



GENTING
MALAYSIA

GENTING MALAYSIA BERHAD
(198001004236)

SUSTAINABILITY REPORT **2025**



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AVAILABILITY

As part of the Group's efforts to reduce its environmental impact, there is no printed booklet of this Sustainability Report. An electronic copy is available in the Sustainability section of the Company's website at <https://www.gentingmalaysia.com/> or by scanning the QR code.

FEEDBACK

Genting Malaysia welcomes any feedback on its sustainability initiatives and disclosures. Please send your comments to: sustainability.genm@rwgenting.com

Basis of this Sustainability Report

Welcome to Genting Malaysia Berhad Sustainability Report 2025.

The Board of Directors is pleased to present Genting Malaysia Berhad (“Genting Malaysia” or “GENM”) and its group of companies’ (“the Group”) Sustainability Report 2025 (“Report”) for the financial year ended 31 December 2025.

This Report provides a transparent overview of our environmental, social and governance (“ESG”) performance, initiatives and commitments. It reflects our continued efforts to integrate sustainability into our role as a leading global integrated resort operator, reinforcing our responsibility to deliver long-term value while creating meaningful and delightful experiences for our customers and communities.

The Report highlights our sustainability journey over the past year, including key progress and lessons learned as we embed ESG considerations across our operations. Our commitment extends to strengthening climate resilience, improving resource efficiency, supporting our people and communities and upholding high standards of governance.

Through these efforts, we aim to build a more sustainable and resilient business model, ensuring Genting Malaysia continues to inspire, engage and deliver meaningful impact across all facets of our operations.

REPORTING SCOPE AND BOUNDARY

This Report encompasses all entities consolidated in the Group’s financial statements, spanning operations in Malaysia, the United Kingdom (“UK”), Egypt, the United States of America (“US”) and the Bahamas, unless stated otherwise.

REPORTING APPROACH, DATA AND PRESENTATION

Materiality assessments, stakeholder input, regulatory requirements and the evolving market landscape shape the structure of this Report. The Report also addresses global challenges and the issues that matter most to our business and stakeholders.

Where data availability limits disclosures to specific operations or geographical areas, we clearly state these parameters. We continue to strengthen our data collection and management processes to expand the scope and depth of our reporting.

REPORTING PERIOD

1 January to 31 December 2025 (“FY2025”)

REPORTING CYCLE

Annually

REPORTING FRAMEWORKS

We prepared this Report with reference to globally recognised frameworks and regulatory requirements, including:

- ▶ Global Reporting Initiative (“GRI”) Universal Standards (2021)
- ▶ United Nations Sustainable Development Goals (“UNSDGs”)
- ▶ Bursa Malaysia’s Enhanced Sustainability Reporting Framework
- ▶ ISO 26000:2010 Guidance on Social Responsibility
- ▶ Malaysian Code on Corporate Governance (“MCCG”) 2021
- ▶ FTSE4Good Bursa Malaysia ESG Index

We are aligning our disclosures with the mandatory timeline set by Bursa Malaysia while utilising available reliefs. We develop our disclosures in accordance with IFRS requirements, focusing on climate-related risks and opportunities. These disclosures draw on the recommendations of IFRS S2 (which integrates and builds on the principles of the Task Force on Climate-related Financial Disclosures (TCFD)) and relevant industry guidelines.

RELIABILITY OF INFORMATION DISCLOSED

The Sustainability Steering Committee and the Board of Directors reviewed and endorsed this Sustainability Report. We cross-referenced selected financial information with the Group’s Integrated Annual Report 2025, which was audited by our independent external auditors.

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 2025 to cover additional sustainability matters and indicators.

Please refer to the Statement of Assurance by Internal Auditors on page 130 for the subject matters and scope of the Internal Audit review. We intend to continue expanding the scope of internal audit in the next reporting period.

Basis of this Sustainability Report

FORWARD LOOKING STATEMENTS

This Report outlines the Group’s long-term aspirations as a world-class integrated resort operator, committed to going above and beyond in delivering sustainable growth and long-term value.

As we strengthen our position in the global leisure and hospitality sector, our forward-looking priorities focus on:

Enhancing guest experience:

Creating delightful customer journeys by embedding sustainability into our resorts, entertainment offerings and service excellence.

Climate resilience:

Managing climate-related risks and opportunities to ensure that our operations remain adaptive and resilient across diverse markets.

Sustainable operations:

Driving efficiencies in energy, water and waste management while reducing our greenhouse gas emissions across our global portfolio.

Community engagement:

Uplifting people and strengthening communities through meaningful engagement, job creation, skills development and initiatives that enhance quality of life beyond our resort operations.

Responsible growth:


Investing in innovation, digitalisation and sustainable entertainment infrastructure to ensure our integrated resorts remain vibrant destinations of choice.

Positive economic contribution:

Supporting the long-term economic development of the jurisdictions in which we operate through the creation of quality jobs, procurement from local businesses, workforce development and the generation of tax revenues that contribute to public services and community infrastructure.

Evolving regulations, changing customer expectations and global market dynamics shape these commitments. While uncertainties may affect timelines, the Group remains proactive and adaptive, refining strategies, strengthening stakeholder engagement and embedding sustainability across all aspects of the business.

This approach delivers meaningful impact for our customers, employees, shareholders and communities, ensuring our integrated resorts continue to inspire and delight, today and into the future.



GET IN TOUCH

In line with the Group’s commitment to reducing its environmental impact, this Report is not available in printed form. Please obtain an electronic copy from the Sustainability section of the corporate website at <https://www.gentingmalaysia.com/>.

Genting Malaysia welcomes feedback on its sustainability initiatives and disclosures. Please send your comments to sustainability.genm@rwgenting.com.

Message from the Chairman of the Sustainability Steering Committee

Dear Stakeholders,

I am pleased to share Genting Malaysia’s sustainability progress for 2025 and to reflect on a year marked by steady advancement, stronger execution and deeper integration of sustainability across the business.



Mr Lee Thiam Kit
 Chairman of the Sustainability Steering Committee
 President of Genting Malaysia Berhad

2025 marked a year of consolidation and progress, with sustainability becoming more firmly embedded in how we govern, operate and grow the business. Across operations in Malaysia, the United Kingdom, the United States and the Bahamas, we focused on translating commitments into disciplined execution, strengthening systems, accountability and decision-making to support long-term resilience.

Sustainability today is no longer a standalone agenda; it is a lens through which we assess risk, guide investment, enhance customer experience and deliver stakeholder value. Guided by our four sustainability pillars: Sound Governance, Marketplace Stewardship, Protecting the Environment and Uplifting People, we continued to advance a practical, outcomes-driven approach aligned with global best practices and evolving regulatory expectations.

SOUND GOVERNANCE

Strong governance remains the foundation of Genting Malaysia’s sustainability framework. Throughout 2025, the Board maintained active oversight of sustainability matters through regular updates from management and the Sustainability Steering Committee.

This oversight ensured that we consistently integrated ESG considerations into strategy, enterprise risk management and key operational decisions.

Accountability strengthening was a significant development during the year, clearly embedding sustainability-related risks and priorities into performance management, with ESG-linked indicators incorporated into senior leadership evaluations. This alignment reinforces ownership at the highest levels and supports consistent execution across the organisation.

We continued to uphold high standards of ethical conduct, regulatory compliance and digital resilience across all jurisdictions. The Group recorded zero material cybersecurity or significant data privacy non-compliance incidents during the year, reflecting the effectiveness of internal controls, globally recognised certifications and ongoing employee awareness programmes. These measures are essential for protecting trust, safeguarding data and maintaining business continuity in an increasingly digital environment.

Message from the Chairman of the Sustainability Steering Committee

Our governance efforts were also externally recognised. Genting Malaysia maintained its inclusion in the FTSE4Good Index Series, achieving an improved score of 4.1 out of 5.0 in the December 2025 assessment. This achievement reinforces our position among the leading performers in the Gambling Subsector and the wider Consumer Services industry. Genting Malaysia also remains a constituent of the FTSE4Good ASEAN 5 Index and the FTSE4Good Emerging Index.

MARKETPLACE STEWARDSHIP

Delivering responsible, high-quality customer experiences remains central to Genting Malaysia's business model. In 2025, we continued to enhance how we engage guests across our integrated resorts by combining service excellence, innovation and responsibility.

Digitalisation played an increasingly important role in improving customer journeys and operational efficiency. The continued rollout of GIVA, our generative AI chatbot, at Resorts World Genting enhanced service responsiveness, accessibility and convenience. Across markets, structured customer feedback mechanisms, satisfaction tracking and loyalty programmes supported continuous improvement in service delivery.

Responsible gaming remained a core priority. During the year, we strengthened early detection, education and intervention measures, enhanced self-exclusion tools and expanded digital awareness initiatives. These efforts empower informed decision-making while safeguarding guests and reinforcing regulatory trust.

Beyond guest engagement, we continued to generate positive economic impact through local procurement, SME participation and supplier capacity building. Initiatives such as Genting ProcureBiz 2025 in Malaysia strengthened collaboration with suppliers, showcased sustainable solutions and reinforced our commitment to responsible sourcing and long-term supply chain resilience.

PROTECTING THE ENVIRONMENT

Environmental stewardship is integral to operating responsibly within the unique natural environments that define many of our resorts. In 2025, Genting Malaysia strengthened environmental governance, management systems and data capabilities to support climate resilience and long-term sustainability.

We maintained internationally recognised certifications, including ISO 14001:2015, covering 100% of engineering functions at Resorts World Genting and the Hilton Miami Downtown Hotel. These systems provide a robust framework for environmental compliance, pollution prevention and continuous improvement.

During the year, we strengthened the quality, consistency and readiness of our environmental data by improving monitoring across energy, water, waste and emissions. Establishing clearer baselines and further developing systems also supported alignment with IFRS climate-related disclosure requirements. In parallel, we improved emissions calculations and monitoring processes, enabling more accurate planning, greater transparency and a stronger understanding of our carbon footprint in line with evolving reporting expectations.

Through targeted investments in efficiency initiatives, electric vehicle infrastructure and operational controls, we continued to reduce environmental impacts while strengthening operational resilience across our global portfolio.

UPLIFTING PEOPLE

Our people and communities remain central to Genting Malaysia's long-term success. In 2025, we continued to invest in safe workplaces, inclusive cultures and meaningful development opportunities across our global workforce.

With the majority of our employees being local talent across markets, our focus remained on health and safety, well-being and capability building. We are encouraged by achieving zero employee fatalities during the year, reflecting the effectiveness of our safety systems and a strong safety culture across operations.

Robust training, career development and well-being initiatives further strengthened employee engagement, alongside continued efforts to promote diversity, inclusion and fair employment practices. Beyond our workforce, community engagement programmes supported education, social development and local capacity building, ensuring that the benefits of our growth extend beyond our resorts.

LOOKING AHEAD

2025 reinforced the importance of disciplined execution, strong governance and reliable data in advancing sustainability. As expectations continue to evolve, particularly in relation to climate-related disclosures and performance, we focus on strengthening integration, improving measurement and embedding sustainability more deeply into everyday decision-making.

I would like to thank our employees, partners, customers and stakeholders for their continued support and trust. Together, we remain committed to going above and beyond in building a resilient, responsible and future-ready Genting Malaysia that delivers long-term value to the communities and markets we serve.

Mr Lee Thiam Kit

*Chairman of the Sustainability Steering Committee
President of Genting Malaysia Berhad*

About Genting Malaysia Berhad

Resorts World Sdn Bhd, a private company limited by shares, was incorporated on 7 May 1980 under the Companies Act 1965. 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, Genting Berhad and Genting Malaysia's restructuring exercise resulted in Genting Malaysia acquiring Genting Berhad's entire gaming, hotel and resort-related operations, including goodwill and other relevant assets. Genting Malaysia's shares have been traded on the Main Market of Bursa Malaysia since its listing on 22 December 1989. It is a constituent stock in the FTSE Bursa Malaysia Mid 70 Index, FTSE4Good Bursa Malaysia Index, FTSE4Good ASEAN 5 Index and FTSE4Good Emerging Index.

Genting Malaysia owns and manages major resort properties and casinos in Malaysia, the UK, Egypt, the US and the Bahamas.



Market capitalisation of RM11.6 billion as of 31 December 2025.

OUR BUSINESS

Over 40 properties across

-  Malaysia
-  UK
-  Bahamas
-  Egypt
-  US



FTSE4Good

Constituent of the FTSE4Good Index since 2018



More than **18,000** employees globally



About **13,000** hotel rooms worldwide

OUTPUTS AND FINANCIAL RESULTS

RM 3.1 billion



Spent on local procurement across the Group's operations worldwide

Over **40 million**



Visitors across the Group's properties in Malaysia, the UK, Egypt, the US and the Bahamas

RM 0.9 billion



Total payment to capital providers

RM 2.9 billion



Wages and benefits for employees

RM 6.2 billion



Total tax contribution in 2025

RM 10.8 billion



Total operating cost of the Group

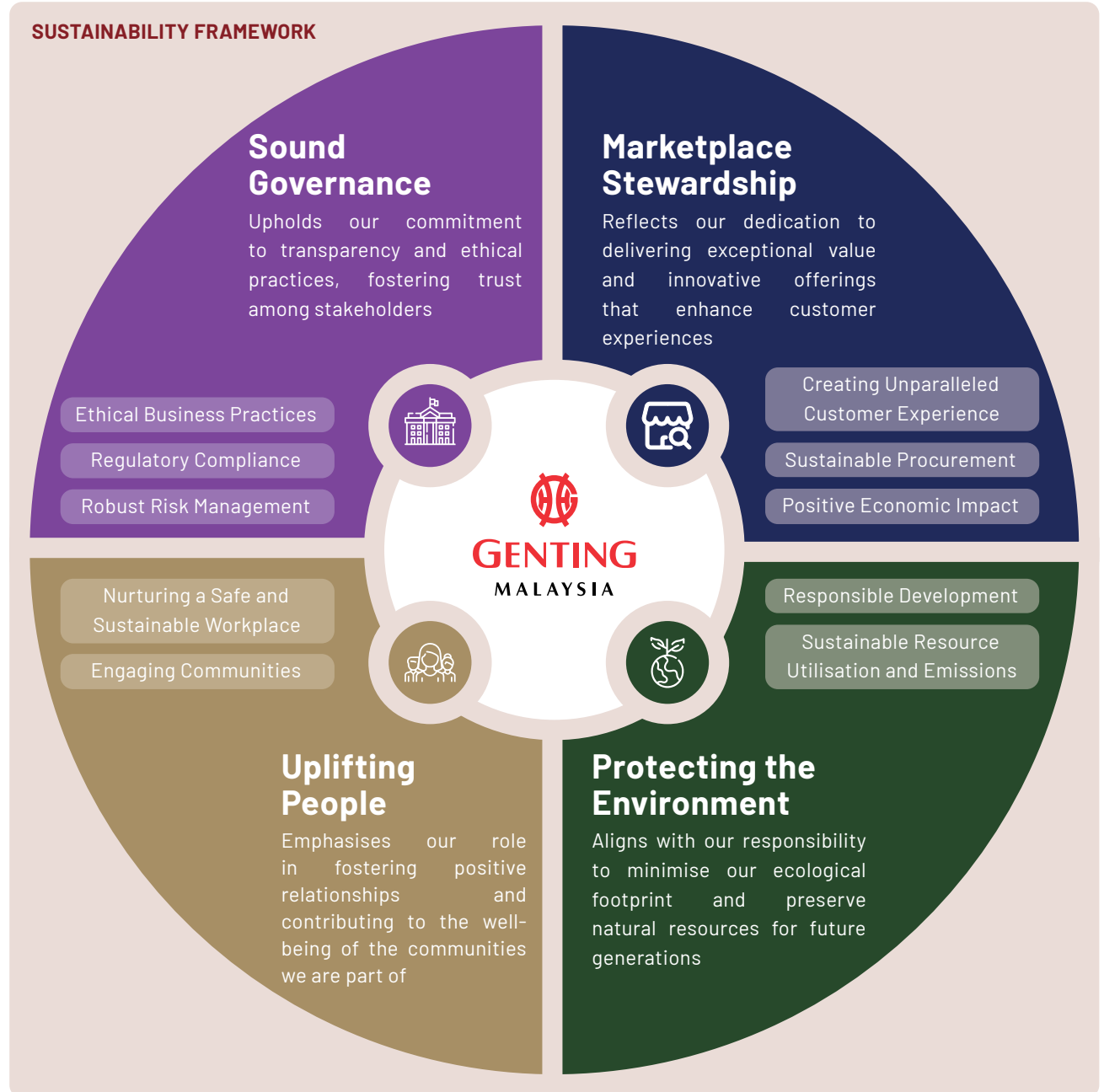
RM 11.9 billion



Total revenue of the Group

Sustainability: Above And Beyond

Genting Malaysia integrates sustainability into its core business strategy. Our framework, built around Sound Governance, Marketplace Stewardship, Protecting the Environment and Uplifting People, provides a clear and practical structure for action and reporting. It guides how we manage environmental impacts, social responsibilities and governance practices, translating commitments into measurable outcomes while maintaining alignment with global standards.



Sustainability: Above And Beyond

Sustainability Highlights



Sound Governance

Establishment of **Data Protection Office** in Malaysia to strengthen PDPA compliance.

Continuous enhancements to policies, procedures and internal controls to ensure compliance with PDPA, AMLA and ABAC requirements.

No cybersecurity breaches detected for critical systems.



Marketplace Stewardship

Launched Genting ProcureBiz 2025 in Malaysia to strengthen vendor partnerships, transparency and local economic growth.

Genting SustainBiz 2025 Convened the sustainability summit on green innovation in ASEAN’s hospitality sector.

Collaboration with Tourism Malaysia to support Visit Malaysia 2026 campaign.

RG Check Accreditation by the Responsible Gambling Council Canada, recognising continued enhancement of RG practices and programme effectiveness by RWG.



Uplifting People

Signing of a **public-private partnership** to build the Gohtong Jaya Fire Rescue Station and Quarters which would enhance emergency response capabilities in Genting Highlands and surrounding regions.

Donated **RM10 million** to Tabung Kesejahteraan Rakyat under the Sejahtera Madani Programme.

Supported schools in Pahang under the Sekolah Angkat Madani initiative.

Formalised the 14th Collective Agreement with the Genting Malaysia Workers Union.



Protecting the Environment

Installation of **Solar PV** at Awana SkyCentral rooftop in Malaysia, commencing green energy adoption.

More than 10.6% reduction in operational GHG at RWG compared to the 2018 baseline.

RWG maintained non-revenue water at ≤8%, significantly below the Peninsular Malaysia and Federal Territory of Labuan (“F.T. Labuan”) average of 34.3% through advanced monitoring and leakage control.

Sustainability: Above And Beyond

Corporate Governance

BOARD COMPOSITION

As of 6 March 2026:

GENDER

7

2

Male Female

AGE

11%

89%

30-55 years >55 years

NATIONALITY

100%

Malaysian Non-Malaysian

ETHNICITY

22%

78%

Malay Chinese



Gen Dato' Seri DiRaja Tan Sri (Dr.) Mohd Zahidi bin Hj Zainuddin (R)

Chairman / Non-Independent Non-Executive Director



Tan Sri Lim Kok Thay

Deputy Chairman & Chief Executive / Non-Independent Executive Director



Dato' Indera Lim Keong Hui

Deputy Chief Executive & Executive Director / Non-Independent Executive Director



Dato' Sri Lee Choong Yan

Senior Advisor & Executive Director




Mr Quah Chek Tin

Non-Independent Non-Executive Director




Mr Teo Eng Siong

Non-Independent Non-Executive Director




Madam Chong Kwai Ying

Independent Non-Executive Director



Mr Ho Heng Chuan

Independent Non-Executive Director



Puan Norazilla binti Md Tahir

Independent Non-Executive Director

The Board exercises strategic direction and governance oversight to ensure the Company consistently meets the highest standards of integrity and ethical behaviour. Comprising accomplished professionals with deep industry knowledge and experience, the Board is instrumental in shaping the Company's strategic direction and advancing its long-term goals while prioritising the organisation's sustainability and resilience.

The Board Charter, as approved by the Board, clearly delineates the roles and responsibilities of the Board and management, reinforcing accountability across all levels of the organisation. The Board Charter is accessible on the Group's website at www.gentingmalaysia.com.

In accordance with the Malaysian Code on Corporate Governance, the Group upholds a non-discriminatory approach to appointments by ensuring that suitably qualified candidates are fairly considered whenever there is a requirement to appoint a new director or to fill a management vacancy.

Sustainability: Above And Beyond

Sustainability Governance

BOARD LEADERSHIP AND OVERSIGHT

Genting Malaysia’s sustainability governance framework ensures effective oversight and management of sustainability initiatives across the organisation. The Board of Directors champions sustainability, providing strategic direction and overseeing the organisation as a whole. The Board has continuously taken steps to strengthen its oversight of sustainability matters, including through the receipt of regular progress reports. These reports provide essential insights, enabling the Board to monitor progress, address emerging risks and opportunities and steer the Group toward its long-term sustainability goals.

COMMITTEES AND MANAGEMENT SUPPORT

The Board receives regular updates on sustainability matters from Management, providing oversight of the Group’s sustainability agenda. The Sustainability Steering Committee supports this agenda by overseeing implementation, setting targets and addressing key sustainability priorities. The Sustainability Working Committee supports the Sustainability Steering Committee by executing sustainability projects, monitoring performance and reporting progress to ensure alignment with the Group’s broader goals. Both committees regularly review strategies and outcomes in their meetings, ensuring collaboration and alignment among senior leadership on critical sustainability issues.

SKILLS, EXPERTISE AND CAPACITY-BUILDING

The Board strengthens its oversight by regularly evaluating whether it has the appropriate skills and expertise to address sustainability matters. Directors and senior management participate in training and knowledge-sharing sessions to remain equipped to respond effectively to evolving ESG expectations and regulatory developments.

ACCOUNTABILITY AND PERFORMANCE MANAGEMENT

Performance evaluations reinforce accountability through Key Performance Indicators (“KPIs”) linked to material sustainability risks and opportunities. For senior leadership in Malaysia, a portion of performance-related remuneration is linked to ESG metrics assessed using independent external benchmarks, including FTSE4Good, providing an objective measure of the effectiveness of the Group’s sustainability programme.

The Board, working with the Sustainability Steering Committee, uses these externally assessed outcomes to strengthen oversight and support continuous improvement in sustainability performance.

INTERNAL CONTROLS AND FUNCTIONAL INTEGRATION

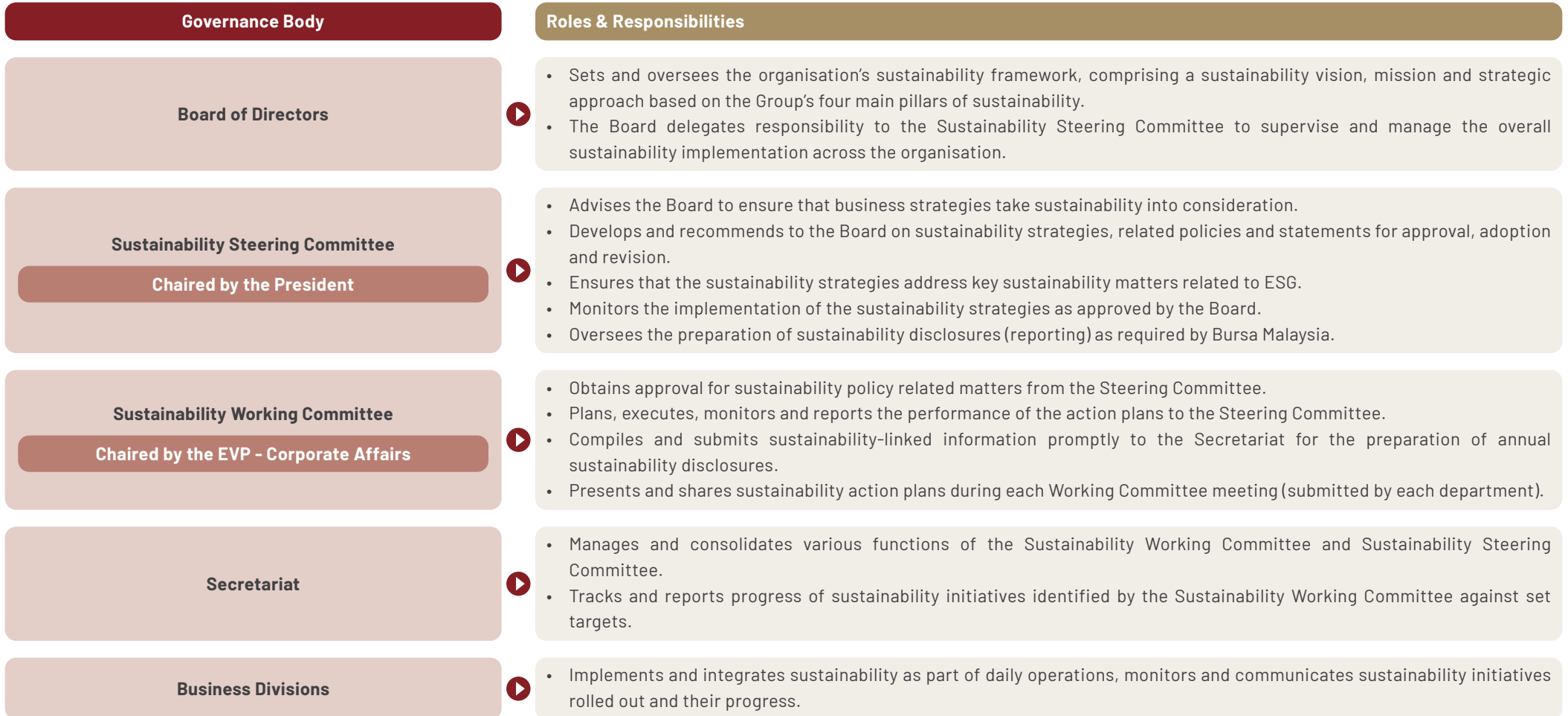
For its Malaysian operations, designated management-level positions and committees are responsible for day-to-day sustainability. Clear reporting structures and robust internal controls support these roles. The Group integrates sustainability oversight with existing risk, compliance and operational functions, embedding sustainability across the organisation rather than managing it in isolation. For the Group’s overseas operations, sustainability governance is guided by overarching Group principles and relevant local regulatory requirements, with implementation tailored to local operating contexts.

INTEGRATION INTO STRATEGY AND RISK MANAGEMENT

The Group embeds sustainability considerations into its overall strategy, significant transactions and risk management processes. The Board considers trade-offs among financial, operational and sustainability priorities to ensure that decisions support long-term resilience and value creation.

Sustainability: Above And Beyond

Governance Body & Roles*



* As at 6 March 2026

Sustainability: Above And Beyond

ESG Awards and Recognitions

Genting Malaysia continues to uphold globally recognised ESG standards through a series of awards, accreditations and certifications that affirm our long-term commitment to sustainability. These recognitions are enduring testaments to our dedication to responsible business practices, transparency and environmental stewardship.

▶ FTSE4GOOD INDEX SERIES

Genting Malaysia proudly maintains its inclusion in the FTSE4Good Bursa Malaysia Index, the FTSE4Good ASEAN 5 Index and the FTSE4Good Emerging Index, reflecting our steadfast commitment to transparency and robust ESG disclosure. Consistent performance against the index’s stringent criteria underscores our position as one of the leading performers within the Gambling Subsector and the wider Consumer Services Industry. In the most recent December 2025 assessment, Genting Malaysia achieved a score of 4.1 out of 5.0, an improvement from 4.0 in the previous evaluation, reaffirming our leadership standing.

▶ RESPONSIBLE GAMBLING ACCREDITATION

Resorts World Genting’s gaming operations retain the Responsible Gaming (“RG”) Check accreditation from the Responsible Gambling Council (“RGC”), one of the most rigorous responsible gambling programmes worldwide. This accreditation reinforces our commitment to protecting players, safeguarding communities and minimising the risks associated with problem gambling.

▶ TOP 50 INSPIRING WORKPLACE IN THE UK

Genting Casinos UK has been named a winner in the Top 50 Inspiring Workplace Awards 2025. This prestigious recognition highlights the Group’s unwavering commitment to a people-first culture. The Group was recognised for its strong focus on wellbeing and the wide range of initiatives in place to support its employees, reinforcing its commitment to creating a positive and inclusive workplace.

▶ MALAYSIA’S 100 LEADING GRADUATE EMPLOYERS BY GTI MEDIA ASIA

Genting Malaysia Berhad received the Graduate Employer of the Year Award in the Entertainment & Leisure sector for the third consecutive year since 2023, and in the Travel & Hospitality sector for the fourth consecutive year since 2022. The Group was also ranked among the Top 20 Most Popular Graduate Recruiters of the Year 2025.

▶ GREEN TOURISM

Genting Hotel at Resorts World Birmingham has achieved a Bronze accreditation from Green Tourism, a globally recognised sustainable tourism certification body. This accreditation reflects the hotel’s ongoing efforts to operate responsibly by adopting practices that support environmental stewardship, resource efficiency and positive engagement with the community. The recognition underscores the Group’s commitment to enhancing guest experiences while progressively embedding sustainability considerations into its operations.

▶ LEADERSHIP IN ENERGY AND ENVIRONMENTAL DESIGN (“LEED”) CERTIFICATION

Resorts World Catskills holds the prestigious LEED certification, developed by the U.S. Green Building Council. This globally recognised standard signifies excellence in green building design and operations, showcasing our commitment to energy efficiency, environmental health and sustainable development.

▶ TDM TRAVEL TRADE EXCELLENCE AWARDS 2025 - MALAYSIA

Resorts World Awana received the ESG Initiative of the Year award for its forward-thinking Genting Nature Adventures, which leverages tourism to advance conservation, education and long-term ecological responsibility. Guided by four key pillars, conservation, preservation, sustainability and education, the initiative serves as a platform for biodiversity learning and environmental stewardship.

▶ ISO 14001:2015 CERTIFICATION

As of 2025, Resorts World Genting in Malaysia and the Group’s Hilton Miami Downtown hotel in the United States are ISO 14001:2015 certified, with 100% coverage of all Engineering functions. This internationally recognised standard confirms that our Environmental Management System meets world-class benchmarks in pollution prevention, environmental protection and continuous improvement.

Connecting With Our Stakeholders

As one of the world’s leading integrated resort operators, the Group welcomed more than 40 million visitors this year across its destinations in Malaysia, the UK, Egypt, the US and the Bahamas. More than 18,000 employees across our global operations power this scale and success.

Meaningful engagement with our diverse stakeholders underpins our growth and long-term sustainability. We treat stakeholder engagement as a platform for collaboration and shared progress rather than a one-off consultation exercise. Sustainability cannot sit within a single function or department. It depends on active participation across the organisation, from leadership to frontline employees.

At Genting Malaysia, we embed sustainability into daily operations, shaping decisions, guiding interactions and defining how we create value for our stakeholders.

STAKEHOLDER ENGAGEMENT OVERVIEW

STAKEHOLDER GROUPS	WHY WE ENGAGE	ENGAGEMENT METHODS	ENGAGEMENT FREQUENCY	CONCERNS AND AREAS OF INTEREST	OUR RESPONSE
Employees	<ul style="list-style-type: none"> Our workforce is essential for delivering delightful, memorable customer experiences. We are committed to building a strong workforce and creating meaningful career opportunities. We strive to upskill our employees and support professional and personal goals. 	<ul style="list-style-type: none"> Yearly cross-functional visits Mid-year and annual performance appraisals Quarterly newsletters Senior management townhall events Monthly leadership engagement programmes Sports tournaments, outdoor activities and weekly wellness programmes Yearly Employee Appreciation Night 	W M Q A	<ul style="list-style-type: none"> Improved workspaces Employee welfare Merit-based training and career progression 	<ul style="list-style-type: none"> Establishing a robust Learning and Development strategy Enhancing recognition and retention plans Delivering regular training across all levels Conducting health and well-being programmes
Government and Regulators	<ul style="list-style-type: none"> Governments and regulators define the legal and regulatory framework governing our operations. They grant operating licences and impose regulatory requirements. We engage to remain informed of sector and economic developments and ensure compliance. 	<ul style="list-style-type: none"> Meetings with senior government officials Government-Private Partnerships for community investments Safety collaborations with the Department of Safety and Health and the Ministry of Health 	! W M Q A	<ul style="list-style-type: none"> Compliance with applicable laws and regulations 	<ul style="list-style-type: none"> Strict compliance with national and international regulatory requirements governing our operations

Engagement Frequency Legends:

D Daily

W Weekly

M Monthly

Q Quarterly

A Annually

! When Required

Connecting With Our Stakeholders

STAKEHOLDER GROUPS	WHY WE ENGAGE	ENGAGEMENT METHODS	ENGAGEMENT FREQUENCY	CONCERNS AND AREAS OF INTEREST	OUR RESPONSE
Customers	<ul style="list-style-type: none"> Customer feedback guides service delivery. Customer insights help us continuously enhance the overall experience. We aim to meet and exceed customer expectations in every interaction. 	<ul style="list-style-type: none"> Daily customer engagement Daily customer satisfaction surveys Loyalty programmes (Genting Rewards) 	D	<ul style="list-style-type: none"> Enhanced customer experience Strict health and safety standard operating procedures 	<ul style="list-style-type: none"> Maintaining high service quality through stringent controls Training employees to deliver optimal customer experiences
Suppliers and Contractors	<ul style="list-style-type: none"> Suppliers and business partners support our growth and business strategy. We expect suppliers and contractors to uphold high ethical standards and conduct. 	<ul style="list-style-type: none"> Supplier pre-qualification criteria Tender evaluation processes Supplier Code of Conduct Training and upskilling programmes Supplier Appreciation Night 	! A	<ul style="list-style-type: none"> Responsible and sustainable supply chain practices 	<ul style="list-style-type: none"> Ongoing engagement to understand supplier needs Building long-term and responsible business relationships
Capital Providers	<ul style="list-style-type: none"> Shareholders, financial institutions and investors provide financial capital to support growth. Clear, timely and effective communication supports informed investment decisions. We seek feedback on expectations and performance. 	<ul style="list-style-type: none"> Dedicated Investor Relations team Quarterly financial results announcements Quarterly analyst briefings Press releases Annual General Meeting One-on-one and small group meetings Property visits Investor conferences Corporate website 	! Q A	<ul style="list-style-type: none"> Timely updates on financial performance and strategy 	<ul style="list-style-type: none"> Regular engagement through meetings, briefings and conferences Delivering financial reports Responding to ESG rating agency assessments
Trade Unions	<ul style="list-style-type: none"> We support employee development and welfare through constructive partnerships. We value open and ongoing dialogue to address workforce-related matters. 	<ul style="list-style-type: none"> Management-Union Joint Meetings Joint Consultative Committees Industry memberships and forums 	Q	<ul style="list-style-type: none"> Collaborative partnerships Safety standards Remuneration and benefits Working conditions 	<ul style="list-style-type: none"> Promoting open communication and mutual trust Supporting constructive dialogue to improve working conditions
Engagement Frequency Legends: D Daily W Weekly M Monthly Q Quarterly A Annually ! When Required					

Connecting With Our Stakeholders

STAKEHOLDER GROUPS	WHY WE ENGAGE	ENGAGEMENT METHODS	ENGAGEMENT FREQUENCY	CONCERNS AND AREAS OF INTEREST	OUR RESPONSE
Media	<ul style="list-style-type: none"> Media platforms enable communication with stakeholders and local communities. Media engagement supports corporate announcements and thought leadership. 	<ul style="list-style-type: none"> Press releases Social media Advertisements Interviews 	! M	<ul style="list-style-type: none"> Timely and accurate information 	<ul style="list-style-type: none"> Ensuring accurate and prompt dissemination of information across online and offline channels
Local Communities	<ul style="list-style-type: none"> We aim to generate positive, lasting social and economic impact in the communities where we operate. 	<ul style="list-style-type: none"> Donations and philanthropic contributions Community investments 	! Q	<ul style="list-style-type: none"> Social, environmental and capacity development Collaborative partnerships 	<ul style="list-style-type: none"> Engaging communities to understand local needs Developing holistic and impactful community programmes

Engagement Frequency Legends:

D Daily

W Weekly

M Monthly

Q Quarterly

A Annually

! When Required

Prioritising What Is Material

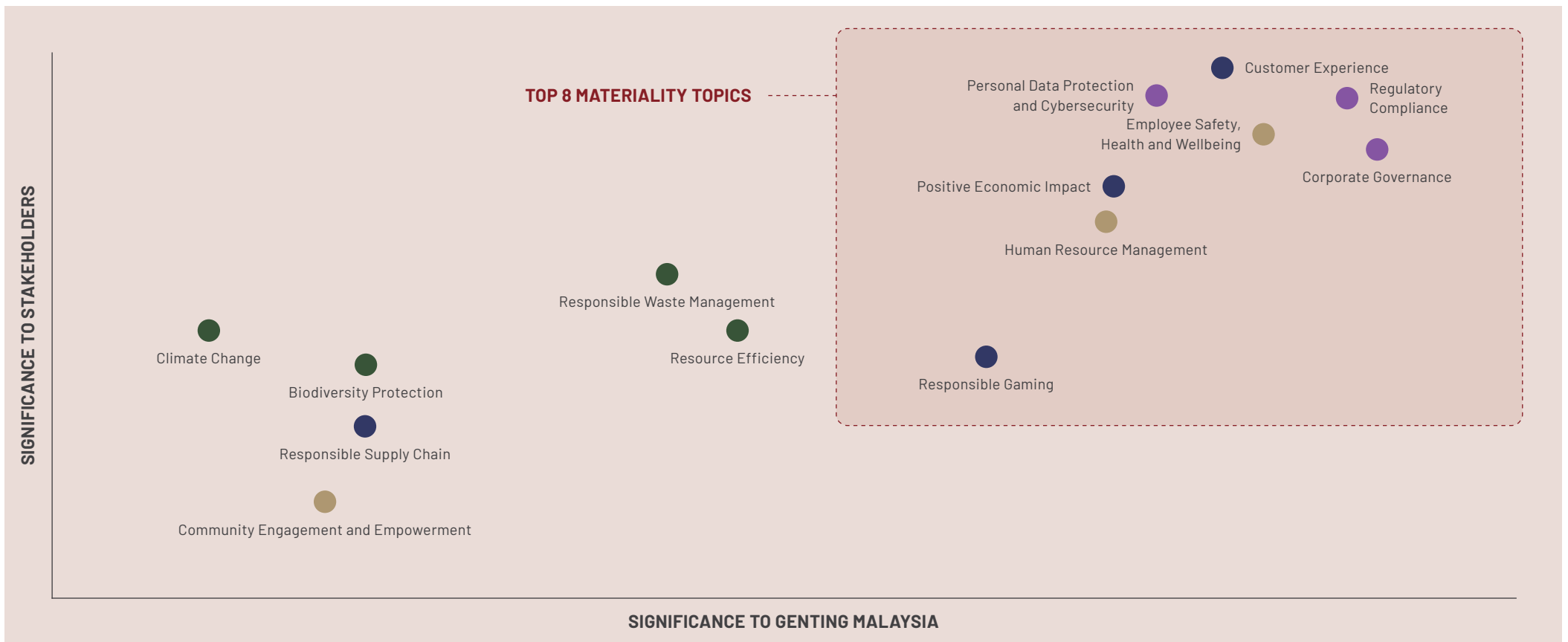
Materiality underpins our sustainability strategy by guiding the identification of issues that are most relevant to stakeholders and critical to long-term business success. We review and refine our materiality matrix annually to ensure it remains relevant, forward-looking and aligned with our strategic priorities.

In 2025, we reviewed our most recent materiality matrix. We confirmed that the identified material topics remain relevant and aligned with the Company’s strategic agenda, as business strategies and priorities remained unchanged.

We also enhanced our materiality approach by refining the mapping methodology to integrate the:

- Risk considerations
- Capitals affected
- Broader impacts of each topic

This approach strengthened the link between material issues and long-term value creation and improved the Group’s readiness for alignment with IFRS sustainability-related financial disclosures.



