric Power Equipment Management Association • Council Member of Fujian Province Electric Power Enterprise Association • Fujian Emergency Management Association • Fujian Quality Management Association • Fujian Society for Electrical Engineering • Putian Lawyers Association • Senior Member of the Electricity Sales Committee of Fujian Electric Power Enterprise Association • Standing Member of Fujian Province Electric Power Enterprise Association • Standing Member of The Price Association of Fujian • The Third Standing Member of Electric Power Enterprise Association

Our Stakeholders

We define stakeholders as parties who are impacted by our organisation's business decisions and activities and as groups whose actions and decisions will influence our business growth. It is important to understand our stakeholders' needs so that we can work together along the value chain, find opportunities and address risks. We have mapped our stakeholders' concerns and our responses against our sustainability material matters, allowing us to identify any associated risks and opportunities arising from these concerns.

STAKEHOLDERS ^A	ENGAGEMENT METHODS	AREAS OF INTERESTS/ IMPACTS & BOUNDARIES	OUR GOALS
Portfolio Companies 	- Regular meetings and discussions - ESG data collection and materiality assessment	- 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 	- Official meetings and visits - Consultative and statutory reporting - Participation in industry events and seminars	- 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 licenses.
Investors (Shareholders, equity analysts, business media and potential investors) 	- Annual General Meetings ("AGMs") for Shareholders - Annual Reports - Analyst briefings - One-on-one and small group meetings - Corporate announcements - Corporate website - Investor relations team - Business media	- 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) 	- Regular communication, including responding to all due diligence and account relationship enquiries - Submission of financial reports	- 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 	- Regular performance review (coaching approach) - Career growth opportunities (talent development and internal mobility) - Fair reward (effort and result-based) - Employee well-being (an inclusive, healthy and safe workplace) - On-going employee feedback (multiple source/platforms) - Leadership and management programme (effective teams engagement)	- Employee motivation (job alignment – role, interest, skills and goal) - Personal Development Plan (employees-driven) - DEI practices (everyone has an opportunity to thrive, regardless of their background) - Work-life harmony (integrated approach, allows for well-being, fulfillment and productivity.) - Occupational safety and health compliant workplace (clean, safe and welcoming environment) - Trust in leadership (transparent and consistent practices and behaviours that make employees feel valued)	Foster an engaged, committed and highly competent workforce by empowering our employees to reach their full potential, contributing to the creation of a high performing organisation.

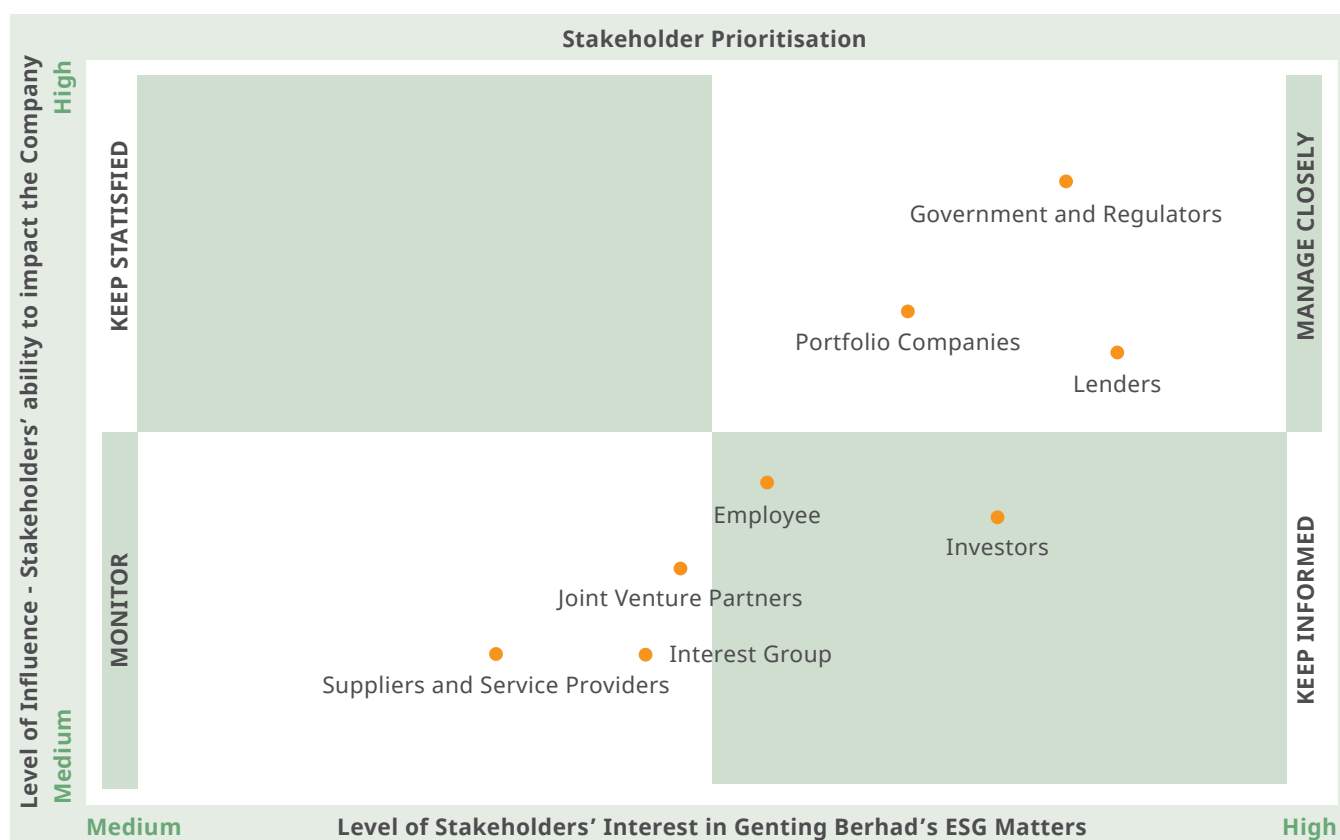
Legend: ■ Annually ■ Quarterly ■ On going Internal Stakeholders External Stakeholders

Our Stakeholders

STAKEHOLDERS [^]	ENGAGEMENT METHODS	AREAS OF INTERESTS/ IMPACTS & BOUNDARIES	OUR GOALS
Joint Venture Partners 	Regular meetings and dialogues	Achieve joint venture business objectives	Forge strong strategic partnerships and advocate sustainability practices to achieve mutual business objectives and performance targets.
Suppliers and Service Providers 	- Supplier selection through prequalification and tendering process - Briefing and meetings - Relationship management	- Fair and mutually agreeable contract terms - Compliance with company policies and sustainability requirements - Timely payments	Drive sustainability practices across our supply chain.
Interest Groups 	- Employee volunteerism - Donations and other philanthropic contributions - Sponsorships	- 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 2024. The following stakeholder prioritisation matrix shows the importance of our respective stakeholders and our management approach for each group.



Our Stakeholders

As part of its stakeholder engagement, Genting Berhad held 65 meetings with lenders (bankers, bondholders and rating agencies) and investors (shareholders, equity analysts and potential investors) in 2024.

Our AGM was held virtually for the fifth consecutive year in 2024, 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.

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.

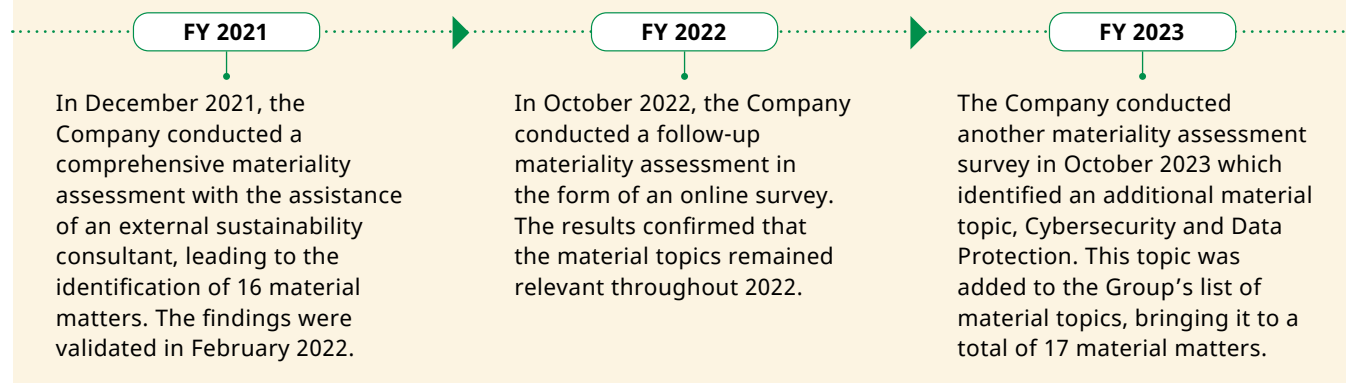


Genting Berhad's official corporate website: www.genting.com

Our Material Matters

Genting Berhad actively undertakes an annual materiality assessment to determine and analyse sustainability matters that are important to its businesses and stakeholders. This approach aims to reflect the evolving priorities within its operational landscape, enabling the Group to identify opportunities and mitigate risks.

OVERVIEW OF PREVIOUS ASSESSMENTS



For 2024, Genting Berhad conducted a materiality assessment survey to determine the relevance of the Company's previously prioritised 17 material matters, engaging both internal and external stakeholders. The internal stakeholders included Genting Berhad's Board of Directors, Heads of Department and portfolio companies, while the external stakeholders comprised Bursa Malaysia as well as the Company's investors and supplier.

Materiality Assessment Survey

The online survey, conducted from 25 October to 8 November 2024, invited 52 stakeholder respondents to provide feedback by ranking and rating the 17 material topics from their perspectives, while considering the interest and importance of these topics to Genting Berhad's other stakeholders. Of the 52 stakeholder invitees, 28 respondents provided their feedback, resulting in a response rate of 54%.

Materiality Analysis and Prioritisation

The survey feedback on the topics was compiled and subsequently tabulated using statistical analysis. To enhance the validity of the results, varying weightings based on best practices were incorporated in assessing core feedback from different stakeholder groups. This analysis provided valuable insights that informed the identification of key material matters. These material matters were subsequently mapped onto a materiality matrix to establish their priority for Genting Berhad's sustainability.

Validation and Endorsement of Materiality Matrix

The materiality matrix and findings from the assessment survey were reviewed and deliberated at Exco. They were later submitted to the Board for final validation and approval.

Our Material Matters

The Company’s 17 material matters are mapped to the relevant topics of its portfolio companies, in accordance with Genting Berhad’s Five Sustainability or ESG pillars: Governance, Economic, Environment, Community and Workplace.

While Genting Berhad’s portfolio companies are given the autonomy to address and manage their unique sustainability challenges and priorities based on their specific operations, the Company supports them by maintaining consistent engagement and communication on the collective importance of sustainability throughout the Group. The Company encourages each portfolio company to help drive the Group’s sustainability agenda through its strategies and initiatives.

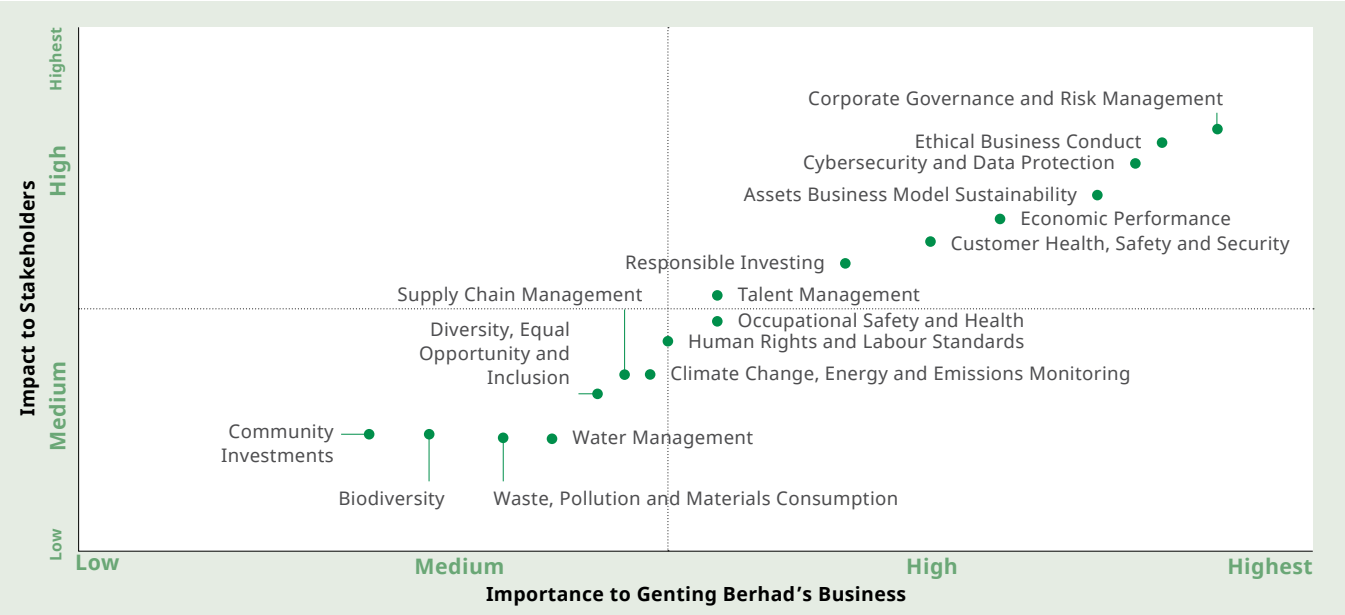
Genting Berhad’s Sustainability Policy serves as a guide for the Board and Management, outlining their commitment to managing global business investments with sustainable and responsible practices. The Sustainability Policy complements the Company’s Sustainability Framework shown below, ensuring alignment with its sustainability objectives.



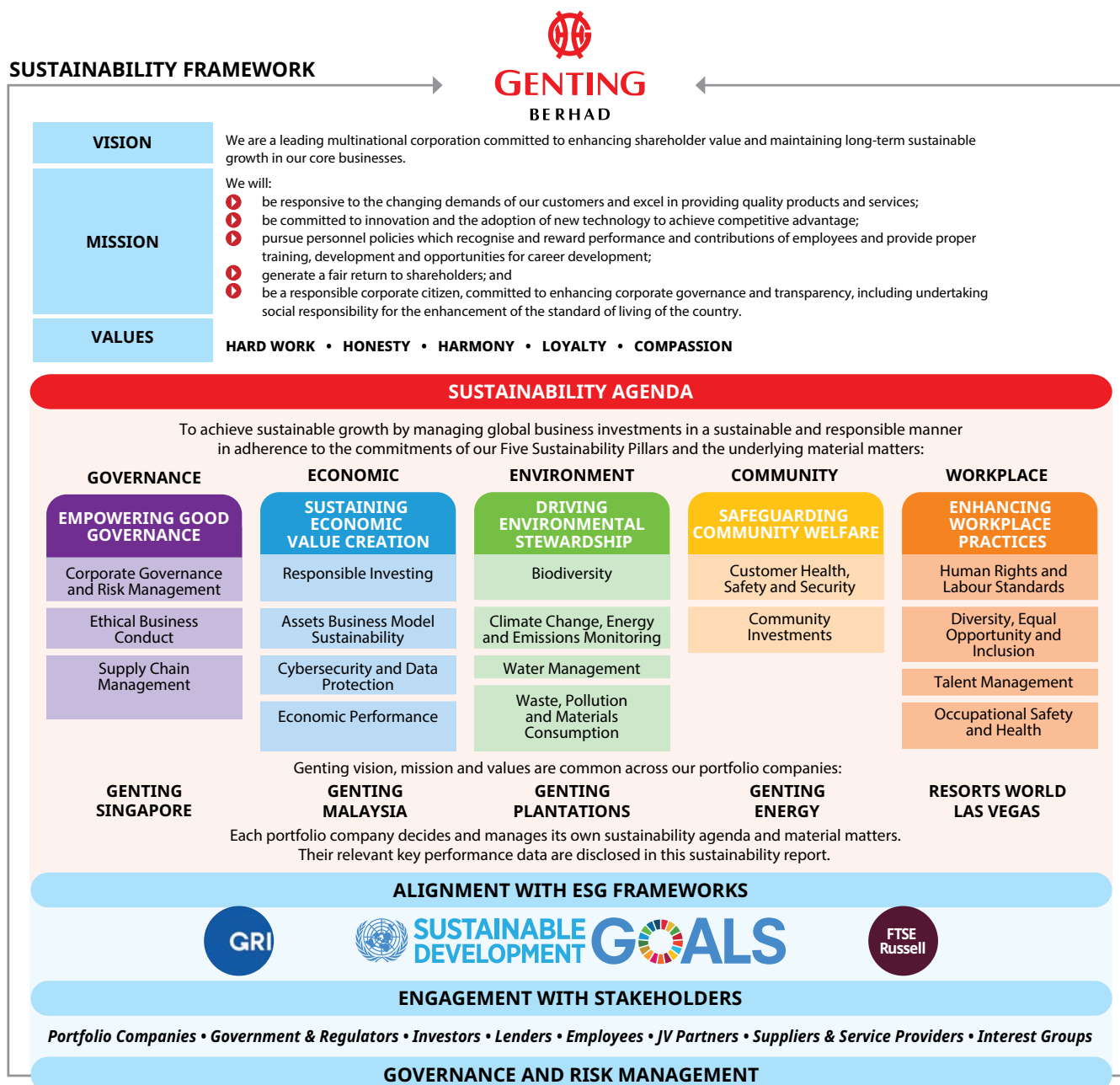
To read more about the Sustainability Policy, visit the corporate website at www.genting.com.

Based on the Company’s 2024 materiality assessment, all 17 topics previously identified as material remain relevant. There were no new topics determined as material during the assessment. Corporate Governance and Risk Management, Ethical Business Conduct and Cybersecurity and Data Protection emerged as the top three material matters.

2024 GENTING BERHAD MATERIALITY MATRIX



Our Material Matters



Our Material Matters

MAPPING OUR MATERIAL MATTERS

MATERIAL MATTERS	RISK	OPPORTUNITIES	WHY IT MATTERS	OUR STRATEGIC RESPONSE	RELATED UN SDGS
EMPOWERING GOOD GOVERNANCE					
Corporate Governance and Risk Management	- May result in monetary losses, reputation losses and reprimands from regulators; and - Failure to create value for the business, society and environment.	- Build trust and confidence among our stakeholders; and - Established record in governance will result in improvement in the Group's operations and performance.	To regulate business risks and ensure compliance with all laws and regulatory requirements.	- Appropriate internal controls, policies and procedures are in place to mitigate business sustainability risks. - Compliance to Bursa Malaysia's enhanced sustainability reporting requirements and stipulated timelines. - Zero tolerance for bribery and corruption.	
Ethical Business Conduct	- Loss in customers' confidence; and - Significant business and financial risks.	Maintaining stakeholders' trust and confidence.	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 potential misconduct. - Refresher training on the Company's Anti-Bribery and Corruption System was conducted in 2024 for all employees.	
Supply Chain Management	- Rise to reputational risks and loss of stakeholder confidence; and - Disruption to supply chain and business operations.	- Will help ensure continuous supplies from responsible sources; and - Involvement in sustainable and responsible value chains will safeguard the Group's business image and better appeal to investors.	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.	52% of Genting Berhad procurement spending was awarded to local suppliers in 2024.	
SUSTAINING ECONOMIC VALUE CREATION					
Responsible Investing	Give rise to credit and reputational risks to the Group.	- More holistic and integrated view of the companies we invest in; and - Increase green assets in our portfolio as well as improve and enhance income stream for ESG assets.	To incorporate ESG factors into the decision-making process, minimising sustainability risks and enhancing financial returns in the long term.	Regular engagement with our portfolio companies to monitor their ESG initiatives and performance.	  
Assets Business Model Sustainability	- Affect brand image and reputation; and - Inefficient digital planning and implementation may result in security concerns and frequent services downtimes.	- Allow us to respond and innovate quickly to business environment changes; and - Remain relevant and competitive.	To continue the wealth creation of our businesses for long term sustainable growth.	Regular engagement with our portfolio companies to monitor business continuity matters such as maintaining business licence, adhering to all relevant laws and regulations and ensuring our intellectual property rights are protected.	

Our Material Matters

MATERIAL MATTERS	RISK	OPPORTUNITIES	WHY IT MATTERS	OUR STRATEGIC RESPONSE	RELATED UN SDGS
SUSTAINING ECONOMIC VALUE CREATION (Cont'd)					
Cybersecurity and Data Protection	Risk of data breaches compromising private and proprietary information.	Continuous improvement in resiliency of information technology ("IT") systems.	To provide security which is the foundation of value creation that inspires stakeholder trust in our product and services.	Implementation of robust risk management practices to protect the integrity of our systems with regular review of core IT matters by IT committee.	
Economic Performance	- Adverse financial impacts; - Disruption to business operations; and - Impact to potential customer base.	- Explore more opportunities in sustainable finance; - Strengthen financing risk assessment; and - Maximise shareholders' wealth.	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	- Affect livelihoods and income and may exacerbate political conflict; - Reputational risk; and - Affects economic prosperity.	- Minimises the degradation of the environment; - Promotes healthy and improved environment for all forms of life; and - Conserves natural resources.	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. - Genting Plantations: No deforestation and No Peat policy - Genting Singapore: Maintain healthy level of biodiversity within the resort and advocate for marine biodiversity research and conservation.	6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION 15 LIFE ON LAND
Climate Change, Energy and Emissions Monitoring	- Lower business growth; - Brand and image reputational risk; - Regulatory and policy risks intervention from regulators; and - Increase in operational and investment costs.	- Demonstrate business alignment with climate change initiatives; - Access to green projects, partnerships and markets; and - Leverage new and green technologies with government support and initiatives.	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 sustainable technology solutions by our plants to improve their operational efficiency and reduce GHG emissions. - Target to achieve Group carbon neutrality by 2030 aligned with National targets.	
Water Management	Unnecessary consumption of resources and wastage.	Sound management on water usage will help reduce operational costs and instil environmentally friendly culture amongst the workforce.	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. - Genting Plantations: Reduce water-use intensity by 2050.	
Waste, Pollution and Materials Consumption	Risks to ecosystem and human health.	Proper waste and pollution management will help reduce operational costs and instil an environmentally friendly culture amongst the workforce.	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

MATERIAL MATTERS	RISK	OPPORTUNITIES	WHY IT MATTERS	OUR STRATEGIC RESPONSE	RELATED UN SDGS
SAFEGUARDING COMMUNITY WELFARE					
Customer Health, Safety and Security	Jeopardise the health, safety and security of customers.	Better quality and more efficient services to customers through developing more convenient and responsible services.	The hotel and casino operations come with inherent risks to gambling addiction, site security and customer data privacy which may negatively impact 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 Investments	Damage to reputation and branding can lead to a breakdown in relationships with the surrounding community, resulting in a loss of trust and business.	- Optimise community contributions by investing in impactful community programmes and initiatives; and - Help resolve social and economic issues.	To support the underprivileged and the needy in our local communities.	We support our local communities through various methods including donations in cash and in kind, employee volunteerism, fundraising events and other CSR projects.	
ENHANCING WORKPLACE PRACTICES					
Human Rights and Labour Standards	Workforce disputes and labour related issues may weaken organisation's credibility with investors and consumers and lose a competitive edge.	Nurture a safe workplace where every employee has freedom to voice and is treated with dignity, respect and fairness.	A safe and supported workplace improves employees' motivation and productivity.	Put in place policies and procedures including code of conducts and whistleblowing mechanism to prevent the violation of these rights.	 
Diversity, Equal Opportunity and Inclusion	Failing to attract and retain talent leads to missed opportunities, stifled innovation, loss of customers and significant representational setbacks.	Empower employees from diverse backgrounds to utilise their unique experiences to contribute to organisation success.	A welcome and respectful workplace and a diverse workforce foster a strong and innovative work culture.	Improve workplace culture and employee experience to ensure fair treatment and equitable opportunities for all employees and job applicants, regardless of their backgrounds.	 
Talent Management	Ineffective talent and succession planning may lead to capability and capacity risks, cost and compliance related risks that impede business growth.	Build a diverse talent pool at all levels through continuous learning and development programmes designed to acquire, engage and retain the right talent.	An effective talent and leadership pipeline strengthens business continuity and growth.	Establish a skills-based approach talent and succession management in senior leaders' agenda with key measures to develop and empower employees to achieve their full potential.	 
Occupational Safety and Health	Workplace hazards may cause harms, adverse health effects to employees, loss of lives and operational disruptions.	Develop a safe and healthy workplace by preventing illnesses, injuries and diseases to working conditions.	A safe and healthy workplace improves employees' wellbeing, job satisfaction and achieves greater productivity.	- Put in place control measures and assess workplace activities, provide data and reports to enhance workplace safety and health practices. - Zero fatalities in all operations.	

MANAGEMENT APPROACH FOR MATERIAL MATTERS



Corporate Governance and Risk Management



GRI 2-9, 2-11, 2-12, 2-13, 2-14



**TAN SRI
LIM KOK THAY**
Executive Chairman
Non-Independent Executive Director



**TAN SRI
FOONG CHENG YUEN**
Deputy Chairman/
Independent Non-Executive Director



**DATO' SRI
TAN KONG HAN**
Chief Executive, President
and Executive Director/
Non-Independent Executive Director



**DATO' INDERA
LIM KEONG HUI**
Deputy Chief Executive
and Executive Director/
Non-Independent Executive Director



**MADAM KOID
SWEET LIAN**
Independent
Non-Executive Director



**DATUK MANHARLAL
A/L RATILAL**
Independent
Non-Executive Director



**MR LEE
TUCK HENG**
Independent
Non-Executive Director

WHY IT MATTERS

Effective corporate governance and robust risk management are essential to safeguarding the Group's global investments and ensuring long-term value creation. Without these, the Group risks exposure to heightened vulnerabilities, regulatory breaches, diminished stakeholder trust and potential social and environmental harm.

In response, the Group focuses on embedding robust governance practices, ensuring compliance with regulatory standards, maintaining a safe workplace and actively supporting the communities and nations where it operates. These measures are integral to the Group's responsibility in managing investments and delivering sustainable value.

OUR APPROACH

SUSTAINABILITY GOVERNANCE

At Genting Berhad, sustainability is a fundamental aspect of the Company's corporate governance.

It is governed using a top-down approach, led by the Company's Board of Directors. The sustainability framework is designed to embed sustainability considerations into the Company's operations and decision-making processes. It is integrated into its corporate governance and risk management functions, supported by its audit and risk management processes.

The Board of Directors

The Board takes an active role in prioritising sustainability considerations when executing their duties, which encompass the development of company strategies, business plans, major initiatives and risk management. The Board is supported by the Executive Committee ("Company Exco") and Sustainability Working Team.

Sustainability considerations are incorporated in all decision-making processes at Board level, including across all Board Committees, comprising the Audit Committee, Risk Management Committee, Nomination Committee and Remuneration Committee.

The Board has seven members, comprising three non-independent executive directors, four independent non-executive directors. The Board comprises one female director (14%) and six male directors (86%). The ethnicity of the Board is 14% Indian and 86% Chinese. One director (14%) is in the age category of 30 to 50 years and the other six directors (86%) at ages above 50 years.

Corporate Governance and Risk Management

OUR APPROACH

SUSTAINABILITY GOVERNANCE (Cont'd)

The Management

The Company Exco drives the strategic management of the material sustainability matters of Genting Berhad. Specifically, the Company Exco reviews and makes executive decisions on material issues and business strategies, including ESG-related matters in monthly meetings with the heads of departments and business units of the Company. The Company Exco reports all relevant matters to the Board of Directors for deliberation.

As a member of the Group Executive Committee ("Group Exco"), the Company Exco engages in discussions and decision-making on material issues and strategies including ESG-related matters during its monthly meetings. The Group Exco also includes executive leadership and senior management from Genting portfolio companies.

The Risk and Business Continuity Management Committee ("RBCMC") takes a proactive role in managing the Company's sustainability-related risks. Consisting of the Company's senior management, the RBCMC convenes quarterly to ensure the continual effectiveness, adequacy and integrity of the risk management system. Any key risk matters, including sustainability-related risks, are escalated to the Board's Risk Management Committee and the Company's Board of Directors for deliberation and approval.

The Chief Executive and President (formerly President and Chief Operating Officer), who also serves as an Executive Director of the Company, chairs both the monthly Company Exco and Group Exco meetings, as well as the quarterly RBCMC meetings. He is also the acting Chief Sustainability Officer for Genting Berhad, focusing on the strategic management of material sustainability matters and integrating sustainability considerations across the Company's operations.

Sustainability Working Team

The Genting Berhad Sustainability Working Team provides oversight for the day-to-day implementation of material sustainability matters. The Working Team also presents any significant ESG findings and proposed actions to the Company Exco for deliberation and guidance.

The Company's Curation and Communications Department is currently functioning as the acting Sustainability Team, responsible for preparing the annual sustainability report. To ensure comprehensive reporting, the Curation and Communications Department coordinates with the Sustainability Working Teams of each Genting portfolio company to source and compile ESG data and insights.

Together with the heads of departments at Genting Berhad, they play a key role in executing the Company's sustainability initiatives.

Corporate Governance and Risk Management

SUSTAINABILITY GOVERNANCE FRAMEWORK

GENTING BERHAD	GOVERNANCE BODY	ROLES & RESPONSIBILITIES
GROUP EXECUTIVE COMMITTEE Senior Management from Genting Berhad and key subsidiaries	BOARD OF DIRECTORS Board Committees Executive & Non-Executive Directors	- Oversees all sustainability matters of Genting Berhad as part of its corporate governance and risk management functions. - Reviews and endorses the sustainability agenda, framework, policy and the annual sustainability report. - Establishes Board Committees to carry out its duties and responsibilities. - Receives support from the Executive Committee and Sustainability Working Team(s) to execute its sustainability responsibilities.
	EXECUTIVE COMMITTEE Senior Management Directors	- 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. - In this committee, the Chief Executive and President is the designated senior management representative 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	- 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	- Consists of all departments of Genting Berhad involved in managing ESG data and information. - Manages directly by the Curation and Communications Department to prepare the annual sustainability report. - The Curation and Communications Department engages with the Sustainability Working Teams of the Company's subsidiaries for the following: - Collates ESG data and information for reporting and presents any material findings - Proposes actions to the Executive Committee of Genting Berhad for deliberation and guidance - Each subsidiary's sustainability working team is responsible for managing its sustainability initiatives, some of which are specific to their operations.
	HEADS OF DEPARTMENTS Executives and Staff	- Execute and integrate sustainability initiatives as part of the daily operations; and - Monitor and communicate feedback to the Executive Committee and the sustainability working team of Genting Berhad.

Ethical Business Conduct



GRI 205-1, 205-2, 205-3, 206-1

WHY IT MATTERS

Upholding high standards of ethical business conduct is crucial in building and maintaining stakeholder trust while mitigating systemic risks. It enables us to establish partnerships and collaborations across our investment activities.

As a responsible investment holding company, Genting Berhad is committed to practising the highest standards of ethics and integrity, across our investments and stakeholder engagement. By fostering a culture rooted in trust, accountability and compliance, we ensure that Genting Berhad continues to create sustainable value for our stakeholders.

OUR APPROACH

Genting Berhad remains guided by its Code of Conduct and Ethics for Employees and Directors ("the Code"). The Code, which is available on the Company's corporate website at www.genting.com, outlines the expected behaviour of all its employees and directors, including those of its unlisted subsidiaries, such as:

A safe and fair workplace

Protection of company information, records and assets

Duties of good faith, diligence and integrity, including declaring conflicts of interest, avoidance of bribery and corruption, insider trading, money laundering, fraud and unfair competition practices

Interaction on social media and with members of the traditional media

Expected conduct with internal and external parties

Security responsibility

Whistleblower procedures

Furthermore, all directors and employees of Genting Berhad are mandated to sign an Integrity Pledge and declare their conflicts of interests. Directors of the Company are also required to comply with the Company Directors' Code of Ethics by the Companies Commission of Malaysia.

To formally engage third parties, the Company has established a comprehensive engagement process with due diligence. Third parties who intend to conduct

businesses with the Company are required to complete a Due Diligence Questionnaire as part of the on-boarding process. They are also required to acknowledge and comply with the Company's Code of Business Conduct for Third Parties and will report any acts of bribery and corruption through the Company's Whistleblower channels.

Ethical Business Conduct

ANTI-BRIBERY AND CORRUPTION SYSTEM ("ABCS")

Genting Berhad enforces a strict zero-tolerance policy towards bribery and corruption by complying with national and international anti-corruption laws and regulations. Since its establishment on 1 June 2020, the ABCS Manual has served as a key reference for all employees and individuals associated with the Company in ensuring compliance with anti-bribery and corruption laws. The ABCS Manual addresses all forms of bribery and corruption, covering actions such as offering, promising, giving, accepting or soliciting any undue advantage or gratification. This includes both financial and non-financial benefits, whether conducted directly or indirectly and regardless of location. The ABCS manual is available on our corporate website at www.genting.com.

The ABCS is overseen by the Risk and Business Continuity Management Committee, comprising the Company's senior management and the Board's Risk Management Committee.

To mitigate the risk of bribery and corruption, we take a proactive approach by creating awareness among employees. This is done through providing training on ABCS annually and incorporating ABCS awareness into the induction programme for new hires. Additionally, e-posters on key policies of the ABCS Manual are sent to all employees quarterly to maintain awareness of the ABCS.

GENTING BERHAD ANTI-BRIBERY AND CORRUPTION PERFORMANCE FOR 2024

Anti-Bribery and Corruption Performance for 2024

Confirmed Incidents of Corruption and Action Taken

ZERO

Number of confirmed incidents of corruption

Communication on Anti-Bribery & Corruption Policies and Procedures

8

Number of Board of Directors Informed on Anti-Bribery & Corruption Policies and Procedures in 2024

100%

Percentage of Board of Directors Informed on Anti-Bribery & Corruption Policies and Procedures

160

Number of Employees Informed on Anti-Bribery & Corruption and Procedures



For three-year data on anti-bribery and corruption, please refer to Performance Data Table from ESG Reporting Platform on page 123.

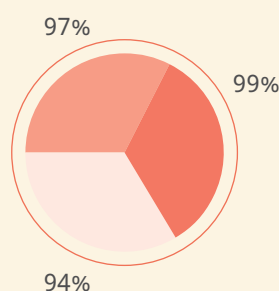
Training on Anti-Bribery & Corruption Policies and Procedures

156

Number of employees who received training on anti-corruption

98%

Percentage of employees who received training on anti-corruption



- Management (Assistant Manager and above)
- Executive (Executive and Senior Executive)
- Non-Executive

Online training, video and post training test

Initiatives or programmes implemented for Anti-Bribery & Corruption training (e.g e-module on Anti-Bribery & Corruption)

Operations Assessed for Corruption-Related Risks

100%

Percentage of operation assessed for corruption-related risks

As an investment holding company, the Company does not have any departments or operations that are considered to be at higher risk of bribery and corruption. We have put in place departmental standard operating procedures ("SOPs") to ensure compliance with the ABCS. To further minimise the risk of bribery and corruption, all departments of Genting Berhad are audited annually on ABCS compliance.

WHISTLEBLOWING POLICY AND PROCEDURES

Genting Berhad's Whistleblower Policy outlines a comprehensive whistleblowing mechanism, allowing employees and other stakeholders to report concerns about improper conduct or detrimental actions without fear of reprisal or intimidation. The Whistleblower Policy is available to all employees via the Company's intranet and accessible by the public through the corporate website at www.genting.com.

Reports on any improper conduct or detrimental action received through our various whistleblower channels are reviewed by the Whistleblower Committee comprising Genting Berhad's Senior Independent Director and Chief Financial Officer. If the report requires further investigation, an investigation team may be formed to conduct an inquiry.

Employees and stakeholders are welcome to report any potential misconduct via the following various channels, which are directed to the Whistleblower Committee:

- by completing the forms and submitting them in a sealed envelope marked "Private & Confidential" to the Secretariat of the Whistleblower Committee;
- by filing complaints directly to any Whistleblower Committee member or the Secretariat; or
- by sending an email to whistle@genting.com.

For detailed information on the scope, disclosure channels and the confidentiality as well as protection of whistleblower, visit <https://www.genting.com/whistleblower/>. These anti-corruption measures are further augmented with due diligence reviews, clear limits of authority and an annual review of compliance by the Internal Audit Department.

ANTI-COMPETITIVE BEHAVIOUR

Genting Berhad remains fully compliant with the Malaysian Competition Act 2010, which prohibits anti-competitive agreements and the abuse of a dominant position in the Malaysian market. We are committed to complying with all applicable laws and upholding the principles of fair competition in all business dealings, as outlined in Genting Berhad's Code of Business Conduct and Ethics. This commitment is reinforced by robust audit and whistleblowing mechanisms that ensure adherence.

We neither engage in nor condone any form of collusion with competitors. Likewise, we do not abuse market power to gain an unfair advantage, nor do we participate in anti-competitive practices, such as price-fixing, bid coordination, market or output restrictions, or the allocation of customers, suppliers, geographic areas and product lines.

In 2024, we recorded zero pending or completed legal actions related to anti-competitive behaviour and zero violations of anti-trust and monopoly legislation.

» GOING FORWARD

As we move ahead, we will continue to strengthen responsible anti-corruption measures and ethical business practices.

Ethical Business Conduct

Disclosure of Material Litigation

In 2024, RAV Bahamas Ltd. filed a lawsuit against Genting Americas Inc. ("GAI"), an indirect wholly-owned subsidiary of Genting Malaysia Berhad, in the United States District Court for the Southern District of Florida. The lawsuit alleged claims related to a joint business project, which seeks damages of approximately USD600 million, along with interest.

GAI has filed a motion to dismiss the lawsuit, asserting that the matter is a shareholder dispute that should be addressed under the Shareholders' Agreement in an alternative forum. It has also stated that the claims are time-barred and lacking sufficient evidence to support the allegations.

At this stage, Genting Berhad does not anticipate any material impact on its financial performance or operations. The Company will continue to monitor the progress of this litigation and provide updates as necessary.

Supply Chain Management



GRI 204-1

WHY IT MATTERS

Supply chain management is critical to Genting Berhad as it directly impacts the company's sustainability commitments, operational efficiency and regulatory compliance. Effective supply chain management is essential for ensuring environmental sustainability, operational efficiency and regulatory compliance across all subsidiaries. A well-managed supply chain helps reduce environmental risks, ensures responsible sourcing and aligns with the Company's climate and biodiversity goals.

SUPPLY CHAIN – ENVIRONMENTAL IMPACT

Genting Berhad is committed to responsible sourcing practices that promote energy efficiency, reduce environmental impact and support the transition to a low-carbon economy.

As a conglomerate with a diverse range of businesses, we expect our suppliers and partners to align with our sustainability principles, particularly in addressing climate change, responsible resource use and environmental conservation. These principles include:

- **Greenhouse gas (GHG) emissions reduction:** suppliers are encouraged to disclose any proactive measures taken to monitor, measure and reduce their GHG emissions, aligning with global climate goals and industry best practices.
- **sustainable energy use:** suppliers are encouraged to transition to renewable energy sources, improve energy efficiency and minimise reliance on fossil fuels in their operations.
- **water conservation:** suppliers are encouraged to disclose any water-efficient technologies and practices implemented to reduce water consumption and prevent water pollution.
- **biodiversity protection:** suppliers must ensure that their sourcing practices do not contribute to deforestation, habitat destruction or loss of biodiversity.
- **waste reduction and resource use optimisation:** suppliers are encouraged to adopt circular economy principles to ensure sustainable use of raw materials, minimise waste generation or reduce excessive resource consumption and implement eco-friendly production methods to maximise efficiency.
- **pollution prevention:** suppliers are encouraged to disclose any measures taken to prevent pollution, including responsible waste disposal, emissions control and the reduction of hazardous substances.
- **compliance with environmental regulations:** all suppliers must adhere to national and international environmental regulations and standards, ensuring responsible sourcing practices that align with Genting Berhad's sustainability commitments.

Genting Berhad targets to engage with all company level suppliers through communication initiatives and training programmes if needed, to ensure they understand and implement their best practices in environmental sustainability.

Group-wide, Genting Berhad aims to ensure that the environmental supply chain policies of its portfolio companies are aligned under a unified framework while addressing industry-specific considerations. This integration includes:

- **Leisure & Hospitality (Genting Singapore, Genting Malaysia and Resorts World Las Vegas):** Focus on sustainable tourism practices, green procurement, water conservation, waste reduction and energy-efficient resort operations.
- **Genting Plantations:** Commitment to responsible sourcing of palm oil, deforestation-free supply chains and sustainable land management.
- **Genting Energy:** Investment in cleaner energy solutions, carbon reduction strategies and responsible resource management.

By establishing a consistent environmental policy across its portfolio companies, Genting Berhad ensures that sustainability principles are embedded throughout its global supply chain while allowing for tailored strategies that align with each industry's unique challenges and opportunities.

Supply Chain Management

Genting Berhad believes that transparency and accountability are fundamental to effective environmental stewardship. We encourage and support our suppliers in monitoring and report any environmental impact reduction with audits, benchmarking and incentives driving transparency.

Environmental reporting results provided by suppliers are evaluated and monitored. Suppliers must promptly report any environmental violations. Upon identification of non-compliance, corrective actions are enforced, including a remediation plan with clear timelines, participation in mandatory sustainability training to address gaps and enhanced monitoring for persistent issues. Contractual consequences include suspension or termination for severe or repeated non-compliance.

The Group actively participate in various industry initiatives, global sustainability frameworks and collaboration efforts to promote responsible supply chain management practices and address environmental impacts within their supply chains.

Notable examples include:

GENTING SINGAPORE

- Environmental Supply Chain Policy

Genting Singapore is committed to integrating environmental sustainability into its supply chain. The company ensures that all suppliers adhere to stringent environmental guidelines, including:

- **sustainable procurement:** prioritising suppliers that offer environmentally sustainable products and services.
- **advocacy:** encouraging suppliers to adopt renewable energy, energy-efficient technologies and emissions reduction strategies.
- **sustainable resource management:** requiring suppliers to implement water conservation, waste reduction and responsible sourcing practices.
- **environmental compliance:** mandating strict adherence to local and international environmental regulations and standards.
- **supplier training and engagement:** conducting workshops and training programs to educate suppliers on best sustainability practices and performance improvement.
- **ongoing monitoring and evaluation:** conducting periodic audits to ensure suppliers meet sustainability targets and corrective measures are taken when necessary.

• Supply chain influence

As a founding member of the Sentosa Carbon Neutral Network, Genting Singapore partners with Sentosa Development Corporation and other industry players to work towards achieving carbon neutrality for Sentosa by 2030.

This collaboration focuses on sharing resources and expertise to develop large-scale sustainability solutions, including joint initiatives in waste management and energy efficiency.

• Genting SustainBiz F&B Expo

Genting Malaysia hosted this expo at Resorts World Genting in September 2024, focusing on sustainable practices in the food and beverage industry. This expo facilitated collaborations with companies like Nestlé Malaysia, Fraser & Neave Holdings Bhd and PNH Malaysia Sdn Bhd to promote plant-based products, recyclable packaging and innovative waste reduction technologies.

• Supplier engagement and green building

Resorts World Las Vegas collaborates with organisations such as Clean the World and U.S. Oil Solutions to implement recycling programmes, including over a dozen recycling streams across the property, minimising waste

The resort has maintained its LEED Gold Certification since 2021. This certification encompasses nearly four million square feet of the resort's gross floor area, positioning it among the most energy-efficient facilities globally.

The resort completed its first full year of operations powered entirely by renewable energy in 2024, through its partnership with the local utility provider, NV Energy.

- **Green Energy Projects**

Genting Energy supports clean energy initiatives and participates in renewable energy projects. The Jangi wind farm in India was Genting Energy's first renewable project and it was fully commissioned in December 2011. Genting Energy is developing a solar power plant in China in collaboration with SDIC Power Holdings Co. Ltd and has completed 100MWp out of 120MWp of solar panels in March 2025. Once fully operational, the plant will contribute 120 MWp of installed capacity to our portfolio, with completion targeted for Q2 2025.

Genting Energy's Banten power plant is ISO 14001:2015 certified and participates in Indonesia's PROPER programme, governed by the Ministry of Environment and Forestry. Since 2019, the plant has consistently maintained a "blue" rating, signifying its compliance with environmental regulations.

- **Sustainable Palm Oil Certifications**

Genting Plantations holds certifications from the Roundtable on Sustainable Palm Oil (and is a member since 2006), International Sustainability and Carbon Certification, Malaysian Sustainable Palm Oil and Indonesian Sustainable Palm Oil, demonstrating a commitment to sustainable palm oil production and supply chain practices.

SUSTAINABILITY CERTIFICATIONS

COMMITMENT: CERTIFICATION

Target

- 100% RSPO Certified
- 100% ISCC Certified
- 100% MSPO Certified
- 100% ISPO Certified

2024 Progress

- RSPO: 100% certified in Malaysia
- RSPO: 104,977 ha / 217,420 ha (48% certified)
- RSPO: 4,151 ha/ 25,459 ha (16% plasma certified)
- RSPO: 25/33 estates
- RSPO: 10/13 oil mills
- RSPO: 1/1 refinery
- RSPO: 2/2 biodiesel plant
- ISCC: 100% Certified (Malaysia),
- MSPO: 100% Certified (Malaysia)
- ISPO: 5/12 Perseroan Terbatas, 42% Certified (Indonesia)
- ISPO: 4/6 oil mills

SUSTAINABLE SUPPLY CHAIN

COMMITMENT: TRACEABILITY

Target

- 100% Traceability to Mill (CPO Suppliers)
- 100% Traceability to Plantation (FFB Suppliers) by 2026
- 100% Traceability to Plantation - External Mills by 2030

2024 Progress

- 91.51%
- 99.77%
- 77.45%

Supply Chain Management

SUPPLY CHAIN – SOCIAL IMPACT

As a leading global conglomerate, Genting Berhad is committed to ethical and responsible business practices, ensuring that all suppliers uphold fundamental labour rights, including the prevention of child labour and forced labour, non-discrimination, the right to freedom of association and the right to collective bargaining.

The key principles of our supply chain management incorporate the supply chain considerations of our portfolio companies and align with international sustainability disclosures relevant to Genting Berhad. Our approach integrates sustainability principles covering environmental, social and governance to ensure ethical procurement, operational efficiency and long-term business resilience. By fostering responsible sourcing and supplier partnerships, we aim to minimise risks, enhance transparency and contribute to a more sustainable future. The proportion of spending on local suppliers in 2024 was 52% (2023: 79%) for Genting Berhad. The variance was mainly due to the increased engagement of global-based service providers that increased the spending of non-Ringggit denomination.

Key Principles of Our Supply Chain Management

1. Sustainable Sourcing

- a. Prioritising suppliers that adhere to environmental best practices, including reducing GHG emissions, energy efficiency and responsible waste management.
- b. Sourcing raw materials from certified sustainable sources, such as RSPO-certified palm oil.

2. Environmental Stewardship

- a. Encouraging suppliers to align with our environmental policies, including climate action, pollution reduction, water conservation and biodiversity protection.
- b. Implementing eco-conscious supplier engagement programmes to promote sustainability best practices.

3. Ethical and Regulatory Compliance

- a. Ensuring suppliers comply with international and national laws, including labour rights, human rights (prevent child labour and forced labour), anti-corruption policies and fair trade principles.
- b. Mandating adherence to global sustainability frameworks such as the United Nations Sustainable Development Goals, GRI standards and IFRS S1 & S2.
- c. Compliance with local laws regarding freedom of association, ensuring that workers have the right to organise and participate in collective bargaining in accordance with applicable regulations.
- d. Respecting and supporting the right to freedom of association, encouraging open dialogue between suppliers and workers to uphold fair labour practices.
- e. Compliance with local laws regarding collective bargaining, ensuring that suppliers follow national labour laws governing collective agreements between workers and employers.

Compliance with Laws and Standards

Suppliers must adhere to:

- The United Nations Universal Declaration of Human Rights
- The United Nations Guiding Principles on Business and Human Rights
- The International Labour Organisation Conventions.
- National and local labour laws governing fair employment practices
- Company's Supplier Code of Conduct.

Prevent Child Labour

Suppliers must ensure that:

- no person under the legal minimum working age (as defined by local law or 15 years, whichever higher) is employed
- no person under 18 years old is engaged in hazardous work that may jeopardise their health, safety or moral development
- proper documentation verifying the age of employees is maintained to prevent underage hiring
- all hiring processes include stringent age verification procedures to prevent child labour.

Prevent Forced Labour

Suppliers must ensure that:

- no form of forced, bonded, indentured or involuntary prison labour is used
- workers are not required to surrender identification documents or deposits as a condition of employment
- employment contracts are voluntary, transparent and legally compliant
- workers have the right to leave employment freely upon reasonable notice.

Supply Chain Management

Key Principles of Our Supply Chain Management

3. Ethical and Regulatory Compliance(Cont'd)

- f. Respecting and supporting the right to collective bargaining, ensuring that suppliers create an enabling environment for fair negotiations and uphold internationally recognised labour rights.
- g. Compliance with local laws on working hours, ensuring that suppliers adhere to national regulations on maximum working hours and overtime limits.
- h. Establishing a clear policy to reduce excessive working hours by promoting work-life balance, fair remuneration for overtime and responsible workforce planning to prevent labor exploitation.
- i. Supplier policy addresses equal opportunity and non-discrimination:
 - (a) commitment to fostering a diverse, inclusive and fair working environment free from discrimination based on gender, race, ethnicity, disability, or other protected characteristics.
 - (b) ensuring hiring, promotion and workplace policies promote equality and prevent bias or harassment.
- j. Supplier policy supports the right to a minimum or living wage:
 - (a) compliance with local laws on minimum wage, ensuring that all suppliers pay workers at least the legally mandated minimum wage.
 - (b) commitment to exceed local minimum wage or meet a living wage standard to enhance worker well-being and promote fair compensation.
- k. Supplier policy addresses health and safety standards:
 - (a) compliance with local laws to ensure workplace health and safety.
 - (b) disclosures of measures for accident prevention, safety training and implementation of occupational health and safety best practices.
- l. Supplier policy addresses animal welfare:
 - (a) compliance with local laws and regulations regarding animal welfare in sourcing and production.
 - (b) establishing principles and guidelines to ensure ethical treatment of animals, promote humane farming practices and eliminate inhumane treatment in the supply chain.

Right to Freedom of Association and Collective Bargaining

Suppliers must respect workers' rights as provided by the local laws, to:

- form and join trade unions of their choice without fear of retaliation
- engage in collective bargaining
- express concerns about working conditions without facing discrimination or disciplinary action
- participate in open communication and grievance resolution mechanisms.

Non-Discrimination and Equal Opportunity

Suppliers must ensure that:

- employee decisions, including hiring, promotion and compensation are based on merit and not on race, gender, age, nationality, disability, religion, sexual orientation or any other protected status
- a workplace free from harassment, abuse and discrimination is maintained
- equal pay for equal work is promoted, aligning with fair employment practices.

4. Risk Management and Resilience

- a. Conducting periodic supplier audits to identify and mitigate supply chain risks, including sustainability and operational risks.
- b. Strengthening supply chain resilience by diversifying sourcing strategies and incorporating risk assessments into procurement decisions.
- c. Conducting risk assessment regarding social issues for:
 - (i) potential new suppliers as part of the due diligence process; and
 - (ii) existing suppliers by identifying those that are high risk and require further monitoring or corrective actions.

Supply Chain Management

Key Principles of Our Supply Chain Management

5. Supplier Development and Collaboration

- a. Engaging suppliers through training programmes and capacity-building initiatives to enhance sustainability knowledge and implementation.
- b. Collaborating with industry partners, non-governmental organisations and government agencies to drive sustainability improvements in the supply chain.
- c. Integrating social supply chain policies into buyer training, purchasing policy or supplier contract to ensure procurement teams understand and uphold responsible sourcing standards.
- d. Capacity building for suppliers:
 - (a) supplier training on social issues to improve awareness and compliance with ethical labour practices.
 - (b) supplier mentoring, secondments and sharing of best practices to support continuous improvement and strengthen sustainability commitments.

6. Transparency and Reporting

- a. Implementing structured reporting mechanisms to monitor supplier sustainability performance.
- b. Encouraging suppliers to disclose sustainability data and participate in third-party sustainability assessments.
- c. Taking corrective actions in cases of non-compliance, including remediation plans, enhanced monitoring and potential contract termination for repeated violations.

Supplier Responsibilities

To maintain compliance, suppliers must:

- implement strict hiring policies and verification procedures to prevent child and forced labour
- conduct periodic internal audits to ensure adherence to this policy
- provide training programmes on fair labour practices and non-discrimination
- establish grievance mechanisms to address worker concerns transparently and fairly
- report any violations immediately to Genting Berhad's management team.

Monitoring and Enforcement

- Genting Berhad reserves the right to conduct audits and assessments to verify supplier compliance with this policy
- Suppliers found in violation of this policy must take immediate corrective actions or risk termination of their business relationship with Genting Berhad
- A confidential whistleblower mechanism is in place to allow workers and other stakeholders to report concerns about labour right violations
- Genting Berhad will work with non-compliant suppliers to develop corrective action plans where possible to promote long-term adherence.

Group Procurement

Our business units implement rigorous procurement systems with comprehensive due diligence to ensure that suppliers and vendors operate ethically and responsibly. Appointed suppliers and vendors undergo a thorough assessment and are required to comply with all relevant laws and the Company's Code of Conduct.

Additionally, our operating subsidiaries mandate that suppliers and vendors adhere to their respective supplier policies or statements, which strictly prohibit child labour and forced labour while promoting fair treatment, equal opportunity and ethical business practices.

To enhance cost efficiency and ensure consistency, Genting Berhad adopts the procurement system of Genting Malaysia and aligns its Supplier's Code of Conduct with Genting Malaysia's version, which is publicly accessible at <https://www.gentingmalaysia.com/procurement/>. The English version of the Code of Conduct can be translated into other languages using online translator applications.

OUR FEATURE

GENTING MALAYSIA

Genting Malaysia is committed to driving sustainability through a robust supply chain, leveraging its extensive global network of suppliers. The company prioritises local sourcing, promotes diversity and ensures that environmental and social responsibility are embedded throughout procurement operations.

KEY HIGHLIGHTS

Environment & Social Sustainability

We focus on environmental and social sustainability, ensuring we respect all parties involved while minimising our environmental impact.

Rigorous Screening

We subject all vendors to a comprehensive screening process, ensuring adherence to Genting Malaysia's Code of conduct and compliance with all relevant laws.

Responsible Sourcing

Our commitment to responsible sourcing reinforces our dedication to sustainable practices and ethical supply chain management.

PRIORITISING LOCAL

Genting Malaysia consistently prioritises local contractors and vendors, fostering business opportunities and supporting the development of local talent.



Capacity Building

We drive initiatives centred on training, awareness and capacity building to enhance the skills and capabilities of local partners.



Community Economic Development

These efforts help us contribute to the economic development of the communities we serve and promote sustainable growth.



SME SUPPORT

We delivered various training sessions throughout the year in Malaysia for SMEs, supporting and empowering suppliers.

In 2024, Genting Malaysia allocated over 90% of procurement expenditure to local sources in Malaysia, with a focus on small and medium-sized enterprises. This commitment continues into 2025, with ongoing efforts to empower local businesses.

PROCUREMENT AND SUPPLIER DIVERSITY

Genting Malaysia's US (New York) operations made significant progress in advancing supplier diversity, registering a 15.7% increase (USD1.9 million) in procurement spending with Minority-and Women-owned Business Enterprises ("MWBE") in 2024. The company remains committed to identifying and engaging with MWBE and veteran-owned businesses to promote sustainable and responsible procurement practices. Vendor consolidation efforts also continue to drive operational efficiencies and cost savings. Genting Malaysia will focus on strengthening relationships with MWBE vendors while seeking opportunities for growth and savings through vendor consolidation.

SOCIALLY AND ENVIRONMENTALLY RESPONSIBLE SUPPLY CHAIN

Genting Malaysia ensures that all suppliers meet strict ethical sourcing standards, including occupational safety, human rights and labour law compliance.



Environmental Focus

We address critical environmental challenges, including:

- energy efficiency and reducing GHG emissions.
- water conservation and managing biodiversity impacts.
- controlling pollution, waste and optimising resource use.



Social Focus

Our supply chain aligns with global human rights and labour standards:

- zero tolerance for child labour, forced labour or human trafficking.
- ensuring fair wages, equal opportunities and freedom of association.
- promoting workplace health and safety through rigorous hazard management.

All suppliers must adhere to Genting Malaysia's Supplier Code of Conduct, which sets clear expectations:

- **Occupational Safety:** Identifying, assessing and mitigating risks through elimination, engineering controls and administrative measures
- **Human Rights:** Treating all workers with dignity and respect
- **Compliance** with laws on labour rights, wages and workplace fairness

To ensure alignment, both new and existing suppliers undergo comprehensive social and environmental risk assessments, including:

- conducting random audits and site visits to monitor compliance.
- encouraging eco-friendly solutions during procurement, such as sustainable hotel amenities.

OUR FEATURE

GENTING MALAYSIA (Cont'd)

Genting Malaysia collaborates with local suppliers across its global operations, ensuring compliance with industry standards and regulations, as shown in the table below:

 UNITED KINGDOM Genting UK collaborates with commercially viable local suppliers to support the local economy across its diverse network of UK casinos. All purchases are governed by strict contracts that require suppliers to comply with industry standards and regulations. During the tendering process, suppliers are asked to present their sustainability credentials and ensure that due diligence is conducted on any independent suppliers for which they hold legal and contractual responsibility. Sustainability, including environmental and social compliance, is a key topic discussed during regular meetings with suppliers. Additionally, Genting UK conducts thorough supplier audits for its food and beverage suppliers, which include warehouse and factory visits for all new suppliers.	 UNITED STATES Genting Malaysia’s New York operations work with certified vendors for all procurement contracts, ensuring compliance with local and state regulations through clear contractual guidelines. Vendor engagement standards are regularly reviewed and updated to maintain best practices. The procurement processes prioritise sourcing from local and sustainable vendors, emphasising social, ethical and environmental considerations when selecting suppliers of goods and services. Our team is committed to increasing our engagement with MWBEs. Our MWBE vendor share increased by 30% in 2024, building on the 7% reported in 2023. Plans are in place to further diversify our supply chain in 2025 and to continue strengthening our support for MWBE vendors.
 BAHAMAS The company works closely with environmental committees and adheres to exclusive distribution policies. This helps prioritise local vendors with distribution rights to ensure compliance with local regulations.	

Genting Malaysia reported zero material non-compliance with environmental or social concerns in 2024. Genting Malaysia remains committed to advancing their goals in 2025 with an ongoing emphasis on local economic empowerment and promoting sustainable business practices. The table below highlights the key targets set for the upcoming year:

**MALAYSIA**

2024 Targets	Performance	2025 Targets
>90% of procurement expenditure allocated to local sources	91%	>90% of procurement expenditure allocated to local sources
>70% of local procurement expensiture channeled to SMEs	80%	>70% of local procurement expenditure channelled to SMEs
Procurement from >100 micro and small-sized suppliers	390 suppliers	≥ 25% of active suppliers are micro and small-sized suppliers
Upskilling >100 small and medium-sized enterprises through structured training and programmes	444 suppliers	To achieve ≥ 100 SME suppliers

OUR FEATURE

GENTING SINGAPORE

Genting Singapore is deeply committed to minimising the environmental and societal impact of its supply chain. Recognising its responsibility to source materials and services in a sustainable manner, the company focuses on reducing risks while ensuring compliance with ethical standards. By collaborating with suppliers, the company encourages the adoption of sustainable practices, aiming to drive improvements across its entire supply chain. The company's responsible sourcing strategy is anchored on three key focus areas, as shown in the table below:

**Reduce Social and Environmental Impacts
(Sustainable Sources)**

Genting Singapore prioritises sourcing from sustainable origins, integrating circular practices and reducing environmental impacts. The company strongly supports local sourcing, as it helps reduce carbon footprints and stimulates the local economy in Singapore. Sustainability considerations are integrated into its procurement processes, ensuring the suppliers adhere to the highest ethical and environmental standards. The company actively guides suppliers towards innovative solutions that contribute to sustainability, as outlined in its Supplier Code of Conduct and Sustainable Sourcing Guidelines.

**Advocate and Drive Supply Chain
(Supply Chain Influence)**

Genting Singapore advocates for and drives sustainability across its supply chain by incorporating sustainability considerations into its system. Sustainability is a key aspect of supplier selection, assessment and award decisions. All suppliers are required to adhere to the Supplier Code of Conduct, which sets clear expectations regarding ethics and business practices. The company collaborates with suppliers to drive improvements in sustainability, encouraging them to meet and exceed the minimum requirements outlined in its Sustainable Sourcing Guidelines.

Enhance Compliance and Corporate Governance (Supply Chain Assurance)

Genting Singapore ensures transparency and fairness in its supplier selection and tendering processes. The company conducts rigorous evaluations, screens suppliers for ESG compliance and relies on third-party monitoring to uphold high standards. The company's certifications and adherence to sustainability guidelines further support these efforts. Additionally, over 80% of its materials were sourced locally and over 90% of its paper products came from FSC-certified sources. The company prioritises sustainable food sourcing with over 60% of its seafood being responsibly sourced in 2024.

OUR PROGRESS

Supporting Local

Genting Singapore continues to prioritise local sourcing, with over 80% of its purchasing portfolio coming from local companies. The company has also been recognised by the Singapore Food Agency's Farm-to-Table Recognition Programme, maintaining its highest tier status since 2022. The company consistently exceeds the programme's requirements, sourcing over 95% of its eggs and significant quantities of other locally grown produce. Furthermore, Genting Singapore has showcased local businesses at prominent events such as the Global Sustainable Tourism Conference, demonstrating its commitment to supporting local suppliers.

Sustainable Sourcing

Aligned with its Sustainable Sourcing Policy, Genting Singapore made significant progress in responsibly sourcing materials. More than 60% of seafood supplies were responsibly sourced in 2024. In addition, over 80% of cleaning products used resort-wide are eco-friendly. The company also rolled out refillable bulk dispenser bottles to five hotels in 2024, with the aim to fully transition by 2025, further reducing waste. Additionally, 90% of paper products are FSC-certified, supporting sustainable forest management.

Strengthening Our Commitment

Genting Singapore has embedded sustainable procurement into its operations through its Code of Ethics and Business Conduct, ensuring that all sourcing decisions meet high ethical, environmental and social standards. The company's efforts are guided by its Supplier Code of Conduct, Sustainable Procurement Policy and Sustainable Sourcing Guidelines. The company also collaborates with the UN Global Compact Network Singapore and the UN Global Compact through its SPARK! Programme to help SMEs integrate sustainability into their operations, providing tailored courses and networking opportunities.

Looking Forward

Through the SPARK! Programme, Genting Singapore is helping SMEs develop more sustainable practices and enhance their environmental profiles, contributing to the company's broader sustainability goals. The company is also assessing emissions from purchased goods, services and capital goods to improve its Scope 3 emissions disclosures.

Supply Chain Management

OUR FEATURE

GENTING PLANTATIONS

With sustainability being a key aspect of its operations, Genting Plantations recognises its impact on both immediate activities and long-term objectives. This commitment fosters shared responsibility across our workforce and supply chain, driving the adoption of robust practices at all levels. In addition, transparency is central to our approach, ensuring that our customers are fully informed that our raw materials come from sustainable and responsible sources.

Through traceability, we verify and monitor the origins of our palm oil products. To strengthen our supply chain further, we actively mitigate sustainability risks by identifying potential economic, environmental and social risks within our third-party suppliers. We also encourage our suppliers to meet sustainability standards by obtaining certifications such as RSPO, MSPO and ISPO.

In 2024, Genting Plantations reinforced its commitment to preventing deforestation by monitoring 10% of fresh fruit bunch suppliers who share this principle. We track deforestation through a mapping system compliant with the EUDR, strengthening responsible sourcing practices throughout the supply chain. These efforts align with the expectations of our customers, end-users and the principles outlined in our Supplier Code of Business Conduct.

In the same reporting year, we engaged 2,786 suppliers, with 98% of our procurement expenditure directed towards local suppliers in Malaysia. This supports local economies, strengthens our supply chain and ensures responsible sourcing standards, with the data verified by Internal Audit.

Enforcing Ethical Supplier Standards

Guided by our corporate values, we ensure ethical practices in production, prioritising human rights and environmental protection.

Our Supplier Engagement Programme for fresh fruit bunch and crude palm oil suppliers fosters continuous improvements in our supply chain and operations, building relationships with suppliers who share similar values and uphold high ethical standards. This approach extends to third-party labour agencies, contractors and service providers, with our policies included in legally binding agreements where relevant.

General Expectations for Genting Plantations Suppliers and Contractors

Legal Obligations

Suppliers are obligated to adhere to all applicable laws, legal requirements, directives, guidelines and other relevant clauses in any contract with Genting Plantations.

Responsible Sourcing

Suppliers are required to ensure that their products and services are procured responsibly in accordance with relevant national regulations as well as regional and international standards.

Work on Genting Plantations Premises

Suppliers who operate in our premises or facilities are required to adhere to our applicable policies and procedures.

Certifications

Fresh fruit bunch suppliers are required to furnish certifications such as Malaysian Sustainable Palm Oil, Indonesian Sustainable Palm Oil, ISCC, RSPO or other relevant accreditations. As goodwill, suppliers must invest in efforts to obtain these certifications within a reasonable period of time.

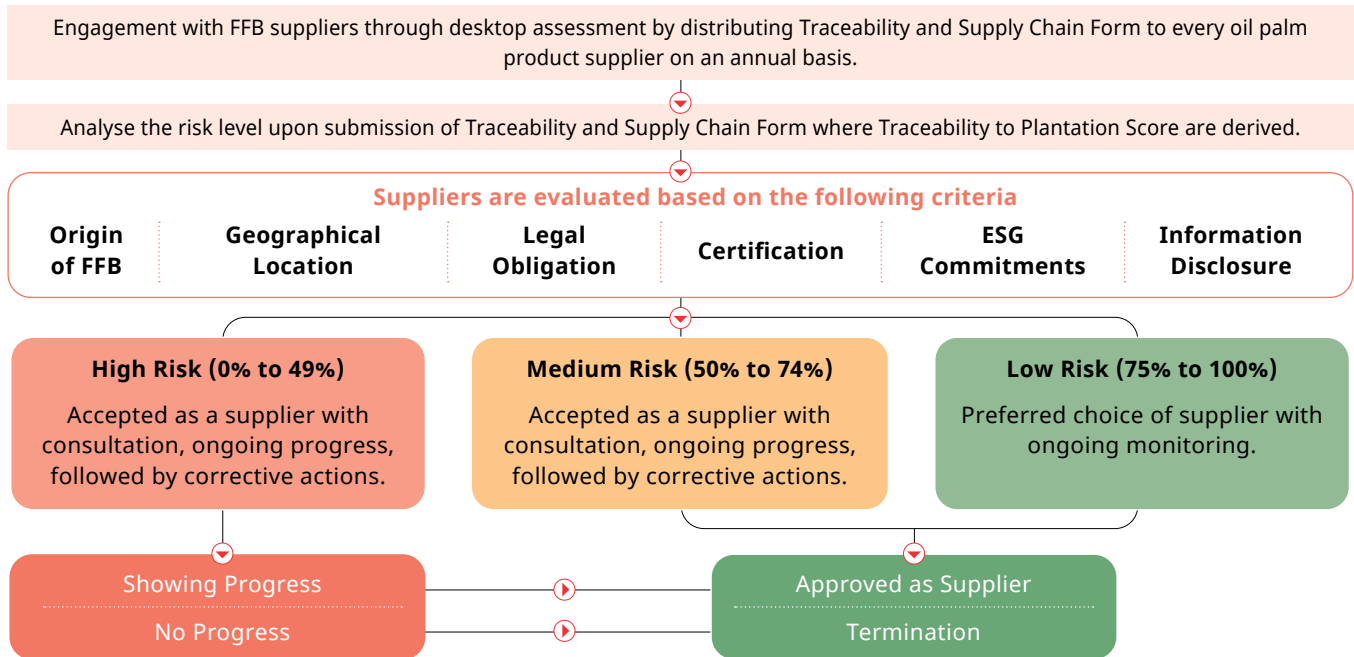
Information Disclosure

Suppliers must provide disclosures pertaining to their labour, health and safety, environmental practices, business activities and structure and financial status and performance benchmarked against existing industry practices.

Cooperation

Genting Plantations may require our suppliers to submit information requests or audits to verify their adherence to these responsibilities. While we aim to collaborate with our suppliers to enhance conditions, we reserve the right to terminate the relationship with any supplier that does not fulfil these obligations.

Genting Plantations Suppliers Risk Assessment



EVALUATING OUR SUPPLIERS

Genting Plantations' Supplier Engagement Programme supports the Group's sourcing strategy by enhancing sustainability performance through meetings, questionnaires, traceability reviews and consultations, fostering continuous improvements and promoting sustainable palm oil production.

Evaluating Compliance

We assess supplier adherence to key standards, including health and safety, workers' rights, human rights and NDPE principles, while also evaluating governance, local regulation compliance and alignment with our sustainable palm oil policies.

On-Site Assessments

We conduct site visits and due diligence for FFB suppliers to assess their commitment to responsible agricultural practices and sustainable palm oil production.

Certification Readiness

We assess the readiness of FFB suppliers to obtain certifications such as RSPO, MSPO and ISPO

To evaluate the sustainability performance of our FFB and CPO suppliers, we reviewed traceability records, conducted forced labour assessments and used satellite mapping to monitor compliance with environmental criteria, ensuring no clearing in HCV or HCS areas.

We screened 452 FFB suppliers in Malaysia and Indonesia and 34 CPO suppliers in Malaysia based on environmental criteria. The assessments revealed no complaints regarding deforestation within our operations or those of our palm product suppliers.

NON-COMPLIANCE REMEDIATION STRATEGY

We remain committed to adhering to all relevant standards for oil palm plantations but acknowledge that occasional non-compliance may occur beyond our control. To address this, we have implemented a recovery plan with a six-month grace period for non-compliant parties and a programme to tackle forced labour, ensuring proactive support for high-risk suppliers.

Determining High-risk Suppliers

High-risk suppliers, identified through assessments and desktop analysis as non-compliant with NDPE, undergo enhanced scrutiny and are engaged in a time-bound action plan to meet our sourcing requirements and commitments.

Identifying Shortcomings

Our approach prioritises engaging with identified suppliers, recognising that cutting ties is not a sustainable long-term solution. Suspected violations are thoroughly investigated, with purchases from the supplier or supply chain temporarily suspended during the investigation process.

Responding to Confirmed Allegations

Suppliers are required to conduct assessments, provide a detailed corrective action plan and submit cases to the RSPO grievance channel. While we remain engaged with the supplier and stakeholders to improve operations, procurement will cease if no progress is demonstrated.

Responsible Investing



WHY IT MATTERS

As an established investment holding and management company that has been listed on Bursa Malaysia since 1971, we aim to continue generating value for our investors with a firm focus on ensuring sustainable, long-term success. We believe that when sustainability is a key driving force of how we manage our portfolio and make investment decisions, we enhance our foresight to predict risks, capture opportunities and improve returns.

Investing responsibly also allows us to fund efforts that make a real positive difference to society. Beyond reaping economic benefits, we believe that our investments can also lead to an improved quality of life.

In addition, our stakeholders benefit from our portfolio companies' adoption of ESG practices – our customers enjoy experiences, services, solutions and products that meet their needs; our employees find fulfilment in a safe, inclusive and equal workplace; our suppliers can compete more fairly; while our shareholders and lenders are comforted by the sustainable returns of our businesses.

OUR APPROACH

As an engaged investor with long-term assets, we believe our portfolio companies perform significantly better when ESG considerations are woven into our company culture and strategies.

Our stakes in these organisations allow us to be active stewards who can influence them to integrate sustainability into their operations and take ESG-driven actions that create long-term value for us and our stakeholders. Our responsible stewardship process is simplified into three steps.



MONITOR

Ongoing due diligence to assess business performance, governance practices, risks and opportunities



ENGAGE

Communicate regularly with the Board, Management and senior executives on ESG matters and influence actions



ACT

Leverage equity holdings to vote on ESG issues, drive outcomes and increase or decrease our holdings as needed

Supporting Infrastructure Investments

In June 2024, our indirect subsidiaries Genting Oil & Gas Sdn Bhd and PT Layan Nusantara Gas awarded an engineering, procurement, construction, installation and commissioning contract to Wison New Energies Co. Ltd, to build a Floating Liquefied Natural Gas ("FLNG") facility which will be located and operated in West Papua. The FLNG facility will have an annual capacity of up to 1.2 million tonnes. Subsequently in October 2024, the Company has also entered into a procurement contract and a construction, installation and commissioning contract to construct an onshore gas processing plant that will offtake and process the natural gas from Kasuri block before transmitting it to the FLNG facility.

Our indirect subsidiary Genting MZW Pte Ltd is also acquiring a 49% equity interest in SDIC Jineng (ZhouShan) Gas Power Generation Co., Ltd, where SDIC Power Holdings Co., Ltd, is the 51% joint venture partner. The Company is established to own and develop a 2 x 745 megawatts ("MW") gas-fired power plant which utilises the latest H-class gas turbines advance dry low nitrogen oxide ("NOx") burners technology with the ability to co-fire liquefied natural gas with 10% to 50% of hydrogen, a cleaner fuel mix that will reduce emissions during electricity generation.

This expands our investment into energy-generating plants in China. We have also invested in a gross installed capacity of 120 MWp aquaculture-complementary solar plant in China which is scheduled to be in operation by first half of 2025 and a coal-fired power plant that is currently in operation. Both of these projects are located in Fujian province.

Impact Investing

One way we demonstrate our commitment to responsible investment is through impact investment, especially in life science and biotechnology companies at various stages of research and development ("R&D"), aimed at discovering new treatments and improving the physical and mental well-being of society. We are especially focused on the diagnosis and treatment of cognitive decline.

We acknowledge that such investments carry higher amounts of risk and have potentially longer gestation period before any significant innovations are achieved. However, we believe the potential implications these findings would have on human health and organisational value make our investments highly worthwhile.

Our associate company TauRx Pharmaceuticals Ltd is developing HMTM, an oral anti-tau treatment for Alzheimer's disease.

The Company is currently pursuing regulatory interactions and submissions for its oral anti-tau product, HMTM, to seek regulatory approval in the US, UK and other territories.

Our investments into these companies run in parallel with our other efforts to care for those suffering from dementia. In Kuala Lumpur, we established the Genting Dementia Care Centre which currently provides daycare services for clients living with dementia.

Under our impact investment, Genting Plantations conducts R&D to increase the productivity and yield of oil palm trees at its plantations.

» GOING FORWARD

ESG considerations will continue to shape our investment decisions as we seek to strengthen and complement our diversified portfolio while positioning ourselves to take advantage of any growth opportunities.

Assets Business Model Sustainability



GRI 203-2

WHY IT MATTERS

As an investment holding company, Genting Berhad's ability to create wealth relies on the sustainability of its investment assets' business model. It is thus critical to the Group's financial performance that its portfolio companies continue to uphold their brand integrity and system excellence, while securing their operational approvals.

OUR APPROACH

Approvals and Licenses to Operate

The Group ensures compliance with all regulatory requirements and licensing conditions to maintain the necessary operating licenses and approvals granted to carry out its key business activities.

Genting and its subsidiaries have implemented internal systems to track its reporting obligations, such as the provision of adequate and reliable financial and governance disclosures to comply with the relevant listing requirements, regulations and laws. The systems are overseen by the respective company audit departments and Boards.