- Sound Governance
- Marketplace Stewardship
- Protecting the Environment
- Uplifting People














Prioritising What Is Material

Capitals											
F Financial		H Human		M Manufactured		I Intellectual		SR Social and Relationship		N Natural	
ISSUE	GRI TOPIC	GENTING MALAYSIA COMMITMENT	CAPITALS INVOLVED	ASSOCIATED RISKS	OPPORTUNITIES	UNSDGs					
SOUND GOVERNANCE											
Regulatory Compliance	<ul style="list-style-type: none"> Environmental Compliance Socioeconomic Compliance Anti-Corruption Anti-Competitive-Behaviour 	<ul style="list-style-type: none"> Complying with anti-corruption and anti-competition legislation and other core operational regulations, including environment, occupational, safety and health Engaging and supporting regulators Providing whistleblowing channels for employees to voice out 	F H I SR	<ul style="list-style-type: none"> Regulatory non-compliance Legal penalties Reputational damage 	<ul style="list-style-type: none"> Strong regulatory relationships License to operate Assurance Enhanced stakeholder trust 						
Corporate Governance	<ul style="list-style-type: none"> General Disclosures 	<ul style="list-style-type: none"> Managing business strategy, risk assessments and sustainability processes to foster financial integrity, investor confidence and superior performance 	F H I SR	<ul style="list-style-type: none"> Weak oversight Strategic misalignment Poor investor confidence 	<ul style="list-style-type: none"> Improved decision-making Capital access Long-term value creation 						
Personal Data Protection and Cybersecurity	<ul style="list-style-type: none"> Customer Privacy 	<ul style="list-style-type: none"> Protecting company information, including confidential business data and the data privacy of employees, suppliers, business associates and customers. 	F H I SR	<ul style="list-style-type: none"> Data breaches Cyber incidents Loss of customer trust 	<ul style="list-style-type: none"> Strong brand trust Digital resilience Operational continuity 						
MARKETPLACE STEWARDSHIP											
Customer Experience	<ul style="list-style-type: none"> Non-GRI Topic 	<ul style="list-style-type: none"> Improving satisfaction by continually assessing and responding to customers' needs 	F H M SR	<ul style="list-style-type: none"> Declining customer satisfaction Loss of market share 	<ul style="list-style-type: none"> Customer loyalty Revenue growth Brand differentiation 						
Positive Economic Impact	<ul style="list-style-type: none"> Significant Indirect Economic Impacts 	<ul style="list-style-type: none"> Contributing to nation-building by boosting economic growth and developing the tourism and hospitality industry 	F M SR	<ul style="list-style-type: none"> Economic volatility affecting tourism demand Declining financial performance Unfavourable operating conditions reducing competitiveness and earnings 	<ul style="list-style-type: none"> Economic contribution Strengthened national tourism ecosystem Job creation 						

Prioritising What Is Material

Capitals						
F Financial H Human M Manufactured I Intellectual SR Social and Relationship N Natural						
ISSUE	GRI TOPIC	GENTING MALAYSIA COMMITMENT	CAPITALS INVOLVED	ASSOCIATED RISKS	OPPORTUNITIES	UNSDGs
MARKETPLACE STEWARDSHIP						
Responsible Gaming	<ul style="list-style-type: none"> Non-GRI Topic 	<ul style="list-style-type: none"> Advocating responsible gaming to prevent problem gambling among customers 	F H SR	<ul style="list-style-type: none"> Social harm Regulatory intervention Reputational risk 	<ul style="list-style-type: none"> Enhanced brand reputation and stakeholder confidence Long-term customer loyalty Regulatory trust 	
Responsible Supply Chain	<ul style="list-style-type: none"> Procurement Practices Supplier Environmental Assessment Supplier Social Assessment 	<ul style="list-style-type: none"> Encouraging local and sustainable procurement Managing suppliers and service providers for responsible business conduct in areas of human rights, labour, anti-corruption, environment, safety and health 	F H SR N	<ul style="list-style-type: none"> Supply disruption Human rights or environmental breaches Reputational risks 	<ul style="list-style-type: none"> Resilient sourcing Local supplier development Cost stability 	
PROTECTING THE ENVIRONMENT						
Responsible Waste Management	<ul style="list-style-type: none"> Effluents and Waste 	<ul style="list-style-type: none"> Ensuring effluents discharged from sewage treatment plants meet the standard limit of regulations Managing waste properly with reduce, reuse and recycle practices 	F H SR N	<ul style="list-style-type: none"> Environmental non-compliance Pollution incidents 	<ul style="list-style-type: none"> Cost savings Improved environmental performance 	
Resource Efficiency	<ul style="list-style-type: none"> Energy Water 	<ul style="list-style-type: none"> Using energy efficiently Using water efficiently 	F H SR N	<ul style="list-style-type: none"> Resource scarcity Rising utility costs 	<ul style="list-style-type: none"> Operational efficiency Cost optimisation 	
Biodiversity Protection	<ul style="list-style-type: none"> Biodiversity 	<ul style="list-style-type: none"> Conserving biodiversity in the Group's operational sites 	F H SR N	<ul style="list-style-type: none"> Ecosystem degradation Increased costs for mitigation and restoration Exposure to environmental incidents Regulatory constraints 	<ul style="list-style-type: none"> Ecosystem resilience Enhanced environmental stewardship 	

Prioritising What Is Material

Capitals											
Financial		Human		Manufactured		Intellectual		Social and Relationship		Natural	
ISSUE	GRI TOPIC	GENTING MALAYSIA COMMITMENT	CAPITALS INVOLVED	ASSOCIATED RISKS	OPPORTUNITIES	UNSDGs					
PROTECTING THE ENVIRONMENT											
Climate Change	<ul style="list-style-type: none"> Emissions 	<ul style="list-style-type: none"> Minimising carbon emissions 	F H SR N	<ul style="list-style-type: none"> Physical and transition risks affecting operations and costs 	<ul style="list-style-type: none"> Improved resilience Efficiency gains Long-term sustainability 	 					
UPLIFTING PEOPLE											
Employee Safety, Health and Wellbeing	<ul style="list-style-type: none"> Occupational Health and Safety 	<ul style="list-style-type: none"> Maintaining an injury-free working environment for all employees by following systematic approaches that prevent injuries and eliminate workplace health and safety risks 	H SR	<ul style="list-style-type: none"> Workplace incidents Productivity loss Regulatory action 	<ul style="list-style-type: none"> Higher productivity Reduced absenteeism Talent retention Positive wellbeing 	  					
Human Resource Management	<ul style="list-style-type: none"> Employment Training and Education Labour/ Management Relations Freedom of Association and Collective Bargaining Non-discrimination 	<ul style="list-style-type: none"> Providing fair and comprehensive employee benefits that meet the statutory minimum living wage Attracting and retaining employees by creating a great place to work, providing welfare, a healthy lifestyle and regular engagement with employees Delivering training and education that expands employees' knowledge bases for career development and improving customer service Introducing counselling services and other listening channels for employees Treating employees fairly and without discrimination 	F H I SR	<ul style="list-style-type: none"> Talent attrition Low engagement Skills gap 	<ul style="list-style-type: none"> Skilled workforce Improved service quality Innovation capacity Positive working environment 	    					
Community Engagement and Empowerment	<ul style="list-style-type: none"> Local Communities 	<ul style="list-style-type: none"> Enriching lives in local communities through various corporate social responsibility ("CSR") activities 	I SR	<ul style="list-style-type: none"> Community resentment Reputational impact 	<ul style="list-style-type: none"> Strong community bond and support Local goodwill 	  					

Sound Governance

Genting Malaysia is steadfast in upholding sound governance practices founded on integrity, accountability and ethical conduct. We adhere to stringent corporate governance standards that promote transparency, responsible decision-making and long-term value creation.

Our robust governance framework defines clear roles and responsibilities for the Board, enabling effective oversight of the Group’s strategic direction, risk management and regulatory compliance. This framework also embeds sustainability considerations into decision-making, aligning governance with legal requirements and stakeholder expectations.

The Malaysian Code on Corporate Governance provides the foundation for our practices, focusing on three fundamental principles:

Board Leadership and Effectiveness

Guiding the Board in setting direction and driving accountability.

Effective Audit and Risk Management Committee

Ensuring rigorous oversight of internal controls, risk and compliance.

Integrity in Corporate Reporting and Meaningful Relationships with Stakeholders

Building confidence through transparent disclosures and active engagement.

Genting Malaysia’s Board Charter and Code of Conduct and Ethics (“Code”) complements this, setting out the Group’s vision, principles and expectations for directors and employees. These documents act as a compass, guiding behaviour and business conduct while reinforcing accountability, integrity and ethical responsibility.

AREA OF FOCUS

Ethical Business Practices

- High governance standards and a strong compliance culture
- Effective governance practices enable the Group to operate in highly regulated markets globally

Regulatory Compliance

- Regularly engaging with regulators
- Compliance with the terms and conditions of the Group’s casino licenses and other regulations, including the Personal Data Protection Act 2010 (“PDPA”), Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001 (“AMLA”) and Anti-Bribery and Anti-Corruption (“ABAC”) policies and procedures
- Zero tolerance policy for all forms of corruption and bribery

Robust Risk Management

- Comprehensive system of reporting, controls and mitigation procedures
- Critical IT systems protected against cybersecurity threats and breaches
- Training and compliance prioritised in the workforce
- Ongoing review of opportunities to enhance governance and risk management

Building on our governance framework and areas of focus, Genting Malaysia translates these commitments into clear targets and measurable actions across our Malaysian operations. Our approach emphasises training and compliance to embed ethical conduct, ensure adherence to regulatory requirements and strengthen risk management practices. Progress against these targets is systematically monitored and reported to drive accountability and continuous improvement.

PROGRESS AGAINST TARGET

Initiatives	2025 Targets (Malaysia)	Progress Against Target (Malaysia)	2026 Targets (Malaysia)
Training <ul style="list-style-type: none"> • PDPA Awareness Training • ABAC Policy Training • IT Cybersecurity Training • AMLA Training 	<ul style="list-style-type: none"> • 100% of designated employees to complete training 	<ul style="list-style-type: none"> • 100%* of employees completed PDPA Awareness Training • 100%* of employees completed ABAC Policy Training • 100%* of employees completed IT Cybersecurity Training • 100%** of employees completed AMLA Training 	<ul style="list-style-type: none"> • 100% of designated employees to complete training
Compliance <ul style="list-style-type: none"> • Compliance with the terms and conditions of the Group’s casino licenses • Compliance with the PDPA, AMLA and ABAC policies • Safeguarding critical IT systems against cybersecurity threats and breaches 	<ul style="list-style-type: none"> • No breaches of key terms • No criminal convictions on ABAC related charges • No regulatory penalties imposed on ABAC-related charges • No detected cybersecurity breaches for critical systems 	<ul style="list-style-type: none"> • Met with no regulatory penalties imposed • No detected cybersecurity breaches for critical systems 	<ul style="list-style-type: none"> • No breaches of key terms • No criminal convictions on ABAC related charges • No regulatory penalties imposed on ABAC-related charges • No cybersecurity breaches for critical systems

* for employees who joined before 15 December 2025
 ** for Quarter 4 2025 training

Sound Governance

Ethical Business Practices

BUSINESS WITH INTEGRITY

Genting Malaysia upholds the highest standards of ethical business conduct across its global operations, adhering strictly to local laws and regulations in every market where it operates. Our Code of Conduct and Ethics provides a clear framework that applies to all employees, directors, subsidiaries and associates, ensuring compliance with legal requirements while fostering professionalism, integrity and trust throughout the Group.

The Code, accessible via our website and reinforced by supporting policies, sets out the principles that guide behaviour and business practices, particularly in interactions with third parties. To safeguard integrity and objectivity in decision making, Genting Malaysia has established a Conflict of Interest Policy for the Directors and Key Senior Management of the Company, requiring timely disclosure and proper management of any actual, potential or perceived conflicts. This supports transparent decision-making and helps prevent situations that could compromise Genting Malaysia’s interests or reputation.

In Malaysia, directors are also bound by the Company Directors’ Code of Ethics issued by the Companies Commission of Malaysia, further strengthening accountability at the leadership level.

COMMITMENT TO ANTI-MONEY LAUNDERING, ANTI-BRIBERY AND ANTI-CORRUPTION

Genting Malaysia maintains a zero-tolerance stance towards corruption, money laundering, terrorist financing and bribery, including kickbacks and facilitation payments. Our ABAC policies, along with stringent Anti-Money Laundering (“AML”) procedures in the casino segment, ensure that all business dealings are conducted with integrity, fairness and transparency.

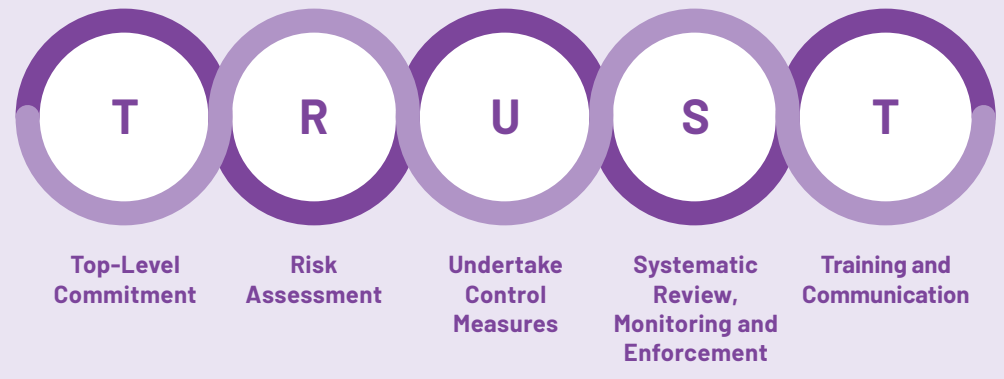
BOARD OVERSIGHT AND GOVERNANCE

The Board of Directors oversees anti-corruption efforts and ensures the Group’s adherence to its anti-corruption policies, which cover all forms of corruption, including bribery. To reinforce these practices, the Group established an Anti-Money Laundering Committee, responsible for harmonising the Group-wide AML, Countering the Financing of Terrorism (“CFT”), Counter-Proliferation Financing (“CPF”) and Targeted Financial Sanctions (“TFS”) programme. Centrally monitoring this AML Programme ensures compliance with both global regulations and the unique requirements of each operational jurisdiction.

COMPREHENSIVE RISK MANAGEMENT

Corruption risks rank among the top twenty on Genting Malaysia’s risk register, driving our commitment to proactive risk management. We allocate resources and develop robust strategies to prevent bribery, corruption and fraud, particularly in high-risk areas.

We conduct corruption risk assessments across all business areas, including screening significant intermediaries such as contractors and agents. Our TRUST principles guide these assessments:



Integrating these principles into daily operations ensures consistent and effective mitigation of corruption-related risks.

DUE DILIGENCE AND EXTERNAL ENGAGEMENT

We extend our anti-corruption policy to all external parties, including intermediaries, contractors and business partners. The company conducts rigorous due diligence and screening to ensure material external stakeholders comply with our zero-tolerance stance on bribery and corruption. All associated individuals, including suppliers and business partners, must adhere to the Group’s ethical standards, ensuring fairness and transparency in all dealings.

We maintain strict enforcement through ongoing communication of the policy and periodic reminders during training sessions. These sessions reinforce the importance of preventing corruption and ensure all stakeholders recognise and report unethical behaviour.

Sound Governance

TRAINING AND AWARENESS

The Group conducts comprehensive training for employees and associated individuals to reinforce our ABAC policy. These training sessions raise awareness about bribery and other forms of corruption, equipping all stakeholders to identify, report and prevent unethical practices.

COMPLIANCE AND ENFORCEMENT

We ensure full compliance with AML, CFT, CPF and TFS requirements. Robust internal controls, due diligence and targeted training manage risks and identify red flags for suspicious activities. Immediate action is taken, including suspending any guest involved in money laundering.

The ABAC policy applies uniformly to all individuals associated with Genting Malaysia, including third-party contractors and suppliers. The company enforces decisive actions against any breach of this policy, maintaining the highest standards of financial transparency and ethical conduct across all operations.



MALAYSIA

Genting Malaysia implements comprehensive anti-corruption and anti-bribery measures supported by rigorous AML procedures. These procedures include examining the source of funds or source of wealth, particularly for higher-risk customers. Delivering extensive AML training to employees, especially casino staff, ensures they can recognise and address potential money laundering activities effectively. A Compliance Committee is accountable for overseeing the implementation and management of day-to-day AML, CFT, CPF and TFS requirements, ensuring adherence to regulatory obligations and internal policies.

In 2025, the Company undertook several ongoing initiatives to reinforce a strong culture of integrity. These included:

- Continuing the annual ABAC training and employees' Integrity Pledge
- Periodic reminders to employees on compliance with the gift-giving and receiving procedures
- Regular reviews of the ABAC Policy with proposed enhancements to further strengthen relevant procedures

Genting Malaysia's senior managers regularly engage with Bank Negara Malaysia on AML, CFT, CPF and TFS matters. Engagement includes providing feedback on new proposals and recommendations issued by the regulator and discussing best practices shared during these engagements.

To ensure continued alignment with legal and regulatory expectations, Genting Malaysia has appointed an independent assessor to review the adequacy of its anti-corruption policies and procedures against the Adequate Procedures prescribed under the Guidelines on Adequate Procedures issued pursuant to Section 17A(5) of the Malaysian Anti-Corruption Commission Act 2009.



UNITED KINGDOM

Genting UK maintains a strong commitment to ABAC practices, ensuring full compliance with regulations, including the UK Bribery Act 2010 and internal controls. Genting UK also implements robust AML measures in line with the Money Laundering, Terrorist Financing and Transfer of Funds (Information on the Payer) Regulations 2017 ("MLR 2017"), preventing the misuse of its operations for money laundering or terrorism financing.

Ongoing training, regular risk assessments and stringent monitoring processes effectively mitigate bribery and corruption risks, maintaining transparency and ethical standards across all operations.

ABAC Training

Mandatory online ABAC training delivered via Genting Academy



Corruption Risk Assessment

Annual risk assessments, incorporating new regulations



Procurement Controls

Multiple authorisation levels and due diligence checks



Customer Screening & Monitoring

Politically Exposed Person ("PEP") screening, enhanced due diligence and media searches



Reporting & Oversight

Reporting concerns to the Money Laundering Reporting Officer via a Suspicious Activity Report ("SAR")

Sound Governance



UNITED STATES

The Group’s US operations uphold high standards of ethical conduct and regulatory compliance through robust governance, clear accountability and continuous training.

Ethics, conduct and accountability

- Employees and third parties have 24/7 access to the Employee Ethics Line to report misconduct, including fraud, harassment and policy breaches.
- All new employees complete Code of Conduct training during orientation, with annual refresher training and electronic acknowledgement.
- Human Resources investigates reported ethical issues and implements corrective actions where required.
- Workplace Ethical Behaviour Training is delivered regularly, with full participation by Executive Leadership, reinforcing a strong tone from the top.

Extending standards across the value chain

- The Code of Conduct is provided to all new vendors, who are required to register with the State of New York. Any violation of the Code of Conduct may result in termination of business relationships across all New York State properties.

Anti-Money Laundering compliance

- The Group’s New York operations comply with AML requirements issued by the New York State Gaming Commission and the Financial Crimes Enforcement Network (“FinCEN”).
- Controls include customer due diligence, transaction monitoring and prompt reporting of suspicious activities.
- AML policies for the Group’s US operations have been streamlined and updated to align with evolving industry trends, informed by training undertaken at two gaming conferences in Las Vegas.



BAHAMAS

Genting Malaysia maintains strong ABAC controls across all operations, including RW Bimini in the Bahamas. The Group ensures full compliance with the Prevention of Bribery Act, 2001 (Amended 2014) and Section 6(2) of the Bahamas Financial Intelligence (Transactions Reporting) Regulations, 2001, upholding the highest ethical standards across employees, business partners and operations.

Given the international profile of RW Bimini’s patron base, ABAC awareness and training also reference relevant US legislations, including the Foreign Corrupt Practices Act, 1977 (FCPA) and the Foreign Extortion Prevention Act, 2023 (FEPA), to promote awareness of cross-border bribery and corruption risks.

Ongoing training, including annual AML sessions for licensed employees, robust monitoring systems and regular engagement with regulators mitigate bribery, corruption and financial crime risks. The Compliance Department, together with the Money Laundering Reporting Officer, who is registered with the Bahamas Gaming Board and the Financial Intelligence Unit, oversees customer due diligence, suspicious transaction reporting and sanctions/PEP screening.

Additional measures, such as a confidential ethics hotline and periodic updates to training programmes to reflect regulatory changes, further reinforce RW Bimini’s commitment to transparency and ethical conduct.

ABAC COMPLIANCE PROCESS

Employee Training and Policy Acknowledgement

- Employees receive the ABAC policy and acknowledge understanding.

Compliance Monitoring

- Regular monitoring of business partners, including internal audits and engagement with regulators.

AML Training and Updates

- Regular AMLA refresher training and mandatory new hire training with updated content.
- Ad-Hoc AMLA training provided by the Bahamas Financial Intelligence Unit (FIU).
- Bahamas FIU provides training and updates to registered Money Laundering Reporting Officer (MLRO) on Suspicious Transaction Reporting (STR) reporting process to FIU.

Ethics and Fraud Hotline

- Independent, confidential hotline for reporting unethical practices.

No Significant Risks Identified

- No significant bribery or corruption risks identified for key operations.

Sound Governance

WHISTLEBLOWING

Genting Malaysia is firmly committed to transparency and accountability through its comprehensive Whistleblower Policy. The policy provides dedicated reporting channels across all operations, enabling employees and stakeholders to report any unethical behaviour, malpractice, illegal activities or misconduct such as bullying, corruption and bribery.

Key features of our Whistleblower Policy include:

- **Safe and Confidential Platform:** Allowing concerned parties to raise concerns securely and anonymously.
- **No Fear of Retaliation:** Reports are handled in strict accordance with company procedures, with a commitment to protecting those who come forward.
- **Clear Reporting Channels:** Accessible and clearly communicated for all employees and stakeholders.



Genting Malaysia upholds high ethical standards and integrity across its operations. We provide stakeholders with clear and confidential channels to report unethical behaviour, misconduct, or policy violations, ensuring transparency and accountability. This process enables concerns to be addressed promptly and without fear of retaliation.

Our whistleblower policy establishes a consistent, systematic and Group-wide framework for managing any suspected detrimental action or improper conduct. It provides a secure mechanism for stakeholders to report concerns freely and in good faith, without fear of reprisal or intimidation. The policy also safeguards the identity of individuals who report such matters and ensures that all reported concerns are appropriately assessed, investigated and addressed in accordance with established procedures.

To strengthen awareness and proper handling of such matters, the Group provides training to all employees in Malaysia on its whistleblower policy through the company's online learning platform. In addition, managers receive guidance on addressing reports related to bullying and harassment, equipping them with the skills to manage sensitive situations appropriately. Treating individuals who raise concerns with care and professionalism, and handling all complaints with discretion, impartiality and maturity, foster a respectful and supportive environment.



Sound Governance

UNITED KINGDOM



Genting UK actively engages employees, suppliers, customers and third parties in its whistleblower programme by providing a 24/7 independent reporting hotline. Our whistleblowing protections are set out in the Employment Rights Act 1996, as amended by the Public Interest Disclosure Act 1998, which protects employees who report workplace malpractice.

In 2025, Genting UK received 10 whistleblowing reports covering a range of issues, including customer relations, discrimination, retaliation against whistleblowers, policy issues, workplace violence or threats, employee relations and conflicts of interest.

Reports can be submitted online or by phone through an independent third-party provider at gentingcasinos.ethicspoint.com.

All submissions are routed directly to the SVP Corporate Assurance and Regulatory Affairs and, separately, to the Director of Human Resources for investigation. Genting UK monitors agreed actions until resolution.

UNITED STATES

Across its US operations, the Group operates a robust whistleblower framework that complies with applicable federal, state and local laws. Employees can report concerns anonymously through the Ethics Hotline, which provides a secure and confidential channel for raising issues ranging from ethical misconduct to workplace violations, without fear of retaliation.

The Legal Department receives all whistleblower reports and either conducts investigations directly, or refers matters to the Human Resources Department for further action.

Where a complaint involves an executive, the Group typically appoints an external firm to ensure independence and impartiality. This structured process safeguards whistleblowers while ensuring concerns are investigated thoroughly and resolved promptly.

The Compliance and Legal teams work closely together to reinforce oversight and regulatory compliance. Maintaining open, ongoing engagement with regulators, including regular biweekly calls, ensures continued alignment with regulatory expectations and a proactive approach to compliance.



BAHAMAS

RW Bimini upholds a strong commitment to ethical conduct through a formal whistleblower policy that ensures all employees and stakeholders are informed and can easily report concerns. The policy is available in English, Spanish, Mandarin and Creole, maximising accessibility for a diverse workforce.

In compliance with the Bahamas Freedom of Information Act 2017, the Group provides an independent reporting hotline operated by Security Voice, enabling confidential and anonymous reporting of suspected misconduct or unethical behaviour.

To ensure accessibility and visibility, hotline details are prominently displayed the internal communication platform and in employee breakrooms.

REPORTING AND INVESTIGATION PROCESS

Security Voice forwards all reports directly to the in-house Ethics Officer, who is responsible for reviewing and investigating each case.



Each case is thoroughly examined in line with Group procedures, ensuring that all concerns are addressed promptly, with appropriate action taken to resolve any identified issues.

Compliance Across Global Operations

Genting Malaysia operates in Malaysia, the UK, Egypt, the US and the Bahamas and adheres to the legal and regulatory requirements of each jurisdiction. Across all locations, we uphold high ethical and governance standards, ensuring transparency, accountability and responsible conduct in every aspect of our operations.

SUMMARY OF KEY REGULATIONS ADHERED TO

	Malaysia	United Kingdom	United States	Bahamas
Governance	<ul style="list-style-type: none"> Malaysian Anti-Corruption Commission Act 2009 The Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001 Common Gaming Houses Act 1953 Personal Data Protection Act 2010 Copyright Act 1987 Digital Signature Act 1997 Communications and Multimedia Act 1998 Computer Crimes Act 1997 	<ul style="list-style-type: none"> UK Bribery Act 2010 Money Laundering, Terrorist Financing and Transfer of Funds (Information on the Payer) Regulations 2017 Proceeds of Crime Act 2002 Gambling Act 2005 	<ul style="list-style-type: none"> Foreign Corrupt Practices Act of 1977 Florida Department of Business and Professional Regulation New York State Gaming Commission Bank Secrecy Act of 1970 2001 USA Patriot Act 	<ul style="list-style-type: none"> Prevention of Bribery Act The Commonwealth of the Bahamas Gaming Board Gaming Act, 2014 Financial Transactions Reporting Regulations, 2018
Environmental	<ul style="list-style-type: none"> Energy Efficiency and Conservation Act 2024 Energy Efficiency and Conservation Regulation 2024 Electricity Supply Act 1990 Energy Commission Act 2001 Environmental Quality Act 1974 Environmental Quality (Sewage) Regulations 2009 Land Conservation Act 1960 Local Government Act 1976 National Forestry Act 1984 	<ul style="list-style-type: none"> Carbon Reduction Commitment (“CRC”) Energy Efficiency Scheme Energy Savings Opportunity Scheme The Fluorinated Greenhouse Gases Regulations 2015 TM44 Regulations for Heating, Ventilation, Air Conditioning (“HVAC”) Systems Environmental Protection Act 1990 	<ul style="list-style-type: none"> Executive Order 88 New York State Energy Research and Development Authority Clean Air Act 	<ul style="list-style-type: none"> Electricity Act 2015 The Bahamas Electricity Corporation Regulations Chapter 232 - Environmental Health Services Act, 2001
Social	<ul style="list-style-type: none"> Occupational Safety and Health (Amendment) Act 2022 Fire Services Act 1988 Employment Act 1955 Consumer Protection Act 1999 	<ul style="list-style-type: none"> Management of Health and Safety at Work Regulations 1999 Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 General Data Protection Regulation 2016 Health and Safety at Work Act 1974 	<ul style="list-style-type: none"> Children’s Online Privacy Protection Act Occupational Safety and Health Act (“OSHA”) Fair Labor Standards Act (“FLSA”) 	<ul style="list-style-type: none"> Employment Act (CH.321A) Minimum Wages Act (CH.321B) Industrial Relations Act (CH.321) Health and Safety at Work Act (CH.321C)

Compliance Across Global Operations

APPROACHES TO TAX

The Group recognises its vital role in contributing to tax revenues and upholds this responsibility by adhering to high governance standards. Board oversight ensures a strategic, transparent approach, with Chief Financial Officers in each jurisdiction overseeing the implementation of the tax strategy.

The Group's Tax Strategy revolves around:

- Trained internal tax function involvement
- Prioritising compliance with tax laws
- Refraining from engaging in tax avoidance schemes
- Targeting commercially driven arrangements
- Prioritising full and timely disclosure
- Emphasising risk management
- Utilising internal and external resources to navigate complex tax legislation for self-assessment and decision making on tax matters
- Collaborating with the tax authorities of the respective jurisdictions

MALAYSIA'S E-INVOICING

The Group is implementing the National E-Invoicing initiative in line with the Inland Revenue Board of Malaysia's ("IRB") requirements to enhance transparency, data integrity and tax compliance. The Group has adopted a structured and coordinated approach encompassing system enhancements, data standardisation, strengthened internal controls and comprehensive change management across its Malaysian operations.

All Phase 1 entities, covering 14 impacted systems, have successfully implemented E-Invoicing, followed by the completion of Phase 2 and Phase 3 implementations within the prescribed timelines of 1 January 2025 and 1 July 2025 respectively. These rollouts were supported by close collaboration across finance, tax, IT and business units, ensuring business continuity and operational readiness.

The Group continues to leverage the IRB's concession period to stabilise operations, strengthen system resilience and embed sustainable E-Invoicing practices. Implementation of the remaining phases is progressing as planned, with Phase 4 scheduled for completion by 1 January 2026 and Phase 5 by 1 July 2026, covering all remaining applicable entities within the Group's Malaysian operations.

With the increasing use of structured transaction data by tax authorities, the Group has further enhanced its documentation, reconciliation and internal review processes to support effective compliance and timely regulatory engagement. The Group views E-Invoicing as both a regulatory requirement and an opportunity to strengthen financial discipline, transparency and sound governance.



ACTIVE COLLABORATION WITH TAX AUTHORITIES

The Board of Genting UK Plc owns the Group's tax strategy in the UK, with the Chief Financial Officer acting as Senior Accounting Officer responsible for implementation and oversight. The approach aligns with business objectives and ensures full compliance with UK and international tax laws.

The key principles of our approach include:

- Risk Management: Identifying and managing tax risks across operations, ensuring all transactions meet tax laws' letter and spirit.
- Transparency and Integrity: Engaging in transactions that are commercially driven and supportable, avoiding artificial arrangements, tax avoidance schemes and profit shifting.
- Professional Support: Documenting areas of uncertainty and seeking professional advice where needed, with appropriate disclosure to HM Revenue & Customs ("HMRC").
- Preventing Evasion: Training staff to prevent tax evasion and its facilitation.
- Comprehensive Monitoring: Maintaining a register of material tax risks, supported by internal controls, with regular independent reviews from Internal Audit.
- Ongoing Updates: Continuously monitoring legislative changes and updating processes in consultation with senior management and operational teams.

Genting UK also recognises its role as a key taxpayer in the UK and Egypt, contributing significantly to economic development.

Strengthening Cybersecurity in a Connected World

SAFEGUARDING DIGITAL RESILIENCE

The Group takes a proactive approach to cybersecurity and data protection, guided by ISO 27001:2022, NIST Cybersecurity Framework and Bank Negara Malaysia guidelines. Regular audits, vulnerability assessments and penetration tests ensure robust controls to safeguard customer and employee data.

Any incidents requiring investigation are promptly escalated to the Risk Management Committee, reinforcing a strong culture of accountability. A robust governance framework, which includes audits and continuous monitoring, supports this to ensure strict adherence to data protection standards.

Genting Malaysia anchors its integrated cybersecurity approach on the following priorities:

- Achievement and maintenance of world-class data security certifications
- Ongoing risk assessments supported by proactive mitigation strategies
- Comprehensive employee awareness and training programmes to strengthen cybersecurity practices
- High standards of transparency and accountability through structured reporting mechanisms



MALAYSIA

Genting Malaysia takes proactive measures to safeguard systems and personal data across its Malaysian operations. The Data Protection Office has put in place policies and procedures to guide all business units in putting in place robust data protection programme.

DATA PROTECTION OFFICE ROLES AND RESPONSIBILITIES

Central Oversight of Compliance

Oversees compliance with data protection laws and policies.

System Reviews

Reviews new systems and projects to ensure data protection standards.

Incident Management

Manages data incidents, ensuring proper documentation and resolution.

Staff Training and Awareness

Leads staff training to reinforce data protection practices.

Maintaining Key Documentation

Maintains breach records.

A global Managed Security Services provider monitors cyber threats 24/7, enabling swift detection and response. Incident procedures assess, contain and notify regulators and affected individuals within required timelines. The Group documents and reviews all incidents and takes corrective actions.

Genting Malaysia remains committed to strengthening cybersecurity resilience and safeguarding customer data, systems and business operations. As part of this effort, our IT department conducts quarterly phishing email simulation exercises for all employees. These simulations are critical components of our cybersecurity awareness programme and reinforce the “human firewall,” the first line of defence against real-world cyber threats.

Attack Surface Monitoring (“ASM”) Platform:

- In 2025, the Group subscribed to an ASM platform, providing continuous visibility into internet-facing assets. The platform detects vulnerabilities, misconfigurations, exposed data and suspicious activity, with high-risk issues highlighted for immediate action.

Employee Training:

- 100%* completion rate

Audits & Assessments:

- Regular reviews by Internal Audit, external ISO auditors, penetration testers and red team exercises assess PDPA compliance and identify vulnerabilities that could affect user data.

ISO 27001:2022 Certification:

- Covers the GENM Data Centre and Resorts World Genting data centres, ensuring comprehensive security for servers, network and system administration.

* For employees who joined before 15 December 2025

To further promote accountability and encourage safe cyber practices across the organisation, the Group has put in place disciplinary procedures effective 1 January 2026 for Malaysia-based employees who repeatedly fail phishing simulation exercises. Tracking all results on a calendar-year basis will ensure consistent monitoring and continuous improvement.

Strengthening Cybersecurity in a Connected World

UNITED KINGDOM

In 2025, Genting UK enhanced its cybersecurity and data privacy framework by migrating from traditional VPN access to a Zero Trust secure access service edge model for remote connectivity. We introduced a proof-of-concept for data security posture management to improve visibility into data at rest, alongside new AI governance frameworks aligned with existing data standards.

Employee Training:

- Employees complete annual data protection training through mandatory General Data Protection Regulation (“GDPR”) and IT Security e-learning, with completion rates above 90%.

Cybersecurity Controls:

- Aligned with ISO 27001 and Payment Card Industry Data Security Standard (“PCI DSS”) standards.
- Continuous monitoring of system activity through a suite of detection and prevention tools.
- All data feeds into a Security Information and Event Management (“SIEM”) platform, monitored 24/7 by a Managed Detection and Response partner.

Cybersecurity Practices:

- Regular vulnerability assessments of internal and external assets.
- Prioritisation of critical detections based on risk.
- Annual red team and purple team exercises to test infrastructure resilience.

Contractor Compliance:

- No internal training for contractors, but cyber hygiene and compliance are reviewed during onboarding and reassessed annually.

UNITED STATES

The Group’s US operations actively safeguard systems and data through a comprehensive, technology-driven cybersecurity programme designed to proactively defend against evolving cyber threats and protect patron, employee and enterprise data. In 2025, cybersecurity and data privacy controls across the Group’s US properties were further strengthened through the deployment and optimisation of enterprise-grade solutions, including AI-driven threat detection and autonomous response, advanced endpoint detection and response, and enterprise identity management and multi-factor authentication.

The Group works with expert IT Managed Service providers to conduct regular security audits, vulnerability assessments, continuous vulnerability scanning and penetration testing, reinforcing system resilience on an ongoing basis. Triennial cybersecurity assessments are also performed. Dual-factor authentication is applied to VPN and remote access, supported by advanced antivirus and zero-day threat protection tools. Real-time network monitoring enables rapid detection, investigation and response to suspicious activity.

Strict access and network controls are enforced through controlled vendor connectivity, policy-based network access enforcement and layered DNS and web threat protection safeguards.

Cybersecurity governance is underpinned by a 24/7 Security Operations Centre and a comprehensive Incident Response Plan to manage and contain incidents effectively. Regular internal and external audits further support oversight and accountability.

Cyber hygiene is reinforced through a 90-day password reset policy and mandatory annual cybersecurity and data privacy training, achieving a 99% completion rate in 2025. Contractors and third parties are also required to complete mandatory cybersecurity and data privacy training to ensure consistent adherence to enterprise security standards.

The Group’s cybersecurity and data protection practices are structured with reference to recognised industry standards and best-practice frameworks, including ISO/IEC 27001, the NIST Cybersecurity Framework and PCI DSS. These frameworks serve as guiding benchmarks to support regulatory readiness, risk mitigation and continuous programme improvement, while fostering a security-first culture across the organisation.



BAHAMAS

RW Bimini maintains a robust cybersecurity strategy designed to safeguard infrastructure, gaming systems and sensitive data through layered technical and governance controls.

Key initiatives include:

- Integration of Data Privacy Management into quarterly mandatory cybersecurity training
- Annual internal IT audits with ongoing enhancement informed by ISO 27001 and the NIST Cybersecurity Framework
- Deployment of AI-driven threat detection, autonomous response and third-party security assessments to support real-time monitoring and rapid threat detection and response

These efforts ensure consistency with enterprise cybersecurity standards while addressing jurisdiction-specific regulatory expectations.

Driving Industry Progress Through Strategic Partnerships

As an integrated resort operator, Genting Malaysia advances the leisure, hospitality and tourism sectors through active collaboration with industry associations.

Through continuous dialogue with industry bodies, we support innovation and share practical insights that help guide industry progress. Senior management and employees participate in discussions, provide expert feedback and ensure our engagements remain aligned with evolving societal expectations and business needs.

Market	Malaysia	United Kingdom	United States	Bahamas
Industry Group	<ul style="list-style-type: none"> Malaysian Employers Federation (“MEF”) Malaysian Advertisers Association (“MAA”) Malaysian Association of Hotel Owners (“MAHO”) Malaysian Association of Hotels (“MAH”) The International Association of Amusement Parks and Attractions (“IAAPA”) Malaysian Association of Themepark & Family Attractions (“MATFA”) Malaysia Gaming Industry Association Institute of Chartered Accountants in England and Wales (“ICAEW”) Association of Chartered Certified Accountants (“ACCA”) International Air Transport Association (“IATA”) Malaysian Chinese Tourism Association (“MCTA”) Malaysian Association of Tour & Travel Agents (“MATTA”) Malaysia Inbound Chinese Association (“MICA”) Malaysian Association of Convention and Exhibition Organisers and Suppliers (“MACEOS”) Pertubuhan Pengguna IT (IT Users Association) Persatuan Industri Komputer dan Multimedia Malaysia (“PIKOM”) ASEAN Business Advisory Council Malaysia Circle 	<ul style="list-style-type: none"> Association of Chartered Certified Accountants (“ACCA”) Chartered Institute of Management Accountants (“CIMA”) Chartered Institute of Taxation (“CIOT”) Chartered Institute of Personnel and Development (“CIPD”) Association for Project Management (“APM”) Chartered Institute of Information Security (“CIISec”) International Compliance Association (“ICA”) Institute of Money Laundering Prevention Officers (“IMLPO”) Institute of Chartered Accountants in England and Wales (“ICAEW”) Betting and Gaming Council (“BGC”) The Association of Financial Crime Prevention Professionals 	<ul style="list-style-type: none"> Association for a Better New York (“ABNY”) Hudson Valley Pattern for Progress National Council on Problem Gambling NYC & Company – Marketing arm for the city of New York Queens Tourism Council Queens Chamber of Commerce Queens Economic Development Corporation New York Council on Responsible Gaming Association Office of Addiction Services and Supports (“OASAS”) Orange County Partnership for Economic Development Orange County Chamber of Commerce Orange County Tourism Dutchess County Regional Chamber of Commerce The Business Council of New York State New York Council on Problem Gambling Sullivan County Partnership for Economic Development National Council on Problem Gaming Society of Corporate Ethics & Compliance Sullivan County Chamber of Commerce Sullivan County Visitors Association American Gaming Association New York Gaming Association Culinary Institute of America Fellows African Americans in Gaming Society for Compliance and Ethics (“SCCE”) 	<ul style="list-style-type: none"> Association of Certified Anti-Money Laundering Specialists (“ACAMS”) Florida Council on Compulsive Gambling Bahamas Hotel and Tourism Association

Marketplace Stewardship



Genting Malaysia consistently strives to deliver exceptional customer experiences that go above and beyond expectations. Through our world-class entertainment and tourism offerings, we drive economic growth while adhering to responsible business practices and maintaining a sustainable value chain.

Our approach focuses on the following key areas:

Positive Economic Impact:

We contribute to the economic growth of host countries and monitor the value we generate, ensuring responsible allocation through job creation, employee benefits, shareholder returns and community investments.

Creating Unparalleled Customer Experiences:

We achieve high customer satisfaction by offering memorable experiences and developing an integrated customer feedback management system for continuous improvement.

Sustainable Procurement:

We promote responsible procurement by sourcing locally and supporting small and medium-sized enterprises (“SMEs”). We also invest in upskilling SME suppliers in governance and environmental standards.

Responsible Gaming:

Our comprehensive RG programme ensures a safe gaming environment and enables guests to make informed gaming choices.

Our commitment to these principles ensures we create a positive, lasting impact on the communities we serve, reinforcing our role as a leader in both the industry and the economy.

Positive Economic Impact

FUELING ECONOMIC GROWTH

Genting Malaysia plays a pivotal role in driving economic growth as a leading integrated resort operator. By attracting millions of visitors each year, we generate significant revenue across multiple sectors, which directly and indirectly benefits the local economy.

Key Contributions



Revenue Generation

Spending on accommodation, dining, entertainment and shopping drives revenue, benefiting local businesses and supporting various sectors, including retail, hospitality and transportation.



Job Creation

As a major employer, Genting Malaysia provides thousands of jobs across hospitality, food and beverage, entertainment and retail, fostering skill development, career growth and reducing unemployment.



Local Business Support

Investments in resort infrastructure and ongoing maintenance create additional opportunities for local contractors and suppliers, further stimulating the regional economy.

Beyond these direct contributions, Genting Malaysia actively supports public services and infrastructure development through taxes, including corporate, sales and tourism levies, which benefit the broader community by funding vital services and projects.

As a major driver of international tourism receipts, the Group contributes significantly to foreign exchange inflows, supporting economic stability and the exchange rate, much like other global leaders in the entertainment and tourism sector.

DIRECT ECONOMIC IMPACT 2025

RM'million	Malaysia	UK & Egypt	US & Bahamas	Total
Revenue	7,245.1	1,994.2	2,645.0	11,884.3
Operating Cost	5,756.9	1,887.1	3,175.1	10,819.1
Total Tax Contribution	2,831.3	311.0	3,030.4	6,172.7
Total Payment to Capital Providers	644.0	0.9	247.8	892.7
Employee Wages and Benefits⁽ⁱ⁾	1,032.9	687.7	1,161.6	2,882.2
Direct Economic Value Generated	7,245.1	1,994.2	2,645.0	11,884.3
Economic Value Distributed	5,756.9	1,887.1	3,175.1	10,819.1
Economic Value Retained⁽ⁱⁱⁱ⁾	1,488.2	107.1	(530.1)	1,065.2

Notes:

⁽ⁱ⁾ Employee benefit expenses comprise wages, salaries, contributions to state plans, expenses related to defined benefit plans, share-based payment expense and other staff costs

⁽ⁱⁱⁱ⁾ Economic value retained is calculated by direct economic value generated (revenue) - economic value distributed (operating costs, employee benefit expenses)

INDIRECT ECONOMIC IMPACT 2025

	Malaysia	UK & Egypt	US & Bahamas	Total
Total Visitation (million)	28.6	3.5	8.2	40.3
Local Suppliers and Contractors	1,691.0	1,291.0	1,865.0	4,847.0
Total Spent on Local Procurement (RM'million)	1,484.0	585.2	1,025.6	3,094.8

Positive Economic Impact

COLLABORATION WITH TOURISM MALAYSIA



RWG’s collaboration with Tourism Malaysia in support of the Visit Malaysia 2026 (VM2026) campaign reflects a shared effort to strengthen Malaysia’s tourism ecosystem and support long-term economic development. Through this partnership, RWG contributes to the broader national agenda of enhancing destination appeal, diversifying tourism offerings and encouraging sustainable growth across the industry.

In 2025, RWG welcomed 28.6 million visitors, reflecting sustained demand for integrated, experience-driven attractions. As Malaysia works towards its VM2026 target of 43 million visitors, RWG continues to support this ambition by complementing national promotional efforts with immersive ecotourism and edutourism experiences that add depth and variety to the country’s tourism portfolio.

Attractions such as Euforia, nature-based adventures, and signature events including the BUNGA 2026 floral festival highlight Malaysia’s cultural richness, biodiversity and natural heritage. These initiatives help stimulate visitor engagement, support local businesses and tourism-related supply chains and contribute to employment opportunities across hospitality, retail, creative and service sectors.

By aligning experience development with sustainability principles, RWG supports the industry’s transition towards more responsible and resilient tourism growth. Through its partnership with Tourism Malaysia, RWG plays a collaborative role in showcasing Malaysia to regional and international audiences while contributing to the long-term vitality of the tourism economy under VM2026.

GENTING SUSTAINBIZ 2025

Genting Sustainbiz 2025 at Resorts World Genting is a flagship sustainability and business innovation summit organised by Genting Malaysia to advance sustainable growth within the hospitality and tourism sector. The event brings together international experts, industry leaders, entrepreneurs and innovators to exchange insights on sustainable design, decarbonisation, responsible tourism and future-ready business models.

Through expert forums, entrepreneurial pitching sessions and structured networking, the event supports economic growth and business development by facilitating collaboration, encouraging investment in sustainable solutions and strengthening Malaysia’s position as a regional hub for sustainable hospitality innovation. The platform also empowers entrepreneurs and SMEs by providing exposure, partnerships and opportunities to scale sustainability-driven innovations. Overall, the event contributes to long-term value creation by embedding sustainability into industry development, innovation and capacity building.

Impact Areas	Genting Malaysia’s Contributions
Economic Growth	Stimulates economic activity by attracting international expertise, fostering partnerships and positioning Malaysia as a centre for sustainable hospitality and tourism innovation.
Business Development	Enables collaboration, business matching and knowledge exchange that support the adoption of sustainable business models and long-term competitiveness.
Entrepreneur & SME Empowerment	Provides a platform for startups and innovators to pitch solutions, gain visibility, access networks and explore investment or scaling opportunities.
Capacity Building	Enhances industry knowledge and skills through expert-led discussions, workshops and practical sustainability insights.
Sustainability Impact	Accelerates the adoption of environmentally and socially responsible practices, supporting responsible tourism, decarbonisation and long-term resilience.

Positive Economic Impact

RESORTS WORLD NEW YORK CITY'S NEXT CHAPTER OF GROWTH

RWNYC's proposed USD5.5 billion investment represents a transformational development with significant economic, social and sustainability implications. The project would redevelop the Aqueduct site into a 5.6 million-square-foot integrated resort, featuring a 500,000 sq ft gaming floor, 2,000 hotel rooms, a 7,000-seat entertainment venue, more than 30 dining and retail outlets, over 7,000 parking spaces and over a dozen acres of community green space.

The project is expected to deliver substantial economic benefits for Queens, New York City and New York State, including the creation of approximately 5,000 union construction jobs and 5,000 direct permanent jobs, building on RWNYC's longstanding commitment to workforce development and community partnerships. Independent economic analysis also forecasts that the project could support over 100,000 direct, indirect and induced jobs throughout New York State.

The expansion is also expected to generate significant public revenue, including contributions to the Metropolitan Transportation Authority (MTA), as well as further funding to support public education and other State-designated public purposes.

Project planning also incorporates community benefit and social inclusion, with commitments to workforce development, local hiring, and expanded public amenities and green space. From an environmental perspective, the expansion is expected to comply with applicable New York State and New York City energy and emissions requirements, including Local Law 97, which establishes building emissions limits to support New York City's target of reducing greenhouse gas emissions by 40% by 2030 and to net zero by 2050. The project is also expected to comply with Local Law 86 (Green Building Law) through anticipated qualification for LEED certification, supporting long-term operational efficiency and responsible environmental management.

INDUSTRY COLLABORATION AND TOURISM DEVELOPMENT (THE BAHAMAS)

Genting Malaysia contributes to the long-term development of the Bahamian tourism sector through active participation in industry collaboration and policy dialogue. Senior management representation on the Bahamas Hotel and Tourism Association ("BHTA") supports collective efforts with public and private stakeholders to address priority issues for the sector, including infrastructure development, workforce capability building, utility reliability, airport and transport improvements, local sourcing and entrepreneurship. These initiatives aim to strengthen the resilience and competitiveness of the tourism economy while promoting environmentally aware and sustainable growth, supporting inclusive economic value across the Bahamas.



Creating Unparalleled Customer Experiences

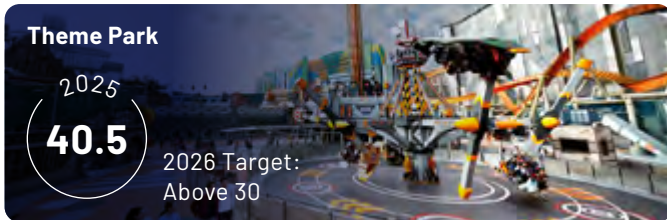
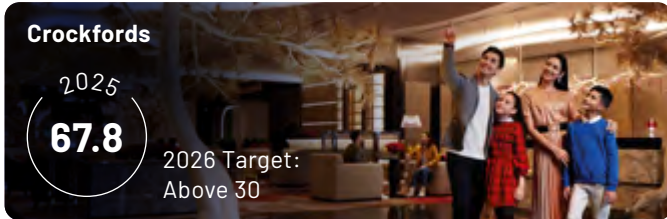
Every guest interaction reflects our commitment to delivering exceptional experiences that go above and beyond. We create a welcoming environment where every detail, from a quick meal to a thrilling day at the theme park or a luxurious stay, exceeds expectations.

Our focus extends beyond the immediate experience; we build lasting relationships with every guest. Crafting each interaction to be memorable while reflecting our core values of sustainability and responsibility leaves a positive impact on both our guests and the communities we serve.

SATISFACTION FIRST

Genting Malaysia has implemented a comprehensive customer satisfaction tracking system. Key performance indicators like Overall Satisfaction (“OSAT”) and Net Promoter Score (“NPS”) help us assess guest loyalty and engagement. These metrics provide valuable insights into our strengths and areas for further service enhancement.

2025 NPS ACHIEVEMENT AND 2026 TARGET



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

In 2025, RWG’s full-service hotels consistently achieved “Great” NPS ratings, with an average score of 51.6. RWG’s limited-service hotels continued to deliver reliable quality, providing guests with strong value, a safe and comfortable environment, and efficient services aligned with guest expectations.

Crockfords Hotel

- The only hotel in Malaysia to achieve the prestigious 5-star rating from the Forbes Travel Guide for 7 consecutive years from 2019 to 2025.
- Top 3 winner in the “Malaysia’s Best Beach, Island + Upcountry Resort” category at the prestigious Travel + Leisure Luxury Awards Asia Pacific 2025.
- Trip.Best Hotel by Trip.com for Luxury Hotel.

Highlands Hotel

- A Forbes Travel Guide Recommended Property, maintaining this prestigious recognition for 8 consecutive years from 2018 to 2025.

Genting Grand Hotel

- A verified 4-star luxury property by the Forbes Travel Guide for 8 consecutive years from 2018 to 2025.
- Trip.Best Hotel by Trip.com for Premier Hotel.

Resorts World Awana, Kijal and Langkawi

- Recognised as an Agoda Eco Deals Property 2025, a joint initiative by Agoda and WWF, supporting conservation and nature protection efforts.

First World Hotel

- The world’s largest hotel, achieving 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.

SkyAvenue

- Named as the Best Lifestyle Integrated Shopping Destination at the Tourism Industry Awards 2025 by the Malaysia International Tourism Development Association (“MITDA”).

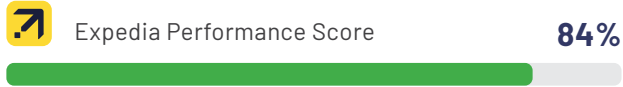
RWNYC



RWNYC, together with the Group’s other U.S. and Bahamas properties, recognises employees who deliver outstanding customer experiences through the World Class Awards programme, sponsored by the Human Resources department. The programme celebrates team members who consistently demonstrate exceptional service standards and a strong commitment to guest satisfaction.

Creating Unparalleled Customer Experiences

RW Catskills



During 2025, RW Catskills and RW Hudson Valley received the following recognitions and awards:

- Hummingbird Award presented by the Liberty Rotary for making a meaningful difference in the community through actions both large and small.
- Friend of the Club Award presented by the Town of Wallkill Boys and Girls Club for sustained commitment and ongoing support of local youth.
- 2025 Corporate Community Philanthropic Award presented by the Garnet Health Foundation for continued dedication to community giving and impact.

RW Bimini



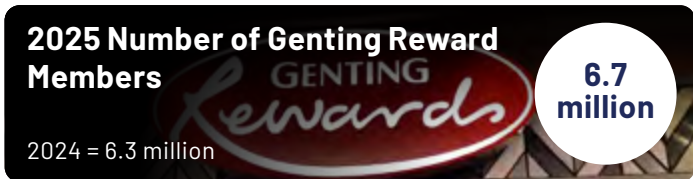
RW Bimini was recognised as a desirable destination in 2025 and was nominated through the Condé Nast platform via a people's choice award.

TRIPADVISOR RATINGS	NO. OF REVIEW		
Crockfords	87		4.7
First World Hotel	26		3.2
Genting Grand	2		4.1
Genting Skyworlds Hotel	25		3.7
Highlands Hotel	5		3.7
Resort World Awana	11		3.4

GENTING GUEST XPERIENCE CENTRE



The Genting Guest Xperience Centre, a new attraction at RWG, is a state-of-the-art immersive gallery offering a curated journey through the past, present and future of the Genting Group. Spanning five experiential zones, it showcases the Group's growth from humble beginnings into a global hospitality leader while highlighting our commitment to sustainable practices, responsible tourism and educational experiences. Open by appointment, the Centre provides opportunities for guests, investors, university researchers and business partners to engage, explore and gain insights, fostering collaboration, innovation and awareness of our economic, social and environmental initiatives.



Creating Unparalleled Customer Experiences

IMMERSIVE STUDIO PLAZA



The Immersive Studio at RWG is a multi-dimensional gallery featuring floor-to-ceiling LED displays that fully immerse guests in a captivating 3D world. A 360-degree high-definition screen surrounds visitors with enchanting content, which extends to pressure-sensitive floors that respond and dance with guests' movements.

Recognised for its innovation, the attraction was inducted into the Malaysia Book of Records as the Highest Altitude Immersive Arts Experience Studio. Open to all Genting SkyWorlds Theme Park visitors, the content is refreshed regularly to coincide with festive campaigns and signature events, offering a dynamic and engaging experience for all guests.

CUSTOMER FEEDBACK SUPPORT

Our email-based customer feedback channel enables structured and transparent customer engagement by systematically capturing guest insights to inform service quality improvements. As part of our commitment to marketplace stewardship and our broader ESG and digital transformation agenda, we are progressively introducing automation to enhance responsiveness, strengthen accountability, and support efficient, reliable and sustainable service delivery.

ADVANCING MEMBER EXPERIENCE THROUGH DIGITAL SELF-SERVICE KIOSK

In Malaysia, we continued the deployment and optimisation of self-service kiosks, enabling our guests to access key services such as room check-in, ticket purchase, eCash top-up, rewards redemption and more across the resort.

Our member-focused approach enhances the speed and efficiency of interactions by optimising staff allocation at service counters and reducing errors in data handling. The e-Form module promotes mobility and environmentally responsible practices, enabling services such as new member registration, profile updates, card replacements and membership renewals. To ensure secure and accessible service for all members, the kiosks feature biometric authentication and multilingual support, including English, Bahasa Malaysia and Chinese, addressing the needs of our diverse membership community.

In 2025, self-service kiosks played a critical role in supporting mobile check-in activation, including digital key enablement, and in improving the guest experience by reducing reliance on staff interaction during peak periods. The integration between kiosks and the RWG mobile application delivers a consistent, end-to-end customer journey by seamlessly bridging physical and digital touchpoints, while optimising manpower utilisation and operational resilience.

Collectively, these initiatives reflect our commitment to innovation, operational efficiency and sustainable service delivery, reinforcing our role as a responsible marketplace steward dedicated to delivering exceptional experiences for our members and guests.

PROJECT E-LEISURE 2.0

Genting Malaysia continues to advance its digital transformation agenda through Project eLeisure 2.0, a multi-year initiative aimed at evolving online sales channels into an integrated and scalable digital commerce platform that drives business growth while delivering a seamless omnichannel guest experience.

The platform's unified API gateway supports both Business-to-Consumer (B2C) and Business-to-Business (B2B) integrations, facilitating efficient onboarding of Online Travel Agencies (OTAs), streamlined inventory distribution and enhanced operational efficiency across channels. In 2025, the gateway rollout expanded from cable cars and the theme park to include hotels, further strengthening connectivity and service consistency across the resort.

Creating Unparalleled Customer Experiences

RWG APPLICATION AND WEBSITE



In 2025, the RWG mobile app continued to serve as a cornerstone of the Group’s digital ecosystem, acting as the primary interface for bookings, on-property services, and guest engagement.

Key enhancements during the year included:

- Ongoing refinement of a mobile-first UI/UX, resulting in clearer navigation and simplified booking flows.
- Expanded mobile check-in capabilities, reducing reliance on physical service counters.
- Broader adoption of digital room keys, enabling guests to access rooms via the app even with limited connectivity after initial activation.
- Improvements to My Rewards (e-Vouchers) presentation and usability.

These enhancements supported sustained growth in app engagement, active users and direct digital bookings, reinforcing the app’s role as a core driver of direct-to-consumer transactions and operational efficiency.



At the same time, we have enhanced the website booking experience by introducing a Special Requests feature, allowing us to better capture and cater to our guests’ specific needs while reducing manual handling and improving service efficiency. We also launched our first online radio, accessible on rwgenting.com, providing a new way for us to engage with our guests and strengthen the connection between the community and RWG.

GIVA



We have further strengthened GIVA’s capabilities through the incorporation of live agent support, enabling seamless escalation of booking-related enquiries and special request when needed.

In line with the Group’s omnichannel digital strategy, we extended GIVA to the WhatsApp channel, enabling guests to interact with the AI chatbot on a familiar and widely used messaging platform. This integration allows automated responses to common enquiries, delivers timely support throughout the guest journey and reduces reliance on manual customer service processes, particularly during peak periods.

Additional enhancements during the year included:

- Improved contextual understanding for resort, booking and on-property queries
- Ongoing optimisation of conversational accuracy and intent recognition

Together, these advancements position GIVA as a scalable, intelligent guest engagement layer across web, mobile app, social and messaging platforms, enhancing operational efficiency while delivering consistent, high-quality service. GIVA is fluent in English, Bahasa Malaysia and Chinese, supporting our diverse customer base.



Creating Unparalleled Customer Experiences

REWARDING LOYALTY

The Genting Rewards Loyalty Programme enhances the experience of frequent guests across the Group's establishments. It recognises and rewards loyal patrons with a variety of exclusive benefits and personalised privileges. Members enjoy special rewards tailored to each location's offerings, from hotels and casinos to theme parks and dining outlets, ensuring their loyalty is consistently valued.

Membership in the Genting Rewards programme is open to all and offered at no cost, enabling guests to enjoy these benefits seamlessly. By combining convenience, personalisation and meaningful rewards, the programme strengthens long-term relationships with guests while reinforcing the Group's commitment to delivering exceptional, guest-centric experiences.

In Malaysia, the Genting Rewards Membership Programme was fully revamped and transitioned to an entirely digital platform. This transformation eliminates the need for plastic membership cards, supporting the Group's efforts to reduce plastic waste. With the introduction of an all-new cardless system, members can now present a QR code at the point of payment, enabling merchants to quickly access account details or simply provide their registered mobile number to earn points with ease.

MEMBERSHIP BENEFITS



Exclusive Discounts

Members enjoy special rates on dining, accommodation, entertainment and more, all tailored to their preferences and needs.



Tiered Membership Levels

The programme features Classic, Silver, Gold and Platinum tiers, offering increasing rewards and perks as members advance based on their engagement and spending.



Earning and Redeeming Points

Members accumulate Genting Points ("GP") for every dollar spent, which can be redeemed for future purchases, providing a seamless and rewarding experience.



Exclusive Events and Promotions

Members receive invitations to special events, promotions and birthday privileges, fostering a sense of appreciation and value among the Group's loyal clientele.



Creating Unparalleled Customer Experiences

CREATING AN INCLUSIVE EXPERIENCE FOR ALL

At Genting Malaysia, we are committed to ensuring that every guest, regardless of ability, can fully enjoy their experience across all our properties. By prioritising accessibility, we provide tailored services and inclusive amenities that enhance the guest experience and foster a welcoming environment for everyone.



MALAYSIA

Resorts World Genting offers a comprehensive range of accessibility features designed to support guests with diverse mobility and special needs. Wheelchair-friendly elevators, thoughtfully designed ramps and accessible restroom facilities located across key areas of the resort ensure ease of movement throughout the property.

A dedicated team delivers services based on the 5As principles: Acknowledge, Address, Assist, Assure and Appreciation, ensuring guests with special needs receive attentive, respectful and personalised support.



UNITED KINGDOM

Resorts World Birmingham provides accessible rooms with wide doorways, wheelchair-friendly layouts and accessible bathrooms, offering comfort and convenience for guests with mobility challenges. This commitment guarantees an inclusive stay for all. In addition, designated disabled parking spaces are available across all car parks, along with family parking spaces on all three levels of the multi-storey car park, further enhancing accessibility and convenience for visitors.



UNITED STATES

The Group is committed to being open and inclusive to all visitation segments, including guests with disabilities, those with special needs and families.

At RWNYC, we ensure our website meets Web Content Accessibility Guidelines (“WCAG”) 2.1 standards, providing full digital accessibility to all users. The on-site Hyatt Regency JFK Airport offers 13 accessible guest rooms, accessible entrances, paths, elevators, restrooms and fully accessible restaurants and lounges. RWNYC also complies with the Americans with Disabilities Act (“ADA”), ensuring that all guests can enjoy services and facilities with ease and dignity.

At Resorts World Catskills (“RWC”), we are committed to providing an inclusive and accessible experience for all guests. The resort offers handicap-accessible rooms with equipped showers, enabling guests with disabilities to fully enjoy the resort and participate in all activities alongside non-disabled visitors. Families with children can benefit from the family pool and the resort’s open-style design, which is conducive to family-friendly recreation. Our hotel front desk operations team works diligently to accommodate guests with special

needs, ensuring that every stage of their visit, from arrival to departure, is supported with care and attention.

To further enhance accessibility, all properties provide a dedicated accessibility webpage and a property contact person for ADA inquiries, ensuring that guests with disabilities and special needs can access information, plan their visit, and enjoy the resort safely and comfortably.

Through these initiatives, the Group demonstrates a consistent commitment to inclusivity, accessibility and guest care across all its properties, reinforcing our culture of service and responsible hospitality.

As part of the Group’s efforts to reward loyalty, we enable cross-property participation, allowing members to enjoy experiential rewards across properties. These rewards include dedicated initiatives such as curating experiences for the New York database, with rewards including trips to Bimini and Las Vegas based on player worth. These cross-property offerings enhance the overall value proposition for Genting Rewards card members across the Eastern region.



BAHAMAS

Resorts World Bimini fully complies with U.S. disability standards, offering accessible accommodations with specially designed showers and amenities for guests with mobility challenges to fully enjoy the resort and participate in activities alongside other guests. The resort’s layout, along with its family-friendly pool and dedicated kids’ gaming room, ensures that every guest can enjoy their stay.

Resorts World Bimini is committed to being open and inclusive to all visitation segments, including guests with disabilities, families, and those with special needs, demonstrating a culture of care across the property.

To support accessibility, the resort provides a dedicated accessibility webpage and a property contact person for ADA inquiries, ensuring that all guests can plan their visit and enjoy the resort safely and comfortably.

Comprehensive Safety and Quality Beyond the Resort

GENTING MALAYSIA: A HOLISTIC APPROACH TO SAFETY

Safety is integral to every aspect of our operations. From the roads leading to our resorts to the slopes and the food served in our restaurants, our commitment to safety is comprehensive. We prioritise the well-being of our guests, employees and visitors by adopting a proactive and thorough approach to safety across all areas of our business.

ROAD SAFETY: ENSURING SAFE JOURNEYS FROM THE START



At Genting Malaysia, we take responsibility for the safety of the roads within our resort and surrounding areas across our Malaysian operations.

Our commitment to road safety is grounded in national regulations and global best practices. Key measures include:

- Adhering to the Malaysian Road Transport Act 1987 and other local traffic regulations.
- Conducting independent Road Safety Audits by experts to ensure continuous improvement.
- Performing regular safety audits in line with the Public Works Department and MIROS Guidebook.

We implemented ongoing road improvement projects aimed at reducing risks for all road users. In 2025, we carried out comprehensive road infrastructure initiatives, including road furniture maintenance, road resurfacing, monthly drone inspections and ground improvement works. These proactive measures contributed to a lower road accident rate* of 0.32 in 2025, compared to 0.39 in 2024.

* Road incident rate is expressed as the number of accidents per 10,000 vehicles



Your safety is our priority, starting with the road you travel on.

SLOPE SAFETY: SECURING THE LANDSCAPE



At Genting Malaysia, we leave nothing to chance when it comes to the safety of our terrain. In 2025, we implemented key initiatives to safeguard the slopes and roads across Genting Highlands. These include a Slope Hazard & Risk Assessment, rainfall monitoring and the introduction of the Slope Stability Management Programme for long-term safety.

Key Measures:

Regular Monitoring

Half-yearly visual inspections of the Access Road, quarterly building inspections and monthly drone inspections of high-risk areas.

Remedial Work

Stabilisation of landslide areas and ground improvement in unstable zones along the Access Road and Hilltop.

Proactive Road Management

Monthly resurfacing, pothole patching and road marking, along with quarterly landscaping maintenance by the PHE team.

Collaboration with MIROS

Continuous improvement of the Genting Highlands Access Road.



At Genting Malaysia, we don't just build: we ensure nature's challenges don't compromise your safety.

Comprehensive Safety and Quality Beyond the Resort

THEME PARK SAFETY: THRILLS WITH CONFIDENCE

At the heart of our world-class entertainment offerings, safety is paramount. Every ride and attraction is built and maintained with the utmost care.

KEY SAFETY FEATURES



COMPLIANCE

- with DOSH guidelines on the safety management of amusement park devices and mandatory Certificate of Fitness for relevant rides.



ROUTINE INSPECTIONS

- by TUV Nord, ensuring adherence to international standards such as EN13814 and ASTM F2291.



730 CCTV CAMERAS

- provide constant surveillance for added peace of mind.



PREVENTIVE MAINTENANCE

- based on the manufacturer's recommendations ensures safety for all riders.

All machinery at our theme park has a valid Certificate of Fitness issued under the Occupational Safety and Health (Plant Requiring Certificate of Fitness) Regulation 2024.



Experience the thrill of adventure without a worry because we ensure every ride is safe, every time.

FOOD SAFETY: A COMMITMENT TO HEALTH AND HYGIENE

We take food safety seriously, ensuring that every meal served meets the highest standards. Our food safety measures include:

- HACCP Food Safety Management System implemented across all food outlets.
- ISO 9001 & ISO 22000 certifications for our central kitchen and food & beverage outlets.
- All food outlets and restaurants are subject to monthly food safety inspections.

We achieved a 100% compliance rate across all food outlets and restaurants at our Malaysian operations through these monthly inspections.



From the kitchen to your table, we ensure every meal is safe, nutritious and prepared with care.

FIRE SAFETY: PROTECTING LIVES AND PROPERTY

Genting Malaysia is committed to ensuring the highest standards of fire safety across all operations. Our comprehensive fire safety strategy includes:

- Adhering to the Fire Services Act 1988 to meet all fire safety standards.
- Enforcing a No Smoking Policy, with designated areas to minimise risks.
- Complying with Arahan Pentadbiran BAB 8 to protect both people and property.



2,100
cases attended
in 2025



3,762
employees attended fire
training



Genting Malaysia ensures safety extends to every corner, with strict fire prevention measures in place.


Sustainable Procurement

Genting Malaysia manages a robust network of thousands of global suppliers, leveraging significant purchasing power to drive sustainability across operations. We are committed to embedding sustainable practices, with transparency and accountability at the core of our procurement processes.

Our Sustainable Procurement Policy is available on our website. All supply chain partners are informed of the policy and required to understand its guidelines.


KEY HIGHLIGHTS

Environmental & 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.



COMMITMENT TO LOCAL SUPPLY CHAIN EMPOWERMENT

Genting Malaysia is committed to building a responsible and inclusive supply chain that drives sustainable growth while empowering local communities. We work closely with our suppliers to promote ethical practices, foster environmental responsibility and create shared value.

Key Actions include:

- Prioritising local contractors and vendors, stimulating local economies and creating business opportunities.
- Capacity-building initiatives to enhance the knowledge and skills of supply chain partners. Training sessions for SMEs covered areas such as Compliance, Food Hygiene, PDPA, EHS Awareness, IT Cybersecurity and Sustainability Practices.
- Collaboration on innovative sustainability projects. For example, partnering with a local supplier to recycle unused soap bars and sell them at the Genting Group Charity Bazaar.



ABOUT GENTING PROCUREBIZ 2025

At Genting ProcureBiz 2025, suppliers had the opportunity to showcase their sustainable products and services, including compostable packaging, eco-friendly cleaning products and environmentally responsible gifts. The event strengthened collaboration between RWG and the business community by connecting internal procurement teams with new and potential vendors. It attracted over 500 visitors and 26 exhibitors, including 24 local and two international suppliers, showcasing products and innovations across F&B packaging, technology and hospitality services. This event reinforced RWG’s commitment to supplier diversity, sustainable sourcing and fostering long-term partnerships.

Sustainable Procurement



SOCIALLY AND ENVIRONMENTALLY RESPONSIBLE SUPPLY CHAIN

Genting Malaysia promotes a sustainable supply chain by embedding social responsibility and environmental stewardship across all stages of its operations. Through a strong commitment to ethical sourcing, fair labour practices and environmentally responsible operations, the Group fosters a transparent, accountable and meaningful supply chain that delivers long-term value. We prioritise suppliers that provide sustainable products and services aligned with project or user requirements, while giving equal emphasis to environmental and social considerations to foster a responsible business ecosystem.

Environmental Focus

Genting Malaysia supplier/sourcing policy prioritises environmental elements including:

- Energy use, climate change, water use, biodiversity impacts, environmental issues, pollution, waste reduction and 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.

Genting Malaysia holds its suppliers to the highest standards through our Supplier Code of Conduct, which sets clear expectations for occupational safety, human rights and compliance with labour laws. Risk identification, elimination and mitigation measures ensure a safe working environment. We expect suppliers to:



Treat all workers with dignity and respect



Adhere to regulations on wages and workplace fairness

Suppliers are encouraged to report their ESG programmes and environmental and social impacts through Ariba profiles to maintain transparency and track progress. We conduct comprehensive due diligence, including random audits and site visits to monitor compliance. Additionally, we promote the adoption of eco-friendly solutions, such as sustainable hotel amenities, during procurement.

Our commitment extends to building supplier capacity through training programmes and regular communication, ensuring suppliers fully understand and uphold our sustainability expectations. We also encourage suppliers to obtain external certifications, such as ISO and HACCP, to strengthen their competency and

ensure quality. Food and beverage suppliers require Halal certificates; construction vendors must hold CIDB certification.

In FY2025, the Group's operations in Malaysia conducted 16 supplier monitoring engagements and site visits across key suppliers and service providers, covering operational controls, workplace practices, hygiene, food safety and service quality.

The reviews identified five suppliers with non-material findings, mainly relating to housekeeping, maintenance, documentation and hygiene controls. All issues were addressed through corrective and preventive actions, with 3 suppliers successfully closing their findings during the year.

Where suppliers did not fully meet the Group's standards, appropriate remedial actions were taken. Two suppliers were subsequently discontinued following unresolved compliance gaps, reflecting the Group's commitment to upholding responsible procurement practices and supplier accountability. Based on the supplier monitoring engagements conducted during the year, no material or non-material non-compliances relating to labour standards were identified.

We also actively engage in workshops, industry initiatives and collaborative efforts to reduce our supply chain's environmental impact. Our membership in relevant industry and climate-focused frameworks further underscores our dedication to collective action to improve environmental performance.

Sustainable Procurement

MALAYSIA

Genting Malaysia recognises and rewards suppliers who demonstrate a strong commitment to sustainability and responsible business practices. Each year, we honour our valued partners at our Supplier Appreciation Night. We present the Strategic Sustainability Award to suppliers who excel in advancing environmental and social responsibility, reinforcing our shared values and focus on sustainable performance.

We also prioritise local sourcing and SME empowerment as key components of our sustainable growth strategy. Our Malaysian operations have set clear targets to increase local participation and support SMEs and micro-suppliers, strengthening local capabilities and creating economic opportunities for inclusive growth.

PROGRESS AGAINST TARGETS

2025 Targets	2025 Performance	2026 Targets
>90% of procurement expenditure is allocated to local sources	Surpassed; 91%	>90% of procurement expenditure is allocated to local sources
>70% of local procurement expenditure channelled to SMEs	Surpassed; 79%	>70% of local procurement expenditure channelled to SMEs
25% of active suppliers are micro and small-sized suppliers	Surpassed; 32%	≥ 25% of Active Suppliers are Micro & Small-sized Suppliers
Upskilling >100 small and medium-sized enterprises through structured training and programmes	Surpassed; a total of 488 SME suppliers have attended at least one training session	To achieve ≥ 100 SME suppliers

UNITED KINGDOM

Genting UK partners 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 meet industry standards and regulations.

During the tendering process, suppliers are required to present their sustainability credentials, ensuring that due diligence is conducted on any independent suppliers for which they are legally and contractually responsible. Sustainability, including environmental and social compliance, is a key focus during regular supplier meetings.

Additionally, Genting UK conducts comprehensive supplier audits for its food and beverage suppliers, including warehouse and factory visits for all new suppliers.

UNITED STATES

RWNYC works with certified vendors to ensure that all procurement contracts comply with local and state regulatory requirements. Clear contractual standards, along with regular reviews of our vendor engagement practices, help maintain a robust, compliant supply chain. Prioritising local and sustainable sourcing, with social, ethical and environmental considerations, is a core part of supplier selection.

The Group is also expanding opportunities for minority- and women-owned business enterprises. RWNYC held procurement fairs to enable local and MWBE companies to meet with operational departments, thereby supporting broader participation and strengthening the diversity of our supplier base.

BAHAMAS

RW Bimini collaborates closely with Bahamian environmental committees and strictly follows the distribution policies set for the islands. Additionally, we must purchase certain items from local vendors with exclusive distribution rights within the Bahamian islands.

Responsible Gaming

Responsible Gaming is a fundamental aspect of Genting Malaysia. We are dedicated to providing patrons with an enjoyable yet safe gaming environment supported by comprehensive policies, management systems and programmes that promote informed and mindful participation.

We strictly comply with all relevant laws and regulations. Actively collaborating with government agencies, responsible gambling organisations and the community helps mitigate the social impacts of gambling. Engagement in industry forums and partnerships, including collaboration with the Malaysia Gambling Rehab Centre, promotes RG best practices and drives collective progress.

ADDRESSING SALIENT HUMAN RIGHTS ISSUES IN RESPONSIBLE GAMBLING

Human rights considerations in the gambling industry encompass a wide range of issues, including protecting vulnerable individuals and ensuring fair gaming practices. Genting Malaysia recognises the critical importance of addressing these matters to uphold a responsible and equitable gaming environment.

The Group actively engages with regulatory authorities, industry partners and advocacy organisations to address these concerns. Through this collaborative approach, Genting Malaysia implements robust measures that promote fairness, transparency and accountability across all gaming operations, reinforcing its commitment to responsible gaming and ethical business practices.



In Malaysia, these human rights considerations are managed through a structured framework aligned with local regulatory requirements, supported by defined policies, training programmes and performance targets to monitor effectiveness and drive continuous improvement. Across the Group's overseas operations, responsible gaming and human rights considerations are addressed through initiatives tailored to local regulatory contexts and operating environments, supporting the consistent application of the Group's responsible gaming principles.

Responsible Gaming



RWG continues to uphold the Malaysian Gaming Industry Responsible Code of Conduct, working closely with its Corporate, Legal and Compliance departments. Partnerships with the Malaysian Mental Health Association (“MMHA”) and The Mind strengthen joint education campaigns focused on problem gambling prevention and awareness.

RWG has established a Responsible Gaming (“RG”) Committee comprising senior management representatives. The Committee meets monthly to review and enhance the RG framework, policies and strategies, ensuring alignment with industry standards and continuous improvement.

Our RG Policy prioritises proactive education, provides intervention support for at-risk individuals and ensures a safe and transparent gaming environment. This year, the Responsible Gaming Policy and procedures were reviewed and enhanced under the guidance of the ESG Committee.

PROGRESS AGAINST TARGETS

2025 Targets	2025 Performance	2026 Targets
100% RG training coverage achieved among frontline and casino staff	Achieved; 100% coverage	Maintain 100% training coverage, including refresher training and new hires
Zero RG-related regulatory non-compliance	Achieved; 100% compliance	Zero RG-related regulatory non-compliance
To enhance quality of RG Ambassadors via “RG Ambassadors Certification” course	Ambassadors’ training and certification by MMHA: Total 60 RG ambassadors certified	≥ 66 certified
4 RG events/roadshow with target attendance of 2,374 pax	Surpassed; organised 4 roadshows for employees and 2 seminars for public and employees, with a total attendance of 3,642 pax, including 654 seminar attendees	2,611 attendance for RG events/ roadshow
≥ 80% positive response on RG awareness survey	Surpassed; achieved 80.4%	≥ 85% positive response on RG awareness survey
26,400 clicks for RG awareness website link	Surpassed; achieved 29,239 clicks	29,040 clicks for RG awareness website link

KEY ACCREDITATIONS AND CERTIFICATIONS



RG Programme Accreditation by the Responsible Gambling Council (“RGC”) Canada

Responsible Gaming Ambassador Certification by the Malaysian Mental Health Association

RG Check Accreditation

by the RGC, recognising continued enhancement of RG practices and programme effectiveness by Resorts World Genting

Key updates include:

- Enhanced screening procedures to identify potential high-risk casino customers, including ex-employees
- Improved online self-exclusion application process
- Strengthened communication protocols between Casino Operations, Marketing and RG Working Teams, coordinated through monthly RG Committee meetings
- Integration of #PlayResponsibly hashtags and QR code tools across Trend-D visuals and RG promotional materials

Responsible Gaming



PREVENTION & AWARENESS

RG TRAINING

- Employee Education: New hires receive RG Awareness Training to ensure they understand responsible gaming practices.
- Annual Refresher Courses: These courses reinforce employees' knowledge and keep them up to date on RG policies.
- RG Specialists: Dedicated RG specialists are available to assist guests in distress, providing timely support.
- Training Coverage: In 2025, RG training coverage among casino-related employees reached 100%, against a target of 100%.
- Responsible Gaming Ambassador Certification: The MMHA conducted a Masterclass, further strengthening internal RG expertise.

ADVERTISING & PROMOTIONS

- Responsible Marketing and Advertising: We take proactive actions to ensure promotions are not directed at vulnerable groups, mitigating the potential negative impact of gambling.
- Self-Exclusion Programme: Guests in the Self-Exclusion Programme do not receive promotional marketing materials or offers.
- Post-Self-Exclusion Advertising: Guests returning from the Self-Exclusion Programme do not receive advertisements for 3 months to ensure a smooth transition back.
- Cultural Sensitivity: Our advertising and promotional guidelines respect cultural sensitivities and promote responsible gambling.

SUPPORT & INTERVENTION

RG AMBASSADORS

- Available 24/7 to guide and assist guests.
- Provide support for self-exclusion and referrals for professional counselling.

RG HOTLINE

- Access 24/7 support: 03-5105 9557.

RG GAMING HELPLINE QR CODE

- RG Gaming Helpline QR code introduced in March 2025 in casino sites, enabling guests to discreetly access self-help resources, counselling contacts and safer-gaming materials.

RG CORNER

- On-Site Help: Open daily from 12:00 PM to 12:00 AM.
- Staffed by trained employees offering RG information and referrals to RG Ambassadors.

INTRODUCTION OF THE CARE CONNECT LINE - MMHA

- In 2025, a guest-focused initiative providing counsellor support, complemented by the deployment of RG Volunteers to offer real-time assistance and post-support follow-up for self-excluded players.

TOOLS TO EMPOWER PLAYERS

SET MY LIMIT

- Control Spending & Time: Guests can set spending limits and manage time on EGMs.
- Voluntary programme for proactive spending and time management.

COOLING-OFF PERIOD

- Temporary Suspension: Guests can take a 7-day self-exclusion.

GUEST SELF-ASSESSMENT TOOL

- Help players evaluate their gaming risk levels.

SELF-EXCLUSION PROGRAMME

- No ads or promotional offers sent during exclusion programme.
- Extended Break: Guests can enrol in a long-term exclusion programme.
- Screen for bankruptcy for self-exclusion.
- Total of 179 patrons have benefited from the self-exclusion programme, compared to 60 in the previous year, indicating enhanced effectiveness of early identification and intervention measures.

AWARENESS

- RG roadshows, quiz challenges and seminars raise awareness of responsible gaming and encourage healthy gambling habits.

HEALTHY GAMING HABITS

PASSAGE OF TIME

- Regular reminders encourage guests to take breaks during play.
- EGM screens and time displays help guests stay aware of gaming session durations.

Responsible Gaming



UNITED KINGDOM

Genting UK is committed to responsible gaming, ensuring that all advertising, marketing, and promotional materials fully comply with applicable regulations, including the UK Gambling Commission and the UK Consumer Rights Act. All materials are reviewed and approved by the Compliance Team prior to release.

Employee training remains central to our approach, with all staff completing safer gambling training annually. Automated alerts help maintain training compliance, achieving near-full completion across the business, except for employees on long-term leave.

We also provide a dedicated Safer Gambling webpage, offering tools and resources to help players manage their gaming responsibly. This includes:

Self-assessment tools

Allows players to evaluate their gaming habits.

Time-Outs

Temporarily restrict access to all Genting sites for a chosen period. Accounts cannot be reactivated until the Time-Out period ends.

SENSE National Self-Exclusion

- A free service that enables individuals to self-exclude from all land-based casinos licensed in Great Britain for a minimum of six months.
- During self-exclusion, we remove participants from marketing databases and recommend removing Genting notifications, apps, and social media access.

In 2025, Genting UK supported Safer Gambling Week and actively engaged with industry bodies and initiatives, reinforcing our commitment to player protection and promoting responsible gaming practices.



UNITED STATES

The Group's New York operations ensure guest protection and strictly adhere to its Responsible Gaming Plan, which includes initiatives such as:

Self-Exclusion Programme

Allows guests to prohibit themselves from gambling at all gaming facilities registered by the New York State Gaming Commission.