In addition, Genting and its portfolio companies that operate gaming businesses, as well as the relevant directors and members of senior management have been found to be suitable and/or are licensed under gaming regulations and laws in the markets where we operate, such as the gaming authorities in Singapore, the Bahamas and New York State. We continue to ensure compliance with applicable gambling laws and regulations to avoid fines, penalties, sanctions, reviews of findings of suitability or revocation of licenses.

A comprehensive Nevada casino licensing process has already been undertaken by Genting Berhad, to ensure that its directors, key officers and the relevant subsidiaries involved in the development and construction of Resorts World Las Vegas meet regulatory requirements. This includes findings of suitability for certain officers and directors of Genting Berhad and the registration of Genting Berhad as a publicly traded corporation by the Nevada Gaming Commission.

Brand and Reputation



Protecting our brand assets and intellectual property ("IP") is vital to ensuring our brand value remains strong and able to support the growth of our businesses. Our IP rights, especially our "RESORTS WORLD" and "GENTING" brand names are valuable company assets. This is because of their strong brand recognition, especially in Asia, due to their association with premier leisure destinations. The Genting brand is also regarded as one of Malaysia's top brands. Usage of our brand assets are regulated by their respective brand guidelines and manuals.

The Genting Group markets and offers a suite of products and premier leisure brands that include Genting, Resorts World Genting Grand, Genting Club, Crockfords and Maxims. In addition, the Group partners with other established brands such as Universal Studios, Premium Outlets and Zouk.

We stay vigilant against the unauthorised use of our IP by third parties to ensure our rights and reputation remain intact. To preserve the good reputation we have built, we will not hesitate to take legal action against those caught infringing our rights.

Besides protecting our IP, we also remain alert about the misuse of our Group leadership's images. In 2024, we learned that the likeness of our Chairman and Chief Executive has been unlawfully and improperly used to promote online trading platforms.

To address the issue, we have placed a notice on our website to dissociate ourselves from these platforms and urge the public to not disseminate such materials linking our Chairman and Chief Executive to any trading sites. In addition, we have also reminded the public to visit our website www.genting.com to verify any matters related to the Group. We are currently exploring further measures to stop these misrepresentations.

Assets Business Model Sustainability

Enhancing Business Models Via Technology and Innovation

Innovation is pivotal to remaining successful in a competitive and dynamic business landscape. By leveraging technology, we unlock new business opportunities, boost efficiency through streamlined processes and improve the overall customer experience, growing the business further.

Our operating teams are constantly improving their products and services while enhancing their business models with technology, delivering innovative and forward-thinking solutions.

At Resorts World Genting, project e-Leisure 2.0 has transformed its online sales channels into a seamless digital platform, enhancing customer experiences and driving business growth. Our team has established a robust eCommerce backend and Application Programming Interface (“API”) gateway, integrating Business-to-Business and Business-to-Consumer interactions. Partnerships with online travel agencies such as Klook and Trip.com have further improved operational efficiency and campaign coordination.

The project’s next phase will entail refreshing the front-end channels (RWG app and website) with a mobile-first, user-centric approach. Enhancements such as improved user interfaces, push notifications and in-app messaging have significantly increased app users and direct bookings. The recently upgraded app check-in feature further enhances convenience and streamlines the guest experience. The app now includes a sound alert for notifications and digital key functionality, allowing users to access their rooms seamlessly, with or without internet connectivity, after activating their digital key once at the check-in kiosk.

Project e-Leisure

2.0

is transforming and elevating user experience

Did you know?



In an industry where few brands have the capability to develop AI solutions in-house, Genting Malaysia stands out with the creation of GIVA, an advanced chatbot powered by open-source AI technology. This unique in-house development showcases our commitment to innovation and sustainability in customer engagement.

Built using insights from across Resorts World Genting’s operations, GIVA underwent extensive training over several months before its launch in April 2024. Since then, GIVA continues to improve with daily updates, ensuring it remains an adaptive and efficient tool for customer interaction. GIVA is fluent in English, Bahasa Melayu and Simplified Chinese, offering an unparalleled user experience across diverse markets.

Cybersecurity and Data Protection



WHY IT MATTERS

Cybersecurity is designed to safeguard electronic information across websites, networks and devices from malicious attacks by hackers. With rapid technological advancements, Genting Berhad and its subsidiaries must remain vigilant and proactive in staying ahead of cybercriminals who aim to exploit customer personal data. A comprehensive and robust cybersecurity system ensures that customer information remains secure, yet accessible to the Group, minimising the risk of business disruptions.

OUR APPROACH

We are dedicated to treating every guest's personal data with utmost care and respect, ensuring their rights are upheld in the collection, use, access and disclosure of their information. Our commitment is outlined in the personal data protection policies of all our operating units that manage customer data, as well as our portfolio companies, which are developed in compliance with applicable data privacy laws.

This dedication to data privacy is further reinforced by robust cybersecurity procedures designed to ensure the safe handling of our customers' personal data. We have implemented stringent measures to prevent data loss, unauthorised access, misuse, alteration, or disclosure. These measures are regularly reviewed and updated.

All relevant parties are required to adhere to these measures and are entrusted with the responsibility of monitoring data, managing access rights and classifying data. This is to ensure that the security levels correspond to the potential risks and consequences of a data privacy breach.

Data Security and Cybersecurity

The efficiency of our operating systems and information technology ("IT") resources is crucial for supporting our daily operations and maintaining seamless connectivity between Genting Berhad and its portfolio companies. At our corporate offices in Wisma Genting, we have implemented robust processes and risk management practices to safeguard the integrity of our systems and IT resources, ensuring minimal disruption to business activities at all times.

Genting Berhad's Privacy Policy serves as a comprehensive framework for managing personal data, designed to protect the rights of customers, shareholders, employees and other stakeholders in full compliance with personal data protection laws. These include:

- continuous monitoring and managing of network traffic and accessibility to Genting's systems
- investigation of suspicious network traffic notifications and alerts
- regular maintenance of Company systems to close gaps identified
- technical measures including network gateway protection systems limit, anti-malware software installed in all systems and endpoints; and encryption used to protect critical and confidential data.

Cybersecurity at Genting Berhad is overseen by an IT Committee, which is chaired by the Chief Executive Officer and comprises the relevant heads of departments and IT support teams. The committee meeting was held every quarter in 2024 to review the company's material IT-related matters.

Regular engagements with employees were undertaken in 2024 to ensure the company's operating systems run smoothly. These engagements included the communication of feedback channels on operating systems as well as the awareness and presentation initiatives on the latest cybersecurity threats.

During the reporting period, there were no substantiated complaints concerning breaches of customer privacy and losses of customer data at Genting Berhad. There were no identified cases of leaks, thefts or losses of customer data.

There were also no incidents of service interruption or major downtime resulting in permanent loss of data over the past four years.

Cybersecurity and Data Protection

OUR FEATURE GENTING MALAYSIA

Genting Malaysia is committed to upholding high standards of cybersecurity, with a focus on the safety and privacy of all data to create a secure environment for its patrons and stakeholders. Its integrated approach to cybersecurity emphasises world-class certifications for data security, continuous risk assessments and proactive mitigation strategies, regular employee awareness training to instil cybersecurity best practices, as well as transparency and accountability through solid reporting mechanisms.

Its cybersecurity protocols undergo comprehensive audits and assessments performed by internal audit teams, external ISO auditors, British Standards Institution ("BSI") auditors and third-party penetration testers, ensuring all vulnerabilities are effectively addressed.

All employees complete annual Personal Data Protection Act ("PDPA") and IT cybersecurity awareness training, equipping them to handle data responsibly.

Genting Malaysia's local operations, covering both operational and IT services, are ISO 27001:2022 certified. This achievement highlights the progression from the initial ISO 27001:2013 standard and underscores Genting Malaysia's commitment to maintaining top-tier standards. Resorts World Genting combats cyber threats by collaborating with an international 24x7 managed security services provider to monitor systems in real time and respond quickly to potential breaches. An emergency response team is always on standby to ensure continuous operational security.

Any incidents that warrant investigation are swiftly reported to the Risk Management Committee. In 2024, Genting Malaysia reported zero material non-compliance incidents related to cybersecurity or data privacy.

RESORTS WORLD GENTING



99.95%

completion rate for mandatory annual PDPA training

99.95%

completion rate for annual IT Security training

Genting UK's Cloud-first computing model upholds secure-by-design principles, implementing enhanced patching services (Automox), asset security monitoring (Threataware) and additional Incident Response and Security Orchestration, Automation and Response tooling via our Security Information and Event Management for Managed Service Providers (Rapid7). Through these

efforts, Genting UK is able to streamline security operations and reduce response time. Furthermore, by automating repetitive tasks, Genting UK's security teams are freed up for more high-level analysis and strategic initiatives.

All employees must complete the compulsory Genting Academy General Data Protection Regulation course each year, on top of their regular cybersecurity training. This initiative is complemented by a Cyber Security Awareness Month, quarterly risk assessments and annual audits.

Genting UK is certified ISO/IEC 27001:2013, which encompasses IT infrastructure and lifecycle management of customer and employee data in the Casino and Gaming Operations, Hotel and Leisure Facilities, as well as Hospitality and Events Management functions.

Resorts World New York City continuously monitors its operations and takes proactive measures to defend against data breaches and cyberattacks. To enhance its cybersecurity protections, the facility engages an independent IT Managed Services expert to conduct regular security audits and vulnerability assessments. To underscore the importance of continuously enhancing employee awareness and preparedness, Resorts World New York City provides routine cybersecurity training sessions for all employees.

CYBERSECURITY MEASURES TO STRENGTHEN RESORTS WORLD NEW YORK CITY'S IT DEPARTMENT

Annual Online Cybersecurity Training

- Requiring all computer users undergo training with a 90% completion rate; and
- Aiming for 100% compliance among designated employees.

Blocked USB Access

- Prohibiting the use of USB devices to limit potential external threats.

Minimised Administrative Account Access

- Limiting privileged access to authorised personnel to lower the risk of unauthorised system changes.

Increased Restrictions on Vendor Access

- Tightening third-party access controls to enhance security while working with external partners.

90-Day Password Change Policy

- Requiring employees to update passwords regularly with increasing complexity standards to strengthen account security.

Cybersecurity and Data Protection

Tri-Yearly Cybersecurity Assessments

- Identifying vulnerabilities and evaluating security protocols regularly to enhance safety.

Dual Authentication for VPN/Remote Access

- Implementing another layer of security for remote access of systems.

CrowdStrike Antivirus/Malware Zero Day

- Utilising advanced antivirus and malware protection to defend against changing threats.

Darktrace Active Network Monitoring

- Monitoring networks in real time to detect and respond to suspicious activities.

Resorts World Bimini's cybersecurity strategy uses advanced technologies and best practices for threat detection, access control and data protection to protect its network and infrastructure.

As of Q4 2024, 99% of employees have completed its quarterly mandatory cybersecurity training, which now includes data protection management. Resorts World Bimini also carried out an annual internal audit that covered IT and is working towards ISO/IEC 27001:2013 certification to enhance our information security management practices.

Furthermore, the company undergoes Darktrace and third-party security audits to ensure cyber threats are diligently monitored and responded to effectively.

OUR FEATURE GENTING SINGAPORE

Resorts World Sentosa's approach to cybersecurity is underpinned by cyber hygiene, robust risk management practices and a culture of security awareness among all team members. This ensures the data security of its guests, team members and stakeholders are protected, so that business operations can be conducted securely and reliably.

A comprehensive set of cybersecurity policies and frameworks that apply to all business units, team members and external partners guide our approach. The main policies are:

- Data Security and Classification Policy
- Cyber Security Management Framework
- IT Security Policy
- IT End User Policy

OUR FEATURE RESORTS WORLD LAS VEGAS

At Resorts World Las Vegas, security is prioritised through ongoing activities to raise awareness, transparent communication, data protection, active monitoring of cybersecurity threats and regular system maintenance to prevent data loss and sustain productivity. Since its opening in June 2021, Resorts World Las Vegas has not experienced significant downtime or service interruptions.

Economic Performance



GRI 201-1

WHY IT MATTERS

At Genting Berhad, economic performance is fundamental to our long-term sustainability and growth. A strong financial foundation enables us to create value for our stakeholders, drive business expansion and support the implementation of our ESG strategies. Our group's operations across nine countries generate significant economic benefits, including job creation, tax contributions and shareholder returns. Beyond financial gains, our economic contributions play a vital role in nation-building, fostering socio-economic development and enhancing the well-being of the communities in which we operate. By maintaining robust economic performance, we ensure resilience, competitiveness and continued positive impact on a global scale.

Genting Berhad is committed to maintaining strong economic performance as a foundation for sustainable growth and long-term value creation. Our approach emphasises financial resilience, strategic investments and operational excellence across our diverse businesses. By fostering innovation, enhancing efficiency and adapting to market dynamics, we ensure continued profitability and competitiveness.

Value creation is at the core of our strategy, driving positive economic impacts through job creation, tax contributions and community development. We prioritise responsible business practices that benefit our stakeholders while contributing to broader socio-economic progress. Through prudent financial management and sustainable growth strategies, we aim to generate lasting value and reinforce our position as a global industry leader. Genting Berhad generated a total economic value of RM27.7 billion in 2024, reflecting a 2% increase from the previous year.

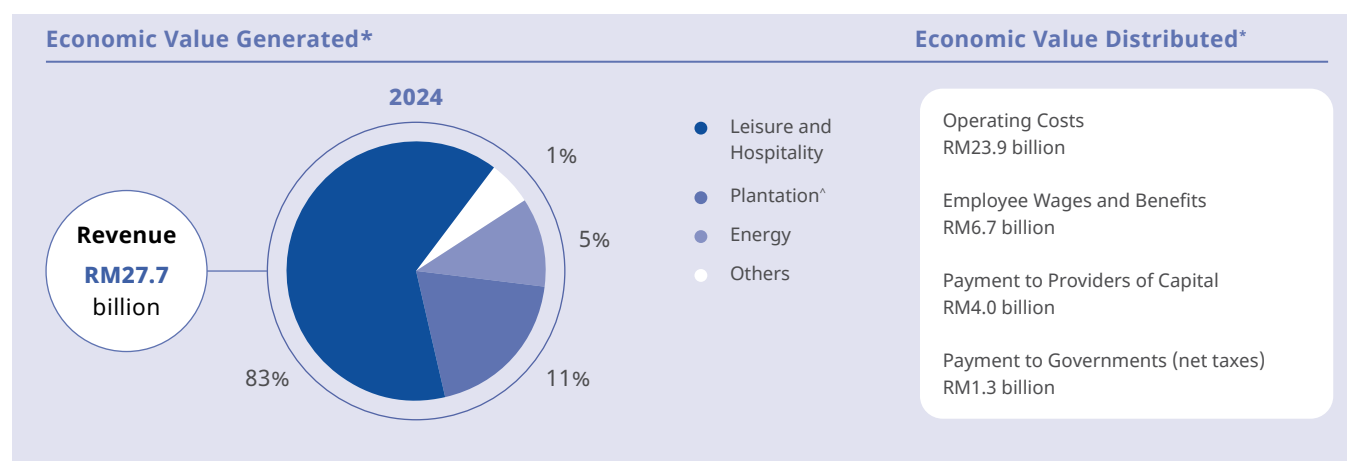
The Leisure and Hospitality division remained the largest contributor, accounting for 83% of the total economic value. With resort and entertainment properties in Malaysia, Singapore, the United States, the Bahamas, the United Kingdom and Egypt, this division continues to play a vital role in driving the tourism industry and strengthening local economies through job creation and business growth.

Beyond leisure and hospitality, the Group's power generation projects enhance energy security and support industrial growth in their respective markets. The Group's Plantations division drives sustainable agricultural development, supporting food security, employment and rural economic progress.

Together, these divisions reinforce Genting Berhad's commitment to economic value creation, sustainable development and long-term stakeholder benefits. The Group's financial performance is detailed in the audited financial statements of the Integrated Annual Report 2024.

	2022	2023	2024
Economic Value Generated (in RM billion)*			
Revenue	22.4	27.1	27.7
Economic Value Distributed (in RM billion)*			
Operating Costs	19.0	22.6	23.9
Employee Wages and Benefits	5.1	6.1	6.7
Payment to Providers of Capital	3.4	3.8	4.0
Payment to Governments (net taxes)	0.7	1.0	1.3

* Based on consolidated group data. Operating costs refer to cost of sales, selling and distribution costs, administration expenses and other expenses. Payment to providers of capital is based on the payment of dividends and finance costs. Payment to governments refers to net income taxes paid.



Driving Environmental Stewardship



OUR COMMITMENTS

As a global conglomerate operating across multiple industries, Genting Berhad is committed to environmental stewardship, recognising the crucial role it plays in protecting biodiversity and mitigating climate change. Our sustainability strategy is designed to integrate responsible environmental management practices across all operations, ensuring long-term resilience, regulatory compliance and a positive impact on ecosystems and communities.

Commitment to Biodiversity Conservation

Biodiversity is a critical component of environmental sustainability and Genting Berhad is dedicated to preserving and enhancing the natural habitats surrounding our operations. Our biodiversity strategy focuses on:

- **Habitat Protection and Restoration:** Implementing conservation programs to protect forests, marine ecosystems and wildlife corridors within and around our business operations.
- **Sustainable Land Use Management:** Adopting responsible agricultural and land management practices to minimise deforestation, soil degradation and habitat destruction.
- **Collaboration with Environmental Organisations:** Partnering with global and local conservation groups to support biodiversity research, protection efforts and ecosystem restoration projects.
- **Reducing Impact on Wildlife:** Implementing measures to mitigate operational impacts on biodiversity, including responsible tourism practices, sustainable sourcing and wildlife protection initiatives.

Climate Change Mitigation and Adaptation

Addressing climate change is a fundamental pillar of Genting Berhad's environmental strategy. Our initiatives aim to reduce GHG emissions, improve energy efficiency and enhance climate resilience through:

- **Carbon Reduction Strategies:** Investing in renewable energy, energy efficiency measures and low-carbon technologies to minimise our carbon footprint.
- **Sustainable Energy Transition:** Increasing the use of clean energy sources, optimising energy consumption and supporting carbon offset projects.
- **Climate Risk Management:** Assessing and mitigating climate-related risks, such as extreme weather events, rising temperatures and resource scarcity, to safeguard business continuity.
- **Green Infrastructure and Sustainable Design:** Integrating environmentally friendly construction practices, such as green buildings, water conservation systems and nature-based solutions in new developments.

Environmental Governance and Compliance

Genting Berhad adheres to international and national environmental regulations and frameworks, ensuring accountability and continuous improvement in environmental stewardship. Our environmental governance approach includes:

- **IFRS S1 and S2 Integration:** Aligning sustainability disclosures with global standards to enhance transparency in environmental impact reporting.
- **Stakeholder Engagement:** Collaborating with government agencies, NGOs and industry partners to develop sustainable policies and best practices.
- **Sustainability Performance Monitoring:** Regularly assessing environmental performance through key indicators, audits and independent evaluations to drive progress and accountability.



WHY IT MATTERS

We recognise the vital role of biodiversity in sustaining healthy ecosystems and mitigating long-term environmental risks. Biodiversity conservation is key to safeguard natural resources and ecosystems for the benefit of the people and the planet.

Our Group has operations in nine countries and some of our properties are in areas that require careful stewardship of local biodiversity.

OUR APPROACH

We aim to balance the development projects of our operating subsidiaries with the conservation of their surrounding ecosystems, as our resorts, plantations and energy operations are located near biodiversity-rich areas. In contrast, our corporate offices located at Wisma Genting, Kuala Lumpur, have a minimal biodiversity footprint.

Our biodiversity commitment is guided by national policies and procedures to support sustainable practices, such as Malaysia's National Policy on Biological Diversity 2022-2030.

Biodiversity risks for potential or new projects are evaluated during environmental due diligence, focusing on ecosystem impacts, proximity to protected areas and compliance with regulations. The findings of these assessments guide our team's project planning, decision-making and the implementation of risk mitigation measures.

Biodiversity risks for current operations and projects are assessed through the risk management's due diligence process to mitigate ecosystem impacts and ensure responsible project development.

Managing Our Impact on Biodiversity

The management of biodiversity in our Group's operations is focused on conservation, preservation, sustainability and education.



Conservation

Implementing activities concerning habitats within the surrounds of our operations and biodiversity.



Preservation

Preserving resources, such as ensuring land kept as forest reserves remain not developed.



Sustainability

Rejuvenating and rehabilitating plants and wildlife where there is collateral damage.



Education

Conducting research through collaborations and partnerships and sharing of information with the public

Our operating teams implement robust risk management processes, including environmental and biodiversity risk assessments. They proactively monitor and report significant environmental impacts, enhancing accountability and supporting the integration of biodiversity considerations into corporate strategy and risk management.

Our management approach:

- Project and operating teams assess biodiversity risks in environmental impact assessments (current, new and potential projects).
- Identify any changes to the ecosystem balance in operational areas and classify as significant risks to both the environment and operations.

- Report all significant risks to relevant heads.
- Monitor significant risks closely by the project and operating teams
- Implement mitigation actions where necessary.

- Communicate any key biodiversity risks to Group Exco and Board of Directors of Genting Berhad for governance and ensure informed decision-making.
- Engage with our business divisions to address any biodiversity risks that could impact the Group.

Biodiversity

OUR COMMITMENTS

As a group, we are committed to aligning our biodiversity efforts with the national conservation targets of the countries and jurisdictions where we operate.

Malaysia, Singapore, Indonesia, China, India, Egypt, the Bahamas and the United Kingdom (with the exception of the United States) are signatories to the Convention on Biological Diversity and the Post-2020 Global Biodiversity Framework.

Our approach is guided by national policies on biodiversity, including Malaysia's National Policy on Biological Diversity 2022-2030, Singapore's Biodiversity Conservation Strategy and Action Plan and its "City in Nature" initiative under the Singapore Green Plan 2030; and Indonesia's National Biodiversity Strategy and Action Plan which targets to restore two million hectares of degraded ecosystems including forests, peatlands and mangroves, by 2030.

Environmental assessments such as Environmental Impact Assessments, High Conservation Value Assessments and High Carbon Stock Assessments are conducted regularly by our teams to protect the biodiversity and carbon-rich areas of our operations.

Commitment to Net Positive Biodiversity Impact

Through the implementation of group-wide initiatives, we seek to deliver nature-positive outcomes, enhance ecosystem resilience and contribute meaningfully to the global ambition of halting and reversing biodiversity loss. As part of our broader sustainability and environmental stewardship strategy, we are committed to achieving a net positive impact on biodiversity across our operations. We seek to deliver measurable conservation outcomes that exceed any potential adverse impacts resulting from our activities.

Where avoidance and minimisation of biodiversity impacts are not feasible, we apply the mitigation hierarchy, including restoration, rehabilitation and biodiversity offset programmes to address or compensate for residual impacts.

Our approach is guided by internationally recognised best practices, such as the principles of the Business and Biodiversity Offsets Programme and is aligned with the objectives of the Post-2020 Global Biodiversity Framework.

We are committed to integrate nature-positive principles into project design, land use planning and operational decision-making processes, ensuring that biodiversity conservation remains a priority and that the ecosystem integrity, functionality and services are preserved and enhanced over the long term.

Engagements with Stakeholders

We work closely with the authorities as well as local and international non-governmental organisations to support the implementation of our biodiversity strategies aimed to reduce biodiversity loss.

Our operating teams have active engagements with government agencies, regulators and relevant stakeholders to contribute to the national and regional agendas for biodiversity conservation and the reduction of biodiversity loss.

Our engagements involve participating in policy dialogues, industry forums and collaborative initiatives to align our biodiversity actions with national conservation targets across the jurisdictions where we operate. Through these engagements, we advocate for sustainable land use, ecosystem restoration and nature-positive outcomes.

Monitoring of Biodiversity Action Plans

Biodiversity action plans are integral to our environmental conservation initiatives and are implemented by our operating teams across all relevant sites. The site-specific action plans carried out in 2024 are featured in this section.

Regular internal audits are conducted to assess the effectiveness of these action plans and evaluate compliance with applicable regulatory framework and alignment with international biodiversity commitments. These audits review mitigation actions, habitat improvements and species protection measures of our operations. Insights from the audits are used to continuously improve our biodiversity management practices, with the goal of achieving measurable, positive outcomes for local ecosystems and contributing to national biodiversity objectives.

Our Group, through Genting Plantations, undertakes additional biodiversity-related certifications through pilot schemes and structured implementation of certification requirements.

Pilot schemes include the implementation of the High Carbon Stock ("HCS") and High Conservation Value ("HCV") assessments at selected sites to identify and conserve critical biodiversity areas.

Building on these pilot initiatives, Genting Plantations has undertaken systematic application to integrate HCS and HCV elements across its landholdings, alongside industry standard certifications like the Roundtable on Sustainability Palm Oil and Malaysian Sustainability Palm Oil certifications. More details on sustainable palm are disclosed in the feature section on Genting Plantations.

This structured approach demonstrates our Group's commitment to scaling up biodiversity-positive actions beyond pilot stages.

OUR FEATURE

GENTING MALAYSIA

Biodiversity and Conservation Impact

Genting Malaysia owns over 10,000 acres of prime virgin montane rainforests in Genting Highlands.

Genting Malaysia proudly manages over 10,000 acres of this pristine rainforest, a sanctuary teeming with life. It supports flora and fauna, including over 460 higher plant species such as rare orchids, montane pitcher plants, wild conifers and highland tea.

The forest is a sanctuary for rare and endangered wildlife, including Siamangs (Wild Black Gibbons), over 254 bird species, Dusky and Surili Leaf Monkeys and the endangered Serow (Wild Mountain Goat).

Additionally, the forest adjacent to the Chin Swee Temple is home to an exceptionally rare species within the myco-heterotrophic genus *Thismia* specifically, the *Thismia Limkokthayi*, which is a remarkable find.

Habitat Areas Protected or Restored in Malaysia

Malaysia's ecosystems are among the most biologically diverse in the world, hosting over 60% of known species and is a global biodiversity hotspot. Within this natural wealth lies the unique montane rainforest of Genting Highlands, a region of extraordinary ecological significance.



Genting Malaysia safeguards three distinct montane rainforest types, collectively known as The Alliance of Rainforests, through three designated Biodiversity Parks, focusing on forest and habitat preservation initiatives at each park. The team conducts biodiversity impact assessments across global, policy, programme and project levels. Collaborations with leading organisations, external agencies and species experts strengthen our efforts. Key partners such as Jabatan Perhilitan Malaysia, Forest Research Institute Malaysia ("FRIM") and local universities provide expertise and support to enhance the effectiveness of Genting Malaysia's conservation initiatives.



The *Thismia Limkokthayi*

Thismia Limkokthayi is a distinct species within the myco-heterotrophic genus that is found only in the montane forests adjacent to Chin Swee Temple, located in the surrounds of Resorts World Genting.

The Verges Initiative, an innovative pilot programme was launched in 2024 to establish functional living habitats along boundary areas such as roadsides. This large-scale habitat restoration effort aims to mitigate soil erosion, create wildlife corridors and provide sustenance for insects and birds. In partnership with over 30 organisations, more than 900 plants have been planted to restore local ecosystems and safeguard biodiversity. These verges serve to enhance wildlife connectivity, support native fauna and provide natural shade. Additionally, plant species are carefully selected for their ecological significance and a tissue culture laboratory is being developed to propagate endangered, rare and native species to ensure their long-term survival.

Our commitment extends to both in-situ and ex-situ conservation, as described below:

In-situ	Ex-situ
Preserving the montane ericaceous forest, supported by stringent governance measures, including controlled access to bio parks and regular security patrols. These efforts protect habitats from poaching, illegal collection and environmental degradation.	Safeguarding rare plant species listed on the IUCN Red List, such as <i>Dacrydium comosum</i> and <i>Nepenthes macfarlanei</i> , through successful transplanting programmes.

Genting Malaysia ensures all new developments are carefully planned to prevent harm to species listed on the IUCN list and legally protected areas.

We are proud to report that more than 90% of the land managed by Genting Malaysia in Malaysia of over 10,000 acres, is protected, ensuring the preservation of these critical habitats for the benefit of future generations.

OUR CONSERVATION APPROACHES

GOVERNANCE	Our teams take responsibility for these parks, implementing stringent measures to safeguard their vital ecosystems. These measures include active monitoring and enforcing strict access controls to prevent unauthorised entry, poaching, specimen collection and intentional habitat destruction to ensure long term habitat protection.
CAVEAT ON COLLECTION	In collaboration with academic institutions and local authorities, we drive environmental protection efforts and biodiversity assessments. We impose strict regulations on the collection of rare, endemic and endangered species, ensuring that any such activities are scientifically justified and mutually beneficial for research, conservation and ecosystem preservation.
TOTAL QUALITY MANAGEMENT	Through Genting Nature Alliance, we adhere to the highest ESG and SDG standards. Our commitment to quality management aligns with ISO 9001:2015 and ISO 21101:2014, ensuring robust environmental stewardship, continuous innovation, clear performance targets and sustainable tourism practices. We prioritise risk management, customer satisfaction and ongoing improvements in all our operations.
COLLABORATION	We strengthen our conservation efforts through strategic partnerships with key environmental organisations. Working with Jabatan Perhilitan Malaysia, we advance wildlife management and conservation, including the establishment of a Forest Arboretum. Our collaboration with FRIM on plant identification and conservation projects further enhances the protection of biodiversity in our natural landscapes. In collaboration with University Putra Malaysia, 15 rare and endangered plants were successfully transplanted to designated Bio Parks in 2024, protecting them from environmental threats.

In the UK, Resorts World Birmingham is committed to championing biodiversity through sustainable practices that have a meaningful impact on the environment. A standout initiative is the Green Sedum area on Level 3A, a thriving green space designed to support pollinators and encourage insect life. This vibrant habitat not only enhances the local ecosystem but also plays a crucial role in strengthening environmental health. By blending nature with innovation, the resort fosters sustainability and creates lasting positive ecological impacts, providing a sanctuary for various species while contributing to the overall wellbeing of the environment.

USE OF LIFE CYCLE ANALYSIS IN DESIGN AND PLANNING

Life Cycle Analysis (“LCA”) is essential in all our local and international projects. This systematic process assesses the environmental impacts of a project at every stage, from material sourcing to completion, ensuring sustainability and responsible practices throughout the refurbishment lifecycle – from cradle to grave.

We prioritise upcycling and repurposing materials to minimise waste and reduce landfill contributions. For example, we give new life to fallen trees by transforming them into landscape displays and restoring old wooden planks, repurposing them as decorative elements or furniture.

OUR FEATURE

GENTING SINGAPORE

Nestled on Sentosa Island in southern Singapore, Resorts World Sentosa is surrounded by vibrant marine ecosystems and a tropical lowland rainforest. For over a decade, the resort has been dedicated to biodiversity conservation. The resort continues to foster ecological stewardship through key measures such as monitoring the terrestrial forest patch, safeguarding marine ecosystems, conducting outreach and collaborating on impactful research and conservation initiatives.

TERRESTRIAL CONSERVATION

Biodiversity Surveys

Mount Imbiah's 2.9-hectare coastal forest is vital for the biodiversity of Sentosa Island. Surveys done in partnership with the Nature Society Singapore and the National Parks Board have identified 93 plant species where 31% of which are classified as threatened on the IUCN Red List. Targeted surveys have revealed the presence of 17 bird species and 21 butterfly species, highlighting the rich wildlife thriving in the area. Ongoing conservation efforts by our leisure team in Resorts World Sentosa, including pruning to manage invasive species, have helped to sustain this rich ecosystem.

Enhancing Biodiversity

Resorts World Sentosa's eco-pond near Equarius Hotel supports water purification and irrigation through bio-swale filters and a stormwater system. It also serves as a habitat for wildlife such as egrets, hornbills, kingfishers, dragonflies, butterflies and monitor lizards.

As part of the RWS 2.0 expansion, a Rejuvenation Garden will be created at the resort to enhance plant-bird symbiosis. By integrating pollination-friendly plants and providing nesting and shelter structures, the garden promotes a thriving habitat. The garden will prioritise native and resilient plants, enriching the ecosystem and attracting diverse bird species while aiding pollination and seed dispersal. These initiatives underscore our strong commitment to ecological stewardship and further elevate the resort's natural beauty.

Preserving Heritage Trees

Heritage Trees are vital symbols of Singapore's Green City identity, representing ecological, historical and cultural significance.

At Resorts World Sentosa, three Heritage Trees namely the Seashore Mangosteen (*Garcinia celebica*), the towering 35-metre red-flowered Malayan Spindle Tree (*Bhesa robusta*) and the Common Pulai (*Alstonia angustiloba*) have been carefully preserved. Notably, the Common Pulai, with its 6.8-metre girth and distinctive buttress roots, requires eight people to encircle its base. Four additional lightning protection systems were also installed in 2024 near Tree Top Loft to safeguard trees and nearby structures, reinforcing our commitment to conserving nature's legacy for future generations.



93

Plant
Species

17

Avian
Species

21

Butterfly
Species

The Common Pulai is the newest Heritage tree in Resorts World Sentosa.

Biodiversity

Marine Conservation

Genting Singapore is committed to driving change in animal welfare, conservation and marine education. With the transformation of S.E.A. Aquarium into Singapore Oceanarium, we aim to establish ourselves as a leader in marine research and conservation. Singapore Oceanarium will serve as a hub of expertise, empowering local and regional organisations to enhance their conservation efforts and foster collaboration, advancing the protection of marine ecosystems for future generations.

RWS-NUS Living Laboratory: Marine Biodiversity Records

Resorts World Sentosa and the Tropical Marine Science Institute ("TMSI") at the National University of Singapore ("NUS") conducted biodiversity surveys across Singapore's Southern islands in 2024 to document key species such as the Coastal Horseshoe Crab in the Singapore Biodiversity Records. This partnership advances marine conservation efforts, updates biodiversity records and fosters public engagement through educational workshops.

Outreach and Education

Six taxonomy workshops and seven public seminars were hosted at the St. John's Island National Marine Laboratory and S.E.A. Aquarium, engaging over 500 participants. These sessions were led by distinguished researchers well-versed in the marine biology and conservation field, offering hands-on learning through photography and field survey workshops.

Researching Threatened Species

Regular surveys of the endangered Mosaic reef crab were conducted by S.E.A. Aquarium and NUS-TMSI on Sentosa, including size and sex recording of crabs for further analysis. Ex-situ research focuses on culturing and studying the species' reproductive cycle to aid breeding efforts and rewilding initiatives.

Marine Immersion and Wellness Study

A study by NUS researchers found that visits to marine spaces such as S.E.A. Aquarium positively improved emotional and physical wellbeing, especially for those with higher psychological distress. The study revealed increased conservation intent among adults, highlighting the role of exhibit design in shaping conservation attitudes.

5th IUCN Workshop on Horseshoe Crabs

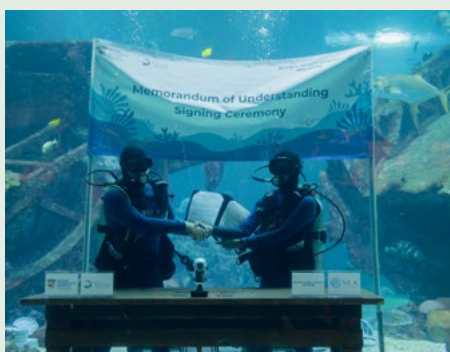
This international workshop focused on conservation strategies for Asian horseshoe crab species, bringing together over 100 participants. A satellite booth at S.E.A. Aquarium and a storytelling session at the Children's Biodiversity Library raised awareness of horseshoe crab species found in Singapore.

Partnerships for Conservation and Research

Singapore Oceanarium also strives to be a leading conservation institute in the aquarium sector, focused on protecting and restoring marine species and ecosystems. By leveraging our expertise, experience and state-of-the-art facilities, we build strategic partnerships with marine research and conservation organisations.

S.E.A.A and NTU-EOS Dive into Partnership

S.E.A. Aquarium has partnered with NTU-Earth Observatory of Singapore ("NTU-EOS") to tackle climate change impacts on marine ecosystems, focusing on super corals, climate science and educational resources such as ocean webinars. This partnership was formalised through an MOU held underwater in April 2024.



NTU-EOS underwater MOU signing

HKUST Partnership

S.E.A. Aquarium has partnered with the Hong Kong University of Science and Technology ("HKUST") to study dietary markers in manta rays' mucus using its resident manta rays. The research aims to establish baseline diet data to assess protected areas and support future conservation guidelines.

Partnership with Educational Institutes

In 2024, S.E.A. Aquarium enhanced sustainability efforts through long-term collaborations with the School of the Arts on sustainable seafood and biodiversity and with Singapore Management University on improving fish feed sourcing sustainability.

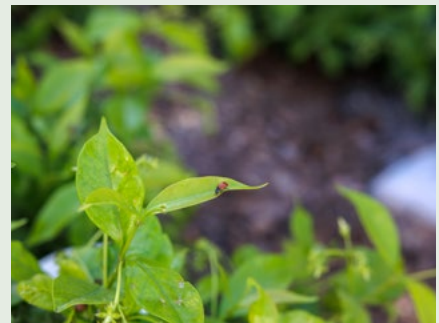
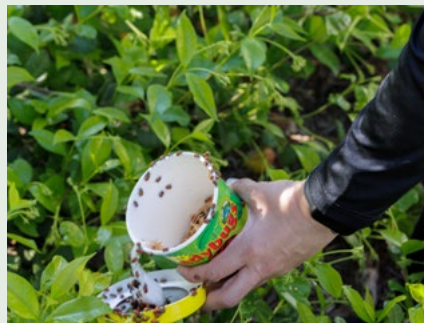
OUR FEATURE

RESORTS WORLD LAS VEGAS

More than 300 trees were preserved before Resorts World Las Vegas was built

Before Resorts World Las Vegas was built, more than 300 trees, with some aged up to 60 years, were preserved and later incorporated into the resort. The resort fully operates under an ISO-certified environmental management system.