Responsible Gambling Resource Centre

Space for guests to access resources on problem gambling, self-exclusion, counselling services and financial support.

On-property messaging

"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)".

RWNYC is an active member of the American Gaming Association's Responsible Gambling Committee, contributing to initiatives that support and implement responsible gambling codes and guidelines.

Although we are working towards 100% participation in problem gambling training, we are transitioning to online training to improve accessibility and increase completion rates across all properties, equipping our staff to provide responsible, informed service to our guests.

The Group has reaffirmed its commitment to responsible gaming by participating as a Community Partner in the 2025 "Too Young to Bet" Campaign, a new initiative under the annual Gift Responsibly Campaign to raise awareness of the risks associated with underage gambling. The campaign is organised by the National Council on Problem Gambling and supported by the North American Association of State and Provincial Lotteries, reflecting the Group's ongoing dedication to responsible and socially conscious gaming practices.

Through this initiative, the Group supports awareness-raising on the risks of underage gambling, including educational messaging, parental awareness guidance and youth gambling statistics disseminated through digital and community-facing channels. Campaign activities included promoting responsible gaming messages, engaging families and community members on youth protection and participating in post-campaign evaluation surveys. These efforts reinforce the Group's commitment to responsible gaming, community education and collaboration with recognised organisations to help prevent gambling-related harm.



BAHAMAS

RW Bimini aligns its responsible gaming practices with regulatory requirements and supports industry-wide efforts by participating in Problem Gambling Awareness Month (March 2025) and Responsible Gaming Education Month (September 2025). During these months, RW Bimini pushes responsible gaming messages through pop-ups on the casino webpage and on-machine reminders, such as "Play Smart from the Start" and "Not 18 yet? No Bet."

We support guests and team members through our partnership with the Florida Council on Compulsive Gambling, offering confidential helpline services, text and chat services and referrals to treatment when necessary. Online responsible gaming training raises employee awareness.

Protecting the Environment

Genting Malaysia is committed to integrating environmental responsibility into its operations. Our focus on sustainable development, efficient resource management and minimising ecological impact strengthens business resilience while supporting the well-being of local communities.

We are privileged to operate within some of the world's most extraordinary natural environments:



Resorts World Genting

Nestled within a 130-million-year-old rainforest, one of the planet's oldest and most diverse ecosystems.






Resorts World Bimini

Surrounded by vibrant marine and coastal habitats, home to delicate and diverse species.

Protecting these irreplaceable assets is an important responsibility, achieved through comprehensive conservation efforts and sustainable management practices.

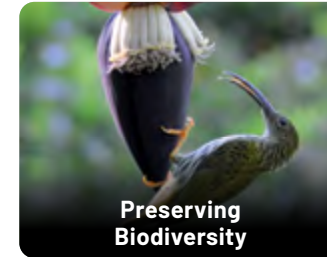
PRESERVING BIODIVERSITY FOR A SUSTAINABLE FUTURE

Genting Malaysia recognises that biodiversity preservation is essential to addressing climate change and achieving long-term environmental sustainability. Healthy ecosystems, such as the forests and highland habitats around Resorts World Genting, play a vital role in:

- 
Carbon storage
- 
Water Resource Management
- 
Climate resilience

We are committed to protecting native flora and fauna, practising responsible land management and promoting environmental awareness among visitors and employees. This balance between development and nature contributes to global climate efforts and helps preserve Malaysia's natural heritage.

Sustainability reflects a deep respect for the natural environments that define our resorts. We are committed to preserving these exceptional landscapes for future generations and the communities we serve.



AREA OF FOCUS

Responsible development
Genting Malaysia approaches development with a focus on minimising environmental impacts and promoting sustainable land use. Development activities are planned and implemented with consideration for environmental stewardship, regulatory requirements and the protection of surrounding natural ecosystems.

Sustainable resource utilisation and emissions
Genting Malaysia seeks to manage the use of natural resources responsibly and to minimise emissions associated with its operations. The Group focuses on improving resource efficiency and managing emissions in line with regulatory requirements and operational priorities, while supporting longer-term environmental sustainability objectives.

Protecting the Environment

ENVIRONMENTAL GOVERNANCE

Genting Malaysia ensures strong environmental governance through dedicated leadership and a clear organisational structure, providing comprehensive oversight and accountability for all environmental initiatives. Within the Group’s sustainability framework, the Protecting the Environment pillar represents the area where its initiatives have the most direct environmental impact. The Group therefore prioritises this pillar through targeted measures to manage environmental risks, improve resource efficiency, and support sustainable outcomes in its operations.

KEY GOVERNANCE MEASURES



Robust Policies

Focus on energy efficiency, effective water management, responsible waste management and carbon emissions minimisation.



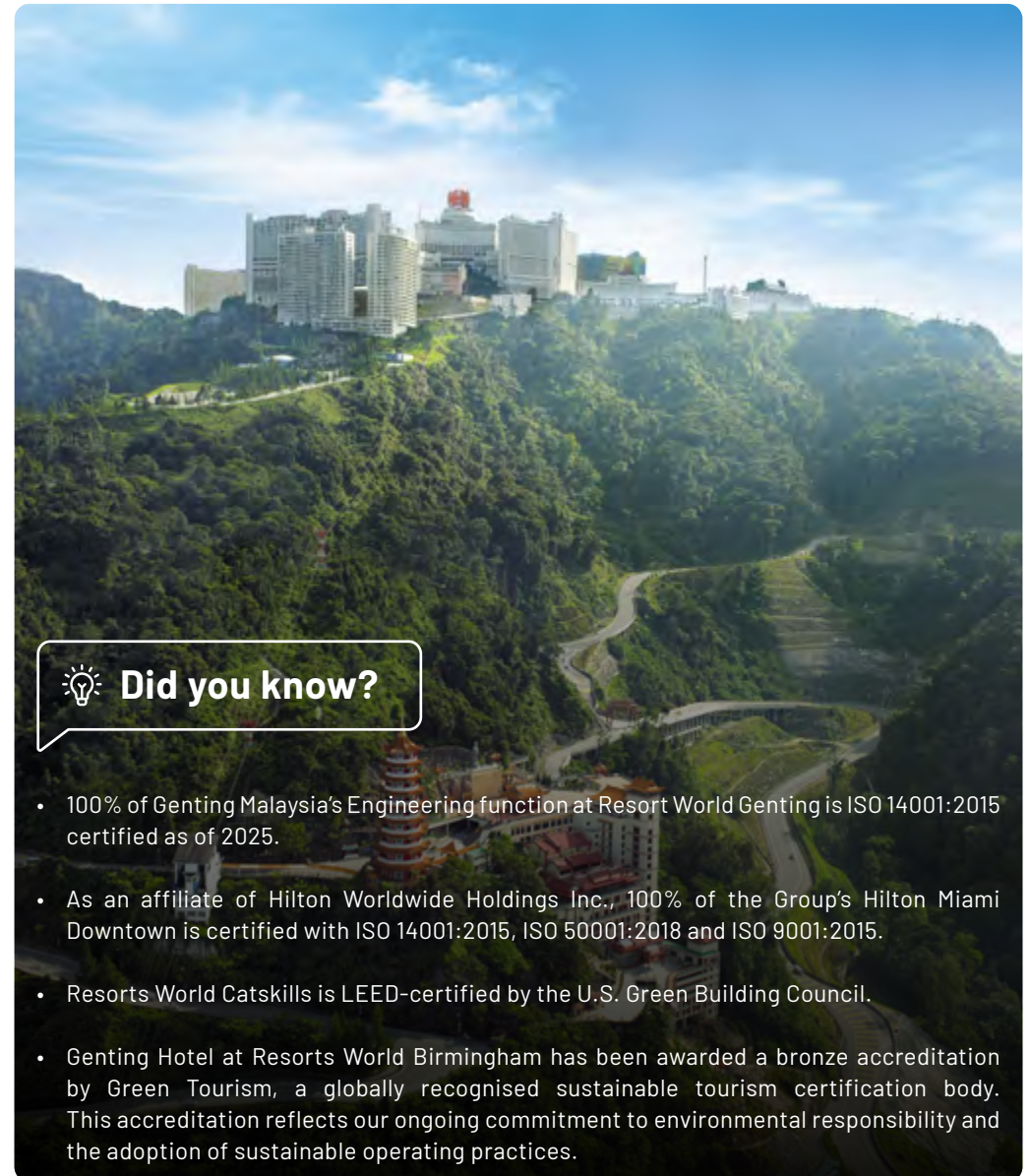
Regular Reviews

Policies are updated to align with best practices, regulatory requirements and stakeholder expectations.

To ensure effective implementation, Genting Malaysia embeds environmental considerations throughout every stage of the business cycle, including systematic environmental risk assessments, resource-use monitoring and compliance management frameworks.

Regular training and capacity-building programmes equip employees at all levels with the necessary knowledge to uphold the Group’s environmental commitments.

Internal and external audits further strengthen our environmental governance framework by rigorously assessing compliance with environmental regulations, industry standards and our own sustainability targets. Independent certifications offer an objective measure of progress against our defined goals.



Did you know?

- 100% of Genting Malaysia’s Engineering function at Resort World Genting is ISO 14001:2015 certified as of 2025.
- As an affiliate of Hilton Worldwide Holdings Inc., 100% of the Group’s Hilton Miami Downtown is certified with ISO 14001:2015, ISO 50001:2018 and ISO 9001:2015.
- Resorts World Catskills is LEED-certified by the U.S. Green Building Council.
- Genting Hotel at Resorts World Birmingham has been awarded a bronze accreditation by Green Tourism, a globally recognised sustainable tourism certification body. This accreditation reflects our ongoing commitment to environmental responsibility and the adoption of sustainable operating practices.

Responsible Development

BIODIVERSITY AND CONSERVATION



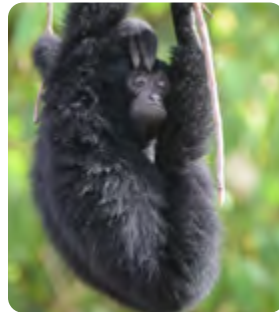
OUR COMMITMENT

Genting Malaysia is committed to supporting the National Policy on Biological Diversity (“NPBD”) 2022–2030, aligning with Malaysia’s response to the Kunming–Montreal Global Biodiversity Framework. Malaysia is recognised as one of the world’s megadiverse countries, with high levels of species richness and endemism. Within this national context, Genting Highlands represents an important area where environmental considerations are integrated into long-term planning and development.



Our Forest

Approximately 10,000 acres of land under Genting Malaysia’s care include areas that support a diverse range of flora and fauna characteristic of Malaysia’s highland ecosystems. Ecological surveys have recorded over 460 plant species, including the rare *Thismia limkokthayi*, alongside a variety of wildlife, including six primate species, 254 bird species and approximately 1,200 insect species. Observed fauna include native species such as the Dusky Leaf Monkey, Surili Leaf Monkey, Siamang (black gibbon) and Serow (wild mountain goat), which contribute to the functioning of the local ecosystem.



As part of the broader ecosystem, fruit-eating species such as the Siamang support natural ecological processes, including seed dispersal, which contributes to forest regeneration and the maintenance of vegetation systems. These processes support biodiversity and overall ecosystem stability.

Genting Malaysia remains committed to conservation efforts by carefully planning developments to minimise potential impacts on species listed on the International Union for Conservation of Nature (“IUCN”) Red List, while strictly respecting legally protected areas. Through sustainable management practices and integrated planning, the Group seeks to balance biodiversity considerations with long-term operational and development needs, supporting national biodiversity objectives and responsible stewardship of the highlands.

The Alliance of Rainforest

The 10,000 acres under Genting Malaysia’s stewardship include several highland ecosystems, with substantial areas of montane rainforest comprising three distinct forest types:

- Montane Ericaceous Forest at 1,500m above sea level (Genting Bio Park).
- Montane Oak Forest at 1,200–1,500m above sea level (Chin Swee Bio Park).
- Upper Dipterocarp Forest between 750 and 1,200m (Awana Bio Park).

To support conservation and sustainability efforts, we have established three Biodiversity Parks:

- **Genting Bio Park:** Home to rare orchids, pitcher plants and other specialised flora.
- **Chin Swee Bio Park:** Notable for the discovery of *Thismia limkokthayi*.
- **Awana Bio Park:** Hosting diverse tropical flora and fauna critical to the broader ecosystem.

These areas contribute to sustainable biodiversity management, environmental education and responsible tourism, with all activities carefully planned to minimise impacts on species of conservation concern and respect protected areas.

Biodiversity as a Climate Regulator

Biodiversity plays a critical role as a natural climate regulator. Our forests are vital carbon sinks, helping mitigate greenhouse gas emissions.

Managing Montane Ericaceous Forest, Montane Oak Forest and Upper Dipterocarp Forest supports:

- Carbon capture
- Water resource management
- Soil erosion prevention

Through targeted conservation efforts, Genting Malaysia enhances these ecosystems’ capacity to combat climate change, strengthen environmental resilience and safeguard Malaysia’s highland biodiversity.

Responsible Development



OUR APPROACH

Impact Assessment

Genting Malaysia implements robust biodiversity conservation planning and conducts biodiversity impact assessments across four levels: Global, Policy, Programme and Planning, and Project.

Conservation and Preservation through Collaboration

Each Bio Park is deeply involved in forest and habitat preservation, with Genting Malaysia collaborating closely with leading organisations, external agencies and species experts to strengthen its conservation efforts.

Key partners include:

- Department of Wildlife and National Parks (PERHILITAN): Focused on wildlife protection and management.
- Forest Research Institute Malaysia (FRIM): Providing science-based research on forests, biodiversity and sustainable resource use.

These partnerships bring invaluable expertise and support, enhancing the effectiveness and credibility of Genting Malaysia’s conservation initiatives.

In collaboration with Universiti Putra Malaysia (“UPM”), Genting Malaysia transplanted 15 rare and endangered plant species into designated Bio Parks, providing a safe environment to protect them from threats while contributing to national biodiversity conservation efforts.

Other partnerships include:

- Universiti Kebangsaan Malaysia (“UKM”) on primate conservation.
- UPM on wild plant preservation.
- Universiti Malaya (“UM”) on bryophyte research within the mossy forest, advancing scientific knowledge and conservation outcomes.

Beyond the terrestrial ecosystem, Genting Malaysia extends its commitment to marine and coastal conservation through collaborative initiatives to protect Malaysia’s rich oceanic heritage. In partnership with the Terengganu Fisheries Department and WWF Malaysia, Resorts World Kijal (“RWK”), one of Malaysia’s few remaining turtle landing sites, has introduced a series of programmes focused on environmental education, youth engagement, and conservation efforts.




The collaboration with the Terengganu Fisheries Department began in 2023, with the resort establishing its first turtle hatchery in 2024. As of 2025, more than 3,000 hatchlings have been successfully released.

In 2025, RWK organised a comprehensive turtle conservation programme titled “Bersama Melindungi Warisan Lautan Kita” (“Together We Protect Our Ocean Heritage”) in collaboration with the Terengganu Fisheries Department and WWF Malaysia.

The programme included:

- The release of 100 baby turtles;
- A Turtle Night Lookout for participants and media to witness the nesting and hatching process; and
- Educational sessions led by the Terengganu Fisheries Department and WWF Malaysia, highlighting national conservation strategies and efforts to protect endangered sea turtles and restore marine ecosystems.



The participation of Genting Green Generation (“G3”) volunteers further strengthened the programme, with the planting of **30 coconut saplings** and the collection of **450 kg** of waste during a 7.6-kilometre beach clean-up.

This collaboration exemplifies Genting Malaysia’s integrated approach to biodiversity stewardship, linking forest, freshwater and marine ecosystems under a unified sustainability strategy. It also strengthens environmental governance while advancing community engagement, education, and practical conservation outcomes to support the long-term protection of Malaysia’s natural heritage.

Responsible Development



The Verges

Genting Malaysia has launched the “Verges” initiative, a project designed to create functional living habitats that benefit both the environment and biodiversity

The plants cultivated under this initiative serve several key purposes:

- Preventing soil erosion.
- Providing food sources for insects and birds.
- Creating corridors for wildlife movement.
- Offering shade for other plant species.

We carefully select species for their ecological value and incorporate enhancements to accelerate habitat maturity. Over the past year, in collaboration with more than 120 companies, involving more than 6,000 participants, Genting Malaysia has planted over 6,900 plants, contributing directly to the restoration of natural habitats and the strengthening of local ecosystems.

In-situ and Ex-situ programmes

Genting Malaysia is committed to protecting endangered flora and fauna through in-situ and ex-situ conservation programmes.

● *In-situ Conservation*

Our in-situ efforts focus on preserving the Genting Bio Park, a Montane Ericaceous Forest (Mossy Forest), in collaboration with FRIM.

Key activities include:

- Joint research programmes on highland forest ecology and biodiversity monitoring to protect rare and endangered species.
- Strict governance measures to regulate access to sensitive areas, with only guided educational walks permitted to minimise disturbance.
- Controlled entry systems, regular security checks and wildlife patrols to prevent illegal poaching, plant collection and destructive activities. Together, these efforts strengthen the protection of the Bio Park’s fragile ecosystems.

● *Ex-situ Conservation*

Our ex-situ initiatives focus on protecting rare and endangered species, including *Dacrydium comosum*, *Nepenthes macfarlanei* and *Nepenthes ramispina*, all listed on the IUCN Red List. These species are transplanted into designated Bio Parks, providing controlled and protected environments to minimise threats and support their long-term survival.

Genting Malaysia collaborates with academic institutions on conservation research and wildlife management projects, reinforcing our commitment to biodiversity protection and scientific advancement.



Responsible Development



Quality Management

Through Genting Nature Adventures (“GNA”), we remain committed to upholding the highest standards of the UN SDGs and ESG principles. Guided by ISO 9001:2015 and ISO 21101:2014, GNA places strong emphasis on environmental stewardship, innovation and the promotion of sustainable tourism practices. Our approach integrates clear performance targets, effective risk management and continual improvement, consistently achieving quality management and sustainable tourism certification standards while enhancing customer satisfaction.

Life Cycle Analysis

We embed Life Cycle Analysis (“LCA”) across our projects as a systematic approach to evaluating environmental impacts at every stage, from material sourcing through to project completion. This approach ensures sustainable and responsible practices are upheld throughout the refurbishment lifecycle, from cradle to grave.

Aligned with circular economy principles, we prioritise upcycling and repurposing to minimise waste and reduce reliance on landfills, for example:

- Fallen trees are transformed into landscape features.
- Old wooden planks are restored and repurposed as decorative elements or functional furniture, extending their useful life and reducing resource consumption.

LONG-TERM LANDSCAPING


Since early 2025, Genting Malaysia has rolled out a Landscape Sustainable Development Plan to strengthen ecological stewardship across its operations.

Key initiatives include:


- Establishing nursery inventory records and advancing plant propagation techniques.
- Piloting vermicomposting for food and garden waste, alongside composting trials for garden waste.
- Focusing on forest tree propagation and replanting to increase the diversity of native plant species within landscaped areas.

We have expanded nursery capacity, enhanced biodiversity plots and scaled up garden waste composting, reinforcing our commitment to long-term sustainability.

PLANT PROPAGATION RESULTS:



Successfully propagated more than 137,500 trees, shrubs and ground cover species aggregated.



More than 80,400 plants already planted across landscaped areas.

Focusing on native plant species ensures they are best adapted to local conditions, requiring less watering and fertilising while supporting essential habitat for local wildlife.

Native plants:

- Play a vital role in biodiversity, climate regulation and maintaining ecosystem balance.
- Their deeper root systems help manage rainwater runoff and maintain healthy soil structure.
- Contribute to carbon sequestration.



To raise awareness of biodiversity, Genting Malaysia introduced landscape plant tagging in high-traffic areas of the highlands. This initiative educates visitors on the ecological value of native species, promoting greater environmental awareness.

Responsible Development



GENTING NATURE ADVENTURE (“GNA”)

GNA is Resorts World Genting’s flagship initiative, transforming a simple walk in the woods into an immersive and educational journey. As a curated Knowledge Tourism destination, GNA offers nature-based learning experiences set within the unique highland ecosystem of Genting Highlands.

Developed in collaboration with environmental experts, educators and nature groups, GNA’s guided trails introduce visitors to the rich biodiversity of the rainforest, from native flora and fauna to intricate ecosystems, while highlighting ongoing conservation efforts by Genting Malaysia.

This programme is built around the NPDB 2022–2030, which serves as Malaysia’s response to the Kunming–Montreal Global Biodiversity Framework, a global initiative aimed at halting and reversing biodiversity loss by 2030. Through this alignment, GNA also supports broader climate change mitigation and adaptation efforts, recognising that biodiversity protection and climate resilience are deeply interconnected. Healthy ecosystems act as carbon sinks, regulate water and temperature and strengthen resilience against extreme weather events.

Alignment with the NPBD 2022–2030 and Climate Change

GNA’s initiatives align with Goal 1, Goal 2 and Goal 3 of the NPBD 2022–2030, each of which plays a crucial role in addressing biodiversity loss and supporting national climate objectives:

Goal 1

Increase the Capacity and Participation of All Stakeholders to Conserve Biodiversity

This goal emphasises the importance of awareness, education and active participation among all levels of society. Building environmental literacy and fostering an appreciation for nature cultivates a culture of conservation and sustainable living, which is essential for long-term climate action and community resilience.

Goal 2

Mainstream Biodiversity Considerations Across All Sectors

This goal promotes the integration of biodiversity and ecosystem values into national, regional and sectoral policies and development planning. It ensures that economic growth, infrastructure development and land-use planning are conducted responsibly, supporting both biodiversity protection and low-carbon, climate-resilient development pathways.

Goal 3

Strengthen the Implementation of Biodiversity Conservation through Effective Partnerships

This goal highlights the importance of collaboration and coordination among government bodies, research institutions, the private sector and civil society. Encouraging data sharing, joint initiatives and knowledge exchange builds the institutional and scientific capacity necessary to address both biodiversity loss and the impacts of climate change.

Responsible Development



GNA's Six Key Focus Areas

GNA is structured around six key focus areas that directly contribute to the objectives of the NPBD 2022–2030:

Nature Immersion

Provides opportunities for both short and long rainforest walks, allowing visitors to observe wildlife and learn about local ecosystems firsthand.

Aligned with Goal 1, Target 1, Action 1.1 and 1.2 of NPBD 2022 – 2023

Collaborative Partnerships

Engages with government authorities, academic institutions, field experts and corporations to document wildlife and implement joint conservation initiatives.

Aligned with Goal 3, Target 8, Action 8.1 and 8.2 of NPBD 2022 – 2030

Educational Focus

Integrates modern technology to enhance environmental education and awareness among visitors.

Aligned with Goal 1, Target 1, Action 1.1 and 1.2 of NPBD 2022 – 2030

Sustainable Team Bonding

Offers programmes such as Green Bonding and Guardian of the Green, combining classroom learning with hands-on outdoor activities to foster team engagement through sustainability.

Aligned with Goal 1, Target 1, Action 1.1 of NPBD 2022 – 2030

Environmental Stewardship

Promotes responsible development, conservation and sustainable tourism practices in line with Genting Malaysia’s environmental commitments, anchored by four stewardship pillars: Conservation, Preservation, Sustainability and Education.

Aligned with Goal 2, Target 4, Action 4.2 & Goal 2, Target 7, Action 7.1 of NPBD 2022 – 2030

Conferences and Events

Hosts initiatives such as the Conference of Experts and Collaborators (“CoEC”), which brings together experts, researchers and nature enthusiasts to exchange ideas and advance environmental conservation.

Aligned with Goal 1, Target 1, Action 1.1 and 1.2 of NPBD 2022 – 2030

Through GNA, Resorts World Genting continues to promote awareness, education and stewardship of Malaysia’s unique highland rainforest ecosystem, reinforcing its long-term commitment to environmental sustainability, biodiversity conservation and climate action at both national and global levels.

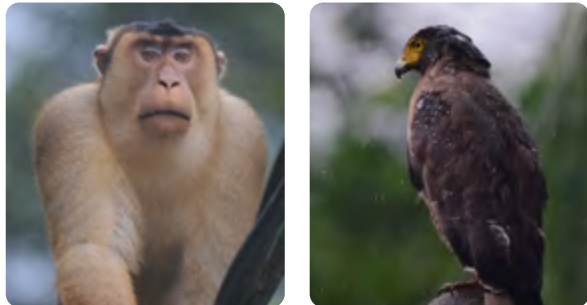
Responsible Development



A Unified Commitment to Biodiversity and Climate Resilience

By aligning with the NPBD 2022–2030, GNA integrates biodiversity conservation with climate action, contributing to national and global sustainability agendas. GNA’s experiential learning, community engagement and collaborative initiatives embody Resorts World Genting’s commitment to protect Malaysia’s highland rainforest ecosystem.

Through these efforts, GNA supports the United Nations Sustainable Development Goals, particularly:



Protecting biodiversity safeguards our climate and ensures a resilient, sustainable future for all.



Genting UK actively contributes to local environmental quality through site-based initiatives at Resorts World Birmingham, including the installation of a green sedum roof on level three.

This eco-friendly roof:

- Improves air quality.
- Provides valuable surface-level habitat for wildlife.
- Helps manage stormwater runoff by absorbing rainfall before it enters drainage systems.

In the UK, all new developments must meet Biodiversity Net Gain requirements, which ensure measurable biodiversity improvements as part of the planning process. Genting UK adheres to these requirements for applicable projects, reinforcing our commitment to sustainable development and biodiversity protection.



RWNYC’s proposed USD5.5 billion integrated resort project has completed the State Environmental Quality Review Act (SEQRA) process, a statutory environmental review under New York State law that ensures potential environmental impacts are systematically assessed during planning and decision-making. Environmental planning for the project has included the assessment of greenhouse gas emissions from operations and transportation sources, with design features intended to comply with New York State’s Energy Conservation Construction Code and City climate laws such as Local Law 97 through energy-efficient building systems and renewable energy components. Following SEQRA, the project received regulatory approval and a commercial casino licence, reflecting responsible development in line with statutory requirements and regulatory expectations.

Resorts World Catskills is committed to protecting the environment and preserving the natural beauty of the Catskills region through responsible and sustainable operations. As a LEED-certified building, the resort was designed and operates with a focus on energy efficiency, resource conservation, and environmentally responsible practices. This commitment is reflected in daily operations that emphasise waste reduction, recycling and collaboration with qualified vendors to minimise environmental impact. By adhering to environmental regulations and integrating sustainability into its business practices, Resorts World Catskills balances world-class hospitality with a strong dedication to environmental stewardship and community responsibility.



RW Bimini participated in the 2nd Annual Bimini Coastal Community Cleanup organised by the Bahamas Ministry of Tourism, Investments & Aviation. The initiative aimed to raise awareness of the importance of safeguarding marine ecosystems, preserving coastal habitats, and strengthening collaboration between the tourism sector and the local community.

This initiative delivers broader environmental and social benefits, including:

- **Environmental Protection**
Removing debris to protect marine life and preserve the natural habitat.
- **Community Engagement**
Bringing the community together to take collective action for a cleaner environment.
- **Tourism Enhancement**
Maintaining the pristine condition of the beaches to attract tourists and support the local economy.
- **Career Day For Students**
Following the cleanup, a Career Day aimed at fostering sustainable tourism job opportunities will be hosted.

Climate Change And GHG Management

OUR COMMITMENT

Genting Malaysia recognises the urgent need for climate action and views climate change as both a risk and an opportunity across the short-, medium- and long-term. We are committed to proactively addressing climate change and managing greenhouse gas (“GHG”) emissions, guided by the belief that environmental protection and exceptional guest experiences must progress together.

To support this commitment, the Group actively participates in climate-focused organisations, using these platforms to:

- Engage with peers and industry bodies
- Contribute insights and technical perspectives
- Collaborate on joint initiatives that advance sustainable practices

Through ongoing dialogue, shared learning and collective action, we both adopt and help shape best practices, supporting national and global climate objectives.

The Group considers climate-related matters within the context of recognised global sustainability initiatives and evolving regulatory and policy developments. Through engagement with key stakeholders, the Group contributes to discussions on sustainability-related issues and supports regulatory developments that are aligned with broader sustainability objectives.

As a Group operating across multiple jurisdictions, we support the climate targets of the countries in which we operate, including Malaysia, the United Kingdom, Egypt and the Bahamas. These countries are signatories to the Paris Agreement, committing to limit global temperature rise to well below 2°C above pre-industrial levels while striving to cap warming at 1.5°C. The IPCC underscores the urgency of this ambition, warning that exceeding the 1.5°C threshold would trigger significantly more severe climate impacts.

The Group seeks to manage energy use and emissions and, where practicable, to reduce its carbon footprint while improving operational efficiency across its global operations. We aim to align our efforts with international climate targets, the Paris Agreement and relevant national climate policies in each country where we operate.

OUR APPROACH

Our approach focuses on reducing environmental impact and enhancing operational efficiency through sustainable practices, innovation and continuous improvement in resource management. Initiatives designed to reduce emissions, optimise performance and strengthen long-term sustainability drive climate change and GHG management.

Genting Malaysia embeds climate considerations across:

- Business strategy
- Research and development
- Technology investments

This integration future-proofs operations while delivering positive environmental outcomes.

Climate and environment risk has been formally embedded within the Group’s Top Risk Register, where it is designated as Top Risk Number Two and reflected in the Group’s Top Risk Register and Risk Appetite documentation.

By embedding climate risks and opportunities into strategic decision-making, the Group prioritises initiatives that:

- Reduce environmental impact
- Support low-carbon solutions
- Enable sustainable growth

Genting Malaysia manages climate- and environmental- related risks across all departments, including operations, finance and sustainability, through a dedicated assessment and mitigation process. This process considers physical climate-related impacts such as extreme weather events and landslide risks, and informs the implementation of measures including energy-efficiency improvements and site-specific resilience measures.

Climate Change And GHG Management

Climate risks and opportunities are also incorporated into financial planning, including both operational expenditure (“OPEX”) and capital expenditure (“CAPEX”). This includes evaluating potential costs and savings associated with initiatives that enhance resilience and sustainability, such as:



Renewable energy adoption to improve operational efficiency and reduce energy-related impacts.



Water management systems to optimise resource use.



Sustainable infrastructure investments, such as eco-friendly resort facilities and waste management solutions.



Ongoing inspection, maintenance and timely repair programmes that strengthen physical resilience against extreme weather, landslides and other climate-related risks.

Innovative green technologies are considered where they enhance resource efficiency, reduce emission intensity and support sustainable business practices, while remaining operationally and economically feasible.

A key element of the Group’s strategy involves minimising employee commuting emissions.

At two of the Group’s integrated resorts, the majority of employees live on-site, significantly reducing transportation-related emissions:

- More than 85% of employees at Resorts World Genting reside on-site.
- More than 75% of employees at Resorts World Bimini live in on-site accommodation and use shuttle services.

Climate-driven physical risks, including landslides linked to increased precipitation, are actively monitored and managed.

Mitigation measures focus on:

- Designing infrastructure with climate resilience in mind, informed by site-specific assessments.
- Implementing and maintaining adequate drainage systems and slope stabilisation measures.
- Robust emergency response procedures and business continuity planning.
- Conducting regular inspections and proactive maintenance of critical utilities and infrastructure.

These actions strengthen operational resilience and reduce disruption from extreme weather events.



Community Engagement On Climate Action

OUR COMMITMENT

We are committed to driving local climate action through active collaboration with communities and authorities. Sharing our expertise and working together helps shape effective policies and frameworks that align with national and global sustainability goals, ensuring a positive impact on both the environment and society.



OUR APPROACH

Collaboration drives progress. We actively engage with local authorities, such as the Bentong Municipal Council and the Hulu Selangor District Council, where our senior management shares expertise to shape effective public policies and regulatory frameworks.

These partnerships ensure that we:

Contribute to climate action at the local level.



Align our efforts with national and global sustainability goals.



Across our overseas operations, we adopt a similar collaborative approach by engaging with relevant local authorities, industry bodies, and community stakeholders to support climate-related initiatives that are aligned with local regulations, priorities, and sustainability objectives.

Pollution Prevention And Control



OUR COMMITMENT

Genting Malaysia is steadfast in its commitment to addressing pollution through prevention and control, implementing a comprehensive strategy to minimise environmental impact and enhance operational efficiency.

OUR APPROACH

Genting Malaysia has implemented significant energy conservation initiatives to reduce CO₂ emissions and improve operational efficiency. Since 2009, Genting Malaysia has progressively transitioned from fuel-powered pumphouse pumps to electric-powered systems, upgraded to energy-efficient lighting, and implemented heat recovery systems for steam boiler operations across Resorts World Genting. These initiatives have reduced energy consumption, supported long-term cost savings and environmental preservation, and the Group will continue to introduce further energy-efficiency initiatives to advance its sustainability objectives.

As part of our Go Green Policy, the Group implements a range of initiatives to enhance resource efficiency and promote waste reduction at source. Through sustainable operational practices and improved procurement and consumption patterns, the Group aims to minimise waste generation at the point of origin and strengthen overall environmental performance.



We also actively support Earth Hour, a global movement for climate action. We switch off non-essential lights, including signboards and building façade spotlights, for one hour during this annual event. This simple yet impactful gesture underscores our commitment to promoting energy conservation and reducing our carbon footprint.

Key Initiatives



Preventing pollution at source

- by refining operations, maintenance and facility processes, reducing both the volume and toxicity of waste generated.



Improving efficiency

- through better practices that lower resource consumption and material costs, promoting responsible resource utilisation.



Monitoring air emission control systems regularly

- to ensure compliance with environmental standards and support a cleaner environment.

Across our overseas operations, Genting Malaysia applies a consistent approach to pollution prevention and control, aligning with local regulations and sustainability priorities. Our international teams actively implement energy and resource efficiency measures, promote waste reduction and participate in global environmental initiatives, ensuring that our commitment to sustainability extends beyond Malaysia and supports environmental stewardship worldwide.



UK - Resorts World Birmingham

Energy Management

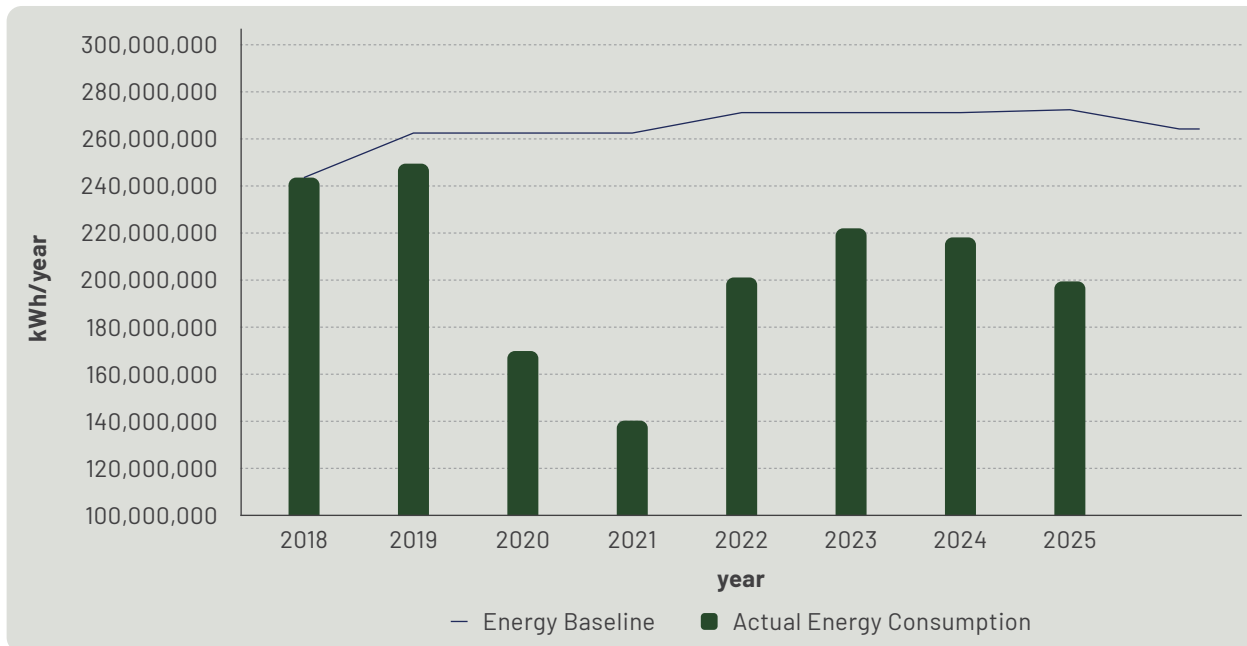


OUR COMMITMENT

The world faces critical challenges, from climate change to the depletion of natural resources. Recognising the importance of energy to its operations, Genting Malaysia manages energy use with a focus on efficiency and supporting broader sustainability objectives. Comprehensive energy assessments help identify opportunities to reduce environmental impact and enhance responsible operational practices.

We are also exploring renewable energy sources and adopting energy-saving technologies to further reduce our environmental footprint. Fostering a culture of sustainability within the organisation and engaging with our stakeholders helps us progress together toward a greener, more sustainable future.

ENERGY CONSUMPTION (BASELINE VS ACTUAL) - RWG



OUR TARGET

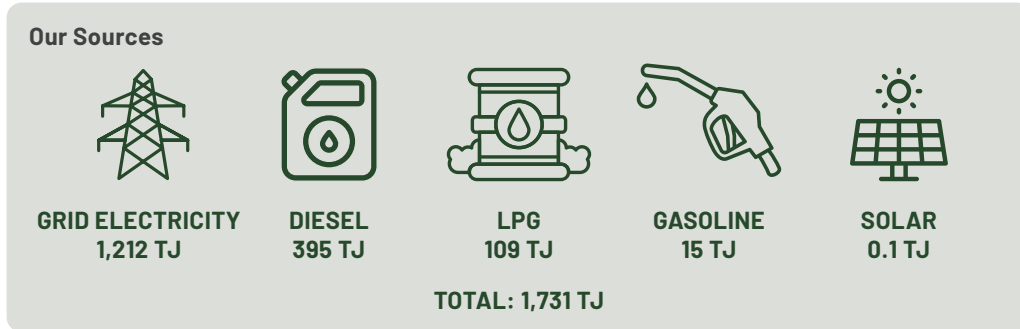
Genting Malaysia’s Resorts World Genting has established quantitative energy reduction targets to reinforce its commitment to sustainability and integrate environmental considerations into its decision-making processes. The Group is working towards a cumulative 12% reduction in electricity consumption by 2028, measured against the 2018 baseline, through the implementation of energy efficiency projects.

In 2025, energy consumption at the hilltop operations decreased compared with the previous year, supported by ongoing energy efficiency projects and operational improvements. As of 2025, the Group has achieved a cumulative 10.66% reduction in electricity consumption at Resorts World Genting compared to the 2018 baseline, which is equivalent to an estimated 361 terajoules (“TJ”) conserved and approximately 77,590 tCO₂e in emissions reduced between 2019 and 2025.

Genting Malaysia is advancing initiatives to increase the use of renewable energy and improve energy efficiency across its operations, supporting Malaysia’s goal of achieving net-zero emissions by 2050. At RWG, the Group operates Malaysia’s first EV mobility hub at the hilltop of Genting Highlands to support the adoption of electric vehicles and promote sustainable mobility. The Group has also initiated a solar panel programme, beginning with the rooftop at Awana SkyCentral, while continuing to explore additional solar photovoltaic and renewable energy opportunities to further reduce reliance on conventional energy sources and support long-term sustainability objectives.

Genting Malaysia is committed to achieving 10% of its electricity consumption from renewable energy sources, including solar photovoltaic systems, subject to favourable solar yield conditions. This target reflects the Group’s commitment to a gradual transition towards cleaner and more sustainable energy.

Energy Management



OUR APPROACH

Genting Malaysia’s strategy for reducing greenhouse gas emissions focuses on improving energy efficiency and expanding the use of renewable energy, supporting a transition to a more sustainable future.

Operational Energy Efficiency Measures

Resorts World Genting has implemented a range of energy efficiency initiatives to optimise overall consumption. These include the installation of smart metering systems to monitor and analyse power usage, enabling the identification of high-consumption areas and the implementation of targeted improvement measures.

Operational adjustments have been made to optimise system performance, such as improving water distribution efficiency and transitioning to energy-efficient LED lighting. In addition, the Group continues to enhance the performance of mechanical systems, including ventilation and compressed air equipment, to minimise energy losses.

Further measures include reducing hot water temperatures, optimising equipment operating hours, and shutting down selected facilities during off-peak periods to avoid unnecessary energy consumption.



Solar Photovoltaic Panels

In 2025, Genting Malaysia completed the installation of a 0.568 MWp solar photovoltaic system at the rooftop of Awana SkyCentral. The system is expected to generate approximately 720,000 kWh of electricity annually, representing about 0.3% of Resorts World Genting’s total electricity consumption, and to offset an estimated 557 tCO₂e of carbon emissions per year. Following its connection on 16 December 2025, the solar installation generated 16.5 MWh of electricity by year end, equivalent to an average daily generation of approximately 1,030 kWh per day.

Looking ahead, we are assessing plans for a larger solar photovoltaic project. Subject to further evaluation, the project is expected to generate approximately 31.75 million kWh of electricity annually and offset around 24,600 tCO₂e of carbon emissions, contributing to the Group’s renewable energy efforts and supporting Malaysia’s broader decarbonisation objectives.

Energy-Efficient Lighting

Genting Malaysia continues to enhance energy efficiency by progressively replacing outdated lighting with energy-saving LED alternatives across its facilities. In 2025, upgrades were completed in key public areas including Genting Grand Hotel, SkyAvenue Crystal Bridge, street lighting, and staff quarters (RSC2 and RSC5). The full transition to LED street lighting was also achieved, delivering reduced electricity consumption, lower carbon emissions, and improved lighting efficiency and reliability. Further retrofits are ongoing across other RWG premises.

EV Mobility Hub at Genting Highlands

EV charging stations at Genting Highlands continue to support electric vehicle users by providing reliable access to charging facilities for guests. The site is equipped with four 360 kW ultra-fast chargers and six 22 kW chargers. In 2025, the EV charging infrastructure recorded a total energy dispensed of more than 215,000kWh, reflecting growing adoption of electric vehicles among visitors.

Energy Management



Awareness Programme

Genting Malaysia's S.A.V.E environment project promotes environmental protection through employee and community engagement. At RWG, we have organised initiatives such as Monthly Energy Conservation Day, "Movie in the Dark" events, and Earth Day activities to raise awareness on energy efficiency and encourage sustainable practices.

Looking Ahead

The Group remains compliant with the Energy Efficiency and Conservation Act (EECA) 2024, reinforcing our commitment to responsible energy stewardship and regulatory alignment. Building on this foundation, we plan to implement a chiller consolidation project expected to deliver energy savings of up to 9 million kWh annually, reducing operational energy intensity and associated emissions.

At the same time, we are advancing initiatives to optimise thermal energy consumption across our operations, focusing on system efficiency, performance optimisation and demand management. These efforts form part of our broader strategy to strengthen energy resilience, lower carbon impact and drive long-term sustainable value creation.



In 2025, Genting UK stepped up its energy efficiency efforts through a coordinated programme of operational improvements and equipment upgrades. Enhancements to the Building Maintenance System ("BMS") now cycle equipment during early and late periods, reducing off-peak energy demand. The removal of gas boilers at two sites further lowered gas consumption.

Targeted reviews of HVAC and BMS set points at selected locations delivered significant energy reductions. Annual HVAC asset assessments continue to identify end-of-life equipment for replacement with more energy-efficient alternatives. Investment in low-carbon infrastructure also progressed, with eleven electric vehicle charging outlets now available at Resorts World Birmingham.

Ongoing participation in the UK Government's Energy Saving Opportunity Scheme ("ESOS") further strengthens our energy management. Under ESOS reporting, audits were completed across several sites to identify cost-effective energy efficiency measures, with recommendations now being addressed and implemented where applicable.



In 2025, RWNYC continued its commitment to sustainable mobility with the ongoing expansion of its EV charging network. The property currently operates 47 EV charging stations, providing convenient access for visitors driving electric vehicles. With the planned expansion and the development of a new parking garage, RWNYC expects to offer more than 100 EV charging stations upon completion, significantly enhancing charging accessibility for guests and staff.

This initiative forms part of RWNYC's broader efforts to support environmentally responsible transportation, contributing to reduced carbon emissions and promoting green infrastructure within the hospitality and gaming sector. By providing reliable EV charging facilities, the property also enhances the guest experience through practical, future-ready amenities aligned with evolving visitor expectations.

The expanded EV network will complement RWNYC's wider sustainability initiatives. The upcoming building and parking garage will incorporate a solar array and green rooftops, while an additional solar array is planned for the existing garage. Together, these developments reinforce the Group's focus on operational efficiency, reduced environmental impact, and alignment with New York State's clean energy and climate goals.

At RWC, sustainable design and operational practices support energy and resource efficiency. The property is a LEED certified building, a point-based green building rating system developed by the U.S. Green Building Council. Its design incorporates features such as an energy heat recovery system, a central utility plant with efficient cooling towers and bio-retention ponds that help manage stormwater runoff, contributing to reduced energy demand and improved environmental performance. Operational measures,

including energy-efficient lighting, smart climate control systems and water-conserving fixtures, further enhance overall resource efficiency.

Hilton Miami Downtown is ISO 50001:2018 certified, reflecting its commitment to energy management and sustainability. This certification highlights the hotel's efforts to improve energy efficiency, reduce environmental impact and optimise energy use.



During the year, RW Bimini strengthened its energy efficiency performance through targeted upgrades and operational improvements. Several air-conditioning units were replaced with higher-efficiency models, complemented by the installation of smart thermostats equipped with motion sensors to optimise energy use in guest rooms. Temperature set points were adjusted to improve efficiency while maintaining guest comfort standards. In addition, blackout curtains were installed in all guest rooms to further reduce cooling demand and overall energy consumption.

To support the transition to lower-emission operations, the resort replaced diesel-powered road trams and golf carts with electric vehicles. As a result, diesel consumption was reduced by approximately 800 litres per month, while gasoline consumption decreased by approximately 1,800 litres per month.

Beyond infrastructure upgrades, RW Bimini also conducted energy conservation awareness campaigns for team members to promote responsible energy use and embed sustainability practices into daily operations. These initiatives collectively contribute to reduced fuel consumption, improved energy efficiency and lower operational emissions.

Water Management



OUR COMMITMENT

According to the Dublin Principles, freshwater is a finite and vulnerable resource that is essential to sustaining life, development and the environment. The principles also recognise access to clean water and sanitation at an affordable cost as a fundamental human right.

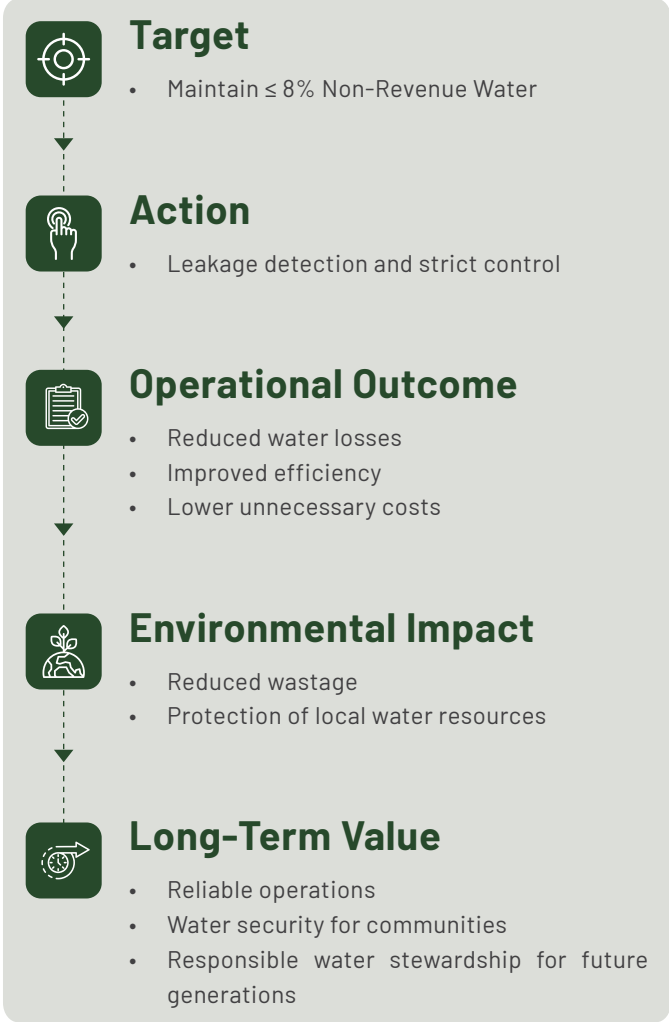
Genting Malaysia takes a proactive approach to water management, recognising water’s critical role in sustaining ecosystems, supporting communities and enabling business operations. With millions of visitors welcomed each year, effective water management is a key priority as it reduces operational costs, protects local water resources from overuse and helps secure long-term availability for future generations.

Embedding our commitment to reducing water use and improving efficiency across all operations and facilities reflects our broader approach to sustainable resource management.

Key initiatives include:

- Installing low-flow fixtures, dual-flush toilets and efficient plumbing to reduce consumption without compromising guest experience.
- Implementing rainwater harvesting systems for irrigation and other non-potable uses.
- Adopting greywater recycling systems to reuse treated wastewater for STP mechanical plants cleaning and landscaping.

OUR TARGET



OUR APPROACH

This section outlines Genting Malaysia’s water management approach for its operations at Resorts World Genting, covering 100% of sites. Genting Malaysia does not have facilities, assets, production, or revenue in water-stressed regions and therefore does not engage with stakeholders at water-stressed sites.

Water-related risks assessment

Genting Malaysia has undertaken comprehensive studies on the water supply and sewage treatment systems at Genting Highlands to identify potential water-related risks and support ongoing management. The findings inform the Group’s understanding of water security, operational resilience and regulatory considerations, and are used to guide water management planning and risk mitigation measures.



Water Management



KEY WATER RISK LANDSCAPE

Water Scarcity Risk

Reliance on highland catchments that may be affected by variability in rainfall patterns, potentially leading to supply constraints or interruptions during dry seasons.

Operational Risk

Pipe bursts and infrastructure disruptions affecting water and sewage systems.

Regulatory Risk

Potential tightening of Department of Environment (“DOE”) discharge standards.

Reputational Risk

Risk of adverse impacts on downstream communities and ecosystems if effluent quality deteriorates.

WATER RESILIENCE AND SYSTEM ENHANCEMENTS

In response to these risks, Genting Malaysia has implemented targeted initiatives to enhance water resilience, improve system efficiency and ensure regulatory compliance across operations.

Reduce Dependence on Catchments	Rainwater harvesting systems to lower reliance on highland water sources.
Reuse and Optimise Water	Greywater reuse for non-potable cleaning and sewage treatment plant operations.
Improve Loss Detection	Digital metering upgrades to enhance monitoring and management of water losses.
Ensure Treatment Compliance	On-site Sewage Treatment Plants equipped with discharge monitoring systems that meet DOE standards.
Strengthen Future Readiness	Pilot trials of alternative treatment technologies and smart monitoring solutions to improve efficiency.

Water Management



Beyond operational measures, Genting Malaysia’s water source, supply and treatment systems are subject to rigorous external oversight. The Group undergoes an annual SIRIM audit, while regulatory authorities, including Suruhanjaya Perkhidmatan Air Negara (“SPAN”), DOE, Lembaga Urus Air Selangor (“LUAS”), Kawal Selia and the Ministry of Health (“MOH”), conduct spot checks and weekly inspections to safeguard public health and ensure compliance.

To reinforce transparency, credibility and long-term stakeholder confidence, the Internal Audit team independently reviews and verifies the accuracy of reported water data and the effectiveness of existing controls. This assurance process supports regulatory compliance while strengthening trust in Genting Malaysia’s sustainability practices.

Water Withdrawal and Capture

Genting Highlands sources raw water from surface dams and natural streams, with treatment carried out in full compliance with SPAN and DOE guidelines. Weekly water safety inspections, conducted in line with MOH requirements, ensure that all treated water remains potable and safe for use across the property.

To support sustainable water management, we have implemented rainwater harvesting systems, which allow the harvesting of around 100,000 litres of rainwater per year. We use the harvested water for non-potable applications, including road cleaning and washing the refuge chamber, reducing reliance on treated water for secondary uses.

Water Discharge

Genting Highlands operates its own Sewage Treatment Plants (“STPs”) to treat wastewater before discharge into natural waterways.

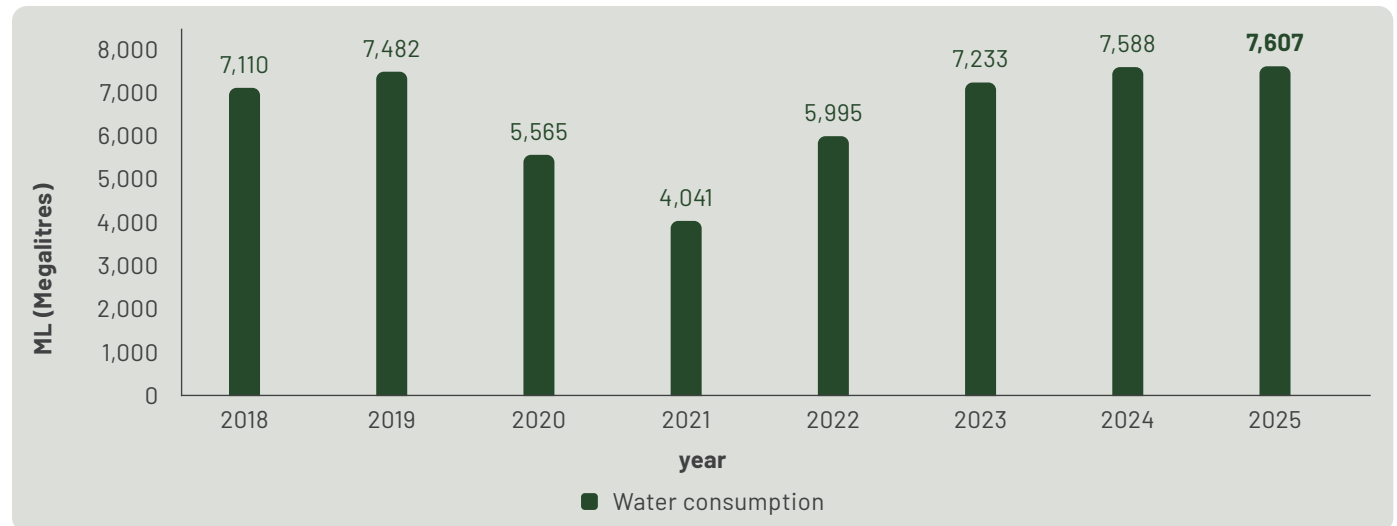
All treatment processes comply with Malaysia’s DOE Standard A, which sets stringent limits on key parameters, including:

- Biochemical Oxygen Demand (“BOD”)
- Chemical Oxygen Demand (“COD”)
- Suspended solids
- Ammoniacal nitrogen

These controls ensure a high level of environmental protection for receiving water bodies.

To strengthen oversight, we have integrated a real-time wastewater treatment surveillance system into the existing Supervisory Control and Data Acquisition (“SCADA”) system. This system enables early detection of issues and immediate remedial action, supporting full compliance with regulatory requirements while safeguarding surrounding ecosystems and communities. Conducting on-site water quality monitoring and regular sanitary inspections identifies and addresses any potential contamination risks.

Water Consumption



Looking ahead, the Group will continue reviewing its water consumption and water intensity to identify opportunities to further strengthen initiatives that enhance water efficiency across its operations in Malaysia.

Water Management



Water Saving Measures



At Genting Highlands, the SCADA system provides real-time oversight of water supply and discharge. The system issues immediate alerts when anomalies are detected, enabling prompt corrective action. Phasing in digital water meters improves the accuracy of detecting non-revenue water losses, further strengthening monitoring. As a result, non-revenue water is maintained at approximately 8% annually, well below the Peninsular Malaysia and F.T. Labuan average of 34.3%*.

Reusing greywater for cleaning tasks supports STP operations and improves resource usage efficiency. Water-efficient fittings, such as flow restrictors, reduce consumption and promote sustainable water management across the property.

In 2025, Genting Malaysia’s Human Resources department launched a water-saving competition across all RSCs. While delivering immediate reductions in water consumption, the initiative also drives long-term behavioural change by embedding sustainable practices into employees’ daily routines. By actively engaging staff, the programme fosters ownership of sustainability goals and helps cultivate a culture of environmental responsibility throughout the organisation.

Maximising Rainwater Use To Conserve Potable Water

		
<p>Rainwater Harvested</p>	<p>Water Reused For Cleaning Activities</p>	<p>Potable Water Saved</p>
<p>100,000 litres per year</p> <p><i>(Collected via on-site harvesting systems and storage tanks)</i></p>	<ul style="list-style-type: none"> • Road Washing: 24 km of main roads • Refuge Chamber Washing 3 locations – Genting Grand, Highlands Hotel, RSCs 	<p>Reduction in treated water usage</p> <p><i>(Helps reduce overall water footprint and treatment cost)</i></p>

* Source: Suruhanjaya Perkhidmatan Air Negara | Water and Sewerage Fact Book 2024 | Peninsular Malaysia & F.T. Labuan

Water Management

 UNITED KINGDOM

Genting UK manages water use through metered connections at every site, with maintenance teams taking regular readings to identify unusual consumption signalling leaks.



Water efficiency measures include:

- Cisternisers in urinals
- Low-flow and dual-flush toilets with controlled flushing

A dedicated consultancy team reviews meter data, carries out leak testing and identifies further opportunities to reduce consumption. The team also monitors and records water use to support accurate reporting.

Genting UK safely discharges all liquid waste, including sanitary water, drinking water waste and warewashing effluents, into public sewers. As part of routine operational management, Genting UK continues to assess and implement additional measures to reduce water use.

 UNITED STATES

Resorts World Catskills is committed to responsible water management through a comprehensive conservation programme that reduces waste and promotes efficient use. The property features advanced water-pressure mitigation systems that optimise flow and prevent unnecessary consumption. Water-saving fixtures are installed throughout the resort, including faucet aerators, low-flow shower heads, high-efficiency toilets, and waterless or low-flow urinals. These technologies maintain strong performance while significantly reducing usage, such as aerators lowering sink water flow by up to 30-50% and high efficiency toilets operating at 1.28 gallons per flush or less. Together, these measures support long-term resource preservation, enhance operational efficiency and reflect the resort's commitment to environmental sustainability.

Hilton Miami Downtown promotes responsible water use through effective water stewardship programmes designed to reduce waste. The hotel has implemented a range of water-saving initiatives, including advanced water-pressure mitigation systems that optimise water use across the property.

Reducing water pressure in key areas minimises excess water flow without compromising guest comfort or operational efficiency. Ongoing staff training and awareness programmes support these measures and align with Hilton Downtown Miami's broader sustainability goals.

Together, these efforts ensure responsible water management while contributing to environmental preservation.



 BAHAMAS



Resorts World Bimini utilises a reverse osmosis water treatment plant to treat and supply water across the entire facility. All wastewater generated from operations is managed responsibly and is not discharged directly into the environment. Instead, used water is processed through a sewage treatment facility to ensure appropriate treatment prior to

discharge, thereby minimising potential environmental impact on surrounding ecosystems.

At RW Bimini, we continue implementing water conservation initiatives to reduce overall water consumption, including water usage reduction campaigns targeted at team members to embed sustainable practices into daily operations. We have also optimised housekeeping practices by adjusting room cleaning and linen change frequency to a three-day cycle, reducing water use and lowering detergent-related effluent loads. Collectively, these measures support responsible water stewardship and continuous improvement in environmental performance.

Waste Management



- Key priorities include:**
- Reducing waste at source through improved operational practices, procurement choices and stakeholder engagement.
 - Reducing food and organic waste through prevention, segregation and repurposing initiatives.
 - Minimising plastic waste as part of broader waste reduction efforts, with a focus on limiting single-use plastics and increasing recycling and repurposing rates.
 - Reducing general waste sent to landfill through improved segregation, monitoring and waste handling practices.

The Group works closely with external stakeholders to reduce pollution, waste and resource use by participating in relevant local and global environmental initiatives. Collaboration with other companies supports greater circularity and resource efficiency, including joint sustainability programmes, knowledge sharing and the exploration of industrial ecology opportunities, such as using compatible waste streams as inputs for partner operations.

To support effective implementation and accountability, the Group has established specific waste reduction targets for its operations at Resorts World Genting and tracks performance annually. Progress is reported to support transparency, performance evaluation and continuous improvement in line with the Group’s sustainability objectives.

OUR COMMITMENT

Genting Malaysia is committed to responsible waste management across its operations, with a focus on reducing waste generation at source, minimising landfill contributions, improving resource efficiency and supporting sustainable operations. The Group prioritises practical, on-the-ground measures that reduce environmental impacts while maintaining operational effectiveness.



Waste Management



OUR TARGETS AND INITIATIVES

Types of Waste/ Effluent	Target/Initiative	Progress to Date/Achievements
Chemical waste	Manage in accordance with Environmental Quality (Scheduled Wastes) Regulations 2005, including proper labelling, designated storage and disposal only via DOE-licensed collectors.	Fully compliant. Controls environmental risk and ensures legal compliance for hazardous streams.
Scheduled waste	Manage in accordance with Environmental Quality (Scheduled Wastes) Regulations 2005, including proper labelling, designated storage and disposal only via DOE-licensed collectors.	Fully compliant. Controls environmental risk and ensures legal compliance for hazardous streams.
Effluents	Operate 10 STPs at GHR; effluent quality complies with Malaysia Inland Waters Standard A under the Environmental Quality Act.	Fully compliant. Protects receiving waterways and safeguards mountain ecosystems.
Food waste	Compost at least 365 tonnes of food waste into fertiliser.	In 2025, Resorts World Genting generated 464 tonnes of food waste, representing a 36% reduction from the previous year. Of this total, 84% (392 tonnes) was composted into fertiliser, exceeding the target set for the year.
Plastic waste	Recycle at least 40 tonnes of plastic waste.	In 2025, Resorts World Genting reduced plastic waste generation by 48% to 89 tonnes, through measures such as single-use plastic reduction initiatives, staff awareness campaigns and operational adjustments. Of the plastic waste collected, approximately 73% was processed through recycling or repurposing initiatives. Notably, 41 tonnes of HDPE plastic waste were repurposed into 2,220 flower pots for the Awana Nursery, exceeding the year's recycling target of 40 tonnes.
General waste	To reduce the amount of waste sent to landfill by 6% by 2028, relative to the 2024 baseline. This will be achieved through phased annual reductions of 2% in 2025 and 2026, followed by 1% in 2027 and 2028.	Waste sent to landfill in 2025 was reduced by 3% relative to the 2024 baseline, exceeding the year's 2% reduction target.
Cooking oil	Ensure proper management of used cooking oil to prevent improper disposal and minimise the risk of waterway pollution.	A total of 116,773 kg of used cooking oil was collected, managed, and recycled through certified third-party vendors.

Waste Management



OUR APPROACH

Genting Malaysia engages a diverse range of stakeholders - including visitors, guests, suppliers and tenants - to integrate an inclusive and effective waste management strategy into daily operations. The approach emphasises waste prevention, responsible consumption and sustainable practices to optimise resource use while maintaining operational continuity.

In 2025, key initiatives included:

FOOD AND ORGANIC WASTE MANAGEMENT

Organic waste, including food and garden waste, was segregated and composted into landscaping fertiliser using a MyHijau-certified composting machine, which meets recognised environmental standards. This process results in an estimated avoidance of 955.6 kgCO₂e per tonne of organic waste processed, compared to landfill disposal. Segregation at source was reinforced across all F&B outlets, supported by tenancy department guidance and team member awareness initiatives.

PLASTIC WASTE REDUCTION

Recycling efforts were expanded, with approximately 73% of collected plastic processed through recycling or repurposing initiatives, including HDPE plastic converted into flower pots.

OPERATIONAL MONITORING AND PERFORMANCE TRACKING

Clear separation of dry and wet waste streams improved efficiency and weekly spot checks ensure procedures are followed consistently.

STAKEHOLDER ENGAGEMENT AND COLLABORATION

Team members are educated on waste reduction practices and ongoing collaboration with F&B outlets, tenants and third-party partners drives better food handling, diversion and resource recovery.

REPURPOSING OF USED COOKING OIL

Collected cooking oil was diverted from waste streams and sold to third-party partners for repurposing, supporting resource efficiency and reducing environmental impact.

HAZARDOUS AND SCHEDULED WASTE

Management practices are continuously strengthened, while ongoing enhancements to sewage treatment processes further safeguarded the environment.

Strengthening oversight of general waste and ensuring effective segregation at the Batang Kali Waste Management Plant help reduce volumes sent to the Bukit Tagar Landfill in Selangor and support more sustainable waste management outcomes.



Looking ahead to 2026, the Group is focused on understanding the sources of waste and promoting sorting at source, supported by expanded recycling facilities and additional bins across the resort. Efforts will also target waste reduction through improved operational practices, procurement choices and stakeholder engagement. In parallel, the Group will continue exploring opportunities to divert and repurpose food and organic waste. Together, these initiatives aim to reinforce circular practices, reduce volumes sent to landfill and advance sustainable waste management across Resorts World Genting.

Waste Management

 MALAYSIA



SUSTAINABLE HOTEL OPERATION

As part of our commitment to reducing the environmental footprint of our operations, Resorts World Genting has implemented a range of initiatives to enhance resource efficiency and promote waste reduction at source across our hotel operations.

The Group has eliminated paper waste associated with newspapers across our hotel. Physical newspapers are no longer provided in guest rooms, with all content now made available in digital format via PressReader upon request. This initiative supports waste reduction at source by removing the need for physical copies, effectively eliminating newspaper-related waste.

GENTING MALAYSIA BERHAD

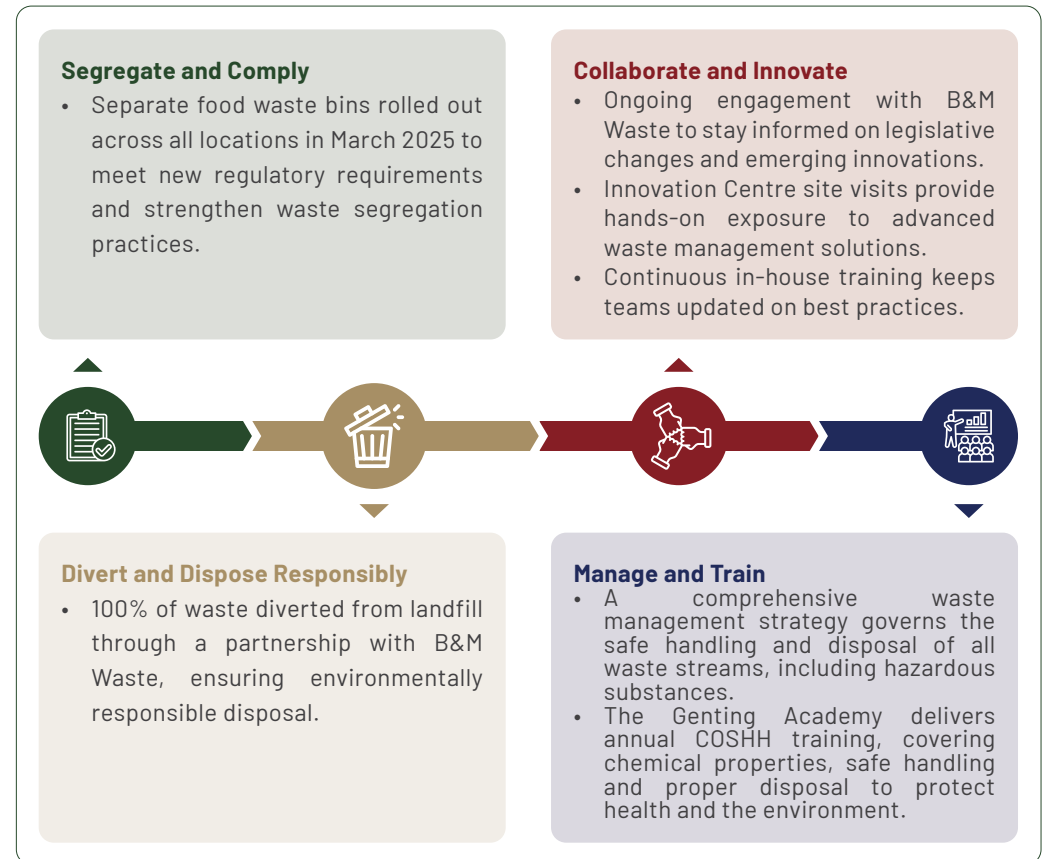
In addition, the Group has reduced single-use plastic consumption by replacing plastic laundry covers with reusable fabric suit covers. Bathroom amenities have been transitioned to refillable bottles or dispensers, eliminating the use of small single-use plastic bottles. Hangers provided in guest rooms are also made from recycled cardboard or metal to enhance durability and reusability.

The Group is also progressing towards more sustainable alternatives for hotel key cards. Key cards at Crockfords Hotel and Genting Grand Hotel have been replaced with wooden alternatives, while other properties, including Highlands Hotel, First World Hotel, Resorts Hotel and Genting SkyWorlds Hotel, are transitioning to biodegradable cornstarch-based cards.

Looking ahead, the Group plans to replace plastic bottles with refillable glass bottles, beginning with Crockfords Hotel in 2026 and progressively rolling out across other properties. This initiative is expected to significantly reduce plastic consumption and prevent waste generation at source, with an estimated avoidance of over 600,000 kg of plastic waste.

 UNITED KINGDOM

Genting UK maintains a strong commitment to sustainable waste management, ensuring full compliance with UK legislation while advancing broader environmental objectives. Our approach combines regulatory alignment, operational discipline, innovation and workforce capability to deliver responsible waste outcomes across all locations.



Together, these measures demonstrate Genting UK's commitment to responsible waste management through innovation, regulatory compliance and continuous staff development.

Waste Management



UNITED STATES

Across Genting Malaysia’s U.S. properties, structured waste management and recycling programmes are in place to support safety, environmental responsibility, and regulatory compliance. RW Catskills, RW Hudson Valley and Monticello Raceway partner with qualified vendors to safely handle and recycle electronic equipment, ensuring hazardous components are properly managed and disposed of in accordance with applicable standards. Batteries are collected separately and recycled through approved channels to reduce environmental impact and mitigate safety risks. Cardboard generated across the properties is segregated from general waste, flattened and processed using an on-site bundling machine to facilitate efficient recycling. In addition, plastic water bottles are recycled on property, with proceeds donated to support local non-profit organisations.

Resorts World New York City also maintains a comprehensive cardboard recycling programme and continues to explore opportunities to further enhance sustainability. Looking ahead to 2026, the property is evaluating additional initiatives, including the potential establishment of an e-waste recycling programme.

Hilton Miami Downtown has implemented a range of waste management initiatives to reduce environmental impact and promote sustainable operations. These initiatives focus on circularity, plastic reduction and responsible disposal, supporting both environmental and social outcomes.

WASTE REDUCTION AND CIRCULARITY APPROACH



Circular Reuse

- Soap and toiletry recycling through the Soap for Hope and Clean The World programmes, repurposing used items to support communities in need while diverting waste from landfills.



Plastic And Material Reduction

- Use of recyclable paper cups with water-based ink, paper straws and wood stirrers for events.
- Glass bottles used for spring water to minimise plastic waste.
- BSA-approved, chlorine-free paper fibre lids, printed with water-based ink.
- Biodegradable coffee pods made from recycled paper fibre and manufactured in facilities powered by 100% green energy.
- Eco-friendly laundry bags produced using MS-4550, a bio-enhanced and recyclable material.



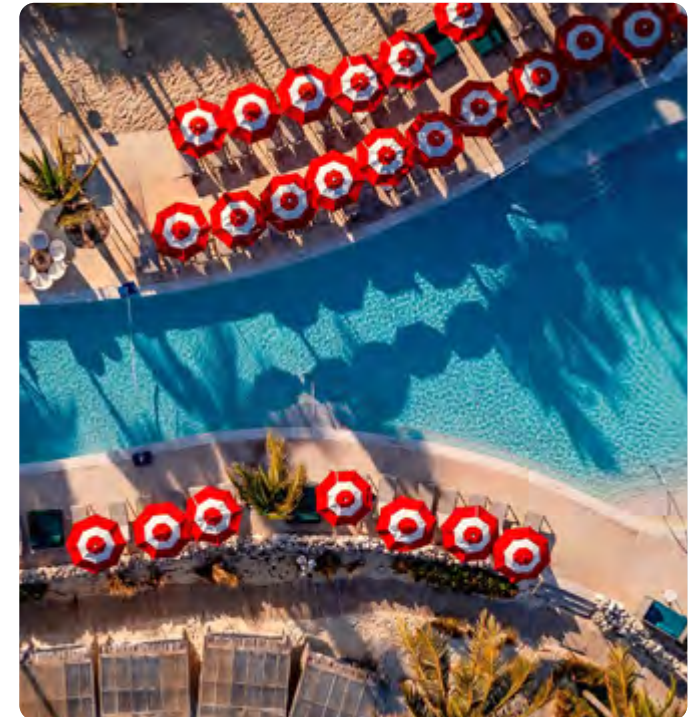
Responsible Disposal

- Battery recycling, managed by the Security Department to ensure safe and responsible handling.
- E-waste recycling, with decommissioned equipment processed through an approved vendor to reduce landfill disposal.



BAHAMAS

Waste management infrastructure in Bimini is currently at an early stage of development, with limited local capacity for recycling and a single landfill serving the island. While off-island processing options are constrained, we actively seek collaborative solutions to reduce environmental impact. In this context, we have partnered with Virgin Voyages to responsibly manage used cooking oil by transporting it to their vessels for recycling in the United States, ensuring proper treatment and circular reuse rather than landfill disposal.



Uplifting People

Genting Malaysia is committed to uplifting and empowering those who are central to operations.

We are committed to fostering a safe, inclusive and sustainable workplace where employees can thrive through continuous development, robust health and safety practices and equal opportunities for all. Our focus extends beyond the workplace; we actively engage with and invest in the local communities we serve. Supporting local employment drives social impact initiatives and promotes community well-being, creating lasting and positive change.

Our labour standards are communicated consistently across the organisation and made accessible to all employees through translation into the relevant languages of our operating regions. As a global resort welcoming guests from diverse parts of the world, we actively promote workforce diversity and value the breadth of perspectives and experiences contributed by individuals from different cultures and backgrounds.

By prioritising local employment, we strengthen our connections with the communities we serve while enhancing guest experience through the local knowledge and cultural insights of our team members. An inclusive and supportive workplace culture enables our people to perform at their best, supporting both individual development and organisational performance.

Through these efforts, we are cultivating a resilient and vibrant resort community where every individual is empowered to contribute meaningfully, grow professionally and succeed as part of a shared commitment to excellence, consistently going above and beyond.

AREAS OF FOCUS

Nurturing a Safe and Sustainable Workplace

- Implementation of comprehensive healthy and safe policies to protect employees across all operational levels
- Continuous training and development programmes to enhance employee skills and promote wellbeing
- Commitment to prioritising local employment and sourcing
- Strong focus on diversity and inclusion, ensuring equal opportunities and fostering a supportive work environment

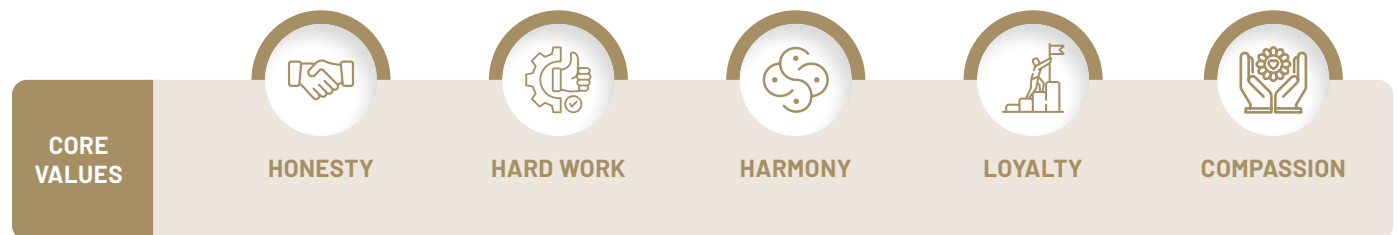
Engaging Communities

- Active engagement with local communities to understand their needs and create mutually beneficial relationships
- Collaboration with community organisations to drive social responsibility and uplift local livelihoods
- Investment in community development programmes

NURTURING A SAFE AND SUSTAINABLE WORKPLACE

At Genting Malaysia, our people drive our success. We foster a diverse and inclusive workplace that prioritises employee well-being, continuous growth and long-term career development. Recognising the demands of the hospitality, tourism and entertainment sectors, we provide a supportive environment that enables our employees to perform and thrive.

We uphold our core values of Honesty, Hard Work, Harmony, Loyalty and Compassion across all operations.



Through our Code of Conduct and Business Ethics, we uphold fair employment standards and actively support initiatives that strengthen labour practices. We regularly assess the labour practices of our business and supply chain partners as part of our due diligence process, ensuring alignment with our standards and commitments.

Diversity, Inclusivity And Equality

Genting Malaysia recognises that diversity, inclusivity and equality are fundamental to its long-term success. We are committed to building a workforce that reflects the diverse communities we serve, and to fostering an inclusive environment where every individual, regardless of background, feels valued, respected and supported.

Our equal opportunity stand ensures that all employees have fair and consistent access to opportunities across recruitment, compensation, training, career development and advancement. Fostering an inclusive culture that welcomes different perspectives and listens to every voice strengthens the organisation and enhances the experiences we deliver to our guests. Inclusion drives innovation, equality supports growth, allowing every team member to thrive.

We do not tolerate discrimination in any form. Our policies and practices are designed to uphold dignity, fairness and respect across all divisions.

We have embedded diversity training into broader development programmes, including Mastering Conversations Across Generations and Ranks and Bridging Generational Gaps: Strategies for a Coherent and High-Performing Team in Malaysia. These programmes promote inclusive behaviour, mutual respect and equal opportunity across the organisation.

PROMOTING DIVERSITY, INCLUSIVITY AND EQUAL OPPORTUNITY

The Group has taken targeted actions to improve diversity, expand equal opportunities and prevent discrimination across its workforce, covering the following protected attributes:

Focus Area	Protected Attributes Covered	Key Initiatives and Practices
Personal and Identity Characteristics	Race, Ethnicity, Colour, Nationality, Indigenous status, Sexual orientation, Gender, Marital status	Hiring is open to all backgrounds, embracing individuals with diverse traits and perspectives. In the UK, we have introduced optional employee profile fields that allow individuals to record their disability status, sexual orientation and preferred pronouns, if they wish.
Religion and Belief	Religion	Prayer room facilities are provided close to workplaces. Dedicated spaces are available for major religious groups to conduct activities, ensuring employees of different faiths have access to appropriate facilities.
Gender Equality and Family Support	Gender, Maternity status	Breastfeeding rooms are provided in workplaces and across resorts to support nursing mothers. Our operations in the UK also offers gender-neutral changing areas.
Age Inclusion	Age	Equal access to training, growth and performance management opportunities is provided regardless of age.
Health, Disability and Neurodiversity	Disability	Discrimination in disability hiring is eliminated, with feasible assistance provided to support an inclusive work environment. The Group's US operations regularly review workplace accommodations to ensure alignment with the Americans with Disabilities Act. Genting UK offers reasonable adjustments for neurodiverse candidates and employees, including clearer job advertisements, guidance on reasonable adjustments, disability-related absence provisions and accessible communication options.
Socioeconomic Background	Social origin	Employment practices ensure fair access to opportunities regardless of social or economic background.
Employment Representation and Rights	Worker organisation or union membership	The Group respects freedom of association and ensures that employees are not disadvantaged because of their membership of a union or worker organisation.
Beliefs and Affiliations	Political affiliation	Employment decisions are made without regard to political beliefs or affiliations.

Through these measures, Genting Malaysia reinforces its commitment to fostering a diverse, equitable and inclusive workplace where all employees receive fair treatment and support and are empowered to contribute meaningfully to the Group's success.

Diversity, Inclusivity And Equality



During the year, RW Catskill received the Genting National Disability Employer Recognition Award, presented by Hudson Valley Service Providers, for its exemplary commitment to an equitable and inclusive workplace culture.

INCLUSIVE HIRING

At Genting Malaysia, we are committed to providing meaningful opportunities for individuals facing employment barriers. Our inclusive hiring policy actively supports individuals from disadvantaged backgrounds, including those with limited education, low income or social marginalisation.

We anchor our approach to diversity and equal opportunities on three core pillars that guide how we support our people and communities.

Together, these pillars reflect our commitment to building an inclusive and resilient organisation. By investing in our people and communities, we foster innovation, strengthen workforce capability and create long-term value for both our organisation and the communities we serve.



MALAYSIA

Genting Malaysia implements targeted initiatives to support employability and long-term career development, particularly for individuals with limited access to education and formal employment pathways. These efforts create meaningful entry points into the workforce, strengthen job readiness and build sustainable careers within the organisation.

KEY EMPLOYABILITY AND CAREER DEVELOPMENT INITIATIVES

FOCUS AREA	INITIATIVES
Inclusive Recruitment	Recruiting from communities with limited access to education and career resources
Employment Pathways	Offering clear pathways to secure employment within the organisation
Community Partnerships	Partnering with community agencies and local schools to provide job readiness support
Youth Employment	Internships and graduate placements offering hands-on, real-world experience
Skills Development	Programmes that help young people develop key skills in a supportive environment

Through these initiatives, Genting Malaysia actively addresses youth unemployment while building a future-ready workforce. The Future Work Training Programme within the gaming division further strengthens this commitment by offering structured development programmes and placements that equip young talents with practical skills, industry exposure and long-term career opportunities within the Group. The Group has also prioritised local employment, with 11,549 local employees currently engaged, contributing to the development of local talent and supporting the communities in which it operates.

Diversity, Inclusivity And Equality



UNITED KINGDOM

Genting UK promotes a workplace built on dignity, fairness and respect, supported by clear policies, training and oversight. Inclusion and equality are embedded across the organisation through structured learning, governance, employee engagement and transparent reporting. The Group also supports local employment, with 2,255 local employees working across its UK operations, contributing to the communities in which it operates.