Resorts World Las Vegas is committed to promoting positive environmental impacts. In 2024, Resorts World Las Vegas continued its annual Earth Day celebration with a ladybug release, where employees and guests released over 100,000 ladybugs into the surrounding landscape to support natural pest control and enhance biodiversity. Complementing these efforts, 27 trees were planted throughout the year to replace damaged or lost trees from the resort's existing collection of nearly 1,200 trees across the 88-acre property.



Release of ladybugs across Resorts World Las Vegas as natural pest control management

OUR FEATURE

GENTING PLANTATIONS

Genting Plantations' biodiversity initiatives are focused on the conservation of natural ecosystems, protection of endangered species and sustainable land use practices. The company supports sustainable palm oil and holds an Ordinary Membership in the RSPO under the 'Oil Palm Growers' category since 2006.

Genting Plantations has outlined specific timeframes to achieve 100% sustainable palm oil production through various certification and traceability initiatives:

- **RSPO certification:**
target - all estates and mills to be fully RSPO certified by 2025.
- **Traceability to plantation:**
target - 100% traceability to the plantation (FFB suppliers) by 2026.
target - 100% traceability to the plantation (external mills) by 2030.

Genting Plantations' biodiversity initiatives support:

- no deforestation and no planting on HCV or HCS areas.
- conservation of biodiversity within and surrounding plantation areas, including buffer zones and wildlife corridors.
- regular biodiversity assessments and monitoring, ensuring responsible management of flora and fauna.
- collaboration with environmental organisations to enhance conservation efforts.
- commitment to RSPO principles, including protecting biodiversity and maintaining ecosystem services.

Biodiversity

Commitment to No Deforestation, No Peat and No Exploitation (“NDPE”) Policy

Genting Plantations is dedicated to upholding the NDPE policy and RSPO’s New Planting Procedures (“NPP”) to safeguard ecosystems and maintain market access. Since 2015, our plantation division has complied with NDPE standards to protect critical ecosystems and biodiversity, enforcing strict no-deforestation policies including comprehensive assessments before land clearing and collaboration with suppliers to ensure no deforestation is linked to processed batches at the mills.

Assessments on soil suitability, social and environmental impacts and GHG are conducted by certified assessors, with public consultation on the NPP report and RSPO approval required before development begins.

Genting Plantations strengthened its no-deforestation efforts in 2024 by monitoring 10% of its FFB suppliers and broadening the NDPE compliance across its supply chain. Suppliers breaching the EU Deforestation Regulation cutoff will prompt reforestation actions.

Genting Plantations continues to collaborate with suppliers to align with environmental standards and enhance conservation efforts.

High Conservation Value and High Carbon Stock Areas

Genting Plantations supports SDG 15 by implementing strict conservation practices, including prohibiting new developments in HCV and HCS areas, banning peatland development and enforcing zero-burning practices in all activities.

Additionally, Genting Plantations complies with RSPO Principles, Indonesian laws and conducts thorough environmental and high HCV assessments before plantation development.

Introduced in 2016, HCS assessments have guided land-use planning, balancing conservation priorities with help to identify areas for protection and distinguish lands designated for development, all while respecting local community rights and involving them in land-use and conservation planning.

Genting Plantations has conserved about 16,194 hectares of HCV areas and 13,188 hectares of other conservation zones, maintaining them in their natural state with regular monitoring. Strict bans on illegal activities such as hunting, poaching, encroachment and burning are enforced, supported by management and wildlife monitoring plans to safeguard rare and endangered species.



Flora inventory at Bukit Sokek & Sempadan Sungai Bawang on 9 Aug 2024



Flora inventory at S.Mendawak and Bukit Belungai on 15-16 Aug 2024

Preserving Peatlands

Efforts to protect peatlands prioritise the prohibition of new developments on these areas, in line with RSPO standards and are enforced across the supply chain, including among smallholders in plasma schemes. As peatlands play a vital role in carbon storage and climate change mitigation, their preservation remains a key priority. Improper management may result in serious ecological impacts, underscoring the importance of responsible stewardship.

As of 2024, 7,742 hectares of peatland have been identified, with 7,332 hectares developed for oil palm cultivation prior to 2009, accounting for 3% of Genting Plantations’ total landbank. However, since 2009, no oil palm was cultivated on peatlands and efforts are in place to reduce the area of planted peatlands where feasible.

Rehabilitation efforts will continue to enhance carbon sequestration. Best practices for peatland management are implemented in line with RSPO Best Management Practices, including the control of water levels to prevent fires, degradation and subsidence, ensuring long-term preservation and health of these valuable ecosystems.

Integrated Pest Management

Genting Plantations employs an Integrated Pest Management (“IPM”) approach to sustainably control pests and diseases in its oil palm plantations. This strategy emphasises minimising chemical usage by prioritising less hazardous products and methods. For instance, the company has eliminated the use of paraquat in Malaysia and continues to phase out hazardous chemicals listed under the Stockholm and Rotterdam Conventions.

Additionally, Genting Plantations monitors the pest and disease levels and invests in research and development to improve IPM strategies continually. The Genting Plantations Research Centre is based in Tangkak, Johor, Malaysia. This centre serves as Genting Plantations’ primary R&D hub, focusing on various areas such as agronomy, biotechnology and sustainability practices, including IPM and tissue culture technology.

This centre also conducts annual classroom training and field demonstrations for estate personnel at all levels, from management to field staff to ensure all employees are well-equipped to implement IPM practices effectively across the company’s operations. This proactive approach underscores the company’s commitment to sustainable agriculture and environmental stewardship.

Conservation and Restoration Projects

Since 2021, Genting Plantations has collaborated with Borneo Rhino Alliance on habitat restoration initiatives focusing on planting orangutan food plants across Genting Layang, Tenegang and Tanjung estates. The project started by assessing planting capacities and logistical challenges, which continue to guide restoration work into 2024. Restoration plantings have expanded to multiple sites including Sg. Tenegang Besar, Bukit Garib, Ladang 15, Layung Pisut and Ladang 8.

These efforts focus on reintroducing native species and enhancing biodiversity, especially within riparian and flood-prone habitats. Key actions include planting Berembang (*Sonneratia caseolaris*) in waterlogged zones to provide fruits for wildlife and planting Tangkol seedlings and figs along riparian zones. Estate workers and restoration nurseries actively support these ongoing biodiversity and ecosystem restoration efforts to promote ecological balance within operational areas.

Genting Plantations strictly avoids developing in HCV and HCS areas and peatlands, focusing on conserving and protecting habitats that support endangered, rare and threatened species, including safeguarding 114 flora and 324 fauna species listed on the IUCN Red List. Ongoing initiatives include wildlife stock verification and ground-truthing surveys by internal experts in Indonesia, contributing to a deeper understanding of the biodiversity of these areas.

Genting Wildlife Corridor

The Keruak Wildlife Corridor, established in 2018 by Genting Plantations, HUTAN and the Sabah State Government, focuses on restoring critical habitats along the Kinabatangan river. The initiative promotes reforestation within plantation buffer zones to reconnect wildlife corridors and support biodiversity. Native trees are planted among mature but unexploited oil palms, encouraging natural habitat regeneration. The corridor’s restoration progress is continually monitored, including through a biodiversity survey conducted between December 2023 to January 2024 as part of the ongoing Carnivore Project that aims to document how carnivore species utilise the restored forest corridor, offering insights into its ecological value and functionality.

In addition to habitat restoration, community engagement remains a key focus. Training programmes for local nursery operators are conducted, empowering community with skills and providing alternative income opportunities. These initiatives aim to create positive outcomes for both local communities and the environment, contributing to long-term conservation goals.

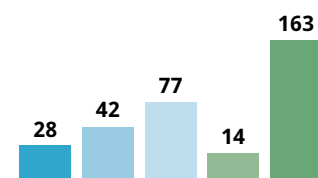
Wildlife Monitoring

Genting Plantations enforces strict policies to prevent illegal hunting in its concession areas, focusing on protecting species listed as endangered or threatened on the IUCN Red List. This is part of their commitment to biodiversity conservation and maintaining ecological balance.

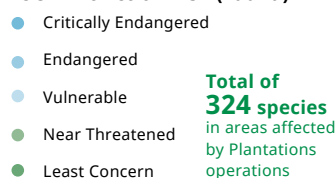
Borneo Pygmy Elephants Conservation

Genting Plantations actively supports the conservation of the Borneo Pygmy elephants, classified as endangered on the IUCN Red List. Genting Plantations, in collaboration with HUTAN, Seratu Aatai and the Sabah Wildlife Department, works on protecting critical habitats and establishing wildlife corridors, such as the Keruak Wildlife Corridor to facilitate the movement of elephants and reduce human-wildlife conflicts. Furthermore, we also support efforts to monitor the Bornean Pygmy elephant population, assessing the success of conservation initiatives and further guiding efforts to ensure the long-term survival of the species.

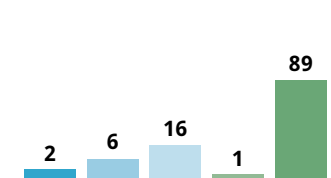
Number of Fauna Species Affected by Genting Plantations’ Operations



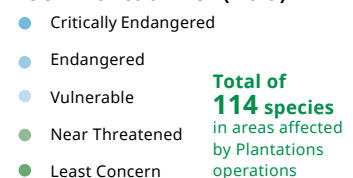
IUCN Extinction Risk (Fauna)



Number of Flora Species Affected by Genting Plantations’ Operations



IUCN Extinction Risk (Flora)



Biodiversity

OUR FEATURE

GENTING ENERGY

Recognising the crucial role of biodiversity, Genting Energy actively restores habitats and protects endangered species across its operations.

The Kasuri Production Sharing Contract (“Kasuri PSC”) in West Papua, Indonesia, prioritises environmental protection throughout the project lifecycle from exploration and development to production, closure and abandonment. This commitment is manifested in the comprehensive Environmental Impact Assessment conducted at the project’s outset, ensuring informed site selection and risk mitigation strategies.

As part of its dedication to biodiversity and environmental sustainability, Kasuri PSC has participated in the Program Pengembangan Masyarakat (“PPM”), coordinated by SKK Migas. In 2024, Genting Energy planted over 1,000 trees under this program, actively contributing to environmental sustainability in the Kasuri PSC operational area through carbon dioxide (“CO₂”) reduction and ecosystem restoration. The PPM aims to plant 3,000 trees to rehabilitate the ecosystem and promote environmental conservation.



Tree Planting within the Kasuri PSC operational area under the PPM in collaboration with SKK Migas

Our power division is equally dedicated to sustainability. The Banten power plant maintains transparency and ensures compliance by submitting quarterly reports to relevant authorities, outlining its approach to critical environmental concerns.

The Banten power plant participates in Indonesia’s PROPER programme, a national public environmental reporting initiative that encourages industrial compliance with pollution control regulations and promotes a better environmental management system. The Banten power plant received the “blue” rating from PROPER for the sixth consecutive year in 2024, acknowledging its consistently outstanding performance in environmental practices.

Over the years, the number of monitored flora species has increased as the Banten power plant partners with relevant government bodies and local communities to improve the surrounding environment by actively participating in mangrove planting with the Banten Regency municipality.

The Banten power plant marked its sixth consecutive year of participation in the Mangrove Conservation Programme since 2019. The Banten power plant team planted 5,000 mangroves in 2024, increasing the cumulative total to 21,000 mangroves across an area of 2.1 hectares. The Banten power plant was awarded a certificate of recognition by the Serang Regency Municipal for its continued commitment to mangrove reforestation.



Climate Change, Energy and Emissions Monitoring



GRI 302-1, 302-3, 302-4, 305-1, 305-2, 305-3, 305-4, 305-5

WHY IT MATTERS

The ongoing climate crisis presents a formidable challenge, with the destructive impact of global warming threatening the environment in unprecedented ways. Rising global temperatures, extreme weather events and resource depletion pose direct threats to our operations and the communities where we work. Failing to act now will only exacerbate these risks, potentially causing irreversible damage.

In response to global calls for action, the Group is committed to reducing emissions and supporting climate adaptation plans in the countries where the Group operates. Eight out of nine countries where the Group operates are signatories of the Paris Agreement, which aims to limit global temperature rise to well below 2°C and pursue efforts to cap the increase at 1.5°C above pre-industrial levels. The Group will actively contribute to these targets through actionable and measurable steps in our operations.

OUR APPROACH

Carbon emission - to achieve carbon neutrality by 2050

Genting Berhad targets to achieve carbon neutrality by 2050 (long-term), with a short-term goal of reducing carbon emissions (relative to GDP) by 45% by 2030 from 2005 levels, aligning with Malaysia's national sustainability targets. This commitment to emission reduction covers all key operating units of the Group, with Genting Singapore targeting a 30% emission intensity reduction by 2030 through its decarbonisation strategies and Genting Plantations adopting an incremental approach on a yearly review basis, ensuring continuous progress through regular assessments and improvements across its operations.

Additionally, the Group prioritises climate adaptation through risk assessments, sustainable resource management and infrastructure improvements to enhance long term resilience. Our teams' decarbonisation initiatives are featured in this section.

We ensure our climate change stance, as outlined in our sustainability policy, aligns with the commitments of the trade associations our company and operating units are part of. Through our operating teams, we engage with industry groups to promote sustainable practices, advocate for climate responsibility and support impactful climate policies. Where misalignment arises we will engage with the trade association to seek alignment. If necessary, we will reassess our membership to ensure consistency with our sustainability values and objectives.

Additionally, we aim to enhance environmental stewardship through stakeholder engagement, especially with regulators and investors to meet their expectations, improved environmental reporting and strong sustainability governance to monitor and achieve our climate action goals.

We uphold transparency and accountability in sustainability reporting by aligning with Malaysia's National Sustainability Reporting Framework, which incorporates the International Financial Reporting Standards ("IFRS") including IFRS S1 ("*General Requirements for Disclosure of Sustainability-related Financial Information*") and IFRS S2 ("*Climate-related Disclosures*") and integrates the Task Force on Climate-related Financial Disclosures' recommendations as baseline for sustainability disclosures.

Our board of directors, headed by the Executive Chairman, is responsible to provide strategic oversight on climate-related matters, ensuring that climate risks and opportunities are integrated into our business strategy and decision-making processes.

Our directors are regularly briefed by the Executive Committee on any key sustainability development that could impact the Company, including climate-related risks and opportunities. The Executive Committee comprises senior management team and is headed by the Chief Executive Officer of Genting Berhad.

Climate change is incorporated into Genting Berhad's Sustainability Policy which encompasses strategies for managing sustainability-related risks and opportunities. The Company is reviewing its remuneration framework to integrate sustainability-related performance metrics, including climate change, for senior executives.

Climate Change, Energy and Emissions Monitoring

Climate Change Risks and Opportunities

At Genting Berhad, we recognise the importance of aligning our business strategies with global climate goals and ensuring resilience against climate-related risks and opportunities for short, medium and long-term impact.

Climate related risks and opportunities are taken into consideration for business and financial decision-making process, including the financial planning for operating expenditures, capital expenditures, mergers and acquisitions and debt management:

- **operating expenditures:** we continue to invest in energy efficiency measures, low-carbon technologies and sustainable operational practices to reduce costs associated with carbon emissions and regulatory compliance.
- **capital expenditures:** our capital expenditure planning takes into consideration investments in renewable energy projects, infrastructure resilience and innovative solutions to mitigate climate-related risks and align with global sustainability goals.
- **mergers & acquisitions:** climate risks and sustainability are factors considered in our mergers and acquisition strategies to ensure long-term value creation and alignment with our carbon reduction targets.
- **debt & financing:** we explore sustainable financing options, including green bonds and sustainability-linked loans to support our transition toward a low-carbon economy and reinforce our commitment to responsible financial management.

Climate-related risks are part of the sustainability risks that are included in Genting Berhad's risk management framework, which is multidisciplinary and company-wide to address material environmental impact on the Group's operations. This inclusion ensures a proactive and structured approach to identifying, assessing and mitigating climate-related risks such as the risk of landslides at our highland-based resort, arising from excessive rainfall and the extreme weather at our plantation land impacting crop production and yield.

Climate-related scenario analysis and risk assessments are considered by our operating teams as part of their strategic business and financial planning process, including assessments based on the 2°C scenario outlined in the Paris Agreement. For example, it has been reported that a 2°C temperature increase in Malaysia would lead to severe impacts, including increased heatwaves, droughts, floods and reduced crop yields, potentially impacting the agricultural sector, food security and human health.

While a 2°C temperature increase in Singapore would lead to more frequent and intense heatwaves, increased thermal discomfort, potential water scarcity and impacts on biodiversity, with economic consequences including higher costs from extreme weather and disruptions to supply chains.

These risk factors could have short, medium and long-term impacts on the consumer behavior and leisure travel pattern of our leisure businesses and the crop yield of our plantation business. The scenario analysis allows us to:

- **assess transition risks:** understand regulatory, market and technological shifts associated with a low-carbon economy.
- **evaluate physical risks:** identify vulnerabilities in our assets and operations due to extreme weather events and long-term climate changes.
- **strengthen business resilience:** adapt investment decisions, risk management frameworks and sustainability initiatives to mitigate climate-related financial impacts.

Genting Berhad's operating units are actively involved with many organisations dedicated to climate-related issues, notably:

Genting Singapore is a founding member of the Sentosa Carbon Neutral Network and a member of the Global Sustainable Tourism Council. Additionally, Genting Singapore is a signatory to the United Nations Global Compact, which includes environmental principles that addresses climate change.

Genting Plantations is an active member of RSPO since 2006, contributing to the development and adoption of sustainable palm oil practices. The company participated in the RSPO Principles and Criteria Review Task Force, leading to the endorsement of the RSPO P&C 2018. It also partners with conservation organisations such as BORA and HUTAN for habitat restoration and wildlife monitoring, contributing to climate action efforts.

Genting Malaysia is involved with Jabatan Perhilitan Malaysia and the Forest Research Institute Malaysia on forest conservation initiatives.

Additional memberships are disclosed in the Industry Group Membership section.

Climate Change, Energy and Emissions Monitoring

Energy Consumption

Genting Berhad expanded its energy consumption data coverage in 2023 to include all key operational units. This report presents Group energy consumption data for 2023 and 2024, covering Leisure & Hospitality (Genting Malaysia, Genting Singapore and Resorts World Las Vegas), Energy (Genting Energy) and Plantations (Genting Plantations).

Energy consumption at Genting Berhad's corporate office in Wisma Genting, Kuala Lumpur, decreased by 12% in 2024 to 228 MWh (from 260 MWh in 2023). This reduction was driven by energy conservation initiatives led by the Human Resources team, including awareness campaigns, targeted notifications and energy-saving contests, which encouraged employees to adopt energy-efficient practices.

At the Group level (comprising the Group's key operational units and the Company's corporate office), total energy consumption increased in 2024 due to business growth, reaching 1.78 million MWh in 2024 (from 1.59 MWh in 2023).

The average energy intensity per Ringgit revenue rose in tandem to 0.064 kWh in 2024 (from 0.059 kWh in 2023), reflecting increased operational activities.

The leisure & hospitality division (including three mega integrated resorts) remained the largest energy consumer, followed by the Energy division in both years of disclosure.

Energy Consumption

	2022	2023	2024
Genting Berhad - company office (MWh)	289	260	228
Operational units (MWh)	n/a	1,588,945	1,779,904
Total (MWh)	n/a	1,589,205	1,780,132
<u>Energy consumption - consumption :</u>			
Leisure & Hospitality		49.38%	49.28%
Energy		32.70%	33.23%
Plantations		17.90%	17.48%
Company office		0.02%	0.01%
Total		100.00%	100.00%
Energy intensity (kWh per RM revenue)		0.059	0.064
Note:			
Total revenue (RM million)	22,384	27,119	27,717

GHG Emissions

The Group's total GHG emissions in 2024 amounted to 4.63 million metric tonnes of carbon dioxide equivalent ("tCO₂e"), consistent with the previous year. The Energy division with its power generation and oil & gas operations accounted for about 86% of total emissions in 2024 and remained the largest contributor to the Group's GHG emissions.

The Group's Scope 1 and Scope 2 emissions reporting encompass all business divisions.

- Scope 1 emissions (direct GHG emissions from sources owned or controlled by a company) totalled 4.2 million tCO₂e in 2024, reflecting a 2% reduction from the previous year. This decrease was mainly due to longer-than-expected outages periods at Genting Energy's Banten power plant, which was mitigated through a high plant load factor and plant availability.
- Scope 2 emissions (indirect emissions from purchased energy) amounted to 0.35 million tCO₂e in 2024, a 22% increase compared to the previous year, resulting from higher business volume and operational activities.
- Scope 3 emissions from business travel and employee commuting amounted to 0.075 million tCO₂e in 2024, based on data collected over three years from Genting Singapore and Genting Plantations (Malaysian operations). Genting Malaysia was added to the data coverage in 2024, leading to a 43% increase compared with the previous year. Without this addition, the increase would be only 2%. We target to extend Scope 3 reporting to all key operational units within the next two years.

We remain committed to monitoring our energy performance and implementing energy saving initiatives while balancing our energy efficiency with business growth.

GHG EMISSIONS - TOTAL (Scope 1, 2 and 3)

	2022	2023	2024
Group (in metric tonnes CO ₂ e)			
Scope 1	3,897,856	4,289,374	4,202,311
Scope 2	289,098	288,933	353,809
Scope 3	54,724	52,536	75,305
Total	4,241,678	4,630,843	4,631,425
<u>Composition - by operations:</u>			
Leisure & Hospitality	8.1%	7.8%	9.4%
Energy	86.9%	88.1%	85.8%
Plantations	5.0%	4.1%	4.8%
Total	100%	100%	100%
Emissions Intensity (tCO ₂ e per million RM revenue)	189.5	170.8	167.1

GHG EMISSIONS	Scope 1			Scope 2			Scope 3		
Year	2022	2023	2024	2022	2023	2024	2022	2023	2024
Group (in metric tonnes CO ₂ e)	3,897,856	4,289,374	4,202,311	289,098	288,933	353,809	54,724	52,536	75,305
Composition - by operations:									
Leisure & Hospitality	1.2%	1.2%	1.3%	93.5%	94.4%	93.8%	48.8%	67.5%	67.8%
Energy	94.4%	95.0%	94.3%	2.0%	1.2%	2.0%	0.0%	0.0%	0.0%
Plantations	4.4%	3.7%	4.4%	4.5%	4.3%	4.1%	51.2%	32.5%	32.2%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
GHG emissions intensity (tCO ₂ e per million RM revenue)	174.1	158.2	151.6	12.9	10.7	12.8	2.4	1.9	2.7

Climate Change, Energy and Emissions Monitoring

OUR FEATURE

GENTING MALAYSIA

Genting Malaysia is committed to managing energy consumption amid global challenges like climate change and resource depletion. The company conducts thorough energy assessments and explores renewable energy sources while improving efficiency through advanced technologies. In Malaysia, key energy reducing initiatives in 2024 include transitioning to energy-saving light bulbs and installing a district cooling ssystem and other energy-saving measures to optimise efficiency.

Saves: Energy-Saving Measures

- Setting
- up smart meters for accurate power monitoring
- Adjusting
- pump systems for efficient water distribution and lighting systems, including the use of led lights
- Valuing
- efficiency in fan and compressed air systems
- Eliminating
- excessive hot water temperatures and reducing operating hours for air blowers
- Shutting
- down escalators during off-peak hours

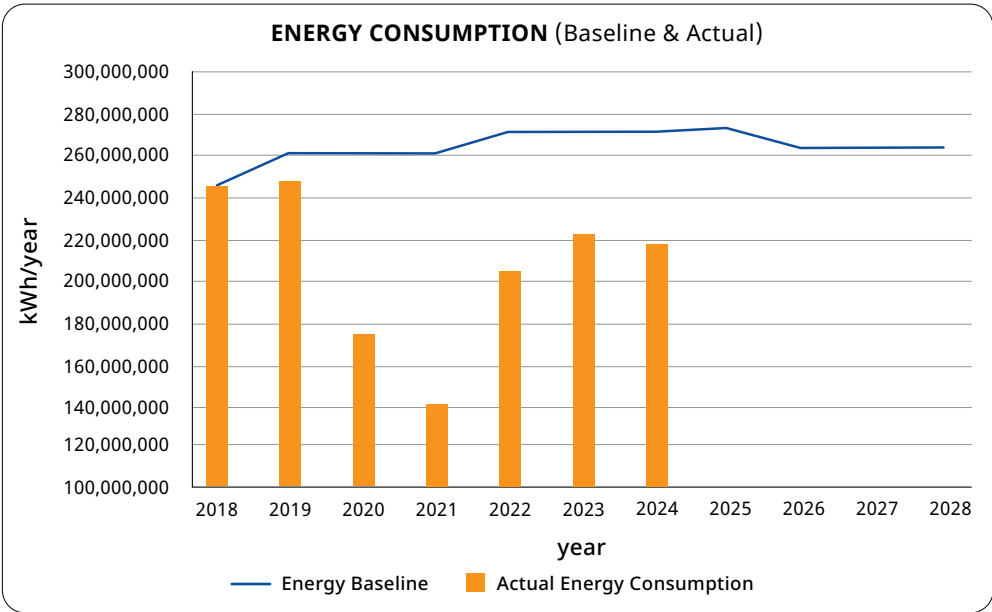
Genting Malaysia continues to advance its renewable energy initiatives, such as conducting solar energy feasibility studies for sustainable power generation. These initiatives align with its commitment to support Malaysia’s net-zero emissions target. In addition, Genting Malaysia actively contributes to this goal by positioning Resorts World Genting as a premier EV-friendly destination.

Additionally, through partnerships with Shell Malaysia and Porsche Malaysia, the company launched Malaysia’s first EV mobility hub at Genting Highlands Hilltop. Equipped with Shell Recharge HPC ultra-fast chargers, this hub serves as a crucial charging point for EV travellers from Malaysia, Singapore and Thailand, ensuring a seamless cross-border EV experience.

Genting Malaysia has expanded its EV infrastructure with ten new charging stations at the Highlands Hotel’s open carpark, which includes four 360kW ultra-fast chargers and six 22kW chargers.

Electricity Consumption and Efficiency

Since establishing a baseline for electricity consumption in 2018, Genting Malaysia has actively monitored and worked towards reducing energy usage. It has set a target to reduce electricity consumption by 12% by 2028, relative to its 2018 baseline. This projected reduction in electricity usage is expected to cumulatively reduce CO₂e tonnage of about 144,990 from 2019 to 2028. As of 2024, Genting Malaysia achieved a cumulative reduction of 8.5% in electricity consumption compared to its 2018 baseline, resulting in a reduction of about 57,400 in cumulative CO₂e tonnage from 2019 to 2024.



Internationally, Genting UK optimises equipment usage to cut gas and electricity consumption. In the US, Resorts World New York City introduced EV charging stations, while Hilton Miami Downtown earned ISO 50001:2018 certification for energy management. Resorts World Bimini in the Bahamas has reduced energy use with smart thermostats, motion sensors, energy-efficient A/C units and EV adoption.

Climate Change, Energy and Emissions Monitoring

OUR FEATURE

GENTING SINGAPORE

Genting Singapore is committed to reducing its carbon footprint by decarbonising energy generation, prioritising energy efficiency, expanding renewables and integrating innovative solutions. Through system optimisation, increased solar capacity and industry collaborations, it aims to reduce emissions and ensure long-term sustainability of its operations.

Renewable Energy

Genting Singapore has expanded its solar energy capacity at Resorts World Sentosa and the Pandan Garden Warehouse, installing over 5,000 solar panels. In 2024, with 12 new sites fully operational, the solar energy generation doubled from the previous year. As part of the RWS 2.0 expansion, additional installations are planned at key areas, including Singapore Oceanarium and the Research and Learning Centre, which will increase the solar network's capacity to 3.5 Gigawatt hour ("GWh") annually, enough to power nearly 770 three-room HDB flats each year. To further expand its renewable energy efforts, Genting Singapore will continue exploring additional solarisation opportunities across its properties.

Green Transport

Genting Singapore has advanced green transport initiatives at Resorts World Sentosa by optimising the use of its EV charging stations and aiming to convert 15% of its parking lot capacity to EV chargers by 2030. The resort added 10 new battery-powered buggies in 2024, increasing the number of electric buggies to 120 out of 124, a high 96.7% electrification rate. Additionally, the resort's hybrid limousine fleet now has a total of 28 multi-purpose vehicles.

Genting Singapore piloted a fully electric autonomous vehicle ("AV") along the resort's hotel stretch to complement its shuttle service. Conducted in collaboration with WeRide and EZ Buzz Pte. Ltd., the trial aimed to reduce environmental impact, improve operational efficiency and enhance the guest experience.



Mr Tan Hee Teck, CEO of Genting Singapore (third from right) and Mr Alvin Tan, Minister of State for Trade & Industry, Culture, Community & Youth of Singapore (fourth from right), along with his delegation, experienced the WeRide Robobus.

The trial demonstrated the potential of AI-driven AVs for local shuttling, with key government officials of Singapore visiting to observe the trial and discuss future collaborations with Genting Singapore's senior management. Following this trial, Genting Singapore is reviewing the results and plans to extend the trial for an additional six months.

Following recommendations from the Land Transport Authority, the safety driver will be repositioned to the back of the vehicle as part of the transition towards a fully driverless autonomous vehicle (AV). The company is currently assessing the feasibility of permanently integrating the AV into its intra-hotel shuttle fleet, in line with its commitment to cleaner and smarter transportation solutions.

District Cooling Plant ("DCP")

DCP is a key part of the resort's sustainability strategy, centralising the cooling process to optimise energy use. Unlike traditional chiller systems that operate independently for each building, the DCP allows cooling across multiple building, thus improving energy consumption and resource management.

Genting Singapore upgraded DCP 1.0 by replacing half of its chillers with more energy-efficient units using lower global warming potential refrigerants to further reduce environmental impact. Additionally, by fine-tuning the auxiliary equipment, the plant's efficiency has improved by 6.8%, resulting in energy saving of 2.9 GWh. This is equivalent to the annual energy consumption of about 638 four-room HDB flats.

The installation of DCP 2.0 marks a significant leap towards more sustainable operations. Featuring state-of-the-art chiller technology with an efficiency of 0.65 kW/RT, DCP 2.0 includes advanced systems for both energy and water efficiency. A key innovation is its water recovery system, which reuses rainwater, cooling tower blowdown water and condensate water from air conditioners, leading to an expected annual water savings of 69,000 m³, reducing reliance on NEWater by 30%.

Additionally, the plant's Thermal Energy Storage system, with a capacity of 25,000 RTh, enables chilled water production and storage during off-peak hours, reducing peak electricity demand and saving an estimated 1.2 GWh annually. Phase 2 will involve upgrading the remaining chillers and integrating an optimiser and dynamic control system, with projected additional savings of up to 2.9 GWh per year.

Climate Change, Energy and Emissions Monitoring

OUR FEATURE

GENTING SINGAPORE (Cont'd)

Sustainable Building Designs and Facilities

Genting Singapore’s 2030 Sustainability Master Plan, outlines a target to green 75% of its Gross Floor Area (“GFA”), encompassing RWS 2.0 expansion projects. This commitment prioritises the use of green building technologies and sustainable design across all developments, including new builds and renovations.

This initiative is centred on three primary approaches:



Innovation

We keep abreast on latest building innovation and technologies, test bed and assess its suitability for wide scale adoption across our properties.



Design Principles

We are committed to integrating sustainable design principles into how we build. These include integrating design solutions or passive design strategies that help us reduce our carbon footprint across the domains of energy, water and waste.



Partnerships and Collaborations

We work with like-minded organisations to develop innovative building and facility solutions, testing them at our sites to assess scalability for future expansion.

Following a comprehensive retrofit and solarisation, Resorts World Sentosa’s Pandan Garden Warehouse has emerged as a model of sustainable redevelopment, earning the prestigious Green Mark Platinum Zero Energy Building certification from the Building and Construction Authority (“BCA”). The facility is powered entirely by on-site solar panels and features a cutting-edge Variable Refrigerant Flow system that delivers exceptional energy efficiency at approximately 0.7kW/RT. These advancements highlight how technology and renewable energy can redefine existing structures, setting new standards for sustainable design and reinforcing Resorts World Sentosa’s leadership in eco-conscious innovation.

OUR PROGRESS

The RWS 2.0 expansion is underway, introducing transformative features designed to redefine the guest experience while prioritising sustainability. One of its core principles is a commitment to sustainable building and design, focusing on integrating energy-efficient technologies, environmentally conscious construction methods and sustainable practices to reduce the environmental footprint of the resort’s expansion.

In 2024, significant progress was made in revitalising the existing RWS 1.0 buildings and infrastructure. To further advance sustainability efforts for RWS 2.0, environmental sustainability design consultants were engaged to identify innovative initiatives. Renovations have commenced at The Forum and Hard Rock Hotel, marking an exciting new phase in the resort’s transformation.

Currently, 61% of Resorts World Sentosa buildings by GFA, representing 12 properties, hold Green Mark GoldPlus and above certification, slightly down from 67% last year due to Hard Rock Hotel’s Green Mark certification not being renewed during its extensive revamp. Additionally, Hotel Michael has trialled a Passive Displacement Cooling system in a guest room to reduce energy consumption from air-conditioning and mechanical ventilation. The fan-less system, which uses natural draft circulation and a low-power ceiling fan, is under assessment for broader implementation.

To minimise environmental impact and landfill waste, Resorts World Sentosa is replacing traditional non-recyclable air filters with sustainable alternatives in large Air Handling Units (“AHUs”). These new filters, made from recycled fibre filaments and featuring reusable aluminium frames, meet the MERV 18 filtration standard and comply with Green Mark 2021 requirements. The phased implementation of these sustainable filters across the Integrated Resort will begin in Q1 2025.

Climate Change, Energy and Emissions Monitoring

OUR FEATURE

GENTING SINGAPORE (Cont'd)

Minion Land – BCA Green Mark Platinum Zero Energy Building

Illumination's Minion Land is the first attraction in Singapore to receive the BCA Green Mark Platinum Zero Energy Building status with over 80% of architectural and landscape products achieving 2 ticks or above under the Singapore Green Building Product Certification Scheme. To support Minion Land's operations, over 180 additional solar panels were installed on Minion Land. Together with the rest of the 1,400 solar panels currently on USS, these solar panels generate up to 1.93 GWh of renewable energy annually.



Solar panels atop Illumination's Minion Land at Universal Studios Singapore ("USS")

BCA Green Mark Platinum – Equarius Hotel

Equarius Hotel was re-certified to BCA Green Mark 2021 Platinum status on 7 October 2024, achieving an airside efficiency of 0.139 kW/RT following a resort-wide upgrade of its cooling system. The improvements, including a cloud-based Building Management System, dynamic control optimisation, variable speed drives and smart pressure-independent control valves contributed to improved air side efficiency and energy savings.



BCA Green Mark Platinum Super Low Energy – Hotel Ora

Following its rebranding from Festive Hotel, Hotel Ora achieved the BCA Green Mark 2021 Platinum Super Low Energy Building certification upon reopening in 2024. The hotel prioritised sustainable building practices, including the use of SGBC-certified materials and advanced AHUs to improve energy efficiency.



» GOING FORWARD

Resorts World Sentosa is embracing a forward-thinking approach to sustainability with a series of transformative initiatives aimed at enhancing guest experiences while minimising environmental impact.

Climate Change, Energy and Emissions Monitoring

Weave's	The Weave's transformation from the Forum includes a 10,000 m ² expansion and energy-efficient cooling systems, such as heat recovery and a smart cooling system, leading to significant energy savings. Passive solutions, like an ETFE canopy, further reduce energy use, contributing to a projected annual savings of 1.2 GWh and a reduction of 567 tonnes of CO ₂ emissions.
Hotel Revamp	The former Hard Rock Hotel is being transformed with an advanced Guest Room Management System ("GRMS") that optimises guest comfort and saves 325,000 kWh annually through dual-technology sensors and real-time data analytics. This system, integrated with the resort's Building Management System, marks its first implementation at Resorts World Sentosa.
Waterfront Lifestyle Complex	RWS 2.0 will transform the Sentosa waterfront into a sustainable destination, featuring energy-efficient designs, renewable energy and waste minimisation, alongside a GRMS that reduces energy use by 15%. Key sustainability features include water conservation, the use of low-carbon materials and strategies to protect marine life and reduce light pollution.
Singapore Oceanarium and Research and Learning Centre	The Research and Learning Centre aims for Green Mark Platinum Zero Energy Building status, featuring a north-facing glass façade and aluminium sunscreens to optimise natural light and minimise heat gain. Similarly, Singapore Oceanarium integrates recycled cold air and sustainable cooling solutions, achieving a 20% reduction in cooling energy consumption while maintaining guest comfort.

OUR FEATURE

RESORTS WORLD LAS VEGAS

Minimising the environmental impact of its operations remain the focus of Resorts World Las Vegas. This commitment drives the resort's efforts to implement solutions addressing climate change and supporting the transition to a low-carbon economy. It has allocated millions of dollars towards sustainability initiatives, including energy efficiency, sustainable transportation and water conservation and quality efforts.

The property's sustainability strategy adopts a collaborative approach to minimising GHG emissions and conserving natural resources. Its environmental management system aligns with the ISO 50001 (Energy Management System) standard.

In 2024, Resorts World Las Vegas operated on 100% renewable energy for the full year, following an agreement with the local utility provider that took effect in late Q3 2023. The resort's overall electricity consumption increased by 1% (0.95%) year-on-year, partly due to extreme weather conditions. The summer of 2024 saw Las Vegas record its hottest day at 120°F, surpassing the previous high of 117°F.

With the property's consumption sourced 100% from renewable power, its efforts were redirected towards reducing natural gas consumption and Scope 1 emissions. Through conservation programmes and efficiency measures, Resorts World Las Vegas achieved an 8% (7.84%) year-on-year reduction in natural gas usage.