Focus Area	Key Initiatives and Practices
Respect and Safe Workplace	<ul style="list-style-type: none"> Annual Respect at Work training covering bullying, harassment and sexual harassment Mandatory acknowledgement of the Anti-Bullying and Harassment Policy for new employees Annual review of a central sexual harassment risk assessment and grievance log Personal safety applications and access to a confidential whistleblowing helpline
Inclusive Culture and Governance	<ul style="list-style-type: none"> Mandatory e-learning on inclusive leadership, equity, diversity and inclusion and challenging unconscious assumptions Policies and charters setting expectations for fair treatment and merit-based progression Monitoring of workforce diversity data through HR Board reporting and regular audits An active Diversity and Inclusion Forum providing employee feedback on gender, neurodiversity and mental health
Gender Equality and Progression	<ul style="list-style-type: none"> Full compliance with statutory gender pay gap reporting requirements Ongoing monitoring to ensure equal pay obligations are met through established reward policies Leadership and development programmes, including Fast Track, General Manager Development and Manager Designate Undergraduate and graduate schemes strengthening future leadership pipelines
Inclusive Recruitment and Retention	<ul style="list-style-type: none"> Diverse shortlists and gender-decoded job advertisements Use of specialist job boards, targeted outreach and flexible working options Increased promotion of part-time roles
Wellbeing Support	<ul style="list-style-type: none"> Menopause guidance and diversity resources available via the wellbeing hub



We have a dedicated Diversity, Equity and Inclusion section on the Genting UK website that demonstrates our commitment to fostering a diverse and inclusive culture.

Through our pledge at Genting Casinos, we are committed to the following:

- Leading with respect and tolerance across all areas of the organisation;
- Ensuring equal employment and development opportunities for all individuals;
- Attracting, retaining and developing a diverse pool of talented employees;
- Fostering a workplace free from discrimination, harassment, bullying and victimisation;
- Regularly reviewing and monitoring workforce data, as well as company policies and procedures;
- Providing education and training to managers and employees on their responsibilities; and
- Promoting transparent and open communication in all interactions.

Diversity, Inclusivity And Equality



UNITED STATES

Our US businesses have always been committed to inclusive hiring, building a diverse workforce with equal gender representation and approximately 76% of employees identifying as people of colour. Our US businesses actively partners with community and workforce development organisations to create accessible employment pathways for local residents, including youth, minority groups, persons with disabilities, individuals from low-income backgrounds and those with limited formal education.

In August 2025, RWNYC announced the launch of workforce engagement and training initiatives to improve access to employment information and skills development in the gaming and hospitality sectors. These initiatives included the opening of the Resorts World Career Center at Jamaica Station in September 2025, providing walk-in access for local residents and commuters to learn about employment opportunities and career pathways at RWNYC. In parallel, RWNYC launched the Resorts World Dealer Experience Center at its casino property, offering structured seminars that provide an overview of entry into the gaming industry, role expectations and available training pathways.

RWNYC has also supported workforce readiness through structured training programmes developed in partnership with educational institutions. Since 2021, RWNYC has offered a free “Intro to Gaming Operations” course in collaboration with CUNY/York College, providing participants with an overview of casino operations and cross-functional roles. As at 2025, eight cohorts had completed the programme, with approximately 150 participants receiving certification.

During the year, RWNYC additionally collaborated with the Department of Youth and Community Development through the Summer Youth Employment Programme, employing five

interns for a six-week placement that provided hands-on experience in hospitality and casino operations. These efforts are reinforced through a formal Anti-Harassment and Discrimination Policy, the provision of inclusive facilities such as prayer rooms and gender-neutral changing areas, and a workplace culture that actively encourages voluntary disclosure of personal information, including disabilities, sexual orientation and preferred pronouns. Mandatory training on anti-trafficking, diversity and inclusion, and anti-harassment further embeds these commitments across the workforce.

We have created a digital space called “Culture of You” at all of our properties within our internal communications tool called Beekeeper. The “Culture of You” space is the space where we celebrate the vibrant mosaic of cultures that make up our incredible team. The “Culture of You” is a dedicated page designed for all team members to share and learn about each other’s unique backgrounds, traditions and stories. It is a space where every team member can contribute, explore, and appreciate the rich tapestry of cultures that shape our workplace.

A Diversity Council has been established, with each property forming its own in-house committees to drive local initiatives. This year, Diversity Month was celebrated across all of our properties, alongside the successful rollout of diversity training programs, reinforcing our commitment to fostering an inclusive and respectful workplace culture.

These workforce and inclusion efforts are supported by practices implemented across the Group’s US operations. During the year, RW Catskills received a National Disability Employer Recognition Award from Hudson Valley Service Providers in recognition of its commitment to an equitable workplace culture.



BAHAMAS

Supporting local female-owned businesses is a key focus for our Bimini operations. Like our US-counterparts, Bimini has also established their own in-house Diversity committee to drive relevant local initiatives and to reinforce our commitment to an inclusive and respectful workplace culture.

RWBimini supports youth development and workforce readiness through structured employment initiatives. The resort offers summer job programmes for eligible high school students, providing early exposure to the workplace, foundational skill development and meaningful work experience. In addition, seasonal employment and internship opportunities are offered to college students, enabling participants to gain practical experience, build professional competencies and explore potential long-term career pathways within the organisation.






Recognition Redefined

COMPETITIVE BENEFITS AND REMUNERATION

Genting Malaysia is committed to recognising and rewarding its people through fair, competitive and responsible remuneration practices. Our remuneration policy is designed to remain competitive within the industry while meeting or surpassing minimum wage and living wage requirements, ensuring equitable compensation across all employee groups.

A comprehensive benefits framework supports financial security, well-being and quality of life, reinforcing our commitment to attracting, motivating and retaining talent across our operations. These benefits are structured to promote long-term employee welfare while supporting performance and productivity.

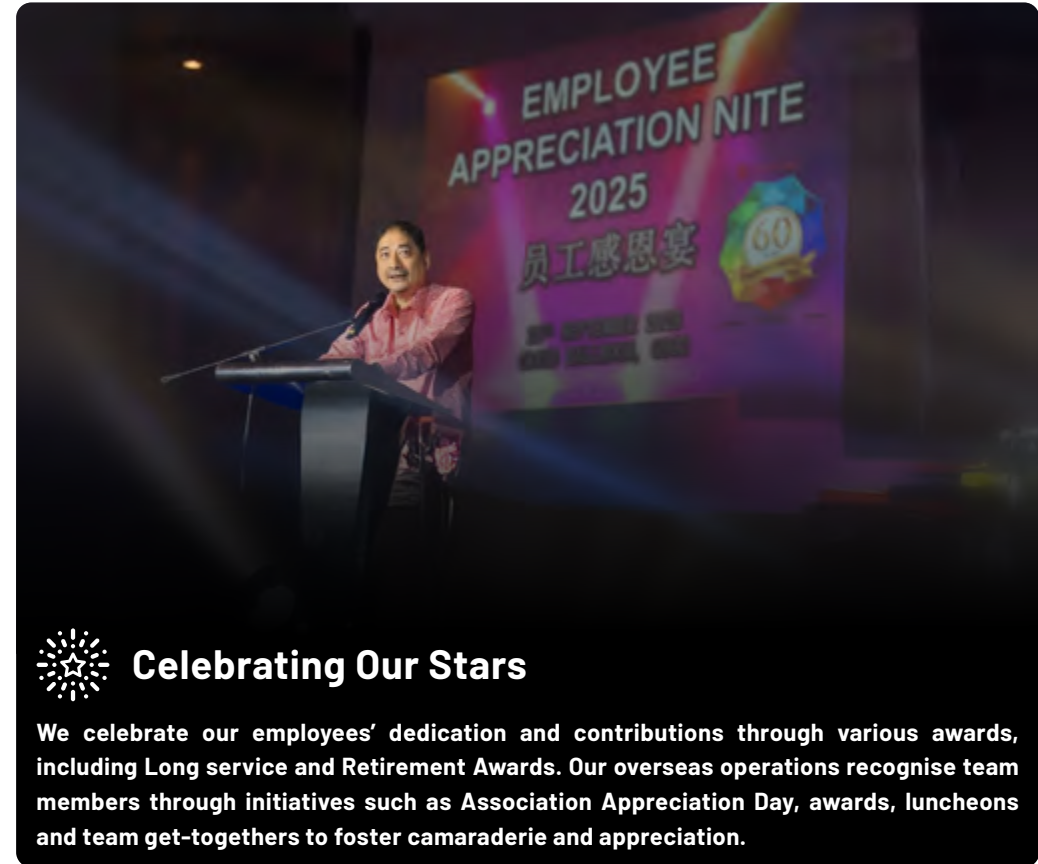
OUR EMPLOYEE VALUE PROPOSITION

 <p>Financial Security</p> <p>Competitive salaries and structured rewards</p>	 <p>Well-being and Health</p> <p>Comprehensive medical coverage</p>	 <p>Quality of Life</p> <p>Additional employee benefits and perks</p>
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Genting Malaysia upholds a merit-based workplace where recruitment, promotion and remuneration decisions are determined solely by skills, qualifications and performance. We continue to monitor and address pay equity, including efforts to close the gender pay gap, through structured reward policies and regular reviews.

For employees not covered by collective bargaining agreements, the Company governs employment terms through its policies, individual agreements and applicable laws. Where appropriate, non-union practices align with union standards and are overseen by Human Resources and leadership to ensure fairness, consistency and regulatory compliance.

 MALAYSIA



Genting Malaysia provides fair and competitive compensation that complies with minimum wage requirements and upholds the principle of equal pay for equal work. We maintain a 1:1 basic salary ratio between men and women in comparable roles, reinforcing pay equity across the workforce. We strictly comply with local labour laws and prohibit discrimination on any grounds, including gender, religion and race, reflecting our commitment to fair, inclusive and respectful treatment for all employees.

Recognition Redefined



Beyond remuneration, Genting Malaysia offers a comprehensive benefits framework designed to support financial security, well-being, professional growth and long-term career development across every stage of employment.

EMPLOYEE BENEFITS FRAMEWORK

Health and Insurance Benefits

Supporting physical health and peace of mind through comprehensive coverage:

- Medical and dental benefits
- Group term life insurance
- Group personal accident insurance
- Specialist / hospitalisation treatment
- Annual medical check-ups
- Fitness support

Professional Development and Recognition

Investing in skills, leadership and continuous learning:

- Leadership development programmes
- Skill-based training
- Job rotation and cross-training opportunities
- Conferences and seminars

Workplace Support and Perks

Enhancing quality of life and practical workplace support:

- Uniform provision
- Car loan interest subsidy
- Personal computer loan
- Employee accommodation: In May 2024, Genting Malaysia renewed its Accommodation Certificate covering a total of 8,564 rooms

Education and Career Advancement

Enabling lifelong learning for employees and their families:

- Genting Malaysia Education Fund
- Interest-free loans or scholarships for employees and their children
- Examination and study leave



SIGNING OF 14TH COLLECTIVE AGREEMENT (“CA-14”) BETWEEN GENTING MALAYSIA BERHAD AND GENTING MALAYSIA BERHAD WORKERS UNION

The collective agreement represents a significant milestone for the Genting Malaysia Berhad workforce, benefiting nearly 10,000 employees through enhanced compensation and welfare. Under CA-14, a 10% salary adjustment was implemented—the highest increase in the hotel industry since 1974—with the starting salary raised to RM1,800, exceeding the statutory minimum of RM1,700. The agreement was successfully concluded in just four meetings over three months, marking one of the fastest collective bargaining processes in Malaysia’s history.

Collective agreements serve as a comprehensive and flexible mechanism to safeguard employees’ welfare, providing fairer wages, improved working conditions and greater job security. This initiative reflects the Group’s long-term commitment to employee wellbeing, career development and workforce stability, reinforcing sustainable business success by prioritising the dedication and welfare of its people.

Recognition Redefined

UNITED KINGDOM

Genting UK offers a comprehensive and competitive benefits framework that supports employees' financial security, well-being and work-life balance, reinforced by flexible support throughout the employment lifecycle.

EMPLOYEE BENEFITS FRAMEWORK

<p>Financial security</p> <ul style="list-style-type: none"> Life assurance Graded pension scheme Staff hardship loan Christmas Club savings scheme Retirement planning scheme with financial guidance and leaving bonus 	<p>Health and wellbeing</p> <ul style="list-style-type: none"> Employee Assistance Programme (24/7 confidential advice and counselling) Private GP helpline Wellbeing resource hub and counselling referral service Mental health awareness training for managers Licensed Trade Charity support 	<p>Healthcare And Lifestyle</p> <ul style="list-style-type: none"> Annual medical screening Health cash plan Gym discounts Private surgery options Private medical cover and income protection for senior management
<p>Work-life Balance</p> <ul style="list-style-type: none"> Flexible working arrangements Hybrid working for office-based roles Casino social fund for team engagement Enhanced maternity and paternity pay 	<p>Reward Flexibility</p> <ul style="list-style-type: none"> Retail discounts Flexible benefits platform allowing employees to tailor benefits 	

This integrated package supports employee wellbeing, engagement and long-term security, while remaining distinctive within the industry and aligned with Genting UK's commitment to responsible employment practices.

UNITED STATES

Genting Malaysia's US operations provide a robust benefits framework designed to support employee wellbeing, financial security and work-life balance across all properties.

During the year, the Group undertook a significant project to standardise and unify employee benefits plans across all properties in the US.

EMPLOYEE BENEFITS FRAMEWORK

<p>Financial security</p> <ul style="list-style-type: none"> Retirement plans Life insurance Long-term disability insurance 	<p>Healthcare coverage</p> <ul style="list-style-type: none"> Health, dental and vision insurance 	<p>Work-life balance</p> <ul style="list-style-type: none"> Paid time off to support rest, recovery and personal commitments
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This package supports a healthy and secure working environment while promoting long-term employee engagement and retention.

In recognition of the broader impact of our workforce, a team member from RW Catskills received the 2025 President's Award from the Sullivan County Visitors' Association for their contribution to the County's economic development.

BAHAMAS

Resorts World Bimini provides a comprehensive range of health and wellness benefits to support eligible team members. These benefits include medical, dental and vision coverage, as well as short- and long-term disability insurance. In addition, plans are underway to introduce an employee retirement savings programme to further enhance long-term financial security.

With approximately 90% of team members originating from outside Bimini, the Group supports workforce mobility by providing affordable company housing and utilities. Team members also have access to an on-site grocery store offering essential items at heavily subsidised prices. We also provide foreign employees with comprehensive international medical coverage through AETNA, company-provided housing and complimentary monthly travel benefits to support their well-being and mobility needs.



Nurturing Our Team With Connection And Care

Genting Malaysia prioritises connection, empowerment and motivation as the cornerstones of a thriving work environment.

The Group has set specific targets and structures at each of its operations to facilitate employee engagement. Our thoughtfully designed programmes and initiatives inspire meaningful participation across all levels of the organisation, ensuring employees thrive personally and professionally.



Genting Malaysia fosters unity and connection across the organisation through a wide range of activities that promote healthy lifestyle, recognition and wellbeing. These initiatives strengthen teamwork and create a supportive environment where employees can connect and thrive.



EMPLOYEE BENEFITS FRAMEWORK

Physical Wellbeing

- Sports tournaments
- Weekly fitness sessions
- Complimentary access to gym and recreational facilities

Mental And Social Wellbeing

- Mental health support initiatives
- Blood donation drives

Recognition and belonging

- Employee recognition programmes
- Annual appreciation events
- Festive gatherings and gifts

Open communication and feedback

- Regular performance check-ins
- Engagement surveys and suggestion platforms
- Townhall sessions with senior leaders
- Team meetings and one-on-one discussions

Genting Malaysia also prioritises open communication and a strong feedback culture. Regular performance check-ins support transparent, two-way dialogue between employees and supervisors. Structured platforms such as engagement surveys, suggestion channels and townhalls enable employees to share ideas and raise concerns, while team meetings and individual discussions reinforce continuous improvement. These channels ensure employees feel heard, supported and empowered across all levels of the organisation.

KEY INITIATIVES TO ENGAGE SENIOR LEADERSHIP AND EMPLOYEES

SPEAK UP!



- A monthly platform empowering employees to communicate ideas, feedback and concerns straight to senior leadership.
- Received more than 210 suggestions and other feedback from employees through this initiative.

Take50 Executive Lockout Programme



- Bi-monthly, senior leaders spend 50 minutes connecting with employees to uphold organisational values and offer guidance and coaching.
- 21 senior leaders are engaged in this initiative.

Partner with Department



- Every quarter, senior leaders join employees in operational activities, building stronger teamwork and deeper understanding of day-to-day operations.
- 19 senior leaders are engaged in this initiative.

TikTalk



- A platform for knowledge exchange, where managers and senior leaders deliver short, powerful talks to inspire, upskill and share valuable insights.
- More than 200 employees are engaged in this initiative.

2025 Target

24 engagement programmes

2025 Achievements

Surpassed; 27 engagement programmes held

2026 Target

24 engagement programmes

Nurturing Our Team With Connection And Care

UNITED KINGDOM

Genting UK strengthens employee engagement through a wide range of activities aligned with the company values. Key initiatives include the Croupier of the Year competition, an online company quiz, social events supported by casino social funds, the annual five-a-side football tournament, site Christmas parties and the Genting Summer Showdown. In 2025, Genting UK introduced the Genting Bake-off as a new company-wide engagement activity.



Open and transparent communication remains a core focus. The annual employee survey, supported by shorter pulse surveys, captures employee views on key workplace topics. Regular one-to-one discussions, team meetings, annual appraisals and review sessions enable two-way communication, strengthen working relationships and support continuous improvement across the business.

UNITED STATES

Employee engagement is central to Group’s US operations culture. We celebrate team achievements through initiatives such as the Annual Wellness Fair, Team Member Appreciation Event and quarterly Team Member of the Quarter awards, culminating in the World Class Awards to honour excellence.

We promote open communication by using Beekeeper for cross-level interaction, encourage direct feedback to leadership and work closely with the Union for grievance resolution. To continuously improve, we offer an Ethics Hotline for anonymous complaints and conduct the annual Energage survey to gather feedback that enhances the work environment and company culture.



During the year, the Company strengthened labour relations by extending the Greater Regional Industry-Wide Agreement through 2026, integrating new employees into existing agreements and enhancing medical benefits for union team members.

BAHAMAS



RW Bimini places a strong emphasis on employee engagement and well-being through structured engagement activities conducted throughout the year. Key initiatives include a Team Member Vision Board event, which encourages employees to reflect on and align personal and professional goals, a Wellness Fair focused on physical and mental well-being, and team member appreciation events designed to recognise contributions and strengthen workplace morale.

To support transparent communication and continuous improvement, employees are provided multiple channels to share feedback, raise concerns, and contribute ideas:

- **Dormitory Feedback Forms** confidentially collect feedback on accommodation and living conditions, enabling management to identify and resolve issues promptly.
- **Commissary Suggestion Boxes** allow employees to submit suggestions regarding products, services, and pricing, fostering a sense of ownership and participation in operational improvements.
- **Employee Dining Room Suggestion Boxes** provide input on meal quality, menu options and dining services, demonstrating that daily employee experience is valued and continuously improved.

The resort maintains an ongoing open-door policy, promoting direct and transparent communication with management. An independent third-party Ethics Line enables the reporting of unethical conduct without fear of retaliation. These initiatives collectively strengthen employee engagement, embed ethical and sustainable practices into daily operations and foster a positive, inclusive workplace culture.

Safety And Health

Genting Malaysia prioritises safety across its resorts, ensuring a secure environment for visitors, employees, patrons and contractors.

We implement rigorous safety protocols that protect everyone on our premises, with clear safety rules applying to all who enter.

Each resort operation follows tailored safety guidelines to address the unique risks of different activities. We also ensure strict adherence to local safety legislation, fostering a culture of safety throughout our operations and promoting the well-being of all individuals.

Genting Malaysia Occupational Safety And Health Policy Statement

Genting Malaysia is committed to:

- ▶ Providing a safe and healthy workplace for all employees
- ▶ Complying with relevant legislation and regulations and other Occupational Safety and Health (“OSH”) requirements
- ▶ Promoting a culture of safety through training, awareness and engagement
- ▶ Identifying and mitigating workplace hazards
- ▶ Continually improving OSH performance through:
 - Resource optimisation
 - Waste recycling and minimisation
 - Good practicable means to reduce risk and ill health
 - Efficient reduction in accident rate
 - Human resource development in training and competency skills
 - Sustainable development and Corporate Social Responsibility

SAFETY MEASURES TO PREVENT OCCUPATIONAL ACCIDENTS

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 Business Partners



Genting Malaysia maintains a structured OSH framework overseen by a Group-level OSH Committee. The Committee provides governance, monitors performance and ensures the consistent application of safety policies across all operations.

In 2025, the Group further strengthened its OSH practices through a combination of targeted initiatives, including:

- Workplace safety audits
- Employee safety training
- Hazard identification and risk assessments
- The organisation of OSH Week 2025
- Occupational, Safety and Health (“OSH”) quarterly meeting attended by employees and employer representatives

Genting Malaysia is certified to ISO 45001:2018, reflecting its commitment to a systematic and internationally recognised approach to occupational safety and health. We also communicate OSH expectations to supply chain partners to promote consistent safety standards throughout the value chain.

Work-related hazards are identified and managed through multiple channels, including:

- Regular inspections and risk assessments
- Safety observation programmes
- Incident and near-miss reporting
- Feedback gathered during safety briefings and OSH committee meetings

Insights from these processes strengthen controls and continuously improve the OSH management system.

Employee well-being forms an integral part of Genting Malaysia’s safety approach. Employees have access to more than 35 panel clinics, health programmes and medical benefits. In addition, the Company conducted a Wellness & Wellbeing Programme to promote a healthier and more supportive workplace. Compliance with the Employment Act 1955 ensures that working hours, overtime and double-shift arrangements remain within legal limits, safeguarding employee welfare.

Safety And Health



CONTRACTORS SAFETY

Genting Malaysia applies the same safety standards to contractors as to its employees, reinforcing a consistent and disciplined safety culture across all worksites.

Key requirements include:

- Site registration with the Department of Occupational Safety and Health (“DOSH”)
- Mandatory participation in regular health and safety meetings
- Competency requirements, including valid CIDB registration

Safety violations are addressed promptly, with repeat offences subject to fines. Contractors are required to report all accidents and near-miss incidents to enable timely investigation and corrective action. This approach helps ensure a safe, compliant and well-managed working environment for all stakeholders.

PROGRESS AGAINST TARGET

2025 Target

- Zero employee workplace fatalities
- We aim to maintain this momentum by conducting at least 150 activities to ensure a safe and secure environment for all

2025 Achievements

- Zero employee workplace fatalities
- Surpassed; 321 health and safety activities conducted

2026 Target

- Zero employee workplace fatalities
- We aim to maintain this momentum by conducting at least 200 activities to ensure a safe and secure environment for all
- To arrange at least 10 health talks covering various health-related topics



Genting UK maintains a structured and systematic approach to health and safety through ongoing policy development and regular risk assessments across all sites. We strengthen employee awareness through training programmes covering key areas such as food safety, lost-time accidents and fire safety.

To ensure consistent standards across all servicing activities, Genting UK requires its maintenance provider and supply chain partners to complete comprehensive health and safety audits of their engineering teams.

Targeted initiatives further support employee health and wellbeing, including:

- Free annual Night Worker health assessments for employees working night shifts
- Collaboration with occupational health providers to address specific health concerns as they arise

We manage working hours in line with the Working Time Directive, which limits the average working week to 48 hours unless an employee has formally opted out.



A time and attendance system that enforces minimum rest periods between shifts



Central monitoring of overtime levels to ensure legal and operational compliance

Safety And Health



UNITED STATES

The Group’s US operations promote a strong safety culture supported by comprehensive training across all departments. Annual Safety and Occupational Safety and Health Administration (“OSHA”) training sessions, together with monthly and quarterly Safety Committee meetings, reinforce safe work practices and continuous improvement.

Departments that handle heavy-duty equipment, including the Warehouse and Audio-Visual teams, receive specialised training and certification to ensure the safe operation of machinery. We use OSHA 300 Logs to monitor workplace injuries and illnesses, providing transparent and reliable data for employees and unions. This information supports ongoing risk assessments and guides long-term efforts to eliminate hazards.



We embed safety responsibilities across all functions, including Security, Facilities and Risk Management.

Our proactive approach includes:

- Weekly workplace inspections by the Security Floor Manager
- Annual safety training sessions by Risk Management and Human Resources



BAHAMAS

RW Bimini actively prioritises the safety, health and well-being of its team members through structured training, accessible healthcare and preventive initiatives.

The resort conducts annual First Aid, Cardiopulmonary Resuscitation (“CPR”) and Automated External Defibrillator (“AED”) training, equipping employees with the skills needed to respond effectively during medical emergencies and strengthening on-site preparedness.

RW Bimini also provides on-site health services to support preventive care, including:

- Free blood pressure and glucose screenings through the Wellness Fair
- Enrolment of employees in the Bahamas National Health Insurance (“NHI”) programme to ensure access to primary healthcare

To address limited dental services on the island, RW Bimini fully funds a mobile dental van that delivers on-site dental check-ups and treatment twice annually.

We manage working hours by complying with the Employment Act of the Bahamas which has mandated that no employee should work in excess of 8 hours in any day or 40 hours in any week without the payment of overtime.



Career Development

Genting Malaysia actively supports career development through a structured range of programmes aimed at building a future-ready workforce. These initiatives are designed to strengthen core capabilities, enhance leadership capacity and support long-term employee growth.

Through continuous learning and development, the Group aims to enhance talent retention, drive organisational performance and prepare its workforce to navigate evolving business and industry challenges.



MALAYSIA

In Malaysia, the Group complements these efforts with a broad suite of programmes that support both professional and personal growth. In addition to job-related training, employees have access to holistic development programmes, language and communication classes, wellness and effectiveness sessions, as well as interest-based activities such as community garden programmes. These initiatives support lifelong learning and prepare the workforce to meet evolving challenges, capture future opportunities and support employees' development.

TRAINING AND DEVELOPMENT PROGRAMMES

Technical, non-technical and personal development training

Interpersonal skills, communication, emotional intelligence and time management

Wellness initiatives including stress management, work-life balance and financial literacy

Customer Service, Sales and Marketing, operations and process excellence

Language, communication and interest-based programmes

Performance reviews are conducted at least twice a year under the Performance Management System. These discussions review performance, identify development needs and align goals with career plans, supported by training, coaching or job exposure where appropriate.

Career Development



In 2025, we invested more than RM7 million to deliver over 3,200 training programmes across the Group. We anchored our learning and development framework on five core masteries: business mastery, functional mastery, leadership mastery, personal mastery and essential mastery.

These programmes support upskilling and career progression, enabling employees to strengthen their capabilities and prepare for future opportunities. We actively encourage participation across all levels of the organisation, reflecting our commitment to continuous learning and skills development. This approach ensures that our workforce remains agile, resilient and well-equipped to meet both current and evolving business challenges.

Learning and Development Programme Framework



Leadership Mastery

All about leadership traits - whilst it is important for a leader to be a big picture thinker, it is also crucial for a successful leader to be detailed-oriented, to be humble or assertive, or to use intuition or data. Therefore, that decision-making lies at the core of powerful leadership. This mastery help future leaders to develop through exposure of different contexts and experience.



Functional Mastery

All about expertise. Successful leaders possess depth and have spent energy and time in specified areas to acquire credibility in their fields. This is the fundamental for leaders to focus on develop themselves in preferred spheres and acquire a solid level of know-how and perspective.



Business Mastery

The essence is the ability to identify opportunities and connecting the dots. A successful leaders understand the environment, and able to spot gaps and envision a way forward. This level of awareness, perspective, insight and vision is strengthened through experience and exposure, and it begins with an enthusiasm to learn and see.



Essential Mastery

The idea of becoming the Brand Leader in Integrated Resort destination, hence we aim is to cultivate an excellent customer service culture across the organization. This will become our DNA in giving the best to our customers by going Above & Beyond through 5A Service Standard and proudly deliver our 8 Promises.



Personal Mastery

Focuses down to the self and how effective we are as an individuals. It encompasses elements such as our ability to influence, communicate, energize and managing time & projects. The key to develop in this mastery is by having strong self-awareness, how to minimize our weaker areas and how to develop them, whilst leveraging and exposing our strengths.

Genting Malaysia also supports youth employment through internship and placement programmes that provide practical experience, industry exposure and on-the-job training. Study visits introduce participants to career pathways in hospitality and tourism. The Group further supports underprivileged individuals through entry-level roles, skills training and on-the-job development.

We help employees prepare for retirement or transitioning out of employment, including pre-retirement training, guidance on statutory requirements, documentation assistance and consultations on entitlements and next steps.

Career Development



MALAYSIA

PROGRESS AGAINST TARGET

2025 Target

- 16 hours of training for all executive-level employees
- 4 hours of training for all non-executive level staff

2025 Achievements

- 69% of executive-level employees met their 16-hour training target
- 82% of non-executive level employees met their 4-hour training target

2026 Target

- 16 hours of training for all executive-level employees
- 4 hours of training for all non-executive level staff



UNITED KINGDOM

Genting UK delivers a structured suite of training and development programmes designed to build capability, strengthen customer service and support long-term career progression. In 2025, these programmes spanned customer experience, leadership development, early careers, personal growth and retirement planning, ensuring support at every stage of the employee lifecycle.

TRAINING AND DEVELOPMENT PROGRAMMES

Customer Experience

- Customer Training Programme delivered through a train-the-trainer model, supported by dedicated Genting Experience Maker trainers at each site
- New customer-focused eLearning module launched via the Genting Academy to ensure consistent onboarding

Developing Internal Talent

- Fast Track Development Programme
- Upskilling allowance
- Succession planning and Personal Development Plans

Preparing Future Leaders

- General Manager Development Programme
- Leadership development covering communication skills, presentation skills and 360-degree feedback

Attracting and Developing External Management Talent

- Manager Designate Scheme for experienced managers from hospitality, leisure or retail sectors

Supporting Early Careers and Youth Employment

- Undergraduate Placement Scheme
- Graduate Scheme
- University engagement and participation in job fairs

Personal Development and Growth

- Communication and presentation skills training
- 360-degree feedback programmes

Ongoing Performance and Career Development

- Regular performance reviews conducted through one-to-one meetings

Retirement and Career Transition

- Retirement Planning Scheme for management-grade employees

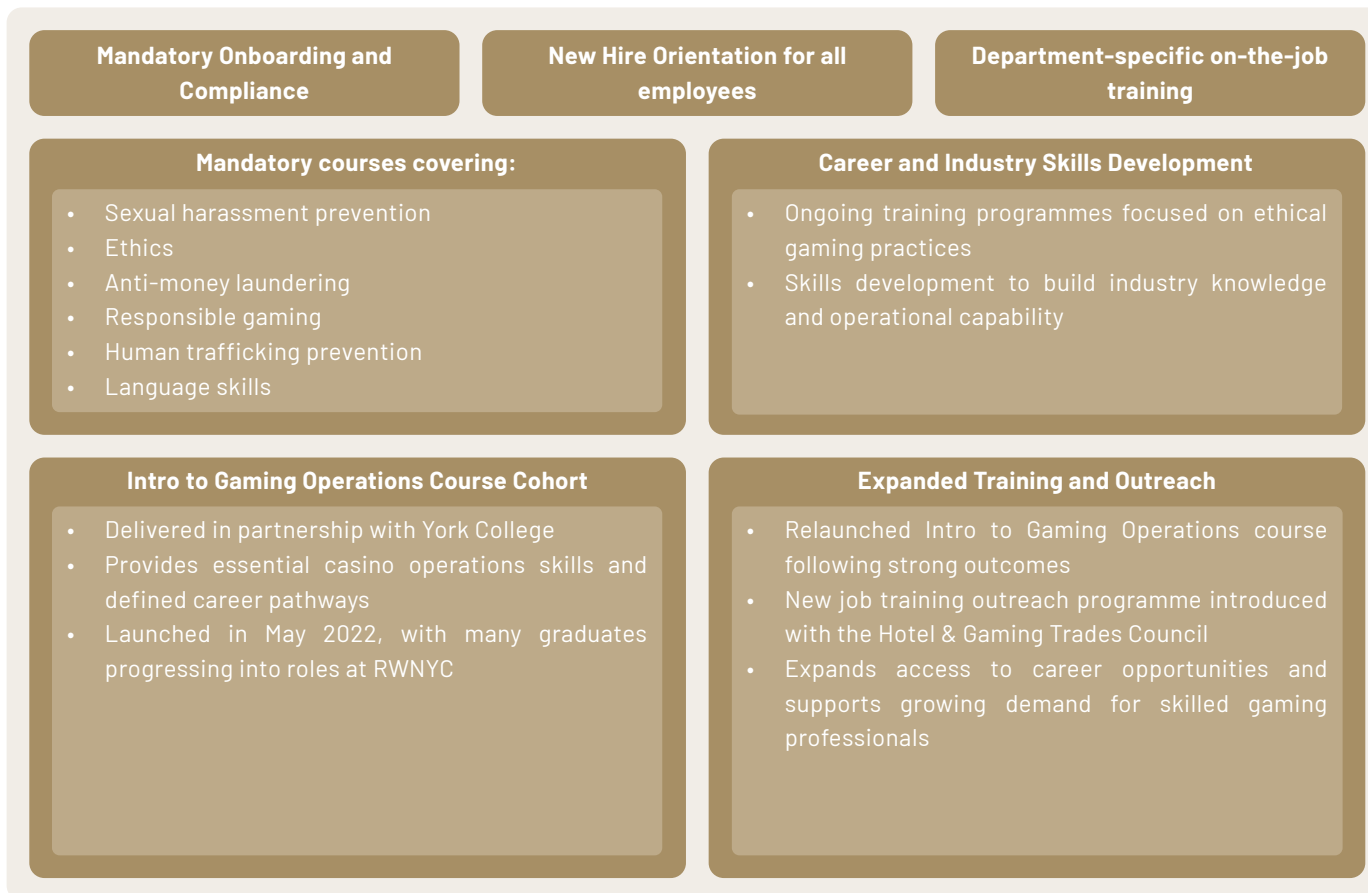
Career Development



UNITED STATES

Our US operations takes a structured, inclusive approach to training and workforce development, equipping employees with the skills, knowledge and values required to thrive in a highly regulated gaming environment. Training spans onboarding, compliance, career development and retirement transition, supporting employees throughout their employment lifecycle.

TRAINING AND WORKFORCE DEVELOPMENT



BAHAMAS

RW Bimini delivers structured training programmes designed to enhance employee skills, professional growth and service excellence.

Key training initiatives include:

Customer Service Training

- Site registration with the Department of Occupational Safety and Health (“DOSH”).

Anti-Money Laundering Training

- Ensures employees understand regulatory requirements and maintain compliance in financial transactions.

Cybersecurity Training

- Strengthen awareness of digital security risks and promotes safe handling of data and IT systems.

CPR, AED and First Aid Training

- Equips employees with essential emergency response skills to support workplace health and safety.

BahamaHost Program

- A certified course designed to foster a culture of service excellence and professionalism, contributing to exceptional guest experiences, repeat business, and global recognition.

The resort is also introducing a Toastmasters chapter on property. This programme helps employees strengthen communication, public speaking and leadership skills, while building confidence and professionalism. Participation promotes personal growth, enhances workplace collaboration, and improves overall presentation and interpersonal effectiveness.

These initiatives collectively support continuous learning, professional development and the cultivation of a skilled, confident and guest-focused workforce.

Growing Alongside Our Community

Genting Malaysia is committed to delivering delightful, memorable customer experiences while creating a meaningful and lasting contribution to society.

Through our community engagement initiatives, we actively support local economic and social development, with a strong focus on education, health and environmental sustainability. Aligned with our business strategy, community investments foster purposeful connections that strengthen both community outcomes and long-term business sustainability.

Beyond philanthropic contributions, we actively cultivate a culture of volunteerism. CSR activities are conducted during work hours and linked to employees’ performance KPIs, reinforcing accountability, encouraging active participation and strengthening a shared sense of purpose across the organisation.

FOCUS AREAS	OUR APPROACH
<p>Economic Development Supporting local businesses, creating employment opportunities and fostering financial stability</p>	Supporting local economic development and community well-being through employment creation, engagement with local suppliers, development initiatives, charitable contributions and sports sponsorships.
<p>Environmental Well-being Mitigating ecological impact and promoting eco-friendly practices</p>	Empowering employees through structured volunteering programmes that support environmental initiatives, promote eco-friendly practices and contribute to positive environmental outcomes in local communities.
<p>Social Empowerment Addressing health, education, cultural development and social inclusion to enhance community well-being</p>	Aligning community initiatives with business strategy to deliver shared value, support community priorities and contribute to long-term social sustainability.

ENGAGEMENT, INVOLVEMENT AND VOLUNTEERISM

Genting Malaysia has established structured mechanisms, including regular dialogue sessions and employee representative committees, to enable transparent and constructive engagement between employees and company management. Alongside this, we actively promote a culture of volunteerism, cultivating a sense of self-fulfilment while driving meaningful social impact. Our structured approach includes setting clear targets and well-defined engagement frameworks, ensuring our initiatives deliver effective and rewarding outcomes for all participants.

PROGRESS AGAINST TARGET

Last year, we established the following targets for our Malaysian operations. The table below provides an update on our progress towards achieving these targets.

2025 Targets	2025 Achievement	2026 Targets
To introduce up to 8 community and capacity-building programmes for underprivileged youths	Achieved; 8 programmes were introduced	Focus now shift towards strengthening participation to drive more meaningful impact
To achieve at least 125 youths participating in the Group’s engagement programmes	Surpassed; a total of 176 youths participated	To achieve at least 194 youths participating in the Group’s engagement programmes
To recruit 24 youths into Genting Malaysia’s workforce through the Group’s engagement programmes (internship/training/employment)	Surpassed; a total of 87 youths were trained, with three provided practical exposure through internship	To recruit 99 youths into Genting Malaysia’s workforce through the Group’s engagement programmes (internship/training/employment)

Community Initiatives In 2025



At Genting Malaysia, we are committed to creating memorable entertainment and holiday experiences while making a meaningful contribution to the communities in which we operate. Guided by this purpose, our community investment strategy emphasises the protection and promotion of children’s rights, particularly for less fortunate children.

Through initiatives that bring joy, inspire hope and support the realisation of aspirations, we strive to positively impact young lives. These efforts are aligned with the Children’s Rights and Business Principles, reflecting our dedication to safeguarding children’s well-being and fostering their development.

Beyond child-focused programmes, our community investments extend to sports, culture, arts, unity and philanthropy, reinforcing our broader commitment to inclusive social development and community resilience.

In 2025, the Group’s operations in Malaysia launched “Genting Bersama Malaysia”, a corporate social responsibility initiative that reflects the Group’s commitment to supporting national progress through inclusive, community-driven programmes.



The initiative focuses on three key pillars:



Economic development
Supporting initiatives that enhance livelihoods and stimulate local growth.



Environmental stewardship
Promoting sustainable practices to protect the natural environment.



Social empowerment
Enabling communities to achieve greater social inclusion and resilience.

Through partnerships with government agencies, local institutions and non-governmental organisations, Genting Bersama Malaysia delivers impactful programmes that create meaningful and lasting benefits for Malaysians from all walks of life.

Community Initiatives In 2025



Genting Malaysia marked Founder's Day with a community outreach initiative, reinforcing its commitment to social welfare through a partnership with Kechara Soup Kitchen. Led by Spencer Lee, Executive Vice President of Sales, Marketing & Public Relations, volunteers distributed 190 meals to those in need in Pudu, Kuala Lumpur.

The initiative reflects Genting Malaysia's core value of compassion and its ongoing effort to uplift communities and honour its founder's legacy through sustainable action.



Genting Malaysia celebrated the dedication of teachers, firefighters and rescue personnel with a special concert featuring legendary rock singer Ella at the Arena of Stars. Held in conjunction with Teacher's Day and International Firefighters' Day, Genting Malaysia distributed complimentary tickets to Ella's 30th Anniversary Concert to appreciate their contributions to education and public safety.

Part of Genting Bersama Malaysia, this initiative celebrated the contributions of educators and emergency personnel, reflecting Genting Malaysia's commitment to supporting local communities and recognising those who serve the nation with dedication.

Community Initiatives In 2025



EMPOWERING THE NEXT GENERATION IN PAHANG

We supported Festival Belia Pahang 2025 in Kuantan, Pahang, by actively participating in the E-Sports segment organised by EWG E-Sports Pahang. The event brought together young talent from across the state, celebrating innovation, teamwork and sportsmanship in a vibrant, competitive setting.

YB Tuan Fadzil Mohamad Kamal, Chairman of the Pahang State Committee on Communication and Multimedia, Youth, Sports and NGOs, officiated the event and acknowledged Genting Malaysia's support.

Through Genting Bersama Malaysia, we continue to champion youth empowerment initiatives that nurture creativity, leadership and community spirit, contributing to a stronger, more connected generation.



EMPOWERING WOMEN: GENTING BERSAMA MALAYSIA X KTJ COLLABORATION

Genting Bersama Malaysia is proud to partner with Komuniti Tukang Jahit (KTJ) in a CSR initiative that empowers underprivileged women, particularly single mothers, stay-at-home mothers and those from B40 communities. This collaboration provides meaningful opportunities for women to earn a stable income while managing their responsibilities.

Through this initiative, KTJ's talented women handcrafted Batik notebooks, now featured across Genting's offices and events. These notebooks symbolise both appreciation for Malaysia's cultural heritage and the resilience of these women.

Community Initiatives In 2025



INSPIRING THE NEXT GENERATION OF TOURISM PROFESSIONALS

Resorts World Genting welcomed 21 students and four lecturers from UNITAR College Kuantan's Diploma in Tourism Management programme for an industrial visit under the Genting Bersama Malaysia initiative.

The visit offered hands-on learning experiences across Resorts World Awana, Genting Nature Adventures, GICC and Genting SkyWorlds, along with career-sharing sessions by the Human Resources team, a hotel tour at Crockfords and a culinary experience at Jom Makan SkyAvenue.

Through this initiative, Resorts World Genting strengthened industry-academia collaboration and provided students with practical exposure, industry insights and inspiration to pursue rewarding careers in tourism and hospitality.



CELEBRATING YOUNG MALAYSIAN CREATIVITY AT SK SRI LAYANG

Genting Malaysia organised the CEO Art Challenge from 18 June to 2 July 2025 at Sekolah Kebangsaan Sri Layang, Gohtong Jaya, under the Genting Bersama Malaysia CSR initiative. The programme was delivered in collaboration with the Pahang State Education Department, the Bentong District Education Office and the school's administration.

More than 170 students, from preschool to Primary 6, actively participated, achieving an impressive 99% participation rate. Students expressed their creativity by illustrating their vision of a dream family holiday at Resorts World Genting through vibrant and imaginative artworks.

Through this initiative, Genting Bersama Malaysia nurtures creativity, confidence and community values among young Malaysians, reinforcing Genting Malaysia's commitment to education and to inspiring the next generation.

Community Initiatives In 2025



CELEBRATING UNITY THROUGH COMMUNITY ENGAGEMENT THIS HARI KEBANGSAAN

Genting Malaysia took part in Putrajaya's 68th National Day celebration, bringing the spirit of Hari Kebangsaan to life through an engaging activation. Visitors enjoyed interactive quizzes, games and giveaways, creating memorable moments for families and friends.

As part of Genting Bersama Malaysia, we distributed 12,500 branded handheld fans to keep attendees cool while sharing messages of unity and national pride. This initiative reaffirmed our commitment to celebrating Malaysia's heritage, strengthening community bonds and inspiring pride among all Malaysians.



EMPOWERING YOUNG MINDS AT THE 'KARNIVAL PRASEKOLAHKU BERHAK HEBAT' 2025

Genting Malaysia supported the state-level Karnival Prasekolahku Berhak Hebat 2025 under the Pahang Education Transformation Initiative through its Genting Bersama Malaysia CSR programme. Held at Cheringin Resorts in Janda Baik, the event welcomed 173 preschoolers from across Pahang to celebrate creativity and build confidence.

RWG contributed by sponsoring meals, prizes and the "My Dream Holiday" colouring contest, sparking imagination and promoting joyful learning.

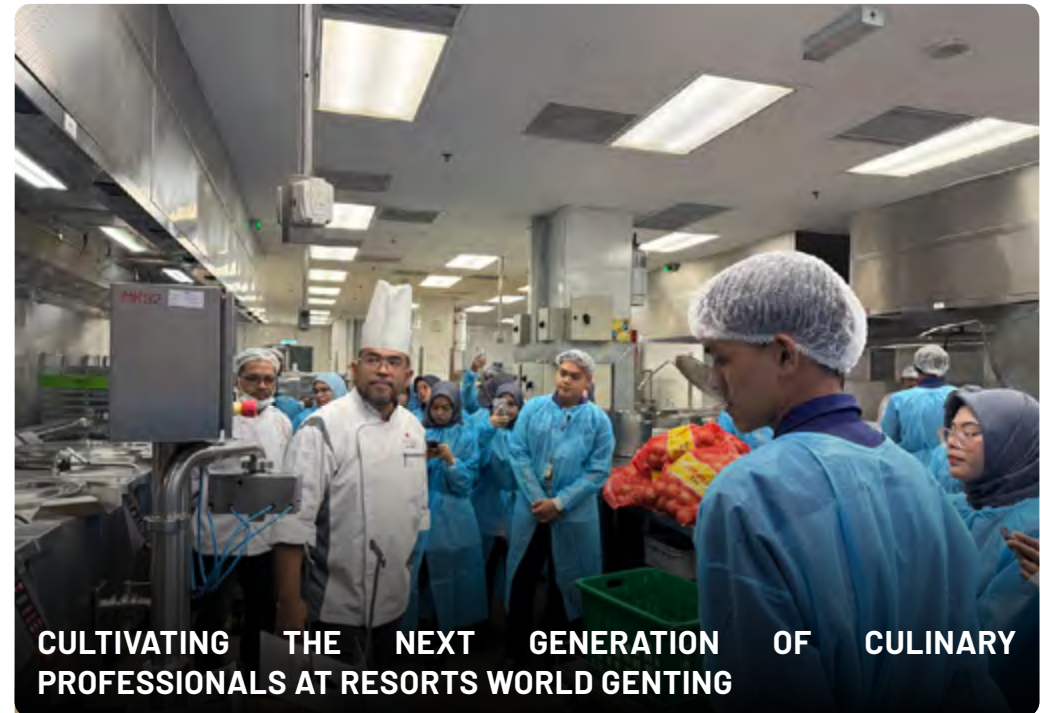
Community Initiatives In 2025



Genting Malaysia proudly hosted students and lecturers from Politeknik METrO Kuantan's Diploma in Tourism Management programme for an enriching study visit under the Genting Bersama Malaysia initiative.

The full-day programme immersed students in world-class hospitality operations across Resorts World Awana, Awana SkyWay, SkyAvenue, GICC, Skytropolis Indoor Theme Park and Genting SkyWorlds. A key highlight was the Genting Xperience Centre ("GXC"), an interactive space that showcases the Genting Group's innovation, heritage and future vision.

By bridging classroom learning with real-world exposure, the visit equipped aspiring tourism professionals with practical insights, industry inspiration and a deeper understanding of integrated resort operations.



As part of our commitment to developing Malaysia's future talent, RWG welcomed 29 culinary students and seven facilitators from Kolej Vokasional Puteri Temerloh for an industry exposure visit under the Genting Bersama Malaysia programme.

The visit provided hands-on learning across our Centralised Kitchen, bakery operations, food and beverage outlets and large-scale banquet logistics at the GICC, offering students practical insights into real-world hospitality operations.

This initiative reinforces our role in bridging education and industry, equipping young Malaysians with the skills, confidence and ambition to pursue successful careers in the culinary and hospitality sectors.

Community Initiatives In 2025



A CELEBRATION OF GIVING: RESORTS WORLD GENTING BRINGS CHRISTMAS CHEER TO ORPHANAGE HOMES

On 19 December 2025, Resorts World Genting welcomed 60 children and their caregivers from three orphanage homes to a Christmas celebration that delivered memorable festive experiences and meaningful community engagement. The programme provided the children with cable car rides, access to Skytropolis Indoor Theme Park and a live performance at the Kimhua Atrium, culminating in a gift-giving session led by Resorts World Genting’s management team alongside Santa Claus.

Organised as part of the Great Christmas Carnival at Genting Winter Wonderland and in partnership with MINISO, the initiative encouraged guests to contribute by donating gifts through Santa’s Surprise Gift Station. The collaboration amplified community participation and reinforced Resorts World Genting’s commitment to spreading joy, inclusion and social goodwill during the festive season.



SEKOLAH ANGKAT MADANI

Sekolah Angkat MADANI is a strategic initiative focused on advancing social and economic development at the school level. The goal is to strengthen education through infrastructure upgrades, academic programmes, teacher development, financial support and student-character building.

Under this initiative, Genting Malaysia has adopted two schools in Pahang, SK (Felda) Sg Kemahal and SMK (LKTP) Kg. Sertik through our Genting Bersama Malaysia programme, reflecting our continued commitment to nation-building and community development.

Community Initiatives In 2025



SEJAHTERA MADANI

Sejahtera MADANI is a national-level initiative designed to assist poor and hardcore poor households registered in the eKasih National Poverty Database, coordinated by the Implementation Coordination Unit of the Prime Minister’s Department (ICU JPM).

Genting Malaysia is proud to be a part of the meaningful initiative and has contributed RM10 million to the Sejahtera MADANI fund, further supporting the national efforts to eradicate poverty and sustainable social upliftment.



GENTING CHARITY BAZAAR

The Genting Charity Bazaar, held on Friday, 13 June, brought together more than 350 employees and affiliates who managed stalls, handled logistics and supported sales activities throughout the event. The bazaar raised total gross proceeds of RM639,753 and net proceeds of RM413,808 to date. All net proceeds were donated to support various charitable organisations and communities in need.

Community Initiatives In 2025



WEEKEND FOOD KITCHEN INITIATIVE

The Weekend Food Kitchen initiative supported food-insecure communities by providing freshly prepared meals while reducing avoidable food waste. Genting Malaysia participated across five allocated Saturdays in October and November 2025, with employees actively assisting in meal preparation and distribution. The Group helped extend the programme’s reach and ensure consistent support for underserved individuals.



GENTING MALAYSIA SCHOLARSHIP AWARD

The Genting Malaysia Scholarship Award demonstrates Genting Malaysia’s ongoing commitment to human capital development and long-term socio-economic sustainability in Malaysia. The programme aims to support high-achieving Malaysian students by providing access to quality undergraduate education, enabling them to develop the skills and knowledge necessary to become future leaders and industry professionals.

The scholarship is available for studies at local public universities, local private universities, and overseas institutions. Each award provides comprehensive support, including full tuition fees, a cost of living allowance, miscellaneous fees and one return flight ticket, applicable for up to four years depending on the study location.

In 2025, Genting Malaysia committed RM1.9 million to fund all scholarship recipients. Through this initiative, Genting Malaysia reinforces its dedication to promoting equitable access to education, nurturing talent and contributing to the sustainable development of communities and the broader Malaysian workforce.

Community Initiatives In 2025



SIGNING CEREMONY FOR GOHTONG JAYA FIRE AND RESCUE STATION AND QUARTERS

The construction of the Gohtong Jaya Fire and Rescue Station and Quarters represents a pioneering public-private collaboration aimed at strengthening emergency response capabilities in Genting Highlands and the surrounding areas, through the development of a RM68.3 million emergency services facility designed to enhance safety, improve operational readiness and ensure faster, more effective emergency services for the community.

Delivered under Genting Bersama Malaysia, this corporate social responsibility initiative reflects Genting Malaysia’s commitment to supporting government efforts in public safety. The new station, built on a 0.8-hectare site, will include an operations building, a training area, 40 residential quarters, a multipurpose hall and a prayer space.

Currently, emergency response times in the area average 25 minutes due to distance and terrain. Once operational, the new station will reduce this to just 10 minutes, a critical improvement given the region’s rapid development and tourism growth. Fire risk assessments show at least 20 cases annually, underscoring the urgency of this facility.

Community Initiatives In 2025

GENTING GREEN GENERATION (G3) VOLUNTEER PROGRAMME



Established in 2017, the Genting Green Generation (G3) Volunteer Programme fosters a culture of environmental responsibility and sustainability among employees, with 193 members actively involved to date.



GNA CLEARWATER WAY WALK & VERGES PLANTING – EMPOWERING G3 VOLUNTEERS AS BIODIVERSITY ADVOCATES

In 2025, the Genting Nature Adventure (GNA) Guided Clearwater Way Walk & Verges Planting event, held on 18 December 2025 at Resorts World Awana, brought together Genting Green Generation (G3) volunteers in hands-on biodiversity conservation. Through guided eco-education and native species planting, the initiative supported habitat restoration, soil erosion prevention and the strengthening of wildlife corridors. The programme enhanced volunteers' environmental awareness while directly contributing to the protection and long-term sustainability of Resorts World Genting's natural ecosystems.

Later in the year, on 25 October 2025, 30 G3 volunteers participated in the What a Waste (WaW) Weekend Food Kitchen Initiative, preparing and distributing nutritious meals to approximately 600 beneficiaries across Disciple House Klang, Kota Damansara Refugees Centre and PPR Kg Limau, Pantai Dalam. This ongoing programme under Genting Bersama Malaysia transforms surplus food into meaningful community support, addressing food insecurity while reducing food waste. By combining sustainability with social responsibility, it delivers tangible impact for both people and the planet.

Community Initiatives In 2025

GENTING GREEN GENERATION (G3) VOLUNTEER PROGRAMME



A WEEKEND OF CONSERVATION & COMMUNITY AT RESORTS WORLD KIJAL

Genting Malaysia, through Resorts World Kijal, partnered with the Terengganu Fisheries Department and WWF Malaysia to host a turtle conservation initiative themed “Bersama Melindungi Warisan Lautan Kita” (“Together We Protect Our Ocean Heritage”) under the Genting Bersama Malaysia programme.

The initiative featured the symbolic release of 100 baby turtles and a Turtle Night Lookout, giving media representatives a rare opportunity to observe the egg-laying process firsthand while highlighting the urgent need to protect Malaysia’s endangered sea turtle populations. Educational sessions led by the Department of Fisheries and WWF Malaysia further deepened awareness of current conservation challenges and practical solutions to safeguard marine ecosystems.

G3 volunteers played an active role by planting coconut seeds, collecting more than 450 kg of waste and participating in beach clean-up activities. Together, these efforts reflect Genting Malaysia’s ongoing commitment to sustainability, ocean conservation and building environmental awareness to protect natural heritage for future generations.

Genting Malaysia Overseas Operations' Commitment To Social Responsibility



In 2025, Genting UK strengthened its commitment to community impact by continuing its support for CHIPS, a charity that provides specialised powered wheelchairs for young people with disabilities. This partnership delivers tangible benefits while fostering strong employee and community engagement across the business.

Fundraising activities brought colleagues together through a range of initiatives, including:

- Hosting the Genting Summer Showdown, a family-and-friends event featuring inclusive activities
- Organising bake sales, skydiving, hiking and sports events to rally support
- Encouraging site-level participation in local charitable initiatives

To further enhance fundraising, Genting UK introduced the “Pennies for Charity” programme, enabling employees to donate the pennies from their monthly payslips directly to CHIPS, simplifying everyday giving.

Beyond charitable fundraising, Genting UK actively engages with local communities by:

- Collaborating with colleges, universities and job centres through recruitment events and job fairs
- Exploring opportunities to donate apprenticeship government funding to support community projects

By integrating charitable action with community collaboration, Genting UK continues to deliver meaningful social impact while contributing to long-term community growth.



In 2025, RWNYC delivered a wide range of community initiatives focused on building skills, expanding opportunities and strengthening local organisations. These programmes supported business development, education and workforce readiness across Southeast Queens and beyond.

Key initiatives included:

- Southeast Queens Business Incubator, supporting local businesses to build capacity and compete for new contracts
- Introduction to Gaming programme with York College, a free six-week course introducing the public to careers in gaming and hospitality
- The Gumbo Coalition, a leadership and mentorship programme for college students
- Workforce Development Summit, bringing employers and educators together to align skills with workforce needs
- 2025 Nonprofit Conference, convening community organisations to strengthen collaboration and nonprofit capability



RWNYC also invested in dedicated infrastructure to expand access to employment pathways. The Career Centre in Jamaica, Queens, now operates as a public walk-in hub, enabling jobseekers to explore career opportunities at RWNYC directly.

To further support informed career choices, the Dealer Experience Centre offers a two-hour introductory seminar for individuals considering a career as a casino dealer, providing realistic insight into training requirements and professional expectations. Through these initiatives and investments, RWNYC continues to support inclusive economic growth, workforce development and long-term community resilience.

Genting Malaysia Overseas Operations' Commitment To Social Responsibility



UNITED STATES



The Group's other New York properties have further strengthened engagement with local communities through a diverse range of health, social, charitable and civic initiatives. Free community events were organised in collaboration with local healthcare providers and community organisations, including cardiac screenings, blood drives and cancer screening programmes. The Group also sponsored and hosted numerous activities for local charitable organisations, such as The Legends of the LPGA 2025 golf tournaments and the Monticello Rotary Club 47th Annual Monster Run, as well as various galas, walks and runs, training sessions and meetings held both on property and across the wider community. Throughout the year, the Group's properties continued to serve as trusted and accessible community hubs by hosting several major events. Team members further supported community causes through volunteer initiatives, while partnerships with local educational institutions were strengthened through scholarship support for students.

During the year, infrastructure investments were made to support local communities and economies. USD 3 million in Host Agreement funds were allocated toward the development of the New Recreation Center at Chadwick Lake in the Town of Newburgh, a USD 13 million project. These investments are commercial in nature and are expected to enhance local community amenities, stimulate local economic activity and create employment opportunities.

Partnerships with regional economic development organisations, including the Sullivan County Partnership for Economic Development and the Orange County Partnership for Economic Development, further support efforts to attract new businesses and industries to the region.

RW Gives

Established in 2011, Resorts World Gives ("RW Gives") serves as Genting Malaysia's flagship philanthropic platform in the US, uniting all charitable giving across Resorts World New York City, Resorts World Catskills and Resorts World Hudson Valley. Through RW Gives, Genting Malaysia actively invests in the economic and social progress of the communities where it operates.

Since its launch, RW Gives has directed more than USD 3 million to over 200 local organisations, while matching 100% of employee donations to maximise collective impact and employee participation.

RW Gives delivers its impact through five strategic pillars, partnering with organisations that demonstrate clear objectives, strong governance and measurable outcomes.

The programme prioritises initiatives that:

- Create jobs and stimulate local economic activity
- Deliver high-impact community programmes
- Engage local vendors, generating indirect economic benefits across surrounding communities



Through targeted funding, RW Gives enables partner organisations to provide education supplies, youth development programmes, food security initiatives and emergency assistance, helping to relieve immediate financial pressures on vulnerable households. The programme also strengthens long-term income potential by supporting skills development and education that help break cycles of poverty. Investments in the arts, culture, wellness and community initiatives further enhance quality of life and support the development of safe, healthy and resilient neighbourhoods.

Please visit <https://rwnewyork.com/resorts-world-gives/> for more information about RW Gives.



Human Rights

Genting Malaysia upholds human rights across all operations by aligning its practices with local and international standards, including the International Bill of Human Rights and the UN Guiding Principles on Business and Human Rights.

We embed dignity, respect, non-discrimination and fair treatment into contracts, operations and third-party engagements, ensuring a safe and inclusive environment for employees, guests, partners and communities.

We integrate human rights protections throughout the value chain. We clearly communicate our expectations to all stakeholders, including suppliers and contractors, who must meet the same standards as the Group. These conditions include the requirement to establish internal grievance mechanisms, with anonymous reporting channels, to address workplace concerns.

GOVERNANCE AND OVERSIGHT

Strong governance supports our human rights commitments:

- Board oversight
- Clear accountability assigned to relevant functions
- Dedicated resources allocated to support effective implementation and management

ACCESS TO REMEDY

Genting Malaysia operates a formal, confidential grievance mechanism accessible to individuals and communities. This system:

- Enables concerns to be raised safely
- Provides a structured process for investigation and resolution
- Ensures appropriate remedies for any adverse human rights impacts linked to our operations

INCLUSIVE BEHAVIOUR AND TRAINING

We actively promote inclusive behaviour through training and policy enforcement:

- Mandatory training programmes supporting diversity and inclusion
- Genting UK mandatory eLearning on Inclusive Leadership and Equity, Diversity and Inclusion
- Group-wide policies, including the Equal Opportunities Policy, Respect at Work Charter and Anti-Bullying and Harassment Policy, which define expected conduct and support a respectful workplace

SUPPLY CHAIN STANDARDS

Human rights expectations extend across the supply chain:

- Regular labour standards reviews as part of risk assessment procedures
- Requirement for employees, business partners and suppliers to familiarise themselves with the Group's Code of Ethics
- Human rights training delivered to all employees to strengthen awareness and understanding
- Stakeholder consultations, including with employees, conducted during the year as part of training programmes

MONITORING AND RISK MANAGEMENT

We proactively assess human rights impacts through:

- Regular assessments and stakeholder engagement
- Integration of findings into business processes
- Clear guidelines and mitigation actions to address identified risks

These measures ensure that human rights considerations actively shape our policies, processes and initiatives, reinforcing Genting Malaysia's commitment to responsible business conduct across all operations.

Human Rights

Category	Our Commitments	Our Non-Negotiables	How We Implement & Enforce
Wages and Compensation	<ul style="list-style-type: none"> Comply with all wage and compensation requirements defined by local laws and regulations, including exceeding minimum wages and legally mandated benefits Appropriately compensate overtime 	<ul style="list-style-type: none"> Do not pay employees below legal or contractual requirements. 	<ul style="list-style-type: none"> Compensation structures aligned with local labour laws Ongoing monitoring of wage and overtime compliance
Worker Treatment	<ul style="list-style-type: none"> Treat all workers with dignity and respect Ensure workers have an effective mechanism to report grievances and resolve them constructively 	<ul style="list-style-type: none"> Do not allow physical punishment or abuse of any worker 	<ul style="list-style-type: none"> Established grievance and whistleblowing mechanisms for occupational and human rights concerns
Child Labour and Employment Standards	<ul style="list-style-type: none"> Comply with all applicable child labour laws and international standards 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Verification of legal age and documentation during recruitment
Forced Labour and Work Hours	<ul style="list-style-type: none"> Ensure lawful working hours and fair labour conditions 	<ul style="list-style-type: none"> Do not exceed the maximum work hours defined by applicable law. Do not use forced labour, including prison, bonded or debt labour 	<ul style="list-style-type: none"> Monitoring of working hours and employment practices.
Recruitment Standards	<ul style="list-style-type: none"> Promote fair, transparent and ethical recruitment practices 	<ul style="list-style-type: none"> Do not charge recruitment fees or costs 	<ul style="list-style-type: none"> Recruitment processes reviewed to prevent unfair practices
Discrimination and Equal Treatment	<ul style="list-style-type: none"> Promote equality and inclusion across the workforce. Employ individuals with disabilities and support integration through a dedicated buddy system 	<ul style="list-style-type: none"> Do not tolerate discrimination, harassment or unreasonable treatment 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 	<ul style="list-style-type: none"> Equal opportunity policies applied across all operations Training and awareness programmes on inclusive behaviour
Harassment	<ul style="list-style-type: none"> Maintain a harassment-free workplace 	<ul style="list-style-type: none"> Do not tolerate sexual harassment, workplace bullying or power harassment 	<ul style="list-style-type: none"> Immediate disciplinary action, including dismissal under the Employment Act 1955, for violations
Privacy and Personal Information	<ul style="list-style-type: none"> Respect the privacy of all persons 	<ul style="list-style-type: none"> Do not misuse personal data 	<ul style="list-style-type: none"> Reasonable care taken to maintain confidentiality and data privacy

Human Rights

Category	Our Commitments	Our Non-Negotiables	How We Implement & Enforce
Occupational Safety and Health	<ul style="list-style-type: none"> • Create and maintain a safe and healthy working environment 	<ul style="list-style-type: none"> • Do not compromise employee health and safety 	<ul style="list-style-type: none"> • OSH systems, inspections and safety management practices implemented
Freedom of Association and Collective Bargaining	<ul style="list-style-type: none"> • Respect employees' right to freedom of association and collective bargaining • Support each person's choice to be legally represented by a labour union 	<ul style="list-style-type: none"> • Do not retaliate against employees for lawful union participation 	<ul style="list-style-type: none"> • Constructive dialogue with recognised labour unions. • Collective Agreements applied and aligned where possible
Rest and Leisure	<ul style="list-style-type: none"> • Recognise the right to rest and leisure 	<ul style="list-style-type: none"> • Do not impose excessive working hours 	<ul style="list-style-type: none"> • Compliance with the Employment Act 1955 • Flexible work arrangements, overtime limits and workload management
Rights of Indigenous Peoples	<ul style="list-style-type: none"> • Respect the human rights of indigenous people 	<ul style="list-style-type: none"> • Do not violate the rights of indigenous communities 	<ul style="list-style-type: none"> • All local and overseas operations required to uphold these rights

ISSB Sustainability Statement

BASIS OF PREPARATION

Compliance With IFRS Sustainability Disclosure Standards

The sustainability-related financial disclosures of Genting Malaysia Berhad and its group of companies (“the Group”) have been prepared in accordance with the IFRS Sustainability Disclosure Standards Board (“ISSB”), and with reference to Bursa Malaysia’s Main Market Listing Requirements (“Main LR”).

In addition, where applicable, the 3-year datapoints for metrics, prescribed table and Statement of Assurance have also been disclosed in compliance with the Main LR.

Connectivity With Financial Statements

The ISSB Sustainability Statement has been prepared for the Group and should be read together with the Group’s financial statements, which are prepared in accordance with the Malaysian Financial Reporting Standards (“MFRS”), IFRS Accounting Standards and the requirements of the Companies Act 2016 in Malaysia.

This report covers the same reporting entities and reporting period as the Group’s financial statements for the financial year ended 31 December 2025 (“FY2025”).



GENTING MALAYSIA BERHAD

First-Time Adoption of IFRS Sustainability Disclosure Standards and Transition Reliefs

The Group is reporting under the IFRS Sustainability Disclosures Standards for the first time for the financial year ended 31 December 2025.

The Group has applied the following standards for its financial year commencing 1 January 2025:

IFRS S1

- General Requirements for Disclosure of Sustainability-related Financial Information

IFRS S2

- Climate-related Disclosures

The IFRS Sustainability Disclosure Standards provide transition reliefs for entities in their first year of application. In addition, the Main LR offer further reliefs for Group 1 listed issuers in line with the National Sustainability Reporting Framework (“NSRF”).

The Group has applied the following transition reliefs:

- The Group discloses information only on climate-related risks and opportunities in accordance with IFRS S2 and applies IFRS S1 requirements only insofar as they relate to such climate-related disclosures;
- Relief from disclosing comparative information for sustainability-related disclosures in the first reporting period;
- Relief from disclosing Scope 3 greenhouse gas (“GHG”) emissions; and
- Relief from reporting boundary, where climate-related disclosures are focused on the Group’s principal business segments, in line with the NSRF.

Notwithstanding the above, the Group has commenced disclosure of selected categories of Scope 3 GHG emissions where data is available and considered reliable. The Group remains committed to enhancing its Scope 3 data coverage and quality through improved data collection processes, stakeholder engagement and refinement of methodologies, with the aim of achieving more comprehensive disclosures in future reporting periods.

The Group is committed to adopting IFRS S2 requirements in response to evolving regulatory expectations, stakeholder needs and the importance of providing decision-useful information. This transition builds on the Group’s existing TCFD-aligned disclosures, which remain broadly consistent with IFRS S2, ensuring continuity while strengthening the structure, comparability and robustness of climate-related reporting.

ISSB Sustainability Statement

Amendments That Have Been Issued but Not Yet Effective

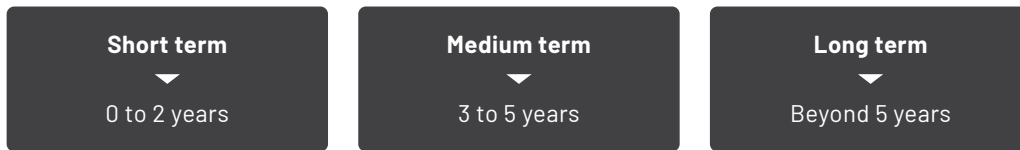
Certain new amendments to sustainability standards have been published that are not mandatory for 31 December 2025 reporting periods and have not been early adopted by the Group.

Amendments to IFRS S2 “Amendments to Greenhouse Gas Emissions Disclosures” (effective 1 January 2027) relates to:

- the measurement and disclosure of Scope 3 Category 15 emissions;
- the use of the Global Industry Classification Standard in applying specific requirements related to the disclosure of information about financed emissions;
- the relief from using the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) for measuring GHG emissions, if a jurisdictional authority or an exchange on which the entity is listed requires the use of a different measurement method; and
- the use of global warming potential values based on a 100-year time horizon from the latest Intergovernmental Panel on Climate Change assessment available at the reporting date.

None of these are expected to have a significant effect on the sustainability statements of the Group.

Time Horizons



Climate-related risks and opportunities are assessed over short-(0-2 years), medium-(3-5 years) and long-term (>5 years) horizons, based on their likelihood and potential impact under different climate scenarios. These time horizons are aligned with the Company’s business planning and major initiatives, enabling manageable target-setting in line with operational priorities. The short-term horizon supports operational and budgetary planning, the medium-term horizon (to 2030) informs business and sustainability priorities in line with the United Nations Sustainable Development Goals, and the long-term horizon (to 2050) guides broader strategic direction, taking into consideration Malaysia’s net-zero aspiration under the National Climate Change Policy 2.0.

Scenario Analysis

In 2025, we conducted a preliminary scenario analysis to better understand potential climate-related risks and their impacts.

The assessment referenced the following IPCC SSPs:

SSP1-1.9

- representing an optimistic scenario where global net CO₂e emissions reach net-zero around 2050.

SSP2-4.5

- a “middle-of-the-road” scenario reflecting current development patterns and policies.

SSP5-8.5

- a high-emission scenario, used to evaluate potential worst-case climate impacts.

These scenarios allow us to understand the varying degrees of climate-related risks and better prepare our business for future uncertainties. Please refer to the table below for our chosen climate scenarios.

Scenario	SSP1-1.9	SSP2-4.5	SSP5-8.5
Risk types	Physical Risks and Transition Risks		
Key Characteristics	<ul style="list-style-type: none"> • Rapid transition towards low-carbon economy • Strong technological development • High global and regional policy change 	<ul style="list-style-type: none"> • Moderate transition towards low-carbon economy • Steady technological development • Ongoing global and regional policy changes 	<ul style="list-style-type: none"> • Slow transition towards low-carbon economy • Limited technological development • Minimal global and regional policy changes
Time Horizon	2050		

ISSB Sustainability Statement

ORGANISATIONAL BOUNDARY

Sustainability Reporting Boundary (Non-GHG Disclosures)

The current sustainability reporting boundary is limited to the Group’s Malaysia operations, which represent the largest contributor to overall revenue. The Group intends to expand the scope of its climate-related assessments to encompass international operations in future reporting periods.

GHG Emissions Boundary

The Group defines its GHG reporting boundary in two steps, consistent with the GHG Protocol and IFRS S2.

Organisational boundary:

The Group applies the operational control approach to determine which operations are included in its GHG emissions inventory. Emissions are reported for operations where the Group has operational control. Emissions from associates and joint ventures that are not under the Group’s operational control are excluded from the inventory and are considered within Scope 3 where relevant.

Operational boundary:

Within the organisational boundary, emissions are classified as follows:

- Scope 1: Direct GHG emission from sources owned or controlled by the Group
- Scope 2: Indirect GHG emissions from the generation of purchased electricity consumed by operations under the Group’s operational control
- Scope 3: Other indirect emissions arising from activities in the Group’s upstream and downstream value chain

The Group reports GHG emissions across its operations, including international entities, to the extent that relevant and reliable data is available. The Group is actively enhancing its data management systems and processes to improve data completeness, accuracy and consistency, with the aim of achieving broader coverage in future reporting periods.

SIGNIFICANT JUDGEMENTS AND MEASUREMENT UNCERTAINTIES

Significant Judgements

In preparing this report, the Group has applied judgement in determining the scope, content and measurement of information presented, and has used estimation techniques where direct measurement was not practicable. These judgements and measurement uncertainties are inherent in sustainability-related disclosures and are influenced by data availability, methodological assumptions and evolving industry practices.

The use of estimates and assumptions may affect the reported outcomes and should be considered when interpreting the information disclosed in this report.

Boundary Determination

The Group’s sustainability reporting boundary aligns with its financial statements for the financial year ended 31 December 2025. GHG emissions, however, are quantified and reported using operational control in accordance with the GHG Protocol, as referenced by IFRS S2. Judgement was required in assessing operational control in arrangements involving joint ventures and associates.

Scenario Analysis Assumptions

For climate resilience planning, the Group applied climate scenario based on the Intergovernmental Panel on Climate Change (“IPCC”) Shared Socioeconomic Pathways (“SSPs”), and the Coupled Model Intercomparison Project Phase 6 (“CMIP6”), and are considered alongside operational observations. SSPs are globally recognised scenarios developed by the IPCC to illustrate plausible future socioeconomic developments and their interaction with climate outcomes. These scenarios incorporate assumptions on population growth, economic development, energy systems and technological progress, together with GHG concentration trajectories represented by the SSP pathways.

In the Group’s scenario analysis, these integrated assumptions inform assessments of both physical and transition climate risks by shaping expectations related to increase in extreme weather events, including changes in precipitation patterns, that may affect operational continuity, infrastructure resilience, safety and cost structures, and potential rises in energy costs as the economy transitions toward lower-carbon energy systems.

ISSB Sustainability Statement

CLIMATE GOVERNANCE

Compliance With IFRS Sustainability Disclosure Standards

Board Oversight on Climate Strategy

The Board of Directors is the top governing body overseeing Genting Malaysia’s sustainability framework, within which climate-related risks and opportunities are part of the broader sustainability and risk matters. The Board sets the sustainability vision and strategic direction, and provides oversight to ensure alignment with the Group’s long-term objectives. It also approves the annual Sustainability Report, which includes climate-related disclosures.

The Board receives regular updates on sustainability matters, including climate and environmental-related considerations, as part of its oversight of enterprise risks and strategic initiatives. Genting Malaysia assesses these alongside financial, operational and market factors in strategic planning and investment decisions to ensure a balanced, informed approach.

To support effective oversight, Board members and senior management receive ongoing training and briefings on sustainability topics, including climate-related matters. Sustainability-related responsibilities, encompassing climate and environmental considerations, are embedded in senior management performance appraisals, with progress monitored through the compensation framework to reinforce accountability.

Management’s Role in Climate Strategy

Our Management plays an integral role in advancing the Group’s sustainability agenda and ensuring the effective execution of sustainability initiatives. Governance and implementation are delegated to the Sustainability Steering Committee (“SSC”) by the board, and the committee is chaired by Mr Lee Thiam Kit, President, and supported by other senior executives. It also serves as a key advisory body to the Board, embedding sustainability considerations into strategic and operational decision-making.

The SSC’s responsibilities include formulating and recommending sustainability strategies, policies and disclosures for the Board’s consideration and approval, overseeing the implementation of approved initiatives, and supervising sustainability reporting in line with regulatory requirements.

Execution is supported by the Sustainability Working Committee, which manages day-to-day implementation and ensures sustainability and climate initiatives are properly executed. This governance structure strengthens accountability and enables consistent execution, supporting the Group’s long-term value creation.



ISSB Sustainability Statement

Climate-Related Risks

The Group integrates climate- and environment-related risks into its Risk Register, managing the risks alongside other principal risks. These risks are identified through operational observations, regulatory developments and departmental reporting on emerging issues, including weather-related impacts on facilities, changes in rainfall patterns, rising energy demand and evolving compliance requirements. The Group assesses these inputs and determines whether such risks should be escalated to the Group’s top risk register for ongoing monitoring and mitigation.

Acute physical risks, such as extreme weather events, may result in operational disruptions over the short to medium term. In contrast, chronic climate trends and transition risks, including increasing energy costs, may have broader implications over the medium to long term.

The Group assesses risks using the Group’s existing risk management framework, considering:

- Operational impact
- Regulatory exposure
- Financial implications
- Infrastructure resilience

Both physical and transition risks are monitored using internal operational data, regulatory updates, industry trends and departmental inputs. Key indicators currently tracked include rainfall patterns, energy consumption, water usage, waste generation and environmental incidents, with plans to progressively enhance the use of quantitative metrics over time.

In 2025, the Group conducted a preliminary scenario-based assessment to evaluate the potential impacts of climate-related physical risks, including extreme weather events. This assessment was informed by publicly available data and projections from the IPCC’s SSPs and CMIP6 models, providing an initial understanding of potential climate-related impacts.

To strengthen climate risk governance, the Group conducted a series of climate risk workshops in the fourth quarter of 2025 and first quarter of 2026. These workshops facilitated the identification of key physical and transition risks, including extreme weather events and rising energy costs. The Group is currently evaluating the development of a more structured climate scenario analysis framework to support future disclosures and enhance the assessment of climate resilience across its operations.

Prioritisation and Monitoring of Climate Risks

Climate change presents risks and opportunities across the short-, medium- and long-term. We categorise risks into:



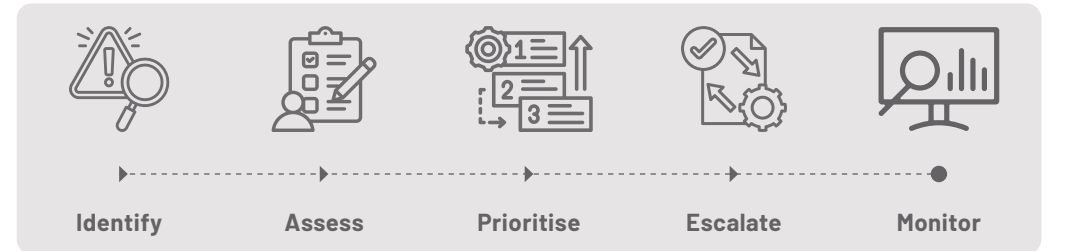
**Physical risks
(acute and chronic)**



Transition risks

Likelihood and potential impacts are evaluated using historical data, regulatory developments and expert judgement, considering operational disruption, financial effects, health and safety, environmental implications and reputational risks. Each risk is assigned a severity rating (low, medium or high) to prioritise management attention.

High-severity risks, particularly those with operational or financial implications, are escalated to senior management and the Board Risk Management Committee. Monitoring occurs through regular reviews of the Risk Register and key indicators, including extreme weather disruptions, rainfall trends, energy consumption and regulatory developments.



ISSB Sustainability Statement

Financial Effects

The Group currently has not disclosed quantified financial effects for the identified climate-related risks, including extreme weather events and rising energy costs, as assessments are ongoing and subject to evolving data, assumptions and methodologies. Notwithstanding, these risks have the potential to affect the Group's financial performance over the short-, medium-, and long-term. Extreme weather events may lead to revenue variability, increased maintenance and repair costs and potential business disruptions, while rising energy costs, including potential carbon pricing mechanisms, may increase operating expenditure over time. The extent of these impact will depend on factors such as the frequency and severity of weather events, future energy price trends, regulatory developments and the effectiveness of the Group's mitigation and adaption measures.

The Group continues to enhance its data collection, monitoring and analytical capabilities to support more robust assessments and quantification of climate-related financial effects in future reporting periods.

Climate-Related Opportunities

Genting Malaysia identifies climate-related opportunities through preliminary internal assessments, cross-functional discussions and monitoring of regulatory, market and industry developments.

Current focus areas include:

- Energy efficiency initiatives to reduce consumption and costs
- Infrastructure resilience improvements, including enhanced drainage, slope stabilisation and facility reinforcement measures to mitigate weather-related disruptions
- Water management optimisation in response to changing rainfall patterns
- Renewable or lower-carbon energy adoption where operationally feasible
- Regulatory and incentive opportunities related to energy efficiency and climate adaptation

These matters are deliberated through sustainability and risk management forums and considered alongside strategic priorities, including cost optimisation, operational continuity and guest experience enhancement.

While still at an early stage of formulation, preliminary assessments consider potential operational and financial benefits. The Group intends to progressively develop a structured approach for evaluating and prioritising opportunities, integrating selected measures into operational planning, investment decisions and monitoring processes.

Metrics and Targets

The Group monitors key operational metrics, including energy consumption, to manage climate-related risks and opportunities. As of 2025, ongoing initiatives have contributed to a cumulative 10.66% reduction in electricity consumption at Resorts World Genting compared to the 2018 baseline, representing an estimated 361TJ conserved. This corresponds to a reduction of approximately 77,590 tCO₂e in carbon emissions between 2019 and 2025.

While the Group does not currently maintain a formal GHG emissions reduction target, energy efficiency improvements, renewable energy programmes, water management measures and waste reduction programmes are expected to contribute indirectly to lowering GHG emissions and other environmental impacts over time.

The Group is continuing to explore and refine its climate-related metrics and targets, including assessing potential emissions-based measures and additional operational metrics to support future disclosures and strengthen climate-related and environmental risk management.

ISSB Sustainability Statement

GENTING MALAYSIA'S CLIMATE-RELATED RISKS AND OPPORTUNITIES

The following climate-related risks and opportunities do not currently reach the level of financial materiality for the Group. We disclose these climate-related risks and opportunities as information may be relevant to our stakeholders.