Sustainable Building Designs and Facilities

Sustainability was prioritised in the design and construction of Resorts World Las Vegas, earning the resort a LEED Gold Certification. Green design principles are applied to all new construction and renovation projects, enhancing sustainability through improved energy efficiency, optimised water use and increased waste diversion.

During the construction of Resorts World Las Vegas, over 80% of waste and debris by weight was diverted from landfills. The resort has achieved more than a 30% reduction in energy use and water consumption compared to industry benchmarks. Its on-site co-generation facility operates with enhanced efficiency, minimising environmental impacts.



Climate Change, Energy and Emissions Monitoring

OUR FEATURE

RESORTS WORLD LAS VEGAS (Cont'd)

These sustainability initiatives have positioned Resorts World Las Vegas among a group of seven LEED Gold-certified buildings in Nevada's hospitality sector. Additionally, it holds the distinction of being the first and only property on the Las Vegas Strip certified by the Global Biorisk Advisory Council ("GBAC").

The GBAC sets the gold standard for safe facilities, offering third-party validation to ensure stringent cleaning protocols are in place. Resorts World Las Vegas employs a patented indoor air monitoring system that continuously optimises ventilation rates, enhancing indoor air quality while reducing energy consumption. Collaboration plays a vital role in the resort's sustainability efforts. Working with a diverse network of equipment manufacturers and systems integrators, the resort adopts digital solutions that drive sustainability, efficiency, comfort and safety across the property.

These insights are used to refine building operations and improve the overall occupant experience.

In 2024, Resorts World Las Vegas' three hotel brands: Las Vegas Hilton, Conrad Las Vegas and Crockfords Las Vegas, LXR Hotels & Resorts maintained their commitment to sustainability and operational excellence. First awarded in 2021, the resort continues to hold its Gold Certification under the LEED programme for new construction.

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 certification positions the Resorts World Las Vegas among the world's most energy-efficient facilities.

In 2024, the resort maintained all its ISO certifications for its environmental management system. They are ISO 9001 for Quality Management, ISO 14001 for Environmental Management and ISO 50001 for Energy Management. Additionally, the resort retained its GBAC STAR re-accreditation, demonstrating that a comprehensive programme is in place to support a high-performance cleaning and maintenance regimen for the built environment.

Further reinforcing its commitment to health and safety, the resort continues to be Sharecare Health Security VERIFIED with Forbes Travel Guide, a trusted third-party seal of approval that assures guests and employees of compliance with public health protocols and best practices. The resort was also awarded second place in the National OSH Excellence Awards 2022, further highlighting its dedication to occupational safety and health.

OUR FEATURE

GENTING PLANTATIONS

Energy Management

Genting Plantations integrates renewable energy sources into its operations, utilising oil palm biomass products like palm fibres, palm kernel shells and empty fruit bunches as fuel in oil mills and downstream facilities, with some biomass also being used for heating at refineries. The company is further diversifying its energy mix by exploring additional renewable energy options such as biogas plants and solar panels.

While non-renewable sources such as diesel, petrol and natural gas are used to supply electricity in remote units, particularly in Sabah and Indonesia, Genting Plantations aims to optimise energy use and enhance energy efficiency. These efforts contribute to its long-term sustainability goals, focusing on reducing emissions through the adoption of renewable energy technologies. Looking ahead, Genting Plantations aims to optimise energy use and reduce emissions through the integration of renewable energy solutions, including biogas plants and solar panels, to support its long-term sustainability objectives.

Emissions Management

Genting Plantations is committed to reducing emissions and mitigating global warming as part of its strategy for a sustainable and climate-resilient agriculture. The key focus areas include reducing GHGs, ozone-depleting substances, nitrogen oxides, sulphur oxides and pollutants impacting ecosystems, air quality and human health, with a priority on methane reduction. The emissions largely arise from fertiliser use and Palm Oil Mill Effluent, addressed through initiatives like belt-press plants and bio-gas solutions at selected mills, alongside the development of bio-fertilisers as sustainable alternatives. The company has set a carbon neutrality target for its Malaysian operations by 2030, guided by the International Sustainability & Carbon Certification framework, with progress benchmarked against a 2016 baseline.

Climate Change, Energy and Emissions Monitoring

OUR FEATURE

GENTING ENERGY

Genting Energy is accelerating its transition to cleaner power generation by diversifying its energy portfolio with renewable and low-carbon solutions across its operations. Through investments in sustainable technologies, the Group is enhancing energy generation efficiency and reduce GHG emissions.

Dongwucha solar power plant, China

This 120MWp aquaculture-complementary solar plant is part of Genting Energy’s commitment to advancing sustainable energy solutions through innovative renewable projects. By March 2025, 100MWp of solar panels had been installed, with the remaining panels scheduled for completion by the planned commercial operation date in Q2 2025. Once fully operational, the plant is expected to offset around 110,000¹ tonnes of CO₂ annually.

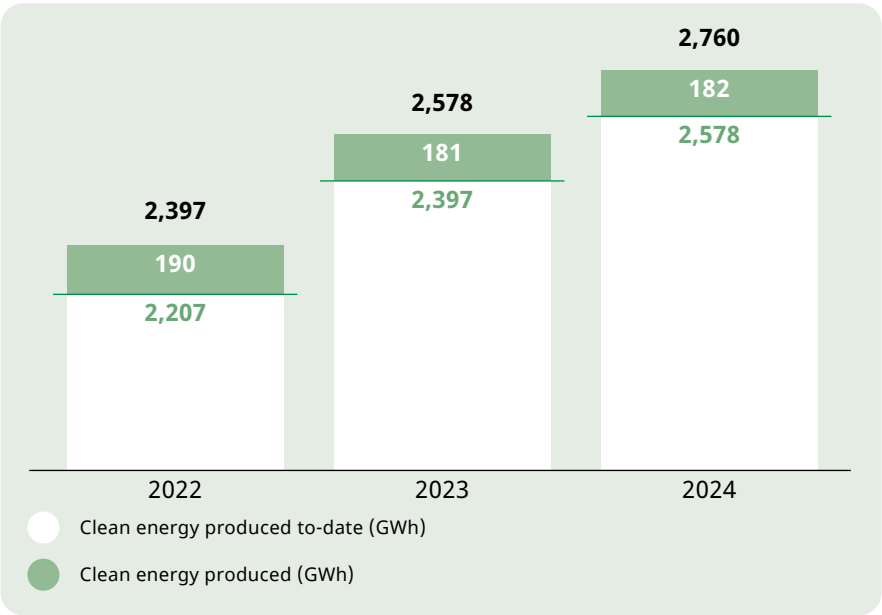
Zhoushan gas power plant, China

In 2024, Genting Energy acquired a 49% stake in SDIC Jineng (ZhouShan) Gas Power Generation Co., Ltd, where SDIC Power Holdings Co., Ltd is the 51% joint venture partner. The company was established to own and develop a 2 x 745MW gas fired power plant in Zhejiang, China. The gas-fired power plant uses the latest H-class gas turbines with advanced dry low-NOx burner technology. These turbines can co-fire liquefied natural gas with 10% to 50% hydrogen, a cleaner fuel mix that significantly reduces carbon intensity and emissions during power generation.

Jangi wind farm, India

The Group’s first renewable energy project, the onshore 91.8 MW Jangi wind farm in Gujarat, India, has been generating electricity from wind with minimal environmental impact since 2011.

In 2024, the wind farm generated 182 GWh of clean energy. Since its inception in September 2011, it has supplied approximately 2,760 GWh to India’s electricity grid. This has offset around 170,000 tonnes of CO₂ emissions in 2024 and near to 2.4 million tonnes since its inception. The electricity produced by the Jangi wind farm in 2024 is equivalent to the annual consumption of approximately 130,000² residents in India.



Banten power plant, Indonesia

Banten power plant sets itself apart with innovative technologies like electrostatic precipitators (“ESP”) and flue gas desulfurisation (“FGD”). The ESP removes 99.8% of fine particles, directing them to ash silos for safe disposal, while the FGD system harnesses seawater as a natural scrubber, eliminating harmful chemicals. These efforts not only meet stringent regulations but also ensure clean air for nearby communities, showcasing the power plant as a pioneer in green energy.

Operational excellence is a cornerstone of Banten power plant’s success. The team routinely reviews processes for improvements and the ongoing construction of a coal dome aims to reduce dust emissions and maintain coal quality, especially during the monsoon season. This initiative enhances combustion efficiency, which further reduce emissions. Strict adherence to environmental laws underscores the Group’s unwavering commitment to compliance.

Since beginning operations in 2017, the Banten power plant has consistently met all local environmental compliance requirements without exceedance. In 2024, the plant successfully maintained all existing ISO certifications, including ISO 14001 Environmental Management Systems, demonstrating its ability to implement and maintain high environmental standards.

¹ 国投电力东乌坭渔光互补项目举行开工仪式, <https://mp.weixin.qq.com/s/8-tPBGhurjxxFJ53zKbL8g>
² All India annual per capita consumption of electricity 2022-23 – 1331 kWh (Provisional), https://cea.nic.in/wp-content/uploads/executive/2024/12/Executive_Summary_Dec_2024_Pro.pdf

Water Management



GRI 303-1, 303-2, 303-3, 303-4, 303-5

WHY IT MATTERS

Climate change has made water security a critical concern with significant impacts on people and the environment. Temperature changes caused by climate change can impact water resources by placing additional demands on already strained water supplies. Hill operations carry an elevated erosion risk from heavy rain if not managed properly, while irregular water supply can severely affect crops and the agricultural communities.

Long-term neglect of water management may worsen climate challenges, affecting communities and threatening the sustainability of our business. Effective management of hill operations is crucial to mitigate erosion from heavy rains and ensure a stable water supply for agricultural communities and their crops.

Embracing sustainable, integrated and holistic water management is crucial for the Group's businesses. By taking a proactive approach to water management, Genting Berhad enhances its resilience to climate-related disruptions, ensuring the Group's operations remain strong and adaptable to unforeseen changes in water availability.

Geographically, our Group operates in nine countries, of which two of its eleven leisure properties are in water-stressed regions, namely Resorts World Sentosa in Singapore and Resorts World Las Vegas in Nevada, USA. These two properties contributed collectively 44% and 45% respectively to the Group's total revenue and total assets in 2024.

Singapore is amongst the most water-stressed countries in the world, due to the lack of natural water resources such as large rivers, natural springs or glaciers, as well as limited land to collect and store rainwater¹. The water demand for this country is project to double by 2065, with non-domestic sector accounting for two-thirds of this demand.

Nevada is considered a "water stressed site" because it is the driest state in the United States, with very low average precipitation. Its population is largely concentrated in the southern region which receives even less rain, putting significant pressure on its limited water resources, primarily sourced from the Colorado River through Lake Mead. This makes water conservation a critical issue for the state².

Nevada is working towards its goal of reducing water use to 86 gallons per person per day³. On 26 June 2024, the Nevada Irrigation District passed Water Resolution 2024-26 declaring a water shortage emergency. This resolution mandates all customer to reduce their water usage by 20%, as compared to 2024.

Malaysia has introduced the Water Sector Transformation 2040 Agenda in the Twelfth Malaysia Plan (2021 – 2025) and the water sector is envisioned to an economic enabler and a dynamic growth engine to ensure water security for all.

OUR APPROACH

100%

Of Our Operating Properties Have Water Management Plans And Strategies

Genting Berhad is committed to responsible water stewardship, which is part of the sustainability strategy in its Sustainability Policy. Our policy encourages sustainable water practices to reduce water consumption and improve water efficiency across all business units. Our operating teams are committed to establishing an efficient and effective water management system, focusing on conserving water resources and reducing municipal water usage.

All our operating properties (covering 11 leisure properties, three power plants, 13 palm oil mills and over 243,000 hectares of plantation and property development landbank) and our corporate offices have their respective water management plan with strategies specific to each of the Group's operations in their respective regions.

Each business division is at a different phase in adopting water-saving measures and exploring new methods for sourcing water to address these critical issues.

Our teams consistently evaluate risks to both water quality and availability and prioritise the use of recycled water or alternative sources.

¹ "Water Policy", Ministry of Sustainability and the Environment, Singapore, updated 27 Dec 2024

² "Saving Water in Nevada", Environmental Protection Agency

³ "In Las Vegas, Colorado River talks stall", www.reviewjournal.com, 5 December 2024

We are guided by the national and state policies and guidelines of the respective regions of our operations to ensure sustainable water use. These policies and guidelines include:

- Malaysia’s Water Sector Transformation 2040 Agenda and its strategies.
- Malaysia’s national water resources policy that includes the National Water Balance System.
- Singapore’s national water policy, also known as the “Four National Taps” that focuses on sustainable water use through a combination of local catchment water, imported water, NEWater (recycled water) and desalinated water.
- The United States of America’s The Clean Water Act, Safe Drinking Water Act, Water Resources Development Act and National Water Policy (water supply, conservation and management) amongst other federal and state policies focusing on water management and conservation.
- New York State’s Environmental Conservation Law, Water Supply Act, Drought Contingency Plan and Floodplain Management Program and New York City Watershed Protection Program.
- Las Vegas’ Colorado River Water Rights and Colorado River Compact, water conservation policies such as water smart landscaping, water-efficient appliances, watering restrictions, rebates for turf removal, recycling wastewater, desalination, Lake Mead and Drought Contingency Plan, water restrictions and pricing and Nevada Irrigation District Water Resolution 2024-2026.
- Indonesia’s National Water Resources Management Policy and Government Regulation No. 30 of 2024 regarding Water Resource Management.

- China’s primary water management policy centres around the “Three Red Lines” concept, which includes strict limitations on total water usage, water use efficiency and pollutant load control in water function zones
- The United Kingdom’s EU Water Framework Directive
- The Bahamas’ Water and Sewerage Corporation Act
- India’s National Water Policy.

ENGAGEMENTS WITH STAKEHOLDERS

We engage with our stakeholders to gather feedbacks on environmental issues that include water use and water risks that could impact our operations, not just at the water- stressed regions but across our world-wide operations.

Our stakeholders include local authorities, regulatory bodies, environmental groups, customers, suppliers and the local communities. Their feedbacks ensures that our water management strategies remain relevant and progressive.

Engagement efforts include:

- conducting joint risk assessments for water availability
- participating in local water conservation and restoration initiatives
- implementing awareness initiatives on sustainable water usage
- these stakeholder engagement helps align the Group’s water stewardship efforts with local needs and environmental conservation goals.

WATER PERFORMANCE

Group water data in 2024 encompassed operations at Resorts World Genting (Malaysia), Resorts World Sentosa (Singapore), Resorts World Las Vegas (United States), Banten power plant (Indonesia), Chengdaoxi block (China), Kasuri production sharing contract (Indonesia), Jangi wind farm (India) and oil palm plantations (Malaysia). Total water withdrawal in 2024 amounted to 792,752 megalitres (“ML”) with total water discharge recorded at 776,762 ML, resulting in a net water use or total water consumption of 15,990 ML for the year.

In addition, there were zero incidents of non-compliance cases on water quality, quantity permits, standards or regulatory requirements in 2024, underscoring the Group’s commitment to strong environmental management practices.

Our team in Singapore has set a target to reduce municipal water withdrawal intensity by 30% by 2030, relative to the 2015 baseline. We are committed to supporting this initiative and aligning efforts to establish a unified reduction target across the Group.

	2022	2023	2024
Total water withdrawal (ML)	804,245	871,762	792,752
Total water discharge (ML)	790,602	856,491	776,762
Total water consumption (ML)	13,643	15,271	15,990
Number of non-compliance cases on water quality, quantity permits, standards or regulatory requirements	zero	zero	zero

GENTING GROUP'S WATER USED OR CONSUMED

FY2022

Total Water Consumption (Net)

» 13.6 ML

FY2023

Total Water Consumption (Net)

» 15.3 ML

FY2024

Total Water Consumption (Net)

» 16.0 ML

In terms of water consumption (computed as water withdrawal less water discharge), the Group reported a total of 16.0 ML of water consumption in 2024.

This figure reflects a restatement of water consumption data, as last year's reporting equated water withdrawal to water consumption due to the unavailability of water discharge data.

Overall, there was a slight year-on-year increase in water consumption in 2024, primarily driven by higher business volumes in the leisure and hospitality segment. In comparison, water consumption in 2022 was relatively lower due to the impact of the COVID-19 pandemic, which led to intermittent business closures and global travel restrictions, adversely affecting business operations and volumes.

The Banten power plant in Indonesia reported the Group's highest water withdrawal in 2024, totalling 771,233 ML and the highest water discharge of 770,997 ML, resulting in a net water consumption of 236 ML.

The leisure & hospitality business accounted for the highest water consumption in 2024, representing 67% of the Group's total water consumption. Notably, two of our resort properties, located in water stressed regions of Singapore and Las Vegas, contributed 28% of the total water withdrawal within the Group's leisure & hospitality business.

The Group's primary water sources are seawater due to the nature of the power plant asset's operations and potable water from the municipal.

We are committed to balancing business growth with responsible water consumption by continuously advancing conservation efforts and exploring innovative solutions to reduce usage and enhance water recycling.

Water Discharge by Destination (In Megalitres ('ML'))	2022	2023	2024
Malaysia			
Surface Water	266	806	785
Seawater	-	-	-
Groundwater	-	-	-
Produced water	885	1,054	1,544
Third Party (Municipal water)	5	-	-
Sub - Total	1,156	1,860	2,329
Indonesia			
Surface Water	1	1	2
Seawater	786,373	851,358	770,997
Groundwater	3	1	8
Produced water	-	-	-
Third Party (Municipal water)	-	-	-
Sub - Total	786,377	851,360	771,007
China			
Surface Water	-	-	-
Seawater	-	-	-
Groundwater	2,404	2,646	2,824
Produced water	-	-	-
Third Party (Municipal water)	1	2	1
Sub - Total	2,405	2,648	2,825
United States			
Surface	-	-	-
Seawater Water	-	-	-
Groundwater	-	-	-
Produced water	-	-	-
Third Party (Municipal water)	664	623	601
Sub - Total	664	623	601
Total Water Discharge	790,602	856,491	776,762

Water Management

Water Withdrawal by Source (in ML)	2022	2023	2024
Surface water (rivers, lakes and natural ponds)	3,291	3,494	3,382
Surface water (rainwater harvested)	180	122	199
Seawater	787,178	852,127	771,773
Groundwater	3	3	10
Produced water	3,359	4,952	4,920
Third party (municipal - potable water)	9,847	10,674	12,067
Third party (municipal - NEWater)	326	371	383
Reclaimed water	61	19	18
Total	804,245	871,762	792,752

Notes:

No water was sourced from used quarry water collected in the quarry or external wastewater during the past three years (2022 to 2024).

Water withdrawal by business facilities (in ML)	All areas			Area with water stress		
	2022	2023	2024	2022	2023	2024
Leisure & hospitality resort properties	9,632	10,291	11,638	3,212	3,141	3,218
Energy - power plant	786,599	851,564	771,233	0	0	0
Energy - oil & gas	2,411	2,652	2,837	0	0	0
Plantations	4,939	6,436	6,087	0	0	0
Others offices	664	819	957	0	0	0
Total	804,245	871,762	792,752	3,212	3,141	3,218

Water discharge by business facilities (in ML)	All areas		
	2022	2023	2024
Leisure & hospitality - resort properties	883	980	1,055
Energy - power plant	786,373	851,358	770,997
Energy - oil & gas	2,409	2,650	2,835
Plantations	937	1,503	1,875
Others offices	-	-	-
Total	790,602	856,491	776,762

Water consumption by business facilities (in ML) All areas	All areas			Area with water stress (% to total consumption)		
	2022	2023	2024	2022	2023	2024
Leisure & hospitality - resort properties	8,748	9,312	10,583	19%	16%	16%
Energy - power plant	227	206	236	0	0	0
Energy - oil & gas	2	1	2	0	0	0
Plantations	4,002	4,938	4,215	0	0	0
Others offices	664	814	954	0	0	0
Total	13,643	15,271	15,990			

OUR FEATURE

GENTING SINGAPORE

A REPORT BY GENTING SINGAPORE

Singapore is facing a growing water scarcity challenge, as water demand is projected to double by 2065, with the non-domestic sector accounting for two-thirds of this demand⁴. Recognising this, Genting Singapore is committed to establishing an efficient and effective water management system.

We strongly focus on conserving water resources and reducing our municipal water⁵ withdrawal intensity by 30% compared to our 2015 baseline. By expanding alternative water sources at Resorts World Sentosa, we have achieved a 45% reduction in the consumption of potable water and NEWater in 2024, based on a 2015 baseline.

Genting Singapore's water conservation strategy targets two main avenues:

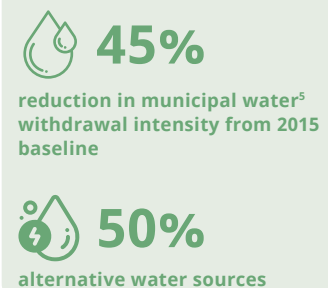
1 Diversity in our water sources

To reduce our reliance on potable water, we diversified our water sources to include NEWater, harvested rainwater and AHU condensate from our daily cooling needs. We also actively seek innovative technologies and partnerships within the industry to enhance our water conservation efforts and ensure prudent water usage.

2 Increasing efficiency and reducing usage

By exploring alternative water sources and technological upgrades, we aim to reduce our reliance on our potable water usage. Our approach includes using seawater (24%) to support our marine life, NEWater (17%) as a source of chilled water for our DCP, rainwater (8%) for our resort's landscape irrigation and reclaiming 1% of our DCP's NEWater usage.

KEY HIGHLIGHTS



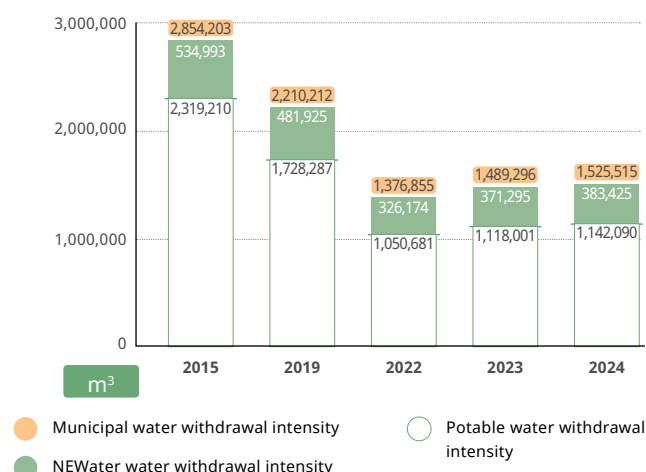
FY2024 WATER PERFORMANCE

Our FY2024 total water withdrawal volume was 2,280,575 m³, with potable water (50%) and NEWater water (17%), amounting to 67% of our water withdrawal. Compensating our municipal water sources are rainwater (8%) used for irrigation, seawater (24%) for S.E.A. Aquarium's operations and reclaimed water (1%) consisting of condensate water to supplement our DCP and recycled water from our cooling tower blowdown.

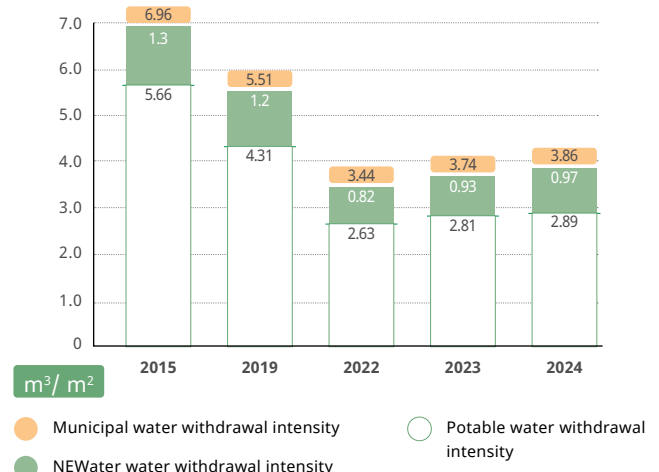
Our water withdrawal reduction target is set around reducing our municipal water withdrawal intensity by 30% by 2030 against our 2015 baseline.

Our potable water usage remained stable across 2023 and 2024 despite increased operations. This was achieved by addressing leaks and water inefficiencies identified in our water network following the discoveries from our water audit. Our NEWater usage increased in FY2024 compared to FY2023 due to operationalising DCP 2.0, which uses NEWater as chilled water.

Municipal Water Withdrawal



Municipal Water Withdrawal Intensity



⁴ <https://www.pub.gov.sg/public/waterloop>

⁵ Municipal water refers to potable water and NEWater from Public Utilities Board ("PUB")

A REPORT BY GENTING SINGAPORE (Cont'd)

Our Progress

Following a comprehensive resort-wide water audit in 2023, Genting Singapore has identified key opportunities to enhance water conservation and efficiency across Resorts World Sentosa. We kickstarted initiatives in 2024, such as identifying leakages, replacing efficient water fittings and installing water meters to monitor and manage our water consumption.

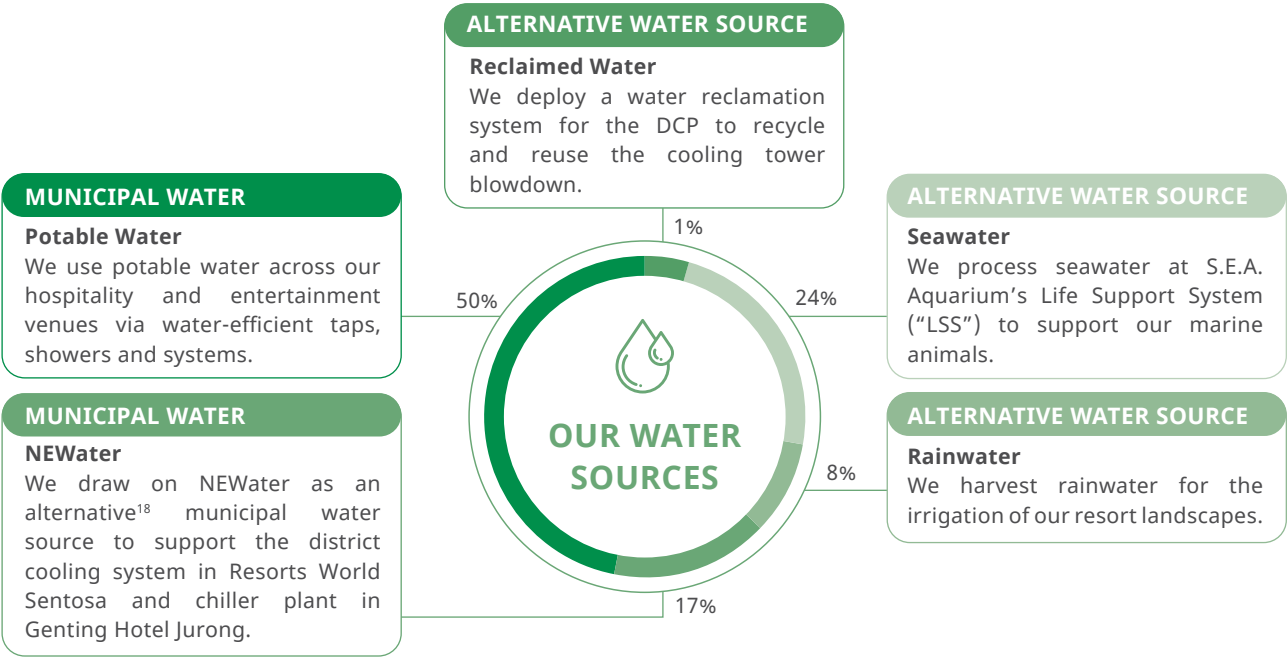
Rainwater Harvesting

Rainwater harvesting forms a critical part of Genting Singapore’s water management strategy, reducing municipal water consumption by substituting it with treated rainwater. To achieve this, we optimise our existing rainwater catchment systems and various detention storage, originally designed to manage stormwater runoff, to capture and consolidate rainwater for reuse.

The collected rainwater then undergoes filtration and treatment to meet water quality standards. The treated rainwater is primarily directed towards the irrigation of Resorts World Sentosa’s landscapes.

Condensate

Condensate water collected from Genting Singapore AHUs and Fan Coil Units throughout the resort is channelled into a main condensate tank for reuse rather than being wasted. The water is then treated at our water treatment plant and repurposed for use in our DCP 2.0 Cooling Tower balancing tank. This process potentially reduces our demand for NEWater as the primary source for cooling operations.



¹⁸ NEWater and alternative water sources refer to non-potable water sources.



A REPORT BY GENTING SINGAPORE (Cont'd)



Seawater storage tanks



View from atop our foam fractionators cleaning and filtering seawater used for S.E.A. Aquarium



Phase 2 of the BCP Exercise in action

Seawater

Seawater plays a vital role in sustaining marine life at Genting Singapore's S.E.A. Aquarium. We withdraw seawater from Keppel Harbour through two main pumps, constantly monitoring seawater quality and temperature with our Supervisory Control and Data Acquisition ("SCADA") system. The withdrawn seawater undergoes thorough filtration and cleaning before being stored in our seawater storage tanks. These tanks are always maintained at full capacity to ensure self-sufficiency in the event of any potential disruptions to the supply from Keppel Harbour.

Minimising Water-Cooling Needs

Genting Singapore minimises its water-cooling needs by storing cooler backwash seawater (water previously used in the aquarium exhibits) in a backwash tank. The cooler backwash water is circulated through a heat exchanger to lower the temperature of stored seawater, reducing energy required to cool seawater for use in the S.E.A. Aquarium.

Upon implementation, this initiative yielded promising results, saving over 112,000 kWh⁶ between August and November 2024, demonstrating its potential for enhancing energy efficiency and reducing associated costs.

⁶ Energy savings is calculated through a reduction in cooling efficiency, kW/RT, of our chiller plants. Using the total RTh produced across 2024, the total kWh savings can be computed.

Keppel Harbour Oil Spill

In June 2024, an unexpected oil spill near Keppel Harbour threatened Genting Singapore's seawater supply. Upon detecting an oil sheen during our daily inspection, we immediately halted all seawater intake to protect our marine life in the S.E.A. Aquarium. Following this incident, we promptly exercised our business continuity plan ("BCP"), seeking alternatives for our seawater intake.

Phase 1 of our BCP involved strict seawater rationing, using our storage reservoirs to maintain operations until seawater quality returned to normal. Once the water quality analysis showed reassuring results, we resumed withdrawing water from Keppel Harbour.

Phase 2 of our BCP focused on securing an alternative water source by transporting seawater from unaffected areas of the open sea. Prior to any seawater extraction, water quality monitoring instruments are deployed to ensure our stringent safety and quality standards are met.

Our immediate action of halting seawater intake during the oil spill prevented contaminated water from entering our marine habitats, safeguarding the health of our marine animals while maintaining operations.

This oil spill event also tested the effectiveness of our BCP, greatly bolstering Genting Singapore team's confidence and preparedness for future emergencies.

Water Management

OUR FEATURE

GENTING MALAYSIA

A REPORT BY GENTING MALAYSIA

Rainwater Harvesting - Resorts World Genting collects approximately 1,000 litres of water per square metre of surface area.

Resorts World Genting, the flagship resort of Genting Malaysia, was designed to operate independently with its own water and electricity supply. Demonstrating a steadfast commitment to environmental stewardship, Genting Malaysia continues to implement innovative water conservation practices and efficient resource management to maintain a sustainable balance between operations and ecological preservation.

The resort sources raw water from a surface water dam, processes it through an on-site treatment facility and supplies it to consumers. To ensure water safety and quality, the Ministry of Health conducts weekly or biweekly inspections, with the resort strictly adhering to the Ministry's stringent standards for drinking water. Furthermore, a dedicated sewage treatment plant processes wastewater to meet the Department of Environment's Standard A discharge regulations before safely releasing it back into natural water streams.

Several advanced technologies play a crucial role in managing water systems at the resort. A SCADA online monitoring system provides real-time oversight of water supply and sewerage discharge. This system, along with a dedicated command centre, monitors critical parameters such as raw water levels and quality. Any irregularities trigger immediate alerts, allowing standby operators and on-site personnel to take swift corrective action.

Rainwater harvesting at Resorts World Genting captures about 1,000 litres of water per square meter of surface area. The resort's 9.14 km² water catchment area collects an estimated 26.5 million litres daily for essential purposes, including road cleaning and refuge chamber washing. Water recycling at the sewage treatment plant supports cleaning operations within this plant facility, further optimising resource use.

Resorts World Genting is replacing ageing analogue water meters with advanced digital alternatives to improve the accuracy of capturing Non-Revenue Water. A new system also repurposes greywater for cleaning and supporting sewage treatment plant operations, enhancing water resource utilisation efficiency. Installing water-efficient fittings such as flow restrictors, further supports conservation efforts.

The resort replaced ageing analogue water meters in 2024 with advanced digital alternatives that improve the accuracy of capturing Non-Revenue Water.

Water saving initiatives at Resorts World Genting are actively promoted by the Human Resource Department through poster displays and informative employee orientation programmes to encourage sustainable water usage.

Other leisure properties of Genting Malaysia also prioritise water conservation through innovative management practices.

Resorts World Kijal diverts water from the drainage system to the golf pond for irrigation, exemplifying effective water recycling and conservation practices.

Genting UK actively monitors water consumption, using technologies like Cisternisers and low-flow or dual-flush toilets to reduce usage, while ensuring compliance with water quality standards. Similarly, Hilton Miami Downtown implements water pressure mitigation systems to optimise usage without compromising guests' comfort and supports employees' training to promote sustainable practices. These leisure properties demonstrate a strong commitment to reducing water waste and promoting environmental stewardship through efficient management and adherence to regulatory standards.

OUR FEATURE RESORTS WORLD LAS VEGAS

Annual savings of 17.7 million gallons of water

Resorts World Las Vegas is committed to environmental sustainability, recognising the importance of conserving natural resources to address current challenges and safeguard the future. Situated in Southern Nevada, where water conservation is particularly vital, the resort prioritises responsible water management to ensure its long-term operational resilience and provide benefits to the broader Las Vegas Valley.

The resort has implemented a robust water management programme across its property to enhance conservation efforts. Through measures like installing low-flow fixtures, water consumption has been reduced by more than 40%. Additionally, the use of drought-tolerant and adaptive plants in landscaping has helped to cut water demand by

almost 75%. These initiatives have collectively led to annual savings of 17.7 million gallons of water, reinforcing Resorts World Las Vegas' commitment to sustainable resource use. In 2024, while consumptive water usage increased due to greater reliance on evaporative cooling for air conditioning, Resorts World Las Vegas reduced its overall water consumption by 1.34% year-over-year, driven by conservation programming and efficiency initiatives. This achievement is particularly notable given that 2024 was the hottest year on record in Las Vegas, NV.

In addition, Resorts World Las Vegas received the Water Conservation Star of the Year Award from the Nevada Hotel and Lodging Association in 2024, recognising the property's efforts on water efficiency.

OUR FEATURE GENTING PLANTATIONS

Genting Plantations is actively pursuing a sustainable water management strategy aimed at reducing water usage intensity by 2050. Recognising the significance of adapting water management practices to the unique characteristics of each plantation area, our team at Genting Plantations has implemented a range of initiatives to address local land conditions, topography and climate fluctuations. These efforts include the construction of water catchments, riparian buffer zones and drainage systems to effectively conserve water.

The water is sourced from municipal supplies to ensure minimal withdrawal from shared surface or groundwater sources such as rivers, lakes or wells, reducing any potential impact on local communities.

Additionally, in flood-prone areas, Genting Plantations have invested in bunds, water gates and pumps to mitigate the risks of flooding. In regions where access to treated potable water is limited, Genting Plantations have set up water treatment plants to ensure workers have a steady supply of clean and safe drinking water.

Genting Plantations has made progress in improving the accuracy of its water utilisation systems. In 2024, water intensity reduced by 2.42% at the estates and increased 21.57% at oil mills. However, water intensity at downstream manufacturing decreased by 3.57%.

Genting Plantations' commitment to responsible water use is reflected in the following actions:

- Adoption of measures to protect water quality, improve efficiency and optimise water management systems.
- Reliance on surface water sources, such as rain-fed ponds, rivers and lakes, to ensure the availability of fresh, clean water for both the plantations and surrounding communities.
- Integration of rainwater harvesting innovative technologies and water-saving practices to optimise water usage and reduce water consumption.
- Application of specialised roofing structures for the design of its facility to facilitate effective rainwater collection, which is then channelled into dedicated reservoirs.
- Use of advanced water-saving technologies, such as automatic pumps, steam management systems and zero dilution systems, has enhanced overall water efficiency.
- Continuous monitoring of moisture levels and weather patterns through rainfall collection stations to mitigate adverse effects on local waterways.
- Regular assessment of water hazards in response to the increasing frequency of extreme weather events, such as floods, droughts, storms and wildfires, exacerbated by global climate change.

Water Management

OUR FEATURE

GENTING ENERGY

Genting Energy recycled 2.8 million cubic metres of produced water.

Genting Energy, is dedicated to responsible water stewardship, recognising the critical link between water and power generation. Genting Energy employs advanced water assessment tools and targeted action plans to minimise environmental impact and ensure sustainable water use across all its operating assets. Genting Energy also monitors all forms of water usage, including demineralised water, service water and potable water, to prevent unnecessary wastage. Any irregularities are promptly investigated and corrective actions are taken to optimise water usage, demonstrating the company's commitment to efficiency and sustainability.

In the Power division, the Banten power plant exemplifies Genting Energy's sustainability efforts by producing high-quality drinking water on-site through a certified production station. This water meets the stringent hygiene standards set by the Indonesian Ministry of Health's Disease Prevention and Control Office, ensuring the best quality for employees. By eliminating the need for bottled water, the plant significantly reduces disposable plastic waste and minimises the water footprint associated with bottled water production. In 2024, the Banten power plant underwent its first major scheduled maintenance which lasted longer than usual, resulted in lower power generation and consequently reduced water consumption. The Banten power plant continues to ensure the safe return of seawater used in its cooling system, with 99% of treated water being discharged back to the sea, contributing to water.

In the Oil & Gas division, the gas development field under the Kasuri PSC commenced re-entry drilling works, leading to a withdrawal of 10.2 cubic meters of water from shallow drill water wells. The Kasuri PSC team is planning to install wastewater treatment equipment to ensure the water is properly treated before discharge. Additionally, Genting Energy has effectively utilised 2.8 million cubic meters of produced water from its Chinese offshore oil facility in the Chengdaoxi block. This water was recycled through environmentally friendly direct reinjection into the reservoir, boosting the reservoir pressure for improved oil recovery.

Waste, Pollution and Materials Consumption



GRI 306-1, 306-2, 306-3, 306-4, 306-5

WHY IT MATTERS

Genting Berhad recognises that responsible waste management, alongside minimising pollution and materials consumption is essential for sustainable development. Waste and excessive consumption of materials not only harms ecosystems and public health but also places a strain on local government systems, particularly waste disposal infrastructure. By adopting a practical and managed approach to waste reduction, pollution control and resource efficiency, the Group strives to address these challenges responsibly.

The government of Malaysia has launched a 10-year policy direction for solid waste management under its Circular Economy Blueprint for Solid Waste (2025 to 2035) which forecasts the implementation of measures such as "Extended Producer Responsibility", "Pay-As-You-Throw" and "Zero Waster to Landfill" Certification. Additionally, the aim is to support the formation of a circular economy association to help achieve the national recycling rate of 40% in 2025. Singapore has the Zero Waste Masterplan under the Singapore Green Plan 2030 with separate targets.

OUR APPROACH

Genting Berhad is committed to responsible waste management as part of its broader sustainability strategy. As part of the Group's broader sustainability efforts to minimise environmental impact, waste reduction, recycling and responsible disposal initiatives are actively practised across all our Group's global operations to support a circular economy and reduce landfill dependency. Through continuous monitoring, adopting innovative measures and collaborating with stakeholders, we aim to minimise environmental impact and contribute to a cleaner, more sustainable future.

Our Group is committed to set clear, time-bound objectives that go beyond regulatory requirements to reduce or avoid pollution, waste and minimise resource use. Our business units take a proactive approach to waste management with Genting Singapore targeting to achieve a 50% reduction of Resorts World Sentosa's operational waste-to-landfill intensity by 2030, as compared to their baseline year, in line with Singapore's Zero Waste Masterplan. Genting Malaysia has set specific time targets including to convert an average one tonne of food waste daily into fertiliser, equating to 365 tonnes of food waste recycled annually.

Waste Generation

	2022	2023	2024
Group - by waste type (in tonnes):			
Waste diverted from disposal	1,131,393	1,443,587	1,245,608
Waste directed to disposal	42,169	41,168	32,243
Scheduled waste	-	118	231
Hazardous waste	39,396	59	123
Total waste generated	1,212,958	1,484,931	1,278,206
Waste intensity (tonnes per million Ringgit)	54.2	54.8	46.1
Recycled waste (%)	93%	97%	97%
Non recycled waste (%)	7%	3%	3%

The Group reported total waste generated of about 1.3 million tonnes in 2024, a 13.9% reduction compared with the previous year. Waste intensity in 2024 was 46.1 tonnes per million Ringgit, the lowest in the three-year period. Recycled waste based on waste diverted from disposal was at a high of 97% and non-recycled waste was 3% of total waste generated in 2024. Hazardous waste was less than 0.01% in 2024, mainly attributable by the power plant operations in Indonesia. We aim to maintain a balance between our operational activities and the waste generated with a target to maintain the recycling waste rate at 90% and above annually.

Key Waste Management Strategies

1. Waste Prevention and Reduction

- Encourage waste minimisation initiatives at company level and engage with business units on their waste management initiatives.
- Promote resource efficiency through process optimisation, digitalisation and sustainable procurement practices.

2. Recycling and Circular Economy Initiatives

- Engage with operating teams to enhance waste segregation systems to maximise recycling efforts group-wide and collaborate with suppliers and partners to promote the use of recyclable and biodegradable materials.
- Support initiatives to repurpose waste into new materials or products.

3. Responsible Disposal and Waste Diversion

- Prioritise waste-to-energy solutions where feasible to reduce landfill dependency.
- Ensure proper handling and disposal of hazardous waste in compliance with environmental regulations.
- Monitor and improve landfill diversion rates through increased recycling and composting initiatives.

4. Stakeholder Engagement and Awareness

- Engage employees, suppliers, tenants and business partners in waste reduction initiatives.
- Conduct awareness programs and training sessions on sustainable waste management practices.

5. Monitoring, Compliance and Reporting

- Align waste management efforts with GRI 306: Waste 2020 for transparent reporting.
- Track key waste metrics, including total waste generated, waste diverted from disposal and non-recycled waste.
- Ensure full compliance with local and international waste management regulations.

Waste, Pollution and Materials Consumption

There were no environmental fines and penalties reported at group level in 2024. Our business units demonstrated strong commitment to environmental stewardship through achieving various certifiable schemes and environmental management systems that provide assurance of operational excellence, product consistency and performance efficiency.

Notably, Resorts World Las Vegas and Resorts World Genting (Engineering Department) both have achieved ISO 14001:2015 certification recognised for effective environmental management, encompassing building services management, utilities supply and plant management, as well as landscaping and environmental services. In addition, Resorts World Las Vegas has achieved LEED Gold Certification since 2021, underscoring the resort’s commitment to sustainability and environmental responsibility. Resorts World Sentosa has been certified to the GSTC Destination Criteria and GSTC Industry Criteria for Hotels and achieved the Events Industry Council’s 2022 Sustainable Events Standards Platinum certification for Venue.

Genting Plantations’ oil palm estates and oil mills in Malaysia are certified to Malaysian Palm Oil Board’s Code of Good Agricultural and Milling Practices. Its processing facilities comply with global standards, holding certifications for ISO 14001:2015 Environmental Management System, OHSAS 18001:2007 Occupational Health and Safety Management System and ISO 9001 Quality Management System.

Additionally, its operating units have secured various sustainable palm oil certification, including the Roundtable on Sustainable Palm Oil, International Sustainability & Carbon Certification, Malaysian Sustainable Palm Oil and Indonesian Sustainable Palm Oil, with ongoing efforts to certify remaining units.

OUR FEATURE

GENTING MALAYSIA

As part of its sustainability commitment, the resort has set a target to achieve a cumulative 6% reduction in landfill waste by 2028 from the 2024 baseline, with an annual incremental reduction of 1.5%, supported by strategies such as recycling, composting and other waste reduction initiatives. These efforts align with its broader environmental strategy to manage resources effectively, minimise its environmental footprint and drive continuous improvement across operations. Resorts World Genting have several practices in place for managing and reducing waste:

Food Waste

- **Target:** To convert an average of one tonne of food waste daily into fertiliser, equating to 365 tonnes of food waste annually.
- **Food waste generated in 2024:** 730 tonnes of food waste.
- **Achievement:** Successfully composted 365 tonnes of food waste (50% of total generated), producing 160 tonnes of fertiliser.
- **Impact:** The fertiliser was repurposed for mid-hill operations, supporting sustainable agriculture, enriching local soil and reducing reliance on synthetic fertilisers, fostering a circular economy.

Used Cooking Oil

- Partnered with certified third-party vendors to recycle approximately 115,056 kg of used cooking oil collected in 2024, protecting waterways from pollution and bolstering a circular economy.

Plastic Waste

- **Target:** Recycle 76 tonnes of plastic waste annually.
- **Plastic waste generated in 2024:** 172 tonnes of plastic waste.
- **Impact:** Successfully repurposed 40 tonnes of HDPE plastic waste and returned 36 tonnes of plastic containers to Nespresso, meeting the annual target of 76 tonnes.
- **Achievement:** Successfully recycled or reused 44% of plastic waste.

Status

- The resort collaborates with a third-party vendor to collect and sort plastic waste for recycling. Among its various initiatives, the resort has transitioned hotel bathroom amenities to eco-friendly kraft paper packaging and replaced plastic drinking bottles with porcelain cups at its food and beverage outlets.

Sustainable Water Filtration Systems

Resorts World Genting has developed mock-up units for water filtration systems, which will be progressively installed in our hotels starting in 2025. The installation of these water filtration systems will begin with Crockfords, Genting Grand, Highlands Hotel and Resort Hotel. First World Hotel will install the systems in 595 rooms, including Standard Deluxe Rooms and World Club Rooms. This move will result in an estimated 270,000 kg of CO₂ emission annually, further contributing to the Group’s sustainability targets.

Waste, Pollution and Materials Consumption

Chemical Waste

- Resorts World Genting has replaced soap bars with eco-friendly liquid soap dispensers in all Resorts World Genting hotel rooms, retaining minimal stock for guest requests to reduce waste.
- Impact : This initiative has significantly reduced soap waste with minimal environmental impact.

Scheduled Waste

- Continued to comply with the Environmental Quality (Scheduled Wastes) Regulations 2005.
- Managed, labelled and stored scheduled wastes in designated areas via licensed collectors authorised by the Department of Environment.

Effluents

- Maintained operations of ten Sewerage Treatment Plants to treat sewage before discharging it into natural waterways.
- Adhered to the Effluent Discharge Standards outlined in the Malaysian Inland Waters Standard A within the Environmental Quality (Sewage) Regulations 2009.

The resort's future efforts will prioritise the active monitoring and proper segregation of waste at the Batang Kali Waste Management Plant to enhance practices and reduce contributions to the Bukit Tagar Landfill in Selangor. This includes focusing on reducing plastic waste through enhanced recycling initiatives and sustainable alternatives, minimising single-use plastics and improving landfill diversion.

Genting UK and Hilton Downtown Miami are both dedicated to sustainable waste management, each implementing a range of initiatives to reduce their environmental impact. Genting UK plans to introduce food waste bins across all locations by March 2025 to comply with new regulations, while also ensuring 100% of its waste is diverted from landfills in partnership with B&M Waste Services. Regular collaboration with B&M Waste, including site visits and employees' training on hazardous waste management, supports their commitment to responsible waste disposal.

Hilton Downtown Miami focuses on reducing waste through various measures, such as recycling soaps and toiletries via the Soap for Hope and Clean The World programmes. Other measures include using recyclable and biodegradable materials for cups, straws, stirrers and coffee pods and implementing eco-friendly laundry bags. The hotel also manages battery and e-waste recycling to further minimise landfill waste. Both companies are focused on innovation, employees' education and strict adherence to sustainability practices in waste management.

OUR FEATURE

GENTING SINGAPORE

In line with Singapore's Zero Waste Masterplan, our Singapore operations aim to achieve a 50% reduction of our resort's operational waste-to-landfill intensity by 2030, as compared to the 2015 baseline year. We integrate the Waste Management Hierarchy into our teams' day-to-day planning and operations by prioritising waste prevention and identifying opportunities to reduce waste. This is supported by a deliberate shift towards sustainable production and consumption, with an emphasis on reusing, recycling and recovering.

We also actively encourage our Singapore team members and guests to rethink and redesign their consumption behaviours, fostering a more conscious and intentional approach. At Genting Singapore, we continually explore and embrace new innovations aimed at improving waste reuse, recycling and recovery, moving beyond simply minimising waste generation.

In FY2024, Resorts World Sentosa recorded 35% reduction in operational waste sent to landfill per gross floor area, as compared to the 2015 baseline. As the resort business continues its recovery from the pandemic, we are identifying new opportunities to improve landfill diversion rates and further advance our waste minimisation goals.

Waste Profiling

This year, we conducted another waste audit and identified process improvements, including sorting and recycling plastic waste from our hotels and treating food waste from attractions. We are currently evaluating the outcome of these strategies and strive to continue closing our recycling efficiency gap.

Food Waste

A food waste grinder was installed in 2024 to process food waste from its food and beverage outlets into bioenergy, though unforeseen technical difficulties temporarily reduced its processing capacity. Within the same year, an upstream food waste management software was put to trial at Hotel Ora's Loma restaurant, enabling chefs and employees to log food waste by source. By analysing trends across service lines, seasonality and food types, this tool identifies key waste contributors and supports targeted strategies to reduce overall food waste.

Waste, Pollution and Materials Consumption

Upcycle and Recycle

Resorts World Sentosa has implemented a range of plastic minimisation initiatives, including removing plastic packaging for retail products and introducing reusable tableware such as cups and sauce dishes.

As a three-time recipient of the Singapore Packaging Agreement Top Achievement Award, these ongoing efforts have been documented in the NEA 3R Guidebook for Packaging, providing guidance for corporates to reduce their packaging waste.

Our team in Singapore is actively reducing packaging waste in line with NEA's Mandatory Packaging Reporting scheme. Through detailed tracking and ongoing collaboration with the Procurement unit, they are uncovering innovative ways to minimise packaging waste. In 2024, through centralised waste audits, the resort identified process improvements, such as sorting and recycling plastic waste from hotels and treating food waste from attractions.

Other Key Initiatives

- Integrated shredded playing cards into paper recycling (doubling paper recycling rates in 2023).
- Achieved a 99% recycling rate for construction waste in 2024 during the RWS 2.0 expansion and verified through report by main contractors' overseeing the project.
- Contributing used linen to Sentosa Development Corporation's ("SDC") RISE installation to be creatively repurposed.

Resorts World Sentosa continues to lead in waste prevention by embedding responsible consumption and waste management practices within its operations. In 2024, an e-waste tour at an e-waste recycling plant was conducted and a Go Green campaign was held at the resort's staff cafeterias, engaging over 1,300 of its employees.

The RWS 2.0 expansion anticipates increased food waste, which the resort is addressing through a dual-pronged strategy focused on reducing waste at its source and repurposing scraps. Among the key initiatives include updating Tenant Green Lease Guidelines and engaging tenants to promote responsible waste management.

OUR FEATURE

RESORTS WORLD LAS VEGAS

Resorts World Las Vegas adopts a comprehensive strategy to minimise waste across its property. To achieve its waste reduction objectives, all materials generated onsite are meticulously sorted by trained personnel. This sorting ensures that recovered materials are accurately categorised into appropriate streams, such as recyclables and compostables.

The resort collaborates with specialised recycling partners and waste management professionals to handle materials unsuitable for conventional disposal methods.

Overall, the property processes and diverts over two dozen distinct material streams. Targeted initiatives focus on addressing high-impact waste categories, including food scraps. Through a partnership with a local livestock farming operation, Resorts World Las Vegas diverts 100% of its recovered food scraps to be converted into animal feed, a preferred environmentally-friendly solution recognised by the U.S. Environmental Protection Agency.

Through a collaborative initiative, the resort transforms waste cooking oil from its restaurants into biodiesel. This process not only reduces the carbon footprint but also promotes the use of renewable energy sources.

The property significantly improved its waste diversion rate in 2024, rising to 49.3% from 33% in 2023. This increase was primarily the result of recycling efforts carried out during ongoing renovations and remodelling works.

A notable contributor was the removal and recycling of a metal structure from the original Echelon Project, which had been located on the West Lot. This structure was dismantled to make way for future development. While most of the steel was recycled, a portion was reserved for upcoming projects.

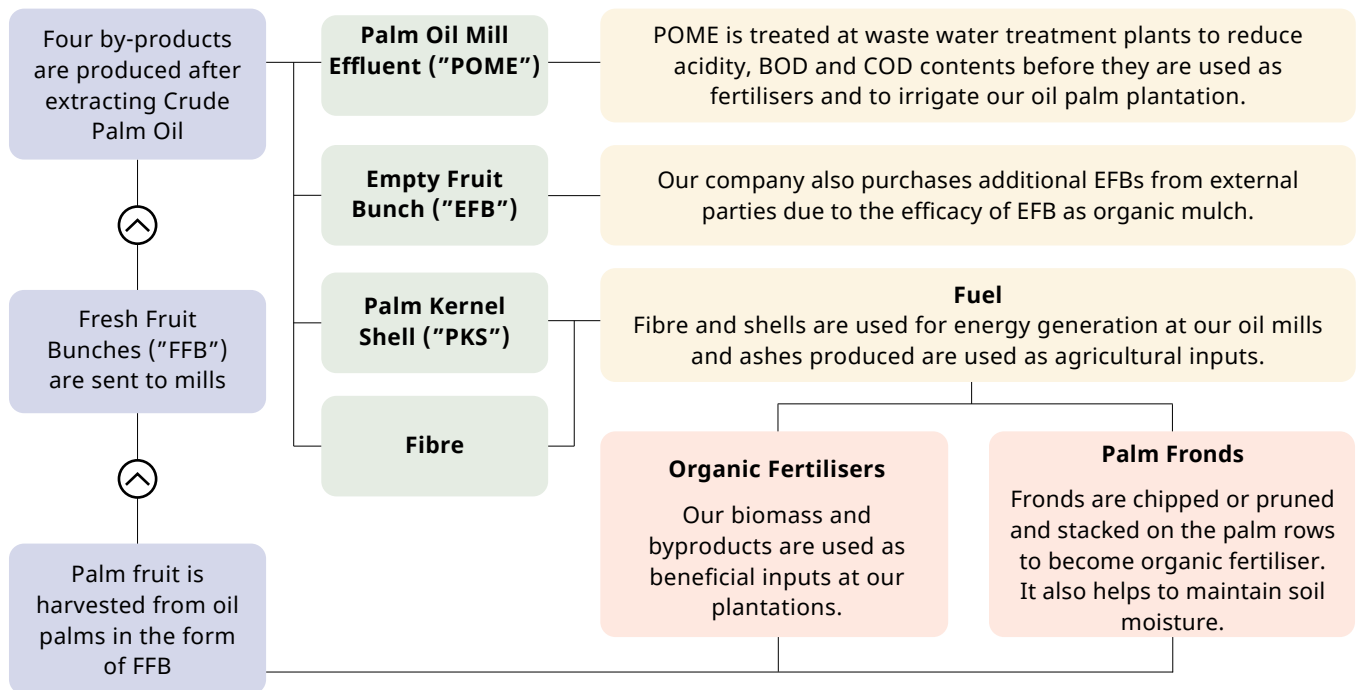
In addition to these efforts, the property continues to employ single-stream recycling, with a dedicated team ensuring proper waste sorting.

Waste, Pollution and Materials Consumption

OUR FEATURE

GENTING PLANTATIONS

To reduce landfill waste, Genting Plantations has developed a holistic approach that embraces the principles of a circular economy. By adhering to applicable regulations, our Plantations division ensures the safe and sustainable handling of various waste types, such as domestic, agricultural, biomass and industrial by-products, addressing both environmental and social concerns.



WASTEWATER

We understand the environmental challenges linked to POME, a heavily polluted by-product from processing FFB. POME accounts for almost half of the water used in our milling operations and poses a significant risk to waterways and groundwater.

To mitigate these impacts, we treat wastewater from refining palm oil through our Palm Oil Refinery Effluents process. By 2050, our goal is to improve water quality by reducing biochemical oxygen demand ("BOD") and chemical oxygen demand ("COD") levels.

We are also committed to managing palm oil by-products responsibly by enforcing strict protocols to protect the environment:

The practice of utilising POME as a soil amendment has been introduced to enhance soil moisture retention, provide essential nutrients and boost organic matter, offering an eco-friendly substitute for synthetic fertilisers.

A comprehensive approach to POME management has been implemented, encompassing treatment processes, land application and composting techniques to recycle POME into a valuable fertiliser for agricultural use.

Active treatment of effluents from our downstream operations is in place, safeguarding groundwater and minimising the risk of contamination while protecting aquatic ecosystems.

Waste, Pollution and Materials Consumption

BIOMASS BY-PRODUCTS, PRODUCTION AND USE

We incorporate biomass by-products into our waste management practices to achieve the dual benefits of recycling and energy recovery, effectively reducing Genting Plantations' total waste output. Specifically, in oil palm cultivation and milling, recycling biomass waste offers a valuable opportunity for resource optimisation while supporting our economic and sustainability objectives. In 2024, Genting Plantations recycled 1.2 million metric tonnes of biomass.

SCHEDULED WASTE MANAGEMENT

We comply with several applicable local regulations to ensure the secure and efficient management of Scheduled Wastes, meticulously following the guidelines set by the Malaysia Department of Environment ("DOE"). These include the Malaysia Environmental Quality (Scheduled Wastes) (Amendment) Regulations 2007 and the Indonesian "Peraturan Pemerintah PP Nomor 22 Tahun 2021".

Genting Plantations ensures the collection and disposal of Scheduled Wastes align with the comprehensive guidelines established by the Malaysia DOE. This approach guarantees that our waste management procedures are in line with industry standards. Our commitment extends to safeguarding the well-being of communities and the natural surroundings, aligning with the Malaysia DOE's guidelines.

OUR FEATURE

GENTING ENERGY

Genting Energy has a comprehensive waste management programme that ensures compliance with all relevant regulatory requirements while safeguarding human health and the environment. This programme is driven by key performance metrics that monitor and enhance environmental performance across the company's operations.

In 2024, Genting Energy generated 78,456 tonnes of industrial waste, primarily consisting of fly ash, bottom ash, glass wool, used oils and expired chemicals. Most of this waste originated from the Banten power plant in Indonesia. The China offshore oil facility in the Chengdaoxi block generated 146 tonnes of waste, a slight increase from the 119 tonnes generated in 2023. This increase is attributed to a mid-year well drilling campaign. Separately, India's wind farm operations disposed nine tonnes waste, primarily consisting of legacy materials from replaced parts accumulated over previous years.

Genting Energy continues to enhance its solid waste management by identifying key waste streams to minimise waste production and maximise recycling efforts. Hazardous waste are being appropriately stored and managed by government-authorised vendors for proper disposal or subsequent use. Non-hazardous waste were reused or recycled where possible. In 2024, Genting Energy successfully diverted approximately 15% of waste from disposal compared to year 2023, totalling 74,406 tonnes.

The Banten power plant continued to demonstrate environmental leadership, earning a "blue" rating from Indonesia's PROPER programme for the sixth consecutive year. Overseen by the Ministry of Environment and Forestry, PROPER is a national-level public environmental reporting initiative that encourages industrial compliance with pollution control regulations and promotes better environmental management systems. The "blue" rating acknowledges Banten power plant's consistent commitment to pollution control and sustainable practices.

Customer Health, Safety and Security



WHY IT MATTERS

Genting Berhad recognises that customers are essential to the success of its leisure business, the largest contributor to the Group's revenue. The Group's resort properties attract millions of customers annually and are managed by Genting Malaysia, Genting Singapore and Resorts World Las Vegas, offering diverse entertainment and hospitality service. Prioritising customers enhances revenue, brand loyalty, competitive advantage and long-term growth. Continuous improvement of the guest experience will strengthen the Group's market leadership in the leisure industry and ensure sustained success.

OUR APPROACH

Genting Berhad upholds a strong commitment to customer health, safety and security through the Group's stringent site safety measures, responsible gaming practices and compliance with all relevant safety regulations.

Customer well-being is integral to the Group's leisure strategies, which are implemented across the resort properties and facility attractions managed by Genting Malaysia, Genting Singapore and Resorts World Las Vegas. These strategies are designed to enhance the customer experience, promote responsible gaming, support sustainable procurement and drive positive economic impact.

Customer Wellbeing

Creating Unparalleled Customer Experience

- Developing an integrated customer feedback management system that monitors customer satisfaction scores across various operations.

Sustainable Procurement

- Promoting sustainable and responsible procurement practices that support the development of local sources by:
 - allocating a majority of procurement expenditure to local sources;
 - channelling a majority of the local procurement expenditure to small-medium enterprises;
 - procuring from micro and small-sized suppliers where possible;
 - holding showcase events annually to highlight local products; and
 - upskilling small and medium-sized suppliers on areas of governance, environment and human rights.

Positive Economic Impact

- Making positive contributions to the economic growth of our host countries through our investments and efforts made in the hospitality and tourism industry.
- Closely monitoring the economic value generated and distributed to stakeholders on various aspects such as job creation, providing employee wages and benefits, shareholder returns, tax contributions and community investments.

Responsible Gaming ("RG")

- Developing a comprehensive responsible gaming programme that promotes a safe gaming environment and supports our guests in making informed choices in managing their gaming behaviour.
- Initiatives include:
 - a dedicated team to manage the RG programme;
 - provision of yearly training to all casino-related employees;
 - an enhanced RG awareness programme; and
 - making self-exclusion more accessible via hotline, website, mobile apps and dedicated RG areas.

Resort properties uphold strict safety protocols that exceed standard guidelines, ensuring a secure and worry-free experience for guests.

OUR FEATURE

GENTING MALAYSIA

Creating Unparalleled Customer Experiences

Genting Malaysia takes pride in its role as an industry leader, consistently striving to deliver exceptional customer experiences and being a key contributor to the economies in which it operates. The company believes in building strong engagement with customers to strengthen customer relationships and loyalty, enhance customer retention and drive business growth.

Driving Exceptional Guest Experiences Through Customer Satisfaction

Resorts World Genting’s full-service hotels which have consistently attained ‘Great’ NPS ratings, maintained this high standard in 2024. Crockfords is the only hotel in Malaysia to achieve the prestigious 5-star rating from Forbes Travel Guide for six consecutive years (2019-2024). While Genting Grand is a verified 4-star luxury property by Forbes Travel Guide for seven consecutive years (2018-2024).

Meanwhile, Resorts World Genting won the prestigious Malaysia’s Leading Resort title at the World Travel Awards for the third consecutive year and the fifth year overall and the awards for the Most Popular and Integrated Resort with Multiple Attractions by the Malaysian Association of Hotel Owners in 2024.

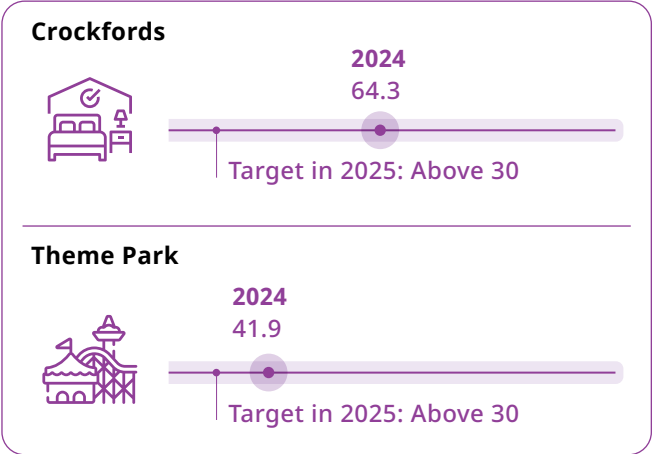
Highlands Hotel maintained its Forbes Travel Guide Recommended Property for the seventh consecutive year, while Genting SkyWorlds Hotel and Resorts World Kijal received the Agoda 2024 Gold Circle Award and Customer Review Award.

First World Hotel, the world’s largest hotel achieved a 100% score for compliance with the ‘Clean & Safe Malaysia’ guideline developed by the Malaysian Association of Hotels and endorsed by the Ministry of Tourism, Arts and Culture.

The table below presents the reviews and ratings provided by customers, offering valuable insights into their experiences and satisfaction levels.

 Number of Genting Reward Members 6.3 million 31 December 2024 (2023: 6.0 million)	Number of TripAdvisor Reviews		Ratings
	Crockfords	58	4.5
	First World Hotel	23	3.0
	Genting Grand	4	4.0
	Genting SkyWorlds Hotel	37	3.5
	Highlands Hotel	4	3.5
	Resorts World Awana	19	3.5

2024 NPS Achievements and 2025 Targets



Notes:
An NPS score of -100 to 0 indicates “Needs Improvement”, 0 to 30 indicates “Good”, 30-70 is deemed “Great” while a score of 70-100 is considered “Excellent”.

Resorts World Genting’s theme parks achieved strong NPS ratings of ‘Great’, highlighting its ability to deliver fun-filled and memorable customer experiences. Resorts World Genting remains committed to maintaining and surpassing these standards.

In addition to monitoring key performance metrics such as OSAT and NPS, the Resorts World Genting’s Customer Feedback Centre encourages open communication, receiving inputs through diverse channels, including chatbots, emails, letters and telephone calls. Feedback received are promptly directed to the relevant departments to ensure swift and effective responses.

Outside Malaysia, Genting Malaysia’s resorts are gaining recognition, with Resorts World Bimini named:

- #22 Best Hotel in the Bahamas (US News & World Report 2024 Best Hotels Ranking)
- the Best Hotel in Bimini (Caribbean Journal’s The Bahamas Travel & Sustainability Awards 2024)
- Certified Clean and Pristine by the Bahamas Ministry of Tourism and Aviation (Bahamas.com).

Resorts World New York City introduced a guest feedback model in 2021 alongside its hotel opening in partnership with Hyatt. The hotel continuously collects and evaluates guest feedback to enhance the customer experience. Following its success, a similar system is being developed for gaming operations, with implementation planned by 2025.

Customer Health, Safety and Security

Leveraging on Technology

Genting Malaysia has leveraged on technology to enhance customer experiences through key initiatives, such as:

- Genting Rewards self-service kiosks – deployed at Resorts World Genting, these kiosks provide 24/7 access to membership services including registration, renewal, profile updates and card replacement.
- Project e-Leisure 2.0 – this initiative transformed Resorts World Genting's online sales channels into a seamless digital platform, improving customer engagement and business growth. A robust eCommerce backend and application programming interface gateway was established, integrating business-to-business and business-to-customer interactions. Partnerships with online travel agencies like Klook and Trip.com have further enhanced operational efficiency and campaign coordination.
- GIVA - this generative AI chatbot was launched in April 2024 on the website of Resorts World Genting and integrated into the Resorts World Genting mobile app and Facebook Messenger in June 2024. Capable of intelligently and creatively responding to complex queries in multiple languages, GIVA enhances the quality of customer interactions. Live agents within the Resorts World Genting chatbot assist with booking enquiries and special requests, offering a personalised and seamless experience that combines AI's efficiency with the flexibility of human support.

These advancements highlight our Group's commitment to leveraging innovative technologies to deliver seamless, efficient services and an exceptional digital experience for customers.

A Fun and Inclusive Resort for Everyone

Our Group is committed to creating accessible and inclusive environments across all our properties. Our approach to accessibility ensures that every guest, regardless of their ability, can enjoy the amenities, services and experiences.

Across our Group's properties, tailored initiatives have been implemented to meet relevant accessibility standards, while continuously improving guest experience.

Accessibility features at our resort properties include wheel-chair friendly elevators, restrooms and ramps to ensure ease of movement throughout key areas and disability-friendly rooms.

Prioritising Safety and Quality

Genting Malaysia relentlessly upholds safety and quality standards. The Group prioritises the safety of its patrons, protecting them through stringent safety protocols and exacting quality standards. Genting Malaysia's safety protocols exceed standard safety guidelines and are supported by additional safety measures, allowing our guests and visitors to have a carefree time.

Road Safety

All Genting roads are designed, built, maintained and operated by Genting Malaysia. Road users must obey the Road Transport Act 1987 and other rules and regulations that pertain to road traffic in Malaysia.

All road safety guidelines and improvement work undertaken by the Road Survey Department are done on the advice of the Independent Road Safety Audit and Road Consultants, based on the following:

- Public Works Department (or Jabatan Kerja Raya) manual on Road Safety Audit (Guideline for the Safety of Roads in Malaysia 1977);
- The Malaysian Institute of Road Safety Research (MIROS Guidebook for Traffic & Road Safety Audit MeTRA); and
- Transfund New Zealand's Standard and Guideline Manual.

Genting Malaysia performed essential activities year-round that include:

- road furniture maintenance;
- road resurfacing work;
- monthly drone inspections; and
- ground improvement work.

The number of accidents per 10,000 vehicles recorded in 2024 was 0.39.

Slope Safety

Measures undertaken to ensure slope safety include:

- slope hazard and risk mapping;
- monthly road pavement repair and resurfacing work;
- ongoing slope remedial work during landslides and soil erosion; and
- monthly drone inspection on third-party development activities.

A meeting was held with MIROS to discuss road safety along the Genting Highlands access road, focusing on identifying key safety risks, reviewing current safety measures and exploring potential road safety improvements for vehicles and pedestrians. Collaborative efforts ensured ongoing monitoring and implementation of effective safety strategies along the access road.

Customer Health, Safety and Security

Theme Park Safety

- Resorts World Genting's theme park rides comply with the Guidelines on the Safety Management of Amusement Park Devices issued by the Department of Occupational and Health ("DOSH"). At 15-month intervals, DOSH inspects theme park rides and issues certificates of fitness.
- The theme park rides are designed and installed following EN13814-Fairground and amusement park machinery and structure standards and ASTM F2291 Standard Practice for Design of Amusement Rides and Devices.
- TUV Nord inspects the rides annually for compliance with relevant design standards and grants ridership approval, ensuring they meet safety requirements before opening to the public.
- TUV Nord reviews the preventive maintenance checklists and records to ensure compliance with implementing preventive maintenance programmes following the ride manufacturer's recommendations.
- To enhance our patron's sense of security, other safety features at the theme park include 730 CCTV cameras in operation at the theme park.
- All machineries required under the Occupational Safety And Health (Plants Requiring Certificate Of Fitness) Regulations 2024 have valid certificates of fitness.

Food Safety

- All Resorts World Genting's food and beverage outlets adhere to the Hazard Analysis and Critical Control Point Food Safety Management System.
- In addition, the resort's Central Production Kitchen and F&B are certified with ISO 9001:2015 and ISO 22000 standards.
- All food outlets and restaurants are subject to monthly inspections as control and preventive measures.
- 100% compliance rate for monthly food outlet inspections was recorded in 2024.

Fire Safety

- Genting Malaysia complies with the Fire Services Act 1988 and Arahan Pentadbiran BAB 8.
- Fire safety measures in 2024 included displaying a 'No Smoking Policy' that applies in all our premises, except at designated smoking areas.
- 2,555 employees from various critical departments such as the F&B and hotel departments, as well as new casino employees attended the fire safety training in 2024.
- Genting Malaysia has a fire and rescue unit on standby for any emergencies.

Genting Malaysia's Hilton Downtown Miami hotel was accredited with ISO 9001:2015. This internationally - recognised standard for quality management includes seven fundamental principles, emphasises a relentless customer - centric approach and a dedication to continuous enhancement of service quality and delivery.

At Resorts World Bimini, all compliance matters are aligned with industry standards. Regular inspections are conducted to assess equipment and chemical usage across the property, ensuring adherence to safety and environmental guidelines. The property undergoes an annual licensing inspection, during which food and beverage services are evaluated.

Customer Health, Safety and Security

RESPONSIBLE GAMING

At Genting Berhad, we acknowledge the potential negative impacts of gambling on individuals and communities. As a leader in the gaming and hospitality industry, we recognise our duty to minimise the negative impact on gambling and promote ethical, sustainable business practices.

We are dedicated to implementing comprehensive responsible gambling measures across all our gaming operations worldwide. We prioritise customer well-being by fostering a safe and responsible gaming environment.

Our leisure-based companies, namely Genting Malaysia, Genting Singapore and Resorts World Las Vegas operate under strict regulatory frameworks and implement comprehensive responsible gaming programmes to minimise the risks associated with gambling. Our casinos and integrated resorts provide access to resources that help customers make informed decisions about their gaming activities.

Our Group's responsible gaming measures include:

- adhering to the responsible gaming laws and regulations of the jurisdictions where they operate;
- committing to market and advertise responsibly, aiming to prevent children and other vulnerable people from experiencing harm or exploitation caused by gambling;
- ensuring staff are trained in accordance with industry best practices, arming them with the knowledge and tools to effectively promote responsible gaming;
- implementing a self-exclusion programme where customers can voluntarily exclude themselves from gaming activities;
- partnering with local regulatory councils and non-governmental organisations to improve gambling safety efforts. For example, Resorts World Bimini's collaboration with Florida Council on Compulsive Gambling and Genting Singapore's partnership with National Addictions Management Service;
- establishing a Responsible Gaming Resource Centre at Resorts World Catskills to help patrons and employees with gambling problems; and

- Resorts World Las Vegas complies with the AGA Code of Conduct for Responsible Gaming and has pledged to its team members, patrons and the community to make responsible gambling an integral part of its daily operations.

- Team members at the resort are trained on responsible gaming during new hire orientation and periodic refresher training.
- The resort will make reasonable efforts to honour a patron's written request to be self-limited from gambling activities and reserves the right to exclude a patron from gambling.
- 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 gambling area of the casino, or from gaining access to online, mobile or in-room gambling opportunities.

OUR FEATURE

GENTING MALAYSIA

Genting Malaysia is committed to complying with all relevant laws and regulations. As a responsible casino operator, Genting Malaysia actively collaborates with governmental bodies, responsible gambling organisations and the community to offset the negative social effects of gambling. In addition, Genting Malaysia participates in industry initiatives to promote responsible gambling, using relevant codes and guidelines to foster a safe and secure gaming environment.

Genting Malaysia commits to advertising and marketing gambling responsibly, adhering to ethical practices and promoting a safe gaming environment. Genting Malaysia's approach includes detailed guidelines for advertising and marketing activities that ensure transparency and compliance with industry standards. In addition, employees undergo extensive training to ensure they understand and adhere to these guidelines, thereby promoting responsible and ethical practices in advertising and marketing efforts that pertain to gaming.

Resorts World Genting has set up an RG Committee that comprises Senior Management representatives, which meets each month to thoroughly review and enhance the RG framework, policies and strategies. The committee focuses on continuously improving the effectiveness of Resorts World Genting's RG initiatives.

Customer Health, Safety and Security



MALAYSIA

Resorts World Genting’s RG Check Accreditation, valid until 2026, reaffirms its commitment to the highest standards of responsible gaming and a safe gaming environment. Its RG framework incorporates the RG Check standards, covering key areas such as RG Policy, Strategy & Culture, Self-Exclusion, Informed Decision Making, Access to Money, Employee Training, Assisting Players, Marketing Communication and Venue and Game Design. Genting Malaysia continues to enhance its RG initiatives, offering a 24/7 hotline, certified counselling services and an online portal via Genting Rewards for self-assessment, self-exclusion and RG support tools.

Key Programmes



In 2024, Resorts World Genting launched customer-focused campaigns like the “Play Safe” initiative, educational workshops and interactive events, including RG booths at casinos and popular events. Additionally, outreach efforts were enhanced by selecting more casino team members with the right skills and capabilities to engage with patrons positively and effectively.

Various RG training sessions were held for casino employees, including RG awareness seminars, RG certification courses and workshops on identifying problem gambling behaviours. Quarterly refresher courses were conducted in 2024 to keep employees updated on best responsible gaming practices.

In Malaysia, Resorts World Genting have experienced substantial growth in adopting the self-exclusion option and customer engagement with RG resources.

RG Check Accredited

Benchmarked by 8 standards and 47 criteria which cultivates safer gambling and responsible gambling standards.

100%

Engagement in RG Awareness Programmes experienced a notable rise in 2024 reflecting an increased commitment to fostering a responsible gaming culture.

60 Patrons

Benefited from the Safer Gambling Self-Assessment and RG initiative before enrolling in Resorts World Genting’s RAP Self-Exclusion Programme. The decline in RAP participation highlights the positive impact of increased awareness and improved gaming habits.

54

Certified RG Ambassadors were successfully recruited and trained in 2024, surpassing the resort’s target of 50 for the year.

Customer Health, Safety and Security



MALAYSIA

Resorts World Genting have organised four events during the year:

- Roadshows:
 - SkyCasino Café on 2 July 2024
 - Indoor Staff Stadium on 28 and 29 October 2024
- Seminars:
 - Two sessions conducted by the Malaysia Gambling Rehab Centre on 30 October 2024: one for casino patrons and another for employees



UNITED KINGDOM

Genting UK is committed to promoting responsible gaming as an integral part of its operations, adhering to the highest industry standards. Licensed by the UK Gambling Commission ("UKGC"), Genting UK ensures that all activities comply with regulations such as the UKGC Licence Conditions and Codes of Practice ("LCCP"), Committee of Advertising Practice ("CAP") and Broadcast Committee of Advertising Practice ("BCAP") advertising codes, the UK Gambling Industry Code for Socially Responsible Advertising, the Consumer Rights Act 2015 and the Consumer Protection from Unfair Trading Regulations 2008.

Employee training is a cornerstone of Genting UK's responsible gaming strategy; relevant staff complete mandatory annual training on safer gambling and responsible advertising, with automated alerts ensuring compliance. Training coverage consistently reaches near-100%, except for employees on extended leave, such as those on long-term sick leave or maternity leave.

In 2024, Genting UK actively participated in Safer Gambling Week, fostering customer awareness and engagement around responsible gaming. Collaborating with industry groups and supporting relevant safer gambling codes and guidelines reinforces a player safety commitment.

While Genting UK introduced no new assistance programmes or specific targets in 2024, the company:

- remains dedicated to fostering a culture of safer gambling through employee training, customer awareness initiatives and rigorous compliance with industry regulations
- collaborates with the industry, regulators and research bodies to advance the responsible gaming agenda
- is an active member of the Betting & Gaming Council in the UK

Customer Health, Safety and Security

**UNITED STATES**

Genting Malaysia’s New York operations ensure guest protection and strictly adhere to its Responsible Gaming Plan, which includes initiatives such as:

Self-Exclusion Programme	Responsible Gambling Resource Centre	On-Property Messaging
Allows patrons to ban themselves from gambling at all gaming facilities registered by the New York State Gaming Commission.	Offers patrons information on problem gambling, self-exclusion tools, counselling services and financial support.	“Must be 18 years of age or older to play the New York Lottery games.” “Please play responsibly.” “24-hour problem gaming hotline:1-877-HOPENY (846-7369)”

Resorts World New York City continues to be a formal member of the American Gaming Association’s Responsible Gaming Committee.

To reach its target of 100% participation in problem gambling training, Resorts World New York City is transitioning its training to an online format to enhance accessibility and completion rates across all properties.

This supports the New York State Gaming Commission’s 2024 initiative to implement digital voluntary self-exclusion alternatives.

**BAHAMAS**

Resorts World Bimini emphasises responsible gaming by actively participating in Problem Gambling Awareness Month, displaying informative banners on its website and slot machines, accompanied by strategically-placed pamphlets and brochures throughout the casino. It partnered with the Florida Council on Compulsive Gambling (“FCCG”) to provide online training to employees through the FCCG programme.

Resorts World Bimini’s responsible advertising strategy complies with Bahamian regulations. It reaches consumers through direct mail, email and its upcoming app, slated for launch in 2025, Out Of Home advertising, radio and print advertising to drive awareness and sales.

Customer Health, Safety and Security

OUR FEATURE

RESORTS WORLD SENTOSA

Resorts World Sentosa is the top accredited gaming venue in the world by RG Check from the Responsible Gambling Council, one of the world's most rigorous and thorough responsible gaming accreditation programmes. To ensure Resorts World Sentosa continues to operate according to best practices, Genting Singapore continuously reviews its RG Framework against other jurisdictions, casino operators and RG bodies on an annual basis.

The RG Framework aims to achieve three goals:

- to implement a plan to identify patrons with observable problem gaming behaviours and provide information and referral help services.
- to deliver an ongoing responsible gaming education programme that promotes safer attitudes and gaming practices to enable patrons to make informed choices.
- collaborate with the government and stakeholders to build a responsible gaming culture based on continuous improvement and the adoption of best practices.

Resorts World Sentosa's RG Framework integrates the RG Check standards and covers the following key issues:



RG policies

Integrate corporate policies and strategies to actively address problem gaming.



Informed decision making

Facilitate access to resources and tools that help patrons make objective decisions, such as voluntary spend and time limits, as well as tracking game play.



Staff training

Emphasise training to ensure employees have the essential skills to perform their duties.



Access to money

Provide tools to limit money to prevent excessive spending.



Casino exclusions

Utilise an extensive and solid self-exclusion framework that enables access to help and support.



Advertising and promotions

Utilise socially responsible advertising and promotions that do not mislead or target potentially vulnerable patrons.



Assisting patrons

Provide patrons with easy access to help, supported by clear policies and procedures.



Venue and game features

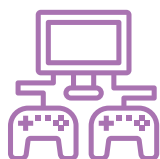
Create a safe environment through measures including promoting awareness of passage of time and responsible alcohol consumption.

RG Governance and Management Structure

A RG Committee comprising Resort World Sentosa senior management meets regularly and reports RG-related issues to the Board through the Compliance Committee and the RG Officer. The RG Committee is also supported by an RG Independent Advisory Panel, who are subject matter experts on responsible and problem gaming matters and RG Ambassadors, who are specially trained to provide prompt assistance or reach out to casino patrons on responsible and problem gaming matters.

Customer Health, Safety and Security

MANAGE GAME PLAY PROGRAMME



The 'Manage Game Play' ("MGP") programme helps patrons to make informed decisions by providing information on real-time play across all Electronic Gaming Machines in the casino. MGP is available for free to Resorts World Sentosa members, with enrolment facilitated by Membership Hub terminal on the premises.

Under the MGP, patrons can set the limit(s) on the length of time and amount of money spent on gaming. Patrons will receive personalised SMS notifications on their mobile phones at selected notification intervals. Patrons may also select the option to have one of our trained Responsible Gambling Ambassadors ("RGAs") to provide them a "shoulder tap" reminder if they reach 200% of their self-determined limit. A RGA would then personally remind the patrons of their limits and provide RG information or assistance, if required. To-date, more than 2,500 patrons have enrolled into our MGP. More than 90% of patrons stay enrolled in the programme and have indicated that the programme is easy to use and is an effective tool to monitor and track their activities and majority expressed that they do take a break or stop gaming when they received the SMS notifications.

ACCREDITATION BY RG CHECK

Resorts World Sentosa's RG Programme has achieved and maintained the highest worldwide RG Check accreditation score for nine consecutive years (2015 to 2024), demonstrating the resort's leadership in responsible gaming, policy, management and programmes.

RG Check was developed by the Responsible Gambling Council Centre for the Advancement of Best Practices and is recognised as the world's most comprehensive and rigorous responsible gaming accreditation programme. As part of RG Check's accreditation, the resort's RG Programme assessment is based on eight core standards that include 47 criteria. During the accreditation term, an annual update checklist must be completed.

RESPONSIBLE GAMBLING AMBASSADORS

Resorts World Sentosa's RG Ambassadors are critical to ensuring that patrons are engaged and educated on the risks of problem gambling and resources to make gambling safer, as well as access to these resources. Easily identifiable by their badges, Resorts World Sentosa has about 800 RG Ambassadors who are specially trained to raise awareness and promote responsible gaming, offer assistance and advice to players on safe gaming, as well as provide various options for patrons to mitigate risks of problem gaming.

RESPONSIBLE ADVERTISING

Resort World Sentosa is dedicated to advertising and promoting its casino in a socially responsible manner. It has established strict processes and procedures to ensure that its advertisements and promotions do not mislead and contain any express or implied inducement or encouragement to play casino games. In addition, Resorts World Sentosa also does not target Singapore's domestic market, which includes Singapore Citizens and Permanent Residents, as well as individuals with gaming problems, under casino exclusion orders or minors.

All casino advertisement and promotions undergo a screening process to ensure that they adhere to Resorts World Sentosa's responsible advertising policy.

The policy, which can be found on the casino membership webpage, stipulates that:

- marketing communications do not reinforce misconceptions about gaming.
- marketing communications do not target at-risk groups or promote risky behaviours.
- precautions are in place to limit marketing communications to higher-risk players.

Upon enrolment into our casino membership programmes, all members are provided with an RG kit that contains information on RG programmes, educational materials that teach them to spot signs of problem gaming and a list of help services available.

PLAYER EDUCATION AND SAFEGUARDS

Resorts World Sentosa provides high-quality RG resources to educate and protect players that are widely available throughout the premises to ensure that they reach as many patrons as possible.

RESPONSIBLE GAMING BROCHURES

Resorts World Sentosa provides RG brochures in English, Chinese, Malay and Tamil that contain information on how gaming works, gaming safeguards, gaming risk factors and help services. These brochures are strategically offered inside and outside the casino, enabling easy access by patrons and the public.

SELF-SERVICE MEMBERSHIP KIOSKS

Resorts World Sentosa provides self-service membership kiosks that allow patrons to track their gaming activities through metrics such as visit frequency, length of stay, as well as wins and losses. In addition, the kiosks also provide access to RG resources such as information on how gaming works, tips on safe gaming and a problem gaming self-check test.

Customer Health, Safety and Security

SELF-EXCLUSION PROGRAMME

Resorts World Sentosa is the only casino in Singapore that provides patrons requesting self-exclusion with a range of ban length options, which is in line with international RG best practices. This practice of allowing patrons to self-exclude for a non-permanent period makes them more likely to apply for self-exclusion. In addition, patrons are also empowered to initiate the application and revocation of self-exclusion.

VENUE AND GAME FEATURES

Ensuring gambling activities not visible from outside casino

The casino entrances at Resorts World Sentosa are designed to ensure that gaming activities cannot be seen by anyone outside of the casino. This ensures that these activities are concealed from families and those under 21 years old visiting the resort.

Responsible gaming features on electronic gaming machines

Resorts World Sentosa's electronic gaming machines are installed with RG features such as tracking gaming duration and/or spend under the Manage Game Play Programme, mandatory intervals between each game, banning of auto-play mode, displaying the probability of winning, time of day, minimum theoretical Return-to-Player percentage and other RG messages.

Time displays

To help patrons be aware of the passage of time, Resorts World Sentosa's casino has over 3,000 time displays throughout the venue in numerous forms.

Cool-off rooms

The casino offers RG Centre and Private Lounge that serve as cool-off rooms, providing a discreet and safe location for RG Ambassadors to hold private discussions with patrons, as well as offer them access to responsible gaming information and help resources.

ACCESS TO MONEY

Resorts World Sentosa has strict measures in place to curb excessive spending within the casino. These include not installing ATMs inside the casino premises and restricting Singapore Citizens and Permanent Residents from accessing credit and performing credit card transactions to purchase gaming chips. Only Foreigners and Premium Players are allowed to conduct credit card transactions and have access to credit.

Screening at casino entrance

Resorts World Sentosa's casino entry system screens all patrons entering the venue to ensure that minors, excluded persons and persons subject to visit limits are prevented from entry.

Patrons must produce their government-issued photo identification to enter the casino. To effectively deter entry by using the identification documents of another person, the casino uses Optical Character Recognition and Facial Recognition technology to complete identification and impersonation checks.

Responsible gambling training

Resorts World Sentosa's RG Independent Advisory Panel regularly reviews the RG Awareness training curriculum to ensure it remains up to date. All team members are given RG awareness training, while Casino Special Employees licensed by Singapore's Gambling Regulatory Authority must attend and pass the RG training before performing their casino-related work and, thereafter, are required to attend annual refresher training which is tracked and reported to the senior management.

Employees who are appointed as RG Ambassadors must first undergo further special training under RG specialists from the National Addictions Management Service. In addition, they must undergo further enhanced trainings organised by the Ministry of Social and Family Development, once every two years. The training programme is designed to equip RG Ambassadors with skills and knowledge to identify, respond to and provide assistance to patrons with observable signs of distress which may be related to problem gaming. The RG Ambassadors have to undergo RG Ambassador refresher training annually.

OUR PROGRESS

RG OUTREACH EFFORTS

In conjunction with Singapore's RG Awareness Week, Resorts World Sentosa partnered with the Ministry of Social and Family Development to hold six roadshows at its casino. In 2024, the theme for RG Awareness week was 'Are you aware of Responsible Gambling Tools?'.

Resorts World Sentosa also held four other roadshows during the year as part of its efforts to raise awareness of responsible gaming among patrons. During the roadshows,

RG Ambassadors engaged 1,891 patrons, with 453 patrons signing up for the Manage Game Play Programme.

Resorts World Sentosa continues to proactively promote the Manage Game Play Programme to its patrons to help them develop healthy gaming habits and make more informed decisions about their gaming activities. To date, over 2,500 patrons have enrolled in the programme.

Community Investments



GRI 203-1, 203-2

WHY IT MATTERS

As an investment holding company whose portfolio companies have a wide geographical footprint in multiple industries, Genting Berhad acknowledges the scale of its investments' potential impacts on a multitude of stakeholders.

Ensuring that the rights and well-being of local communities are protected allows the Group to nurture deeper relationships with them, securing its licence to operate, which is vital for sustaining long-term growth. The Group's ongoing community investments also reaffirm its commitment to being a good corporate citizen.

OUR APPROACH

Genting Berhad's Sustainability Policy, which was reviewed as recently as 2022, prescribes why and how the Group invests in communities. The Group supports the betterment of society, which is reflected in its philanthropic and corporate social responsibility ("CSR") endeavours. The Group's efforts are focused on health, education, the environment as well as community outreach. The Group partners with different organisations, supporting them through cash or in-kind donations, time volunteered by employees and project collaborations to achieve goals aligned with these focus areas.

The Group continued to undertake CSR activities that have a positive impact on the lives of local communities. Some of these activities are outlined below.

KEY HIGHLIGHT



Over
RM25.0 million
contributed in cash and
in-kind donations

Genting Dementia Care

Genting Berhad established the Genting Dementia Centre in Kuala Lumpur to provide daycare services for people suffering from dementia. Besides offering care services, the centre also provides information through webinars and training to caregivers, family members and professionals involved in dementia care. The centre currently serves 25 dementia clients and aims to increase its capacity. The centre is a collaboration between Genting Group and the University of Malaya's Faculty of Medicine. The Group supports the care centre's daily operations with staff and volunteers.



University of Malaya – Tan Sri Lim Goh Tong Endowment Fund

In 2009, Genting Berhad established the University of Malaya – Tan Sri Lim Goh Tong Endowment Fund with a capital of RM1 million. The endowment fund generates dividends to sustainably finance scholarships, international exchange programmes, study trips and other education programmes for students from the university's Faculty of Business & Economics ("FBEC"). During the COVID-19 pandemic in 2020 and thereafter, this funding was used to sponsor laptops for less-fortunate students from the B40 category, or very low-income families.



From 10 to 12 May 2024, the faculty conducted the FBEC Ambassador Team Leadership Course in Negeri Sembilan to strengthen institutional identity, community engagement and faculty services. The workshop also enhanced teamwork and problem-solving skills through group projects and practical activities. The leadership course was attended by a total of 11 FBEC Ambassadors, along with facilitators from the Global Network Club alumni and the Student Affairs Unit. The course equipped ambassadors with leadership and management skills to effectively serve their faculty and community.

Bursa Bull Charge Charity Run 2024

Genting Berhad and its portfolio companies have been longstanding supporters of Bursa Malaysia's charity runs. The Group continued its support of the Bursa Bull Charge Charity Run for the tenth year running, with runners from Genting Berhad, Genting Malaysia Berhad and Genting Plantations Berhad taking part in the event's inaugural night run, held on 26 October 2024 in Kuala Lumpur. The Genting Group's participation and donation reaffirmed its commitment towards environmental sustainability and climate action, while making a positive impact on marginalised communities, in support of a better tomorrow.



OUR INITIATIVES

GENTING MALAYSIA

Contribution to IJN Foundation

Genting Malaysia Berhad has donated RM40,000 to the Institut Jantung Negara ("IJN") Foundation. This contribution will help provide financial assistance to underprivileged heart patients, enabling them to access essential treatment at IJN and aid ongoing cardiovascular disease research by IJN.



New Gohtong Jaya Fire and Rescue Station

Genting Malaysia Berhad partnered with the government and local communities to build the Gohtong Jaya Fire and Rescue Station in Pahang to mitigate higher safety risks from the area's housing and tourism development. This initiative was approved under the 12th Malaysia Plan with an estimated cost of RM68.3 million, including 40 staff quarters, a multipurpose hall and a prayer hall. The station is expected to be completed within 24 months.

Community Investments

Empowering Local Youths and Inspiring The Next Generation

Genting Malaysia organised industrial visits for 122 youths from five local polytechnics and colleges, offering them valuable industry exposure. The students, who are studying Culinary, Bakery, Hotel Management and Hospitality, had the opportunity to participate in hands-on training sessions in bakery kitchens and housekeeping and take guided tours of F&B outlets, hotel rooms, the Genting International Convention Centre and the Residential Staff Complex. The programme also included an insightful sharing session with the HR Department, providing participants with a deeper understanding of career opportunities in the hospitality sector.



Ci Hang-Chempaka Welfare Association

Genting Malaysia hosted 36 senior citizens from the Ci Hang-Chempaka Welfare Association for an early Chinese New Year celebration with support from Crockfords Hotel, Genting SkyWorlds and the Chin Swee Caves Temple Team. They were treated to a festive meal, live performances, a karaoke session as well as gifts of red packets, mandarin oranges and calligraphy blessings.



Genting Green Generation (G3)

Genting Malaysia's employee volunteer programme – Genting Green Generation (G3) – was established in 2017 and has seen its volunteer base grow to 193 members in 2024. G3 was set up to promote sustainability and environmental consciousness among its employees.

Among the key internal activities conducted by G3 include an online presentation of the history of G3, its initiatives and plans, followed by a quiz. A flora and fauna photography Competition was also held for volunteers to connect with and capture the rich local biodiversity at Resorts World Genting, while an appreciation lunch was organised to celebrate and acknowledge the efforts of volunteers to champion environmental and sustainability initiatives.

Most of G3's initiatives prioritise the protection and promotion of children's rights, as well as their development, education and well-being. These activities are strongly aligned with our commitment to the Children's Rights and Business Principles.

Some of the activities conducted in 2024 included a nature walk, mural painting, Merdeka-themed fashion show, trips to Genting SkyWorlds and multicultural festive celebrations that brought joy to over 100 children.

OUR INITIATIVES GENTING SINGAPORE

Climate Change

S.E.A Aquarium's Research & Conservation team's Ocean Advocates initiative recruits volunteers to clean up Singapore's coastlines, with data collected during each session compiled and submitted to international monitoring databases managed by Ocean Conservancy and PADI's Project AWARE, supporting larger efforts to understand and combat marine pollution.

In 2024, 70 Resorts World Sentosa Cares volunteers took part in three Ocean advocates cleanups, removing 200kg of waste from the beach and waters at Seringat-Kias, Coney Island and Kallang Basin. In addition, the Research & Conservation team collaborated with Nature Society Singapore and public volunteers for a mangrove cleanup at Pang Sua Canal, removing 215kg of marine rubbish.



Beach cleanup at Coney Island, co-organised with RP DEAFining and TOUCH Silent Club



Hotel Ora's retail shelf that showcases handcrafted goods from underrepresented artisans

Supporting Local Enterprises

Resorts World Sentosa promotes local enterprises by giving underrepresented artisans a platform to showcase their works. Hotel Ora's retail shelf is dedicated to highlighting a curated range of handicrafts from single mothers, the elderly and persons with disabilities. All proceeds from sales are channelled directly to them.

In 2024, we featured Social Gifting and JOURNEY by Touch Community Services, offering guests meaningful souvenirs while supporting 150 artisans and generating over S\$3,200 in sales.

Spirit of Volunteerism

In 2024, Resorts World Sentosa Cares' volunteer hours rose to over 2,700, reflecting Resorts World Sentosa's collective spirit of giving.

We celebrated Resorts World Sentosa Cares Day on 1 November 2024 in collaboration with the Central Singapore Community Development Council's Silver Homes, bringing together over 300 team members in the largest gathering since before the pandemic. Volunteers cleaned and painted 60 homes for seniors in need, while Resorts World Sentosa catered nourishing mealboxes and dessert boxes for the seniors.

To support The Purple Parade, Singapore's largest movement committed to fostering inclusion and celebrating the diverse abilities of persons with disabilities, we raised awareness about the national platform through roadshows at employee canteens and promote volunteering opportunities. Over 500 team members were engaged across three days.



Community Investments

OUR INITIATIVES

RESORTS WORLD LAS VEGAS

Resorts World Las Vegas continued to support the community through initiatives focused on youth, animal welfare, women, health and wellness, homelessness and the military. To this end, Resort World Las Vegas partnered with Southern Nevada-based non-profits through the 'World of Difference' campaign to build long-term relationships and provide volunteering opportunities for our team. In 2024, Resorts World Las Vegas strengthened its impact by focusing on fewer organisations, increasing support and meeting specific needs.



Resorts World Las Vegas also made significant progress in connecting with charitable organisations by launching a website that facilitates applications for financial and in-kind donations as well as partnerships and volunteers. The website enables a more seamless connection between Resorts World Las Vegas' community engagement team and the organisations in need by making the aid requesting process smoother and structured. In addition, Resorts World Las Vegas held another company-wide survey that was first implemented in 2023 to gather feedback from its team members about its charitable partnerships. The success of the initiative has prompted the company to make it an annual affair.

Community Outreach by Resorts World Las Vegas



Resorts World Las Vegas continued their partnership with the Las Vegas Metropolitan Police Department to host the monthly Good Ticket award ceremonies and recognise law enforcement officers for their positive impact.

In 2024, 24 officers received a Resorts World Las Vegas staycation experience. It also hosted blood drives for the American Red Cross, collecting 113 units of blood as well as participating in the Martin Luther King Jr Day Parade, Veteran's Day Parade and PRIDE Parade, winning the overall Diversity award for the second consecutive year.

Through the Clark County School District's Adopt-a-School programme, Resorts World Las Vegas adopted Crestwood Elementary School, a tier 1 school where 90% of the student body have underprivileged backgrounds. In aiming to empower the school and foster a conducive environment to learn, Resorts World Las Vegas sponsored prizes to fill the school's recognition cart, over 400 books for their library, reading-themed blankets for students to encourage reading, a ladybug release for their garden lesson, a Teacher's Appreciation Day, the remodelling of the teacher's lounge, over 600 filled Halloween treat bags, gift baskets by our executive team and toys for 25 families for the holidays.



While the company's team members committed to three volunteer events with the school during the year, they exceeded their target by completing five volunteer events. Resorts World Las Vegas is now in the process of vetting schools to partner with in the 2025-2026 academic year.

Community Investments

OUR INITIATIVES

GENTING ENERGY

Genting Energy focused its CSR efforts towards four key areas: health, community, education and the environment. The company donated over RM1 million in cash and in-kind contributions, positively impacting near to 38,000 individuals in local communities.

Health

- Sponsored the “Caring for Others” event hosted by the Faculty of Psychology at Gadjah Mada University, Yogyakarta, Indonesia;
- Supported “Basic Life Support and Code Blue” training to increase the capacity of medical personnel in the Sumuri, Babo and Aroba districts in West Papua, Indonesia; and
- Fostered healthy and active lifestyles in the community through the sponsorship of sports events such as swimming competition, volleyball and badminton tournaments and road race in Banten Province, Indonesia.

Education

- Procured and donated school uniforms to children in Jangi Kumar Primary Shala (Government Boys School) and Jangi Kanya Primary Shala (Government Girls School) in Gujarat, India;
- Enhancing education quality by providing innovative and digital-based education training to teachers and improving the education infrastructure in Sumuri District, West Papua, Indonesia;
- Sponsored the Feature Writing Workshop with the Papua Barat Journalist Association to enhance local journalists’ writing skills and help them produce informative and engaging journalistic works in West Papua, Indonesia;
- Provided educational support by sponsoring achievement awards to Primary School and Secondary School students in Salira Village, Banten Province, Indonesia; and
- Funded the construction of Al-Muhajirin School Building in Banten Province, Indonesia.



Community Outreach

- Sponsored local community activities such as religious festivities, National Day celebrations and local cultural activities in Indonesia;
- Provided marriage assistance to underprivileged couples in the Puloampel Sub-District Community in Banten Province, Indonesia;
- Donated to mosque monthly operations in Banten Province, Indonesia;
- Provided financial support for the construction of Concrete Rebates and distributed Garbage Carts to Salira Village, Banten Province, Indonesia;
- Funded the construction of a drainage system to prevent flooding at the local community, particularly at Salira Main Road in Salira Village, Banten Province, Indonesia;
- Assisted the construction of an Environmental Water Channel by providing cement to Salira Village, Banten Province, Indonesia;
- Contributed to the development of a digital catalogue documenting the Sumuri tribe’s cultural attributes, encompassing their customs and traditions in West Papua, Indonesia; and
- Provided financial assistance for the construction of a concrete road at Jangi Village in India, to enhance the well-being and safety of local residents, addressing challenges faced during medical emergencies due to poor road conditions.

Environment

- Planted over 1,000 trees in collaboration with SKK Migas in their Program Pengembangan Masyarakat (“PPM”), enhancing environmental sustainability in Sumuri District, West Papua, Indonesia; and
- Planted 5,000 mangroves as part of the Mangrove Conservative Programme along the coastal area of Serang District, Banten Province, Indonesia.



Community Investments

OUR INITIATIVES

GENTING PLANTATIONS

Genting Plantations continues to invest its efforts into four broad areas:

Providing and Maintaining Essential Infrastructure

Genting Plantations contributes to the construction and maintenance of roads in areas that lack sufficient connectivity, supporting access to essential services such as schools and hospitals in addition to economic opportunities.

Genting Plantations provides basic education for the children of its workers and the local communities, through operational funding, provision of educational resources and scholarships, as well as actively establishing nurseries and pre-, primary and secondary schools.

Genting Plantations also has a scholarship programme for undergraduates under Lim Goh Tong Endowment Fund.

Supporting Education

Empowering Local Economies

Genting Plantations provides job opportunities to local communities and procures materials and services from local entrepreneurs as much as possible, as part of efforts to promote growth in local economies.

Genting Plantations carries out awareness programmes to educate its workers, especially those working in the natural environment, on sustainable practices. These programmes include managing human-wildlife conflicts, raising awareness on the urgency of preventing hunting and poaching of endangered wildlife, as well as preventing forest fires and avoiding the use of fires to clear land, in line with its Zero Burning Policy. Genting Plantations also works with local farmers to adopt sustainable farming practices, which enhances economic and food security, while reducing negative effects on the environment.

Promoting Sustainability



Human Rights and Labour Standards



WHY IT MATTERS

Genting Berhad upholds human rights as a core tenet throughout its operations, treating all individuals with dignity, respect and equality regardless of background. This conviction drives Genting Berhad's efforts to build an inclusive work environment that empowers employees to reach their full potential professionally and personally.

Genting Berhad builds resilience and future readiness by addressing human rights issues and adhering to robust labour standards, fulfilling ethical obligations as a responsible corporate citizen. This commitment to fair practices and investment in people creates an environment where everyone feels valued, cultivating a positive workplace culture that enables long-term success and shared prosperity.

OUR APPROACH

Genting Berhad's approach to human rights is guided by its core values and dedication to complying with local and international laws. They protect employee rights by ensuring safe and healthy working conditions, fair treatment and living wages for all employees.

Genting Berhad's commitment to upholding labour rights encompasses the following:

Rights to safe and healthy workplace



Rights to decent and fair living wages as well as benefits



Rights to fair working hours



Rights to fair grievance mechanisms



Rights to freedom of association and collective bargaining



No discrimination



No forced labour in all forms



No child labour in all forms



Work, ILO Conventions: Indigenous & Tribal Peoples (no. 169), United Nations ("UN") Declaration on the Rights of Indigenous Peoples and the Organisation for Economic Cooperation and Development Guidelines.

Furthermore, Genting Berhad adheres to labour laws preventing child and forced labour through the Basic Conditions of Employment Act, Labour Relations Act, Skills Development Act and Occupational Safety and Health Act.

Genting Berhad also conducts regular reviews of labour standards across business operations and supply chain partnerships. This extends to all employees, business partners and suppliers, who must align with Genting Berhad's Code of Ethics.

Furthermore, the human rights framework is reinforced through the Code of Conduct and Ethics for Employees and Directors, Human Resources policies and procedures and the Whistleblower Policy. To this end, Genting Berhad conducts regular awareness and training programmes to ensure compliance on this matter across all levels. Incidents of wrongdoing and non-compliance can be reported through the Whistleblower platform, which will be channelled to the Whistleblower Committee for investigation. Once received, Genting Berhad will investigate and recommend action plans based on complaints, reports and recommendations from the Whistleblowing Committee or Enforcement Agency.

Genting Berhad upholds the rights of all community members, emphasising the protection and respect of legal and customary land tenure rights of Indigenous and local communities in operational areas.

Genting Berhad's global operations are governed by a comprehensive set of local and international regulations. At the local level, Genting Berhad is governed by the Federal Constitution, Employment Act 1955, Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act 2007 and Occupational Safety and Health Act 1994.

At the international level, the Genting Berhad's compliance framework is aligned with the International Bill of Human Rights, International Labour Organisation ("ILO") Declaration on Fundamental Principles and Rights at

Human Rights and Labour Standards

OUR PERFORMANCE

Genting Berhad recorded zero substantiated complaints concerning human rights violations recorded in 2024. At the Group level, there were zero substantiated complaints recorded in 2024.

Number of substantiated complaints concerning human rights violations			
	2022	2023	2024
Genting Berhad	0	0	0
Group Level	0	0	0

OUR FEATURE

GENTING MALAYSIA

Genting Malaysia upholds the fundamental human rights principles across its value chain through guidelines defined in the Group's Human Rights Principles. These principles establish baseline expectations for all stakeholders within the value chain.

Baseline Expectations for All Stakeholders within the Value Chain

OUR COMMITMENTS

WAGES AND COMPENSATION



Comply with all wage and compensation requirements defined by local laws and regulations, including exceeding minimum wages and legally mandated benefits.



Appropriately compensate overtime.

WORKER TREATMENT



Do not allow physical punishment or abuse of any worker.



Ensure workers have an effective mechanism to report grievances and constructively resolve them.



Establish appropriate whistleblowing mechanisms to report labour and human rights violations.

OUR NON-NEGOTIABLES



CHILD LABOUR AND EMPLOYMENT STANDARDS

Do not employ individuals under 15 years or the lawful age of employment, whichever is higher.



Do not use child labour, in line with International Labour Organisation (ILO) standards.



WORK HOURS AND FORCED LABOUR

Do not exceed the maximum work hours defined by applicable law.



Do not use forced labour, including prison, bonded or debt labour.



RECRUITMENT STANDARDS

Do not charge recruitment fees or costs.

Human Rights and Labour Standards

Genting Malaysia maintains a formal grievance mechanism for individuals and communities with human rights considerations. The organisation commits to address and remedy adverse human rights impacts from its operations.

The Group conducts regular reviews of labour standards across existing and potential business partners and suppliers through risk assessment procedures. All stakeholders must periodically review the Group's Code of Ethics. Genting Malaysia provides human rights policy training to employees, promoting awareness and integration of these principles in daily operations. They conduct proactive reviews of human rights impacts on business processes and operations to identify potential issues. To strengthen this commitment, Genting Malaysia implements regular impact assessments, integrates human rights in decision-making processes and establishes guidelines for prompt issue resolution.

Discrimination or Other Unreasonable Treatment

- Genting Malaysia does not tolerate any discrimination, acts that hurt the dignity of an individual, harassment, or unreasonably treat others based on national origin, citizenship, colour, race, belief, religion, ancestry, marital status, gender, disabilities, age, sexual orientation, gender identification, nationality, social status or any other basis prohibited by local law.
- We employ individuals with disabilities and support them through a dedicated buddy system to ensure their smooth integration in the workplace.

Forced or Child Labour

Genting Malaysia complies with local laws including the Children and Young Persons (Employment) Act 1966 and does not tolerate forced or child labour, including slavery and human trafficking. During the recruitment process, we rigorously verify the legal age and documentation of prospective employees to prevent labour issues such as child and forced labour.

Privacy and Personal Information

Genting Malaysia respects the privacy of all persons and will use all reasonable care to maintain the privacy and confidentiality of personal data.

Harassment

Genting Malaysia does not tolerate any action that causes physical or mental distress, such as sexual harassment or power harassment.

Occupational Safety and Health

Genting Malaysia strives to create and maintain a safe and healthy working environment.

Collective Bargaining and Freedom of Association

Genting Malaysia complies with local law and respects employees' right to freedom of association and collective bargaining. The Group supports each person's freedom of choice to be legally represented by a labour union without fear of retaliation. Genting Malaysia establishes a constructive dialogue with legally recognised labour unions representing employees, according to the Genting Malaysia Berhad Workers Union Collective Agreement. Genting Malaysia's overseas operations also meet regularly with union delegates to ensure employees' needs are met and disputes are resolved. For employees not covered by the Collective Agreement, we strive to align their working conditions and terms of employment as closely as possible with its standards.

Rest and Leisure

Genting Malaysia recognises the right to rest and leisure and will always comply with laws concerning excessive working hours, overtime and rest. The Group has established several key actions in eliminating excessive working hours such as introducing flexible work arrangement, limiting overtime and workload management.

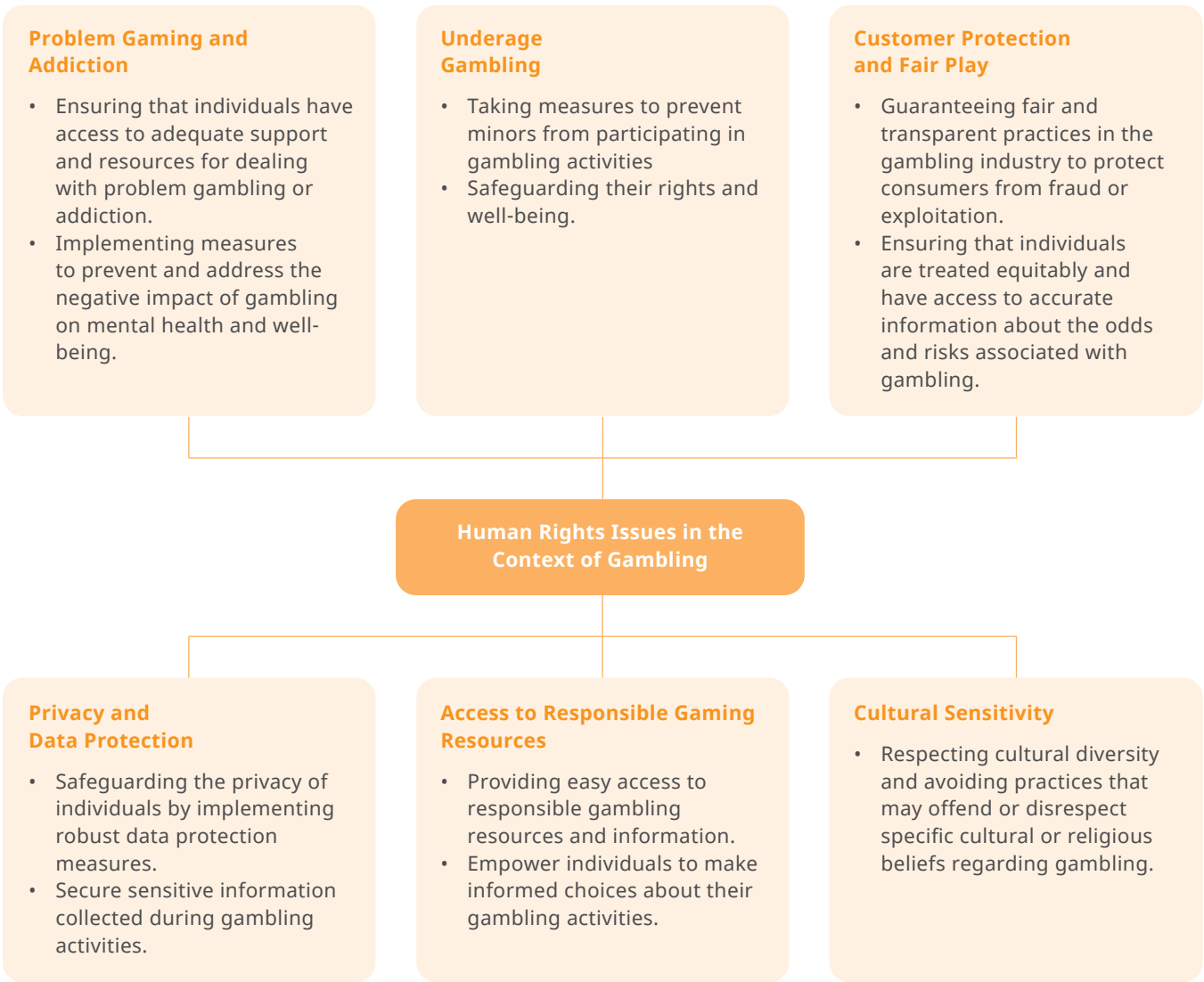
Rights of Indigenous People

All local and overseas operations of Genting Malaysia must not violate the human rights of indigenous people.

Human Rights and Labour Standards

Addressing Salient Human Rights Issues

Genting Malaysia has identified salient human rights issues in gambling, with mitigation measures outlined in the following illustration. They recognise that human rights concerns in gambling operations can emerge through various channels. These concerns require attention to maintain a fair and responsible gaming environment. This responsible management approach extends across the Group's global gaming operations.



Genting Malaysia actively addresses human rights issues by engaging with key stakeholders. They work alongside regulatory bodies, industry partners and advocacy groups to implement measures that ensure fair, transparent and responsible gaming practices.

Human Rights and Labour Standards

OUR FEATURE

GENTING PLANTATIONS

Genting Plantations manages human rights policies through its dedicated Sustainability Department team, which specialises in operational human rights matters and identifies key focus areas to address human rights issues and implement control and management solutions. They maintain a targeted approach to community and labour rights, including obtaining inputs from its stakeholders to mitigate potential risks and enhance human rights practices.

Respecting the Rights of Indigenous and Local Communities

Genting Plantations prioritises human rights protection in its oil palm plantation operations, with an emphasis on respecting indigenous and local communities' customary and land tenure rights. They demonstrate this commitment through adherence to the UN Declaration on the Rights of Indigenous Peoples, ILO Convention on Indigenous and Tribal Peoples (No. 169) and Free, Prior and Informed Consent ("FPIC"), prioritising human rights protection across its oil palm plantation activities.

Genting Plantations demonstrates its commitment to sustainability by prioritising the protection and promotion of human rights throughout its oil palm plantation operations. In this regard, Genting Plantations requires FPIC from indigenous and local communities before commencing any operational development or expansion on their land. This process involves establishing communication channels with individual landowners, local communities and designated community representatives, supported by procedures that ensure due diligence and efficiency.

For land disputes, Genting Plantations pursues amicable resolutions through open dialogue, following legal ownership protocols and the RSPO FPIC Consent Guide for RSPO Members. Genting Plantations ensures all compensation for lost benefits or rights relinquishment is voluntarily negotiated and mutually agreed upon with the communities. Furthermore, Genting Plantations follows conflict resolution procedures and social principles to address unresolved community disputes and conducts Social Impact Assessments every five years to understand community needs and mitigate conflicts.

Furthermore, Genting Plantations conducts periodic supplier reviews and engagement to monitor compliance with human rights practices.

No Forced, Human Trafficking and Debt Bondage Labour

Genting Plantations maintains a firm position against any form of forced labour, exploitation, human trafficking, sexual harassment or abuse, contract substitution, debt bondage and the holding of identification documents by employees or our third-party vendors. They provide secured lockers for employee documents and belongings.

Genting Plantations has also established procedures for foreign worker recruitment to ensure proper control and oversight, conducting direct recruitment with full fee coverage. In this regard, they perform due diligence and documentation processes to verify that appointed recruitment agencies do not charge recruitment fees. Employment agreements and contracts are provided in English and workers' native languages, with benefit and term posters displayed in workplaces and hostels.

Compensation for lost benefits or rights relinquishment is negotiated voluntarily and mutually agreed upon with the communities involved. To this end, Genting Plantations follows established conflict resolution procedures and social principles to address community disputes. Genting Plantations reported zero human rights violations in 2024.

Diversity, Equal Opportunity and Inclusion



GRI 405-1

WHY IT MATTERS

Genting Berhad recognises that workforce diversity, equal opportunity and inclusion are vital elements in fuelling the organisation's productivity, innovation and cohesion. By encouraging a diverse and inclusive workplace, Genting Berhad ensures a dynamic blend of voices, experiences and perspectives among team members, stimulating innovative ideas and solutions. This diversity of thought enables the business to excel across various situations and challenges while enhancing its ability to understand and serve an equally diverse customer base.

Achieving a fair workplace for long-term sustainability goes beyond compliance with legal requirements. It requires cultivating a culture where fairness and respect are embedded as core values, fostering higher employee satisfaction and productivity. Genting Berhad's emphasis on equal opportunity and inclusion is a strategic approach that strengthens the company's success and sustainability. Creating a work environment where every individual feels valued, respected and empowered contributes to the overall growth and performance of the Group, ensuring that employees can reach their full potential and drive collective success.

OUR APPROACH

Genting Berhad is committed to fostering an inclusive and non-discriminatory work culture across all our operations. This commitment includes the following initiatives:

- selecting Board members and senior management by requiring individuals of high calibre with extensive knowledge, experience, expertise and skills.
- outlining non-discrimination practices in our Code of Conduct and Ethics and the Human Rights section of this report, prohibiting all forms of workplace discrimination and ensuring every individual has an equal right and voice to contribute.
- providing fair treatment and equitable opportunities to all employees regardless of their background across all stages of the human resource process, including recruitment, selection, retention, training and development, appraisal, promotion, succession planning and retirement.
- embracing inclusivity and diversity by ensuring all employees feel valued and heard and encouraging open dialogue where employees can express concerns or provide feedback.
- ensuring fair payment through regular pay audits to guarantee equal compensation for equal work regardless of gender, race or other personal characteristics.
- conducting bias-free hiring and evaluation using structured interviews, consistent evaluation criteria and diverse hiring panels to minimise unconscious bias in recruitment and evaluations.
- maintaining an accessible grievance process to address concerns related to unfair treatment, harassment or discrimination, enabling timely and effective resolution.
- providing equal access to professional development and growth opportunities for all employees to support a fair and empowering workplace.

These initiatives foster a collaborative environment and reinforce Genting Berhad's reputation as a responsible and sought-after employer. By embedding fairness into our organisational culture, we enhance employee engagement, strengthen teamwork, boost productivity and improve our ability to attract and retain a diverse and talented workforce.

Our subsidiaries are recognised for their strong commitment to diversity and inclusion. For instance, Genting Singapore adheres to the Tripartite Guidelines on Fair Employment Practices and complies with Singapore's Employment Act. The company also works closely with the National Trades Union Congress to address workforce challenges and enhance employability.

Genting Malaysia is committed to promoting diversity, equity and inclusion by fostering a workplace that values diverse perspectives and ensures equal opportunities for all employees. The company implements policies and practices that encourage a culture of respect, fairness and inclusivity, while striving to attract, develop and retain a diverse workforce across all levels of the organisation.

The Genting Group provided employment to about 54,000 people of diverse nationalities across the world as of 31 December 2024, with 34% Malaysians and the remaining 66% from other countries including but not limited to Singapore, Indonesia, India, China, United States of America, Bahamas, United Kingdom and Egypt. The Group's female to male employee ratio was 33:67 (2023: 33:67) with age below 30 years was 31% (2023: 32%), between 30 to 50 years was 56% (2023: 56%) and above 50 years was 13% (2023: 12%). We recognise the importance of bringing in new talent as our experienced workforce approaches retirement age. Robust talent management strategies have been put in place to proactively address this transition.



WHY IT MATTERS

At Genting Berhad, talent management remains the foundation of its organisational success. As a diversified conglomerate operating in various sectors, maintaining a skilled and dedicated workforce ensures Genting Berhad's competitive edge in an evolving business landscape.

Genting Berhad is committed to implementing comprehensive learning and development programmes that drive professional growth through targeted skill enhancement initiatives. Additionally, Genting Berhad will continue to invest in attracting, retaining, developing and rewarding employees to ensure a robust leadership pipeline that sustains business continuity and long-term success.

OUR APPROACH

Genting Berhad's initiatives to build a skill-based organisation include the following:

GENTING BERHAD - TALENT MANAGEMENT FRAMEWORK

Workforce Analysis and Planning

Talent Attraction and Acquisition

Talent Development and Succession Planning

Talent Engagement and Mobility

High Collaborative and Performing Team

Business Sustainability & Growth

Workforce Analysis and Planning

- **Reviewing structure and job design** to assess roles based on required competencies, allowing for more fluid and flexible role assignments.
- **Conducting skill audits** through performance reviews, skill assessments and manager feedback to evaluate existing skill sets within the organisation.
- **Identifying skill gaps** by pinpointing areas where common deficiencies exist and where new skills are needed to adapt to emerging technologies and market shifts.
- **Establishing a skill database** to enable managers to identify available skills within the organisation and allocate resources more effectively.



Job matrix and key performance matrix according to job levels and functions have been established following structure review exercise with respective departments.

Talent Attraction and Acquisition

- **Implementing skill-based hiring** by prioritising skills and competencies alongside experience and educational background, while considering candidates' job preferences and the roles and responsibilities of the position before making a fair and competitive offer.
- **Adopting contract employment** to maintain flexibility by engaging external talent or rehiring retired employees to address specialised skill gaps or support specific projects.
- **Ensuring value alignment** by assessing and hiring candidates whose employment values align with our corporate values to enhance performance and retention.



Key employment values were identified and incorporated into employee engagement and development plan for effective execution.

Talent Management

Talent Development and Succession Planning

- **Upskilling and reskilling** by investing in training programmes, including online courses, workshops and certifications, to help employees improve existing skills or learn new ones, keeping them engaged and adaptable to new demands.
- **Promoting self-learning** by providing access to learning tools and allocating time for self-directed development, fostering a culture where employees feel empowered to continuously grow.
- **Supporting job rotation and cross-training** to enable employees to explore different roles, diversify their skill sets and gain new perspectives, creating a more versatile and agile workforce.
- **Implementing skill-based promotion** by designing career paths and advancement opportunities around skill acquisition, allowing employees to progress based on their capabilities rather than traditional seniority.
- **Driving career development** by setting clear performance metrics, monitoring key skill development and assessing programme effectiveness to ensure leadership and business continuity.
- **Enhancing succession planning** by continuously reviewing and refining its framework and processes to identify and develop high-potential talent, ensuring a sufficient talent pool for future leadership and succession needs.



Career and development plan were incorporated into performance management system to empower employee to take ownership of their development.

Talent Engagement and Mobility

- **Creating a collaborative environment** where employees with diverse skills work together on specific projects, enabling them to learn from one another, share expertise and develop innovative solutions.
- **Establishing regular feedback mechanisms** through employee surveys and timely feedback on performance, skill development and areas for improvement.
- **Offering competitive remunerations** by conducting market research to benchmark the adequacy and competitiveness of our compensation and benefits on a country-specific basis, formulating an appropriate mix to attract and retain talent.
- **Building a diverse talent pool** by nurturing high-potential employees, creating talent pipelines and encouraging internal mobility for more effective staffing and placement.



By gaining a deep understanding of our employees' skills, specialties and preferences, leaders and managers can strategically assign individuals to relevant roles or projects. This approach not only fosters employee development and retention but also encourages them to expand their skill sets and explore new career opportunities.

Effective leaders and managers play a crucial role in unlocking employees' potential and creating a collaborative environment. Empowering them cultivates a culture where employees feel valued and integral to the organisation's success.

Genting Berhad Group provided 5,145 training hours, averaging 29 hours or 3.5 training days per employee in 2024. In-house training primarily focused on team building and occupational safety and health, whereas external training concentrated on enhancing technical and job-specific skills. Furthermore, all employees promoted to new roles were required to complete a series of assigned eLearning modules within a set timeline. Our training programmes in 2024 covered a diverse range of topics, mostly on the following:

- Occupational safety and health
- Team building
- Managing people
- Communication and presentation
- Self-help and motivation
- Corporate wellness programmes
- Microsoft office
- Accounting and finance
- Job-related skills

The following section showcases Genting Berhad's human capital development initiatives implemented by its leisure and hospitality division, the main financial performer to our Group.

In the dynamic tourism and hospitality environment, maintaining consistent and effective human capital development programmes ensures team members possess relevant skills and capabilities to uphold operational excellence. The Group creates opportunities for team members to achieve personal and career goals through comprehensive lifelong learning, growth and development programmes. Furthermore, Genting Malaysia employs a blended learning approach through skill enhancement and comprehensive training programmes covering work and personal development. This strategy delivers engaging learning experiences that drive performance and cultivate organisational excellence within Genting Malaysia.

In Malaysia, Genting Malaysia aligns its training with competency requirements and annual objectives. Employees manage their personal training and growth through the Resorts World Genting iLearn Portal Academy and Learning Calendar by Genting Centre of Excellence. In this regard, the Head of Department is tasked with identifying and agreeing on the training needs of their team members.

In the United States, Genting Malaysia mandates its new employees attend training, beginning with New Hire Orientation and subsequent on-the-job departmental training. They also attend trainings that cover topics such as sexual harassment prevention, ethics, responsible gaming and language skills, alongside retirement transition support.

In 2024, the New York state HR and Community teams participated in four job fairs and organised two onsite events for talent sourcing.

In the United Kingdom, Genting Casinos UK provided extensive training programmes across all levels in 2024, including the introduction of the 9-month Fast Track Development Programme and undergraduate placement scheme. In addition, future leaders are identified through succession planning and Personal Development Plans, offering management-grade retirement support with tailored programmes addressing financial and lifestyle aspects to potential leaders.

In Singapore, Genting Singapore implemented various employee training initiatives at Resorts World Sentosa to develop business resilience and achieve organisational excellence:

- The RWS-LHUB LXP self-directed learning platform, enhanced through the NTUC LearningHub partnership, features improved mobile accessibility, resulting in higher adoption rates and increase in e-learning hours for 2024.
- The G.U.E.S.T. ("Greet, Understand, Engage, Serve and Thank") Framework, introduced in May 2023, establishes service language standards with cue cards ensuring consistent service language messaging to its stakeholders.
- H.i.T Learning, a new learning management platform was introduced to build learning capabilities within Resorts World Sentosa. In addition, LinkedIn Learning was subscribed, granting team members access to over 25,000 e-learning courses in areas such as business, technology and creative arts.
- The WOW Framework to inspire and equip team members with the proper service skills needed to create "wow moments" for every guest.

Talent Mobility and Diverse Talent Pool

Genting Berhad recognises internal mobility as a vital component of talent management, leveraging employees' existing knowledge of organisational culture and processes for enhanced productivity compared to external appointments.

The Group focuses on developing high-potential talent and creating leadership pipelines through comprehensive workforce planning, training and development. This approach aligns employee skills, motivations and capabilities with organisational needs and individual interests. Furthermore, Genting Berhad encourages lateral movement opportunities alongside upward progression, enabling employees to gain diverse skills and experiences. In this regard, Genting Malaysia identifies suitable placement opportunities by understanding employee capabilities and preferences, enabling employees to develop skills and advance careers across various roles and projects.

Occupational Safety and Health



GRI 403-1, 403-2, 403-4, 403-5, 403-6, 403-7, 403-9

WHY IT MATTERS

The Group is dedicated to providing and maintaining a safe and healthy work environment for both our workforce and visitors to our premises. Our teams across the leisure & hospitality, energy and plantation sectors are exposed to potential occupational risks and accidents from operating equipment, machinery, or performing their daily tasks. Our objective is to ensure that our workforce operates in a “Zero Harm” environment, minimising the risks of accidents, loss of life and operational disruptions.

Our Group’s commitments are 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 facility, motor vehicles, machineries, equipment 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; and
- review and improve the policy, working environment and system on a regular basis to ensure it remains relevant and appropriate.

OUR APPROACH

At Genting Berhad, we follow strict Occupational Safety and Health (“OSH”) policies and work closely with our operational teams to ensure their activities align with industry best practices, aiming to minimise the risk of OSH incidents or accidents. This is accomplished through a comprehensive approach that includes risk assessments, identification of occupational hazards, safety training, the development and communication of OSH policies and the effective implementation of OSH standard operating procedures. Our efforts include the establishment of an OSH Committee.

The OSH management system complies with the OSH Act 2022, including Section 15, which requires employers to ensure a safe working environment and Section 24, which mandates employees to prioritise their safety and health. The system covers all workers, activities and workplaces, supported by processes to ensure quality, competency and participation.

These policies are communicated to all employees, who are responsible for maintaining safety standards. Our OSH Committee, comprising employer and employee representatives, meets quarterly to address OSH matters, promote collaboration and provide a two-way communication channel. Employee representatives also serve as Floor Wardens or First Aiders to enhance workplace safety.

Occupational Safety and Health

OUR PERFORMANCE

Genting Berhad reported zero fatalities in the Company and its leisure and hospitality and energy divisions in 2024. Genting Plantations recorded two work related fatalities in 2024.

We also prioritise employee well-being through voluntary health promotion initiatives such as corporate wellness workshops on stress management and mental health awareness and participation in the PERKESO Activ@Work Challenge to encourage healthy lifestyles. By creating a safe and supportive environment, we aim for sustainable growth and success for both our organisation and employees.

Genting Berhad	2022	2023	2024
Number of work-related fatalities	0	0	0
Lost time incident rate	0.00	0.68	0.00
Number of employees trained on health and safety standard	-	163	154

Genting Group	2022	2023	2024
Number of work-related fatalities	2	3	2
Lost time incident rate	1.82	2.07	2.25
Number of employees trained on health and safety standards	43,402	51,528	52,012

OUR FEATURE

GENTING ENERGY

Genting Energy places the highest priority on the well-being of our employees, contractors and communities. This commitment is reflected in our strict adherence to all relevant oil, gas and power industry regulations across our operations.

The Banten power plant has earned significant recognition for its exceptional Occupational Safety and Health Management System. This includes:

- Certificate of Appreciation for achieving an audit result of 95.18% at the Advanced level in the Occupational Safety and Health Management System, awarded by the Indonesian Ministry of Manpower.
- Award for the Implementation of Occupational Safety and Health Committee with GOLD Level Rating by Governor of Banten.
- Maintained ISO 45001 certification, reflecting the highest standards of workplace health and safety.

The Banten power plant's commitment to safety is further reinforced by maintaining these certifications and implementing thorough quality control measures to ensure accurate execution of all operating procedures.

In 2024, Genting Energy recorded zero workplace injuries and zero work-related fatalities across all operations, maintaining a zero lost time incident rate. To further strengthen Genting Energy's safety culture, the company provided health and safety standards trainings to 294 employees and 2,672 contractors throughout 2024.

Occupational Safety and Health

OUR FEATURE

GENTING MALAYSIA

Resorts World Genting implements a set of comprehensive safety protocols through Genting Malaysia to prevent occupational accidents, including:

- risk assessments
- safety patrols
- self-directed health and safety checks
- facility and equipment inspections
- chemical substance management
- comprehensive health and safety training
- regular drills for employees and contractors to improve workplace safety.

Safety standards at Resorts World Genting extend across its entire operational ecosystem, encompassing employees, contractors, suppliers, business partners and visitors to the premises.

Furthermore, Genting Malaysia also ensures contractors adhere to the same safety standards as employees, maintaining strict compliance with health and safety protocols. This includes:

- site registration: all sites must be registered with the DOSH.
- mandatory participation: contractors are required to attend regular health and safety meetings to stay informed and aligned with protocols.
- competency requirements: all contractors must hold valid Construction Industry Development Board cards for on-site work.

To uphold safety and accountability:

- violations are addressed promptly, with repeat offences resulting in fines.
- contractors must report all accidents, near-misses and property damage through preliminary and detailed reports to enable swift action and resolution.

Resorts World Genting reinforces its commitment to safety by integrating these stringent standards, ensuring a secure and compliant environment for employees, contractors and guests.

Through its Health and Safety Policy, Genting Malaysia establishes focused targets and programmes to elevate safety performance. These strategic safety initiatives and targets at Genting Malaysia enhance hazard identification and risk assessment capabilities throughout the organisation’s hierarchy, from senior management to team leaders overseeing daily safety protocols.

Target	Progress against Target
Zero fatalities To conduct at least 150 activities to prevent accidents and incidents	ZERO fatalities in 2024 282 activities in 2024

Safety Governance

Resorts World Genting upholds the highest occupational health and safety standards by adopting ISO 45001:2018 and ISO 14001 certifications across the resort. Its dedicated Occupational Safety and Health (“OSH”) Committee, led by the Senior Vice President of Human Resources, ensures rigorous implementation and compliance with Regulation 12 of the Occupational Safety and Health (Safety and Health Committee) Regulations 1996.

Contractor Safety and Compliance

Genting Malaysia holds contractors to the same safety standards as employees, ensuring consistent adherence to health and safety protocols. The approach includes:

- site registration: All sites must register with the Department of Occupational Safety and Health.
- mandatory participation: Contractors attend regular health and safety meetings to stay informed and aligned with protocols.
- competency requirements: All contractors must possess valid Construction Industry Development Board cards for on-site work.

To maintain safety and accountability:

- violations are addressed promptly, with repeat offences leading to fines.
- contractors must report all accidents, near-misses and property damage through preliminary and detailed reports for swift action and resolution.

Resorts World Genting reinforces its commitment to safety excellence by integrating these stringent standards, creating a secure and compliant environment for employees, contractors and guests.

Occupational Safety and Health

Genting Malaysia maintains a stringent safety compliance system, issuing prompt notices to those who breach safety standards, while repeat offenders face monetary penalties. Contractors are responsible for comprehensive incident reporting and are required to submit both preliminary and detailed documentation for accidents, near-miss events and property damage occurrences to Genting Malaysia.

Safety and Health Initiatives at Overseas Operations



UNITED KINGDOM

Genting UK collaborates with National Safety and Quality UK Limited as its Health and Safety consultant for policy, risk assessment, fire risk assessment and daily matters. Delivering health and safety training raised awareness of legionnaires disease, emergency first aid, fire safety and asbestos.

Genting UK expects its maintenance provider and other supply chain partners to conduct regular health and safety audits on their engineers.

Genting UK mandates that its maintenance provider and supply chain partners consistently conduct thorough health and safety audits on their engineering teams.



UNITED STATES

All departments, including Security, Facility and Risk Management, actively participate in continuous safety measures.

The Risk Management Department and Human Resources conduct annual safety training sessions.

The Security Floor Manager conducts weekly property inspections to proactively identify and address potential hazards.



BAHAMAS

Resorts World Bimini delivers annual health and safety training and other emergency preparedness programmes such as First Aid, Cardiopulmonary Resuscitation and Automated External Defibrillator to security officers, managers and relevant employees.

OUR FEATURE

GENTING PLANTATIONS

The overarching Occupational Safety and Health Management System ("OSHMS") at Genting Plantations spans across all operational aspects - from work levels and activities to workplace environments - including contractors and suppliers performing on-site activities. The framework maintains strict alignment with the DOSH Malaysia guidelines. Each operating unit functions under a dedicated Safety Health Officer who oversees system management. For standardised implementation, the Genting Plantations OSH Manual documents the OSHMS protocols, ensuring it is readily accessible for viewing to all operating units in Genting Plantations.

The manual details critical work systems and practices such as:

- Hazard Identification, Risk Assessment and Risk Control;
- Chemical Safety Management;
- Chemical Health Risk Management;
- Personal Protection Equipment Procedure;
- OSH Training;
- Accidental Reporting and Investigation Procedure;
- Document Control Procedure;
- Permit to Work;
- Emergency Response Plan; and
- Terrorist Threat & Security Procedure.

Occupational Safety and Health

The OSH Manual sets operational guidelines for all employees, workers, contractors and suppliers across Genting Plantations' premises. For specialised work processes at operating units, tailored Standard Operating Procedures supplement the core manual to ensure a comprehensive safety coverage is in place for the employees, workers, contractors and suppliers.

Genting Plantations' safety framework evolution includes transitioning the current OSHMS to ISO 45001 standards, which aligns with OSH Master Plan 2024. This enhancement emphasises active worker participation and risk prevention through the Plan-Do-Check-Act methodology, strengthening hazard identification protocols. The organisation targets completion of this transition by mid-2025.

In 2024, Genting Plantations recorded two fatalities across its regional operations. This was due to two fatal incidents on our Indonesia estate—one involving a tractor accident on a road and another resulting from a fall from height. In response, we have strengthened safety protocols and reinforced safety reminders to enhance workforce protection.

Initiatives and Progress

Annual OSH compliance audit

In 2024, Genting Plantations conducted a supplementary Chemical Health Risk Assessment across several divisions within Genting Bukit Sembilan Estate, Genting Sri Gading Estate and Genting Tanah Merah Estate. The assessment aimed to strengthen decision-making on control measures, employee training, exposure monitoring and health surveillance. This proactive approach is crucial in safeguarding the health of employees who may be exposed to hazardous chemicals in the workplace.

A DOSH Malaysia registered assessor conducted the evaluation, ensuring alignment with the Occupational Safety and Health Act 1994 and the Use and Standard of Exposure of Chemicals Hazardous to Health Regulations 2000.

OSH Training

At the management level, Genting Plantations focuses its OSH training on core elements of safe work procedures, legal requirements, guidelines and Industrial Code of Practice standards. For its new workforce, Genting Plantations conducts targeted induction programmes highlighting OSH policies, employee-employer responsibilities, accident reporting mechanisms, safety awareness and common workplace incident prevention.

Furthermore, Genting Plantations proactively prepares its workforce for the Occupational Safety and Health (Amendment) Act 2022 implementation. Internal training programmes, led by Safety and Health Officers across

Sabah and Peninsular Malaysia operations, strengthen understanding of amended regulations and self-regulatory approaches on this matter.

In 2024, Genting Plantations conducted more than 50 OSH sessions and engaged 24,774 employees across its operations. This extensive programme reflects Genting Plantations' strategic approach to role-specific safety training and workforce protection.

OUR FEATURE

GENTING SINGAPORE

Genting Singapore's approach to workplace safety is centred around 3 key strategies: effective governance, fostering a safety culture and proactive risk management. In this regard, the Resorts World Sentosa Board, supported by the Safety Steering Committee, oversees the implementation of the Safety Management System and ensures compliance with Workplace Safety and Health ("WSH") Act and regulations, whilst also meeting ISO 45001 accreditation and Singapore's bizSAFE STAR certification standards. Active involvement of team members in safety through campaigns, trainings and incidents/near-miss reporting fosters a culture of shared responsibility. Resorts World Sentosa adopts a risk-based approach aligned with GENS Enterprise Risk Management framework, to systematically eliminate or reduce safety hazards using the Hierarchy of Controls.

Genting Singapore maintained a safety record with no fatality or high-consequence work-related injury involving team members. It also achieved a reduction of 50% in number of injury cases as well as a 40% reduction in total number of man-days lost since 2016, signifying a reduction in accident severity. Beyond Genting Singapore's own workers, there was one reported fatality of our sub-contractor's worker during the construction of Singapore Oceanarium in Q3 2024. As the principal to the site, Resorts World Sentosa worked with the main contractor, who is the occupier of the site, to ensure that site safety standards are prioritised. Following this incident, the resort actively worked with the contractors to support the authorities in their investigation into the resort main contractor's imposed work safety environment and ensured that the site-specific corrective actions were correctly implemented.

APPENDIX

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Performance Data Table from ESG Reporting Platform

Indicator	Measurement Unit	2022	2023	2024
Ethical Business Conduct - Genting Berhad				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Management	Percentage	100.00	99.00	99.00
Executive	Percentage	100.00	100.00	97.00
Non-executive/ Workers	Percentage	100.00	94.00	94.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00	100.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0
Community Investments - Group				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	18,248,493.00	19,887,488.00	25,080,164.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	850,556	900,741	320,525
Diversity, Equal Opportunity and Inclusion - Genting Berhad				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Management Under 30	Percentage	3.00	1.00	1.00
Management Between 30-50	Percentage	55.00	58.00	54.00
Management Above 50	Percentage	42.00	41.00	45.00
Executive Under 30	Percentage	41.00	46.00	43.50
Executive Between 30-50	Percentage	45.00	41.00	43.50
Executive Above 50	Percentage	14.00	13.00	13.00
Non-executive/ Workers Under 30	Percentage	6.00	0.00	0.00
Non-executive/ Workers Between 30-50	Percentage	71.00	78.00	72.00
Non-executive/ Workers Above 50	Percentage	23.00	22.00	28.00
Gender Group by Employee Category				
Management Male	Percentage	36.00	30.00	28.00
Management Female	Percentage	64.00	70.00	72.00
Executive Male	Percentage	12.00	13.00	13.00
Executive Female	Percentage	88.00	87.00	87.00
Non-executive/ Workers Male	Percentage	41.00	44.00	44.00
Non-executive/ Workers Female	Percentage	59.00	56.00	56.00
Corporate Governance and Risk Management - Genting Berhad				
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	88.00	89.00	86.00
Female	Percentage	12.00	11.00	14.00
Under 30	Percentage	0.00	0.00	0.00
Between 30-50	Percentage	12.00	11.00	14.00
Above 50	Percentage	88.00	89.00	86.00
Climate Change, Energy and Emissions Monitoring - Group				
Bursa C4(a) Total energy consumption	Megawatt	-	1,588,205.00 *	1,779,132.00
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	3,897,856.00	4,289,374.00	4,202,311.00
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	289,098.00	288,933.00	353,809.00
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	54,724.00	52,536.00	75,305.00
Occupational Safety and Health - Genting Berhad				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00	0.68	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	-	163	154
Talent Management - Genting Berhad				
Bursa C6(a) Total hours of training by employee category				
Management	Hours	350	838	2,426
Executive	Hours	324	864	2,344
Non-executive/ Workers	Hours	-	92	224
Bursa C6(c) Total number of employee turnover by employee category				
Management	Number	-	5	3
Executive	Number	-	21	17
Non-executive/ Workers	Number	-	0	1
Human Rights and Labour Standards - Genting Berhad				
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	-	7.00	6.00
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
Supply Chain Management - Group				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	72.00	76.00	65.00
Cybersecurity and Data Protection - Group				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0
Water Management - Group				
Bursa C9(a) Total volume of water used	Megalitres	13.600000	15.300000 *	16.000000
Waste, Pollution and Materials Consumption - Group				
Bursa C10(a) Total waste generated	Metric tonnes	1,212,958.00	1,484,931.00 *	1,278,200.00
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	1,131,393.00	1,443,586.00 *	1,245,603.00
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	42,169.00	41,168.00 *	32,243.00

Internal assurance

External assurance

No assurance

(*) Restated

Statement of Assurance by Internal Auditors

ASSURANCE UNDERTAKEN

To ensure the accuracy and integrity of the disclosures in this Sustainability Report (“the Report”), selected sustainability matters and indicators of the Report have been subjected to an internal review by the Company’s Internal Auditors.

SUBJECT MATTER & SCOPE

The sustainability matters and indicators covered by the internal auditors for the stated companies’ operations are as follows:

SUBJECT MATTERS				SCOPE
No.	SUSTAINABILITY MATTERS	No.	SUSTAINABILITY INDICATORS	
1.	Ethical Business Conduct	1(a)	Percentage of employees who have received training on anti-corruption by employee category	Genting Berhad
		1(b)	Percentage of operations assessed for corruption-related risks	Genting Berhad
		1(c)	Confirmed incidents of corruption and action taken	Genting Berhad
2.	Occupational Safety and Health	2(a)	Number of work-related fatalities	Genting Berhad & Genting Energy
		2(b)	Lost time incident rate	Genting Berhad & Genting Energy
		2(c)	Number of employees trained on health and safety standards	Genting Berhad & Genting Energy
3.	Human Rights and Labour Standards	3(a)	Percentage of employees that are contractors or temporary staff	Genting Berhad
		3(b)	Number of substantiated complaints concerning human rights violations	Genting Berhad
4.	Diversity, Equal Opportunity and Inclusion	4	Percentage of employees by gender and age group, for each employee category	Genting Berhad
5.	Corporate Governance and Risk Management	5(a)	Percentage of directors by gender and age group	Genting Berhad
		5(b)	Percentage of directors by ethnicity	Genting Berhad
6.	Talent Management	6(a)	Total number of employee turnover by employee category	Genting Berhad
		6(b)	Total hours of training by employee category	Genting Berhad
7.	Cybersecurity and Data Protection	7	Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Genting Berhad
8.	Supply Chain Management	8	Proportion of spending on local suppliers	Genting Berhad

GRI Content Index

GRI Universal Standard

Statement of Use	Genting Berhad has reported the information cited in this GRI content index for the period 1st January 2024 to 31st December 2024 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	Not applicable

GRI Disclosure	GRI Disclosure Description	Page Number	Remarks/ Omissions
GRI 2: General Disclosures 2021			
The organisation and its reporting practices			
2-1	Organisational details	2 and 8	
2-2	Entities included in the organisation's sustainability reporting	2	
2-3	Reporting period, frequency and contact point	2	
2-4	Restatements of information	76 and 123	
2-5	External assurance	3	Genting Singapore has engaged an external verifier in 2024 to undertake a limited assurance on selected environmental and social data and information. We aim to expand the scope of external assurance on our sustainability data in the coming years.
Activities and workers			
2-6	Activities, value chain and other business relationships	8 - 14	
2-7	Employees	113	
2-8	Workers who are not employees	-	
Governance			
2-9	Governance structure and composition	27	
2-10	Nomination and selection of the highest governance body	-	Refer to the Corporate Governance Overview Statement in the IR 2024
2-11	Chair of the highest governance body	27	Refer to the Corporate Governance Overview Statement in the IR 2024
2-12	Role of the highest governance body in overseeing the management of impacts	27 - 29	
2-13	Delegation of responsibility for managing impacts	27 - 29	
2-14	Role of the highest governance in sustainability reporting	27 - 29	
2-15	Conflicts of interest	-	Refer to the Corporate Governance Overview Statement in the IR 2024
2-15	Conflicts of interest	-	Refer to the Corporate Governance Overview Statement in the IR 2024
2-16	Communication of critical concerns	32	
2-17	Collective knowledge of the highest governance body	-	Refer to the Corporate Governance Overview Statement in the IR 2024
2-18	Evaluation of the performance of the highest governance body	-	Refer to the Corporate Governance Overview Statement in the IR 2024
2-19	Remuneration policies	-	Refer to the Corporate Governance Overview Statement in the IR 2024
2-20	Process to determine remuneration	-	Refer to the Corporate Governance Overview Statement in the IR 2024
2-21	Annual total compensation ratio	-	
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	4 - 5	
2-23	Policy commitments	30 - 32, 35, 50, 54, 64, 108, 117 and 119	
2-24	Embedding policy commitments	30 - 32, 37- 39, 50, 55, 108, 110, 112, 117 and 119	
2-25	Processes to remediate negative impacts	32	
2-26	Mechanisms for seeking advice and raising concerns	32	
2-27	Compliance with laws and regulations	31	
2-28	Membership associations	16	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	17 - 19	
2-30	Collective bargaining agreements	-	

GRI Content Index

GRI Disclosure	GRI Disclosure Description	Page Number	Remarks/ Omissions
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	20 - 21	
3-2	List of material topics	21 - 25	
Standard Disclosure			
Empowering Good Governance			
Material Matter: Corporate Governance and Risk Management			
GRI 3: Material Topics 2021			
3-3	Management Approach	27 - 29	
Material Matter: Ethical Business Conduct			
GRI 3: Material Topics 2021			
3-3	Management Approach	30 - 32	
GRI 205: Anti-Corruption 2016			
205-1	Operations assessed for risks related to corruption	31	
205-2	Communication and training about anti-corruption policies and procedures	31	
205-3	Confirmed incidents of corruption and actions taken	31	
GRI 206: Anti-Competitive Behaviour 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	32	
Material Matter: Supply Chain Management			
GRI 3: Material Topics 2021			
3-3	Management Approach	34 - 44	
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	37, 41 and 123	
Sustaining Economic Value Creation			
Material Matter: Responsible Investing			
GRI 3: Material Topics 2021			
3-3	Management Approach	45 - 46	
Material Matter: Assets Business Model Sustainability			
GRI 3: Material Topics 2021			
3-3	Management Approach	47 - 48	
Material Matter: Cybersecurity and Data Protection			
GRI 3: Material Topics 2021			
3-3	Management Approach	49 - 51	
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	49 and 123	
Material Matter: Economic Performance			
GRI 3: Material Topics 2021			
3-3	Management Approach	52	
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	52	
Driving Environmental Stewardship			
Material Matter: Driving Environmental Stewardship			
GRI 3: Material Topics 2021			
3-3	Management Approach	53	
Material Matter: Biodiversity			
GRI 3: Material Topics 2021			
3-3	Management Approach	54 - 63	
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	56	
304-2	Significant impacts of activities, products and services on biodiversity	57 - 58, 61 and 63	
304-3	Habitats protected or restored	56 - 63	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	58 and 62	

GRI Content Index

GRI Disclosure	GRI Disclosure Description	Page Number	Remarks/ Omissions
Driving Environmental Stewardship			
Material Matter: Climate Change, Energy and Emissions Monitoring			
GRI 3: Material Topics 2021			
3-3	Management Approach	64 - 73	
GRI 302: Energy 2016			
302-1	Energy consumption within the organisation	66	
302-3	Energy intensity	66	
302-4	Reduction of energy consumption	66- 67	
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	66	
305-2	Energy indirect (Scope 2) GHG emissions	66	
305-3	Other indirect (Scope 3) GHG emissions	66	
305-4	GHG emissions intensity	66	
305-5	Reduction of GHG emissions	66 and 73	
Material Matter: Water Management			
GRI 3: Material Topics 2021			
3-3	Management Approach	74 - 83	
GRI 303: Water and Effluents 2018			
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GLOSSARY

ABBREVIATION	REFERENCE
AGM	Annual General Meeting
CO ₂	Carbon dioxide
CSR	Corporate social responsibility
EES	Economic, Environment and Social Topics
FFB	Fresh fruit bunches
GHG	Greenhouse gas
GRI	Global Reporting Initiative
GWh	Gigawatt hour
IP	Intellectual property
IT	Information technology
ISCC	International Sustainability and Carbon Certification
ISPO	Indonesian Sustainable Palm Oil
kg	Kilogramme
kWh	Kilowatt hour
m	Metre
m ²	Square metre
m ³	Cubic metre
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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