Climate-related Risk or Opportunity	Risk Type	Description and potential impact on GENM	Response
<p>Increasing frequency of extreme weather events</p>	<p>Physical Risk</p> <p>S M L</p>	<p>Genting Malaysia's operations at RWG are exposed to acute physical climate-related risks from increasingly frequent and severity of extreme weather events, including heavy rainfall, strong winds and prolonged wet conditions. Outdoor attractions such as Genting SkyWorlds Outdoor Theme Park and Genting Nature Adventures are particularly vulnerable, with adverse weather potentially disrupting operations and reducing visitation.</p> <p>Extreme weather may also impact transportation infrastructure, including the Awana SkyWay cable car and road access to RWG, limiting accessibility and guest arrivals. RWG's mountainous location further increases exposure to landslide risks, which may disrupt operations, damage assets and restrict road access, particularly during periods of intense or prolonged rainfall associated with monsoon seasons and climate variability. Such events are also exacerbated by human-induced factors such as urban development, deforestation and slope modification.</p> <p>Without effective mitigation and adaptation measures, these risks could significantly impact operations, infrastructure resilience and the safety of employees and guests, while also leading to higher maintenance, repair and insurance costs. Accordingly, Genting Malaysia has identified extreme weather and landslide events as material climate-related physical risks and continues to allocate resources towards monitoring, risk management and infrastructure resilience to safeguard business continuity.</p>	<p>To manage exposure to extreme weather and landslide risks, Genting Malaysia has implemented an integrated approach focused on infrastructure resilience, monitoring and business continuity.</p> <p>Key measures include robust slope stabilisation and engineering practices across design, construction and operations, supported by geohazard assessments, hazard mapping and advanced monitoring techniques such as rainfall sensors, UAV LiDAR and photogrammetry surveys. Continuous and real-time monitoring systems, together with periodic inspections and expert reviews, enable early detection and management of potential slope instability and weather-related hazards.</p> <p>Climate adaptation considerations are embedded into asset design, master planning and capital expenditure, including upgrades to drainage systems and adjustments to maintenance regimes to reflect evolving rainfall patterns. Operational resilience is further supported by established emergency response procedures, evacuation protocols and Business Continuity Plans, alongside business interruption insurance coverage for access disruptions.</p> <p>The Group continues to explore enhanced technology-enabled monitoring solutions to strengthen early warning capabilities and overall climate resilience. Collectively, these measures help safeguard asset integrity, reduce operational disruptions, enhance safety and support business continuity under increasingly volatile weather conditions.</p>

Time horizon: **S** Short term: 0-2 years **M** Medium term: 3-5 years **L** Long term: >5 years

ISSB Sustainability Statement

Climate-related Risk or Opportunity	Risk Type	Description and potential impact on GENM	Response
Rising energy cost	Transition Risk S M L	As the global economy transitions toward lower-carbon energy systems, energy prices are expected to rise due to regulatory developments, carbon pricing mechanisms and evolving market dynamics. Genting Malaysia’s leisure and hospitality operations require a continuous and reliable energy supply. While not as energy-intensive as heavy industries, increases in electricity and fuel costs may materially raise operating expenditure and affect margins, particularly during peak demand periods. Exposure to potential carbon taxes or emissions-related regulations may further increase cost pressures over time.	<p>To manage this transition risk, the Group has implemented measures to improve energy efficiency and reduce exposure to rising energy costs, including:</p> <ul style="list-style-type: none"> • Upgrading lighting and HVAC systems to energy-efficient technologies; • Implementing energy management programmes across key operations; • Monitoring energy consumption using internal management systems to identify efficiency opportunities; • Evaluating renewable energy adoption where feasible; and • Incorporating energy efficiency considerations into capital expenditure planning and asset upgrades. <p>In addition, the Group monitors developments in carbon pricing mechanisms and regulatory frameworks, and will assess and enhance its readiness to respond to potential carbon tax or emissions-related requirements.</p> <p>These initiatives help reduce sensitivity to energy price volatility, improve operational efficiency and support cost management. Over time, this contributes to more predictable operating expenditure, a lower carbon footprint and resilience against transition risks as the economy shifts toward lower-carbon energy systems.</p>

Time horizon: S Short term: 0-2 years M Medium term: 3-5 years L Long term: >5 years

MOVING FORWARD

Climate-related Risks and Opportunities, along with the sustainability governance framework, have strengthened our ability to identify priority areas for improving climate resilience.

These improvements support more effective mitigation of material risks while positioning the Group to capture emerging opportunities within the sustainable tourism market. While we have achieved meaningful progress, we recognise that there remains significant scope for further advancement. Building on the insights gained this year, we will continue to strengthen our climate strategy and enhance the quality of our disclosures.

Sustainability Performance Data

Indicator	Combined Group (number and %)												
	Unit	2023				2024				2025			
		Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group

SOUND GOVERNANCE

Anti-corruption

Employees receiving training on anti-corruption

Senior management	%	100.0%	100.0%	N/A	100.0%	97.7%	100.0%	N/A	98.6%	100.0%	100.0%	N/A	100.0%
Management	%	99.9%	100.0%	N/A	99.9%	100.0%	100.0%	N/A	100.0%	100.0%	100.0%	N/A	100.0%
Executive	%	99.9%	100.0%	N/A	99.9%	100.0%	100.0%	N/A	100.0%	99.9%	100.0%	N/A	99.9%
Non-executive	%	99.8%	100.0%	N/A	99.8%	100.0%	100.0%	N/A	100.0%	100.0%	99.9%	N/A	100.0%
All Employees	%	99.8%	100.0%	N/A	99.8%	100.0%	100.0%	N/A	99.9%[†]	100.0%	99.9%	N/A	100.0%

[†] Restated due to improved monitoring process

Operations assessed for risks related to corruption

Operations assessed for corruption	%	100%	100%	N/A	100%	100%	100%	N/A	100%	100%	100%	N/A	100%
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Confirmed incidents of corruption and actions taken

Number of confirmed incidents	No.	0	0	N/A	0	0	0	0	0	0	0	0	0
Staff disciplined or dismissed due to non-compliance with anti-corruption policy/policies	No.	0	0	N/A	0	0	0	0	0	0	0	0	0
Cost of fines, penalties or settlements in relation to corruption	MYR	0	0	N/A	0	0	0	0	0	0	0	0	0

DATA PRIVACY AND SECURITY

Number of substantiated cases

Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	No.	0	0	N/A	0	0	0	0	0	0	0	0	0
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MARKETPLACE STEWARDSHIP

Supply Chain Management

Procurement Practices

Proportion of spending on local suppliers	%	94%	95%	44%	75%	91%	94%	53%	76%	91%	95%	60%	78%
Proportion of local suppliers	%	80%	92%	43%	70%	96%	93%	82%	90%	95%	94%	77%	87%

Sustainability Performance Data

Indicator	Combined Group (number and %)												
	Unit	2023				2024				2025			
		Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group

PROTECTING THE ENVIRONMENT

Energy Management

Energy Consumption

Direct energy	TJ	505	58 ^a	N/A	563	507	66 ^a	N/A	573	519	58 ^a	134	711
Indirect Energy (electricity)	TJ	824 [†]	87 ^a	N/A	911 [†]	840 [†]	86 ^a	N/A	926 [†]	837	102 ^a	354	1,293
Total energy	TJ	1,329	145	N/A	1,474	1,347	152	N/A	1,499	1,356	160	488	2,004

* Direct energy comprises natural gas, liquefied petroleum gas, diesel and gasoline.

** Conversion coefficients for direct energy are derived from the IPCC Guidelines for National Greenhouse Gas Inventories (2006).

[†] Energy consumption data for UK and Egypt operations covers only premises located in the UK.

[†] Restated due to improved monitoring process which allows proper segregation of own consumption and 3rd party tenant consumption.

^a Energy consumption data for UK premises are audited by an independent third party that operates a Quality Management System certified to ISO 9001:2015.

Energy Intensity

Energy Intensity	MJ/customer	53	55	N/A	53	48 [†]	52	N/A	48 [†]	47	46	66	51
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[†] Restated due to improved monitoring process

Emissions Management

Operational Greenhouse Gas Emissions

Scope 1 - Direct GHG Emissions	tCO ₂ e	36,330	2,921 ^{1a}	N/A	39,251 [†]	36,450	3,361 ^{1a}	N/A	39,811 [†]	37,366	2,979 ^a	6,962	47,307
Scope 2 - Indirect GHG Emissions	tCO ₂ e	173,393 [†]	5,008 ^a	N/A	178,401 [†]	180,597 [†]	4,949 ^a	N/A	185,546 [†]	180,005	5,017 ^a	15,909	200,931
Total Operational Emissions (Scopes 1 & 2)	tCO₂e	209,723	7,929	N/A	217,652	217,047	8,310	N/A	225,357	217,371	7,996	22,871	248,238

* Scope 1 emissions from fuel combustion (natural gas, liquefied petroleum gas, diesel and gasoline) were calculated using emission factors from the IPCC Guidelines for National Greenhouse Gas Inventories (2006).

** Scope 2 emissions were calculated using country-specific grid emission factors: Malaysia from the Energy Commission Grid Emission Factor for Peninsular Malaysia 2022, the United Kingdom from the UK Government GHG Conversion Factors, and the United States from the EPA GHG Emission Factors Hub.

¹ Energy consumption data for UK and Egypt operations covers only premises located in the UK.

[†] Restated the Malaysia figure due to improved monitoring process, and the UK figure for consistency with the SECR report.

^a Energy consumption data for UK premises are audited by an independent third party that operates a Quality Management System certified to ISO 9001:2015.

Intensity

Emission Intensity [*]	kgCO ₂ e/customer	8	3	N/A	8 [†]	8 [†]	3	N/A	7	8	2	3	6
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* Emission intensity is based on Operational Greenhouse Gas Emissions from Scope 1 (owned or controlled sources) and Scope 2 (purchased energy).

[†] Restated due to improved monitoring process

Sustainability Performance Data

Indicator	Combined Group (number and %)												
	Unit	2023				2024				2025			
		Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group

Non-Operational Greenhouse Gas Emissions													
Scope 3 - Category 3: Fuel- and Energy-Related Activities	tCO ₂ e	11,745	433	770	12,948	11,836	437 ^a	356	12,629	12,049	490 ^a	1,985	14,524
Scope 3 - Category 5: Waste Generated In Operations	tCO ₂ e	N/A	15	N/A	15	8,451	5 ^a	N/A	8,456	8,403	4 ^a	N/A	8,407
Scope 3 - Category 6: Business Travel	tCO ₂ e	N/A	113 ¹	N/A	113 ¹	383	105 ^a	16	504	311	103 ^a	33	447
Scope 3 - Category 7: Employee commuting	tCO ₂ e	N/A	N/A	N/A	N/A	11,309	4,621	5,160	21,090	11,250	3,135	3,427	17,812
Scope 3 - Category 13: Downstream Leased Assets	tCO ₂ e	63,159	N/A	N/A	63,159	71,734	N/A	N/A	71,734	81,446	N/A	N/A	81,446

Scope 3 emissions were calculated using the UK Government GHG Conversion Factors for Category 3 (Fuel- and Energy-Related Activities), Category 5 (Waste Generated In Operations), Category 6 (Business Travel), and Category 7 (Employee Commuting). Meanwhile, Category 13 (downstream leased assets) emissions were calculated using country-specific grid emission factors: Malaysia from the Energy Commission Grid Emission Factor for Peninsular Malaysia 2022, the United Kingdom from the UK Government GHG Conversion Factors, and the United States from the EPA GHG Emission Factors Hub. For waste, the US EPA Waste Reduction Model (WARM) was applied for municipal and recycling streams, while a Malaysia-specific emission factor derived from Cenviro Sustainability Report 2024 was used for scheduled (hazardous) waste.

¹ Energy consumption data for UK and Egypt operations covers only premises located in the UK.

² Scope 3 - Category 6: Business Travel data for our US operations covers RW Miami and RW Bimini only.

^a Energy consumption data for UK premises are audited by an independent third party that operates a Quality Management System certified to ISO 9001:2015.

Biodiversity

Fines & Certification													
Total costs of environmental fines and penalties	MYR	0	N/A	N/A	0	0	N/A	N/A	0	0	N/A	N/A	0
Percentage of sites covered by recognised environmental management systems such as ISO14001 or EMAS	%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%	100.0%	N/A	N/A	100.0%

Water

Water withdrawal													
Surface water	ML	7,150	N/A	N/A	7,150	8,420	N/A	N/A	8,420	8,633	0	N/A	8,633
Groundwater	ML	0	N/A	N/A	0	0	N/A	N/A	0	0	0	N/A	0
Seawater	ML	0	N/A	N/A	0	0	N/A	N/A	0	0	0	N/A	0
Produced water	ML	0	N/A	N/A	0	0	N/A	N/A	0	0	0	N/A	0
Third-party water	ML	359	N/A	N/A	359	250	N/A	N/A	250	267	73	N/A	340
Total water withdrawal	ML	7,509	N/A	N/A	7,509	8,670	N/A	N/A	8,670	8,900	73	N/A	8,973

Sustainability Performance Data

Indicator	Combined Group (number and %)												
	Unit	2023				2024				2025			
		Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group
Water discharge													
Surface water	ML	4,426 [†]	N/A	N/A	4,426 [†]	5,060 [†]	N/A	N/A	5,060 [†]	5,764	N/A	N/A	5,764
Groundwater	ML	0	N/A	N/A	0	0	N/A	N/A	0	0	N/A	N/A	0
Seawater	ML	0	N/A	N/A	0	0	N/A	N/A	0	0	N/A	N/A	0
Produced water	ML	0	N/A	N/A	0	0	N/A	N/A	0	0	N/A	N/A	0
Third-party water	ML	N/A ^{NI}	N/A	N/A	N/A ^{NI}	N/A ^{NI}	N/A	N/A	N/A ^{NI}	N/A	N/A	N/A	N/A
Total	ML	4,426	N/A	N/A	4,426	5,060	N/A	N/A	5,060	5,764	N/A	N/A	5,764
Water consumption													
Surface water	ML	6,794 [†]	N/A	N/A	6,794 [†]	7,588 [†]	N/A	N/A	7,588 [†]	7,607	0	N/A	7,607
Groundwater	ML	0	N/A	N/A	0	0	N/A	N/A	0	0	0	N/A	0
Seawater	ML	0	N/A	N/A	0	0	N/A	N/A	0	0	0	N/A	0
Produced water	ML	0	N/A	N/A	0	0	N/A	N/A	0	0	0	N/A	0
Third-party water	ML	359 [†]	N/A	N/A	359 [†]	250 [†]	N/A	N/A	250 [†]	267	73	N/A	340
Total	ML	7,153	N/A	N/A	7,153	7,838	N/A	N/A	7,838	7,874	73	N/A	7,947
<p>Water withdrawal from surface sources is measured using meter readings at Resorts World Genting, while third-party water withdrawal is determined based on water bills from the respective service providers. Water discharge at Resorts World Genting is measured via meter readings. For other entities, methodologies to assess water discharge are currently under consideration. Water consumption at Resorts World Genting is derived from meter readings, whereas for the remaining entities, all water withdrawn is assumed to be consumed, given that water usage is on a demand-driven basis with minimal on-site storage.</p> <p>[†] Restated due to improved monitoring process</p> <p>^{NI} Restated due to revision of monitoring process, we are currently considering methodology to assess water discharge.</p>													
Intensity													
Water Intensity	ml/customer	287	N/A	N/A	287	279	N/A	N/A	279	275	21	N/A	278

Sustainability Performance Data

Indicator	Combined Group (number and %)												
	Unit	2023				2024				2025			
		Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group
Waste Management													
Waste Generated													
Waste diverted from disposal	mt	1,899	N/A	N/A	1,899	1,534	785	N/A	2,319	1,963	820	N/A	2,783
Waste directed to disposal	mt	14,938	N/A	N/A	14,938	15,749	0	N/A	15,749	15,608	0	N/A	15,608
Scheduled waste/hazardous	mt	16	N/A	N/A	16	38	N/A	N/A	38	27	N/A	N/A	27
Total	mt	16,853	N/A	N/A	16,853	17,321	785	N/A	18,106	17,598	820	N/A	18,418

³ Waste generated data for Malaysian operations covers Resorts World Genting and Resorts World Langkawi; however, for 2024 and 2025, it covers Resorts World Genting only, except for scheduled waste in 2025, which includes Resorts World Langkawi.

⁴ Waste generated data for UK and Egypt operations covers only premises located in the UK.

Hazardous waste by type													
E-Waste (SW110)	mt	10.43	N/A	N/A	10.43	15.28	N/A	N/A	15.28	23.34	N/A	N/A	23.34
Spent Engine Oil (SW305)	mt	2.55	N/A	N/A	2.55	0.79	N/A	N/A	0.79	0	N/A	N/A	0
Spent Hydraulic Oil (SW306)	mt	2.85	N/A	N/A	2.85	0.85	N/A	N/A	0.85	3.42	N/A	N/A	3.42
Heating Fuel (SW322)	mt	0	N/A	N/A	0	0.24	N/A	N/A	0.24	0	N/A	N/A	0
Paint Container and Empty Chemical Drum (SW409)	mt	0.37	N/A	N/A	0.37	0.59	N/A	N/A	0.59	0.13	N/A	N/A	0.13
Rags, Plastic and Paint Brushes Contaminated with Scheduled Wastes (SW410)	mt	0	N/A	N/A	0	19.80	N/A	N/A	19.80	0.01	N/A	N/A	0.01
Used Tubes Reagent (SW422)	mt	0	N/A	N/A	0	0	N/A	N/A	0	0.08	N/A	N/A	0.08

⁵ Hazardous waste data for Malaysian operations covers Resorts World Genting only; however, in 2025, it also includes Resorts World Langkawi.

Recycled Waste Collection													
Paper	mt	23	N/A	N/A	23	58	41	N/A	99	308	42	N/A	350
Cardboard	mt	671	N/A	N/A	671	614	0	N/A	614	873	0	N/A	873
Plastic	mt	69	N/A	N/A	69	136	1	N/A	137	89	1	N/A	90
Metal	mt	92	N/A	N/A	92	121	3	N/A	124	121	0	N/A	121
Glass	mt	N/A	N/A	N/A	N/A	N/A	247	N/A	247	N/A	246	N/A	246
Others	mt	N/A	N/A	N/A	N/A	N/A	493	N/A	493	N/A	261	N/A	261

⁶ Recycled waste data for Malaysian operations covers Resorts World Genting only

⁷ Recycled waste data for UK and Egypt operations covers only premises located in the UK.

Sustainability Performance Data

Indicator	Combined Group (number and %)												
	Unit	2023				2024				2025			
		Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group

UPLIFTING PEOPLE

Headcount

Total Headcount	No.	10,068	2,970	3,336	16,374	10,847	2,848	3,278	16,973	11,569	3,302	3,201	18,072
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⁸ Headcount data for Malaysian operations in 2023 covers Resorts World Genting only. From 2024 onwards, following improvements in the tracking process, it includes all entities.

Workforce by Gender

Male	No. (%)	6,415 (63.7%)	1,726 (58.1%)	1,814 (54.4%)	9,955 (60.8%)	6,981 (64.4%)	1,557 (54.7%)	1,796 (54.8%)	10,334 (60.9%)	7,517 (65.0%)	1,857 (56.2%)	1,761 (55.0%)	11,135 (61.6%)
Female	No. (%)	3,653 (36.3%)	1,244 (41.9%)	1,522 (45.6%)	6,419 (39.2%)	3,866 (35.6%)	1,291 (45.3%)	1,482 (45.2%)	6,639 (39.1%)	4,052 (35.0%)	1,445 (43.8%)	1,440 (45.0%)	6,937 (38.4%)

⁸ Headcount data for Malaysian operations in 2023 covers Resorts World Genting only. From 2024 onwards, following improvements in the tracking process, it includes all entities.

Workforce by Age Group

Under 30 (age 29 and below)	No. (%)	4,919 (48.9%)	727 (24.5%)	550 (16.5%)	6,196 (37.8%)	5,560 (51.3%)	724 (25.4%)	518 (15.8%)	6,802 (40.1%)	6,124 (52.9%)	905 (27.4%)	479 (15.0%)	7,508 (41.6%)
30-50 (age 30 till 50)	No. (%)	4,390 (43.6%)	1,832 (61.7%)	1,597 (47.9%)	7,819 (47.8%)	4,460 (41.1%)	1,555 (54.6%)	1,572 (48.0%)	7,587 (44.7%)	4,564 (39.5%)	1,740 (52.7%)	1,547 (48.3%)	7,851 (43.4%)
Above 50 (age 51 and above)	No. (%)	759 (7.5%)	411 (13.8%)	1,189 (35.6%)	2,359 (14.4%)	827 (7.6%)	569 (20.0%)	1,188 (36.2%)	2,584 (15.2%)	881 (7.6%)	657 (19.9%)	1,175 (36.7%)	2,713 (15.0%)

⁸ Headcount data for Malaysian operations in 2023 covers Resorts World Genting only. From 2024 onwards, following improvements in the tracking process, it includes all entities.

Sustainability Performance Data

Indicator	Combined Group (number and %)												
	Unit	2023				2024				2025			
		Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group
Workforce by Employee Category													
Senior Management	No. (%)	46 (0.5%)	30 (1.0%)	47 (1.4%)	123 (0.8%)	45 (0.4%)	29 (1.0%)	41 (1.3%)	115 (0.7%)	49 (0.4%)	34 (1.0%)	46 (1.4%)	129 (0.7%)
Middle Management	No. (%)	974 (9.7%)	109 (3.7%)	75 (2.2%)	1,158 (7.1%)	984 (9.1%)	109 (3.8%)	369 (11.3%)	1,462 (8.6%)	1,080 (9.3%)	107 (3.2%)	563 (17.6%)	1,750 (9.7%)
Executive	No. (%)	971 (9.6%)	31 (1.0%)	581 (17.4%)	1,583 (9.7%)	1,001 (9.2%)	31 (1.1%)	39 (1.2%)	1,071 (6.3%)	1,095 (9.5%)	31 (0.9%)	47 (1.5%)	1,173 (6.5%)
Non-Executive	No. (%)	8,077 (80.2%)	2,800 (94.3%)	2,633 (78.9%)	13,510 (82.5%)	8,817 (81.3%)	2,679 (94.1%)	2,829 (86.3%)	14,325 (84.4%)	9,345 (80.8%)	3,130 (94.9%)	2,545 (79.5%)	15,020 (83.1%)
⁸ Headcount data for Malaysian operations in 2023 covers Resorts World Genting only. From 2024 onwards, following improvements in the tracking process, it includes all entities.													
⁹ Employee categorisation in the US differs from that in Malaysia and UK. We are currently in the process of aligning the categorisation approach with US management to ensure consistency across jurisdictions and enhance data comparability.													
Workforce by Ethnicity													
Malay	No. (%)	4,387 (43.6%)	0 (0.0%)	0 (0.0%)	4,387 (26.8%)	4,402 (40.6%)	2 (0.1%)	1 (0.0%)	4,405 (26.0%)	4,562 (39.4%)	1 (0.0%)	0 (0.0%)	4,563 (25.2%)
Chinese	No. (%)	3,284 (32.6%)	57 (1.9%)	0 (0.0%)	3,341 (20.4%)	3,584 (33.0%)	42 (1.5%)	0 (0.0%)	3,626 (21.4%)	3,879 (33.5%)	56 (1.7%)	0 (0.0%)	3,935 (21.8%)
Indian	No. (%)	1,047 (10.4%)	59 (2.0%)	0 (0.0%)	1,106 (6.8%)	1,338 (12.3%)	60 (2.1%)	0 (0.0%)	1,398 (8.2%)	1,532 (13.2%)	87 (2.6%)	0 (0.0%)	1,619 (9.0%)
Bumiputera	No. (%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.00%)	0 (0.0%)	0 (0.0%)
Other Asian	No. (%)	0 (0.0%)	56 (1.9%)	557 (16.7%)	613 (3.7%)	0 (0.0%)	111 (3.9%)	538 (16.4%)	649 (3.8%)	0 (0.0%)	121 (3.7%)	522 (16.3%)	643 (3.6%)
Caucasian	No. (%)	0 (0.0%)	1,895 (63.8%)	726 (21.8%)	2,621 (16.0%)	0 (0.0%)	2,362 (82.9%)	694 (21.2%)	3,056 (18.0%)	0 (0.0%)	2,480 (75.1%)	665 (20.8%)	3,145 (17.4%)
Black/African American	No. (%)	0 (0.0%)	104 (3.5%)	961 (28.8%)	1,065 (6.5%)	0 (0.0%)	130 (4.6%)	976 (29.8%)	1,106 (6.5%)	0 (0.0%)	167 (5.1%)	934 (29.2%)	1,101 (6.1%)
Native American	No. (%)	0 (0.0%)	0 (0.0%)	16 (0.5%)	16 (0.1%)	0 (0.0%)	4 (0.1%)	16 (0.5%)	20 (0.1%)	0 (0.0%)	0 (0.0%)	16 (0.5%)	16 (0.1%)
Pacific Islander	No. (%)	0 (0.0%)	0 (0.0%)	18 (0.5%)	18 (0.1%)	0 (0.0%)	0 (0.0%)	18 (0.5%)	18 (0.1%)	0 (0.0%)	0 (0.0%)	18 (0.6%)	18 (0.1%)
Hispanic or Latino	No. (%)	0 (0.0%)	0 (0.0%)	765 (22.9%)	765 (4.7%)	0 (0.0%)	31 (1.1%)	790 (24.1%)	821 (4.8%)	0 (0.0%)	0 (0.0%)	769 (24.0%)	769 (4.3%)
Others	No. (%)	1,350 (13.4%)	799 (26.9%)	293 (8.8%)	2,442 (14.9%)	1,523 (14.0%)	106 (3.7%)	245 (7.5%)	1,874 (11.1%)	1,596 (13.8%)	390 (11.8%)	277 (8.7%)	2,263 (12.5%)
⁸ Headcount data for Malaysian operations in 2023 covers Resorts World Genting only. From 2024 onwards, following improvements in the tracking process, it includes all entities.													
Workforce by employment type													
Permanent	No. (%)	10,034 (99.7%)	2,806 (94.5%)	3,234 (96.9%)	16,074 (98.2%)	10,781 (99.4%)	2,848 (100.0%)	3,255 (99.3%)	16,884 (99.5%)	11,521 (99.6%)	3,287 (99.6%)	3,124 (97.6%)	17,932 (99.2%)
Temporary	No. (%)	34 (0.3%)	164 (5.5%)	102 (3.1%)	300 (1.8%)	66 (0.6%)	0 (0.0%)	23 (0.7%)	89 (0.5%)	48 (0.4%)	15 (0.4%)	77 (2.4%)	140 (0.8%)
Disabilities													
Staff with a disability	No. (%)	N/A	N/A	N/A	N/A	5 (0.1%)	18 (0.6%)	15 (0.5%)	38 (0.2%)	5 (0.1%)	21 (0.6%)	3 (0.1%)	29 (0.2%)

Sustainability Performance Data

Indicator	Combined Group (number and %)												
	Unit	2023				2024				2025			
		Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group

Workforce by gender and age group for each employee category

Senior Management

Gender													
Male	No. (%)	32 (69.6%)	22 (73.3%)	32 (68.1%)	86 (69.9%)	33 (73.3%)	19 (65.5%)	28 (68.3%)	80 (69.6%)	35 (71.4%)	22 (64.7%)	29 (63.0%)	86 (66.7%)
Female	No. (%)	14 (30.4%)	8 (26.7%)	15 (31.9%)	37 (30.1%)	12 (26.7%)	10 (34.5%)	13 (31.7%)	35 (30.4%)	14 (28.6%)	12 (35.3%)	17 (37.0%)	43 (33.3%)
Age Group													
Under 30	No. (%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
30-50	No. (%)	18 (39.1%)	20 (66.7%)	17 (36.2%)	55 (44.7%)	16 (35.6%)	20 (69.0%)	15 (36.6%)	51 (44.3%)	20 (40.8%)	22 (64.7%)	14 (30.4%)	56 (43.4%)
Above 50	No. (%)	28 (60.9%)	10 (33.3%)	30 (63.8%)	68 (55.3%)	29 (64.4%)	9 (31.0%)	26 (63.4%)	64 (55.7%)	29 (59.2%)	12 (35.3%)	32 (69.6%)	73 (56.6%)

Middle Management

Gender													
Male	No. (%)	561 (57.6%)	66 (60.6%)	42 (56.0%)	669 (57.8%)	562 (57.1%)	68 (62.4%)	235 (63.7%)	865 (59.2%)	614 (56.9%)	65 (60.7%)	319 (56.7%)	998 (57.0%)
Female	No. (%)	413 (42.4%)	43 (39.4%)	33 (44.0%)	489 (42.2%)	422 (42.9%)	41 (37.6%)	134 (36.3%)	597 (40.8%)	466 (43.1%)	42 (39.3%)	244 (43.3%)	752 (43.0%)
Age Group													
Under 30	No. (%)	20 (2.1%)	6 (5.5%)	0 (0.0%)	26 (2.2%)	23 (2.3%)	4 (3.7%)	30 (8.1%)	57 (3.9%)	38 (3.5%)	1 (0.9%)	57 (10.1%)	96 (5.5%)
30-50	No. (%)	726 (74.5%)	60 (55.0%)	38 (50.7%)	824 (71.2%)	708 (72.0%)	59 (54.1%)	227 (61.5%)	994 (68.0%)	783 (72.5%)	67 (62.6%)	341 (60.6%)	1,191 (68.1%)
Above 50	No. (%)	228 (23.4%)	43 (39.4%)	37 (49.3%)	308 (26.6%)	253 (25.7%)	46 (42.2%)	112 (30.4%)	411 (28.1%)	259 (24.0%)	39 (36.4%)	165 (29.3%)	463 (26.4%)

Executive

Gender													
Male	No. (%)	573 (59.0%)	24 (77.4%)	325 (55.9%)	922 (58.2%)	588 (58.7%)	24 (77.4%)	21 (53.8%)	633 (59.1%)	645 (58.9%)	23 (74.2%)	24 (51.1%)	692 (59.0%)
Female	No. (%)	398 (41.0%)	7 (22.6%)	256 (44.1%)	661 (41.8%)	413 (41.3%)	7 (22.6%)	18 (46.2%)	438 (40.9%)	450 (41.1%)	8 (25.8%)	23 (48.9%)	481 (41.0%)

Sustainability Performance Data

Indicator	Combined Group (number and %)												
	Unit	2023				2024				2025			
		Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group
Age Group													
Under 30	No. (%)	355 (36.6%)	0 (0.0%)	66 (11.4%)	421 (26.6%)	350 (35.0%)	0 (0.0%)	3 (7.7%)	353 (33.0%)	412 (37.7%)	0 (0.0%)	5 (10.6%)	417 (35.5%)
30-50	No. (%)	523 (53.9%)	14 (45.2%)	339 (58.3%)	876 (55.3%)	539 (53.8%)	18 (58.1%)	23 (59.0%)	580 (54.2%)	560 (51.1%)	16 (51.6%)	27 (57.4%)	603 (51.4%)
Above 50	No. (%)	93 (9.6%)	17 (54.8%)	176 (30.3%)	286 (18.1%)	112 (11.2%)	13 (41.9%)	13 (33.3%)	138 (12.9%)	123 (11.2%)	15 (48.4%)	15 (31.9%)	153 (13.1%)
Non-Executive													
Gender													
Male	No. (%)	5,249 (65.0%)	1,614 (57.6%)	1,415 (53.74%)	8,278 (61.27%)	5,798 (65.8%)	1,446 (54.0%)	1,513 (53.5%)	8,757 (61.1%)	6,223 (66.6%)	1,747 (55.8%)	1,389 (54.6%)	9,359 (62.3%)
Female	No. (%)	2,828 (35.0%)	1,186 (42.4%)	1,218 (46.26%)	5,232 (38.73%)	3,019 (34.2%)	1,233 (46.0%)	1,316 (46.5%)	5,568 (38.9%)	3,122 (33.4%)	1,383 (44.2%)	1,156 (45.4%)	5,661 (37.7%)
Age Group													
Under 30	No. (%)	4,544 (56.3%)	721 (25.8%)	484 (18.38%)	5,749 (42.6%)	5,187 (58.8%)	720 (26.9%)	485 (17.1%)	6,392 (44.6%)	5,674 (60.7%)	904 (28.9%)	417 (16.4%)	6,995 (46.6%)
30-50	No. (%)	3,123 (38.7%)	1,738 (62.1%)	1,203 (45.69%)	6,064 (44.9%)	3,197 (36.3%)	1,458 (54.4%)	1,307 (46.2%)	5,962 (41.6%)	3,201 (34.3%)	1,635 (52.2%)	1,164 (45.7%)	6,000 (39.9%)
Above 50	No. (%)	410 (5.1%)	341 (12.2%)	946 (35.93%)	1,697 (12.6%)	433 (4.9%)	501 (18.7%)	1,037 (36.7%)	1,971 (13.8%)	470 (5.0%)	591 (18.9%)	964 (37.9%)	2,025 (13.5%)
New Hires													
New Hires													
Total new employee hires		4,371	820	670	5,861	4,071	534	509	5,114	4,327	948	319	5,594
Gender													
Male	No.	2,586	419	352	3,357	2,534	292	282	3,108	2,702	565	193	3,460
Female	No.	1,785	401	318	2,504	1,537	242	227	2,006	1,625	383	126	2,134
Age Group													
Under 30	No.	3,611	489	234	4,334	3,659	314	221	4,194	3,861	458	139	4,458
30-50	No.	708	274	303	1,285	351	172	217	740	416	395	135	946
Above 50	No.	52	57	133	242	61	48	71	180	50	95	45	190
Turnover													
Separation													
Total employee turnover	No. (%)	2,862 (28.4%)	996 (33.5%)^f	663 (19.9%)	4,521 (27.6%)^f	3,292 (30.3%)	885 (31.1%)	558 (17.0%)	4,735 (27.9%)	3,603 (31.1%)	1,000 (30.3%)	583 (18.2%)	5,186 (28.7%)

^f Restated due to improved monitoring process

Sustainability Performance Data

Indicator	Combined Group (number and %)												
	Unit	2023				2024				2025			
		Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group
Turnover by Employee Category													
Senior Management	No. (%)	5 (10.9%)	6 (20.0%) [†]	2 (4.3%)	13 (10.6%) [†]	7 (15.6%)	14 (48.3%)	9 (22.0%)	30 (26.1%)	10 (20.4%)	1 (2.9%)	3 (6.5%)	14 (10.9%)
Middle Management	No. (%)	87 (8.9%)	11 (10.1%) [†]	14 (18.7%)	112 (9.7%) [†]	95 (9.7%)	10 (9.2%)	65 (17.6%)	170 (11.6%)	92 (8.5%)	14 (13.1%)	134 (23.8%)	240 (13.7%)
Executive	No. (%)	205 (21.1%)	0 (0.0%) [†]	107 (18.4%)	312 (19.7%) [†]	161 (16.1%)	2 (6.5%)	12 (30.8%)	175 (16.3%)	153 (14.0%)	3 (9.7%)	4 (8.5%)	160 (13.6%)
Non-Executive	No. (%)	2,565 (31.8%)	979 (35.0%) [†]	540 (20.5%)	4,084 (30.2%) [†]	3,029 (34.4%)	859 (32.1%)	472 (16.7%)	4,360 (30.4%)	3,348 (35.8%)	982 (31.4%)	442 (17.4%)	4,772 (31.8%)
[†] Restated due to improved monitoring process													
Turnover by Gender													
Male	No. (%)	1,660 (25.9%)	N/A	362 (20.0%)	2,022 (20.6%)	1,969 (28.2%)	489 (31.4%)	291 (16.2%)	2,749 (26.6%)	2,165 (28.8%)	569 (30.6%)	325 (18.5%)	3,059 (27.5%)
Female	No. (%)	1,202 (32.9%)	N/A	301 (19.8%)	1,503 (23.7%)	1,323 (34.2%)	396 (30.7%)	267 (18.0%)	1,986 (29.9%)	1,438 (35.5%)	431 (29.8%)	258 (17.9%)	2,127 (30.7%)
Turnover by Age													
Under 30	No.	2,187 (44.5%)	N/A	219 (39.8%)	2,406 (39.2%)	2,691 (48.4%)	488 (67.4%)	180 (34.7%)	3,359 (49.4%)	2,930 (47.8%)	521 (57.6%)	164 (34.2%)	3,615 (48.1%)
30-50	No.	582 (13.3%)	N/A	265 (16.6%)	847 (11.0%)	483 (10.8%)	312 (20.1%)	248 (15.8%)	1,043 (13.7%)	542 (11.9%)	386 (22.2%)	269 (17.4%)	1,197 (15.2%)
Above 50	No.	93 (12.3%)	N/A	179 (15.1%)	272 (11.6%)	118 (14.3%)	85 (14.9%)	130 (10.9%)	333 (12.9%)	131 (14.9%)	93 (14.2%)	150 (12.8%)	374 (13.8%)
Turnover by type													
Total full time staff voluntary turnover	No.	N/A	N/A	N/A	N/A	2,345	742	364	3,451	2,443	531	409	3,383
Total full time staff involuntary turnover	No.	N/A	N/A	N/A	N/A	947	143	194	1,284	1,160	469	174	1,803

Indicator	Unit	2023	2024	2025
Directors by gender and age group				
Gender				
Male	No. (%)	9 (90.00%)	7 (77.78%)	7 (77.78%)
Female	No. (%)	1 (10.00%)	2 (22.22%)	2 (22.22%)
Total	No.	10	9	9
Age Group				
Under 30	No. (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
30-50	No. (%)	1 (10.00%)	1 (11.11%)	1 (11.11%)
Above 50	No. (%)	9 (90.00%)	8 (88.89%)	8 (88.89%)

Sustainability Performance Data

Indicator	Combined Group (number and %)												
	Unit	2023				2024				2025			
		Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group

Labour Practices & Standards

Employee training

Total hours of training	Hours	388,399[†]	14,118	4,334	406,851[†]	588,597	19,194[†]	2,833	610,624[†]	669,588	31,221	13,888	714,698
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[†] Training hours data for US operations in 2023 & 2024 covers RW Miami and Bahamas only. From 2025 onwards, following improvements in the tracking process, it includes all entities.

[†] Restated due to improved monitoring process

Training hours by employee category

Senior Management	Hours	1,536	260	16	1,812	1,516	139	0	1,655	2,065	314	46	2,425
Middle Management	Hours	24,304 [†]	1,951	144	26,399 [†]	26,528	531	225	27,284	42,356	992	1,667	45,015
Executive	Hours	27,645 [†]	304	0	27,949 [†]	35,981	214 [†]	35	36,230 [†]	41,233	462	76	41,771
Non-Executive	Hours	334,914 [†]	11,603	4,174	350,691 [†]	524,572	18,310 [†]	2,573	545,455 [†]	583,934	29,453	8,247	621,635

[†] Training hours by employee category data for US operations in 2023 and 2024 covers RW Miami and Bahamas only. From 2025 onwards, following improvements in the tracking process, it includes all entities, but excludes 3,852 hours at RWNYP as the breakdown by employee type is not available.

[†] Restated due to improved monitoring process

Training conducted and investment amount

No. of Training Programmes Conducted	No.	1,495	N/A	N/A	1,495	3,206	N/A	N/A	3,206	3,240	N/A	N/A	3,240
Total Investment in Training	MYR	6,901,535	N/A	N/A	6,901,535	6,760,812	N/A	N/A	6,760,812	7,115,042	N/A	N/A	7,115,042
Number of substantiated complaints concerning human rights violations	No.	0	0	0	0	0	0	0	0	0	0	0	0

Health & Safety

Number of work-related fatalities

Permanent full-time employees	No.	0	0	0	0	0	0	0	0	0	0	0	0
Contractors or temporary employees	No.	0	0	0	0	0	0	0	0	0	0	0	0
Total	No.	0	0	0	0	0	0	0	0	0	0	0	0

Work-related injuries

Lost time incident rate ("LTIR")	Rate	0.79	N/A	N/A	0.79	0.77	N/A	1.89	0.93	0.96	N/A	0.86	0.94
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* Calculated from the number of lost time injuries in the reporting period / the total number of hours worked in the reporting period * 200,000

Worker training on occupational health and safety

Number of employees trained on health and safety standards	No.	11,908	N/A	1,975	13,883	14,177	N/A	340	14,517	17,251	3,112	1,499	21,862
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[†] The number of employees trained on health and safety standards for US operations in 2024 covers RW Miami and Bahamas only. In 2025, it covers RW Catskills, RW Hudson Valley, Monticello Raceway, and RW Miami only.

[†] The number of employees trained on health and safety standards are based on number of attendance of each training sessions.

Sustainability Performance Data

Indicator	Combined Group (number and %)												
	Unit	2023				2024				2025			
		Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group	Malaysia	UK & Egypt	US & Bahamas	Group
Non-compliance													
Number of cases of labour standards non-compliance	No.	NA	0	0	0	NA	0	0	0	NA	0	0	0
Community/Society													
Community Investment and beneficiaries													
Amount of community investment	MYR	752,866	369,108	7,780,111	8,902,085	830,754	2,383,812	8,844,000	12,058,566	13,950,018	8,838,430	8,582,371	31,370,819
Number of beneficiaries	No.	122,247	187,606	526,500	836,353	27,442	2*	227,000	254,442	596,396	N/A*	110,000	706,396

* In 2025, we made donations to CHIPS Charity, supported research on gambling-related harm, and contributed to various other charitable causes for which beneficiary details are not fully available. In 2024, we donated to two UK-based charitable organisations, namely GamCare and CHIPS Charity.

Statement of Assurance by Internal Auditors

Assurance Undertaken

To ensure the accuracy and integrity of the disclosures in this Sustainability Report (“the Report”), selected matters of the Report have been subjected to an internal review by the Company’s Internal Auditors.

Subject Matter & Scope

The subject matters covered by the internal review include the following indicators for the stated companies’ operations:

Subject Matters				Scope
No.	Sustainability Matters	No.	Sustainability Indicators	
1	Regulatory Compliance	1(a)	Percentage of employees who have received training on anti-corruption by employee category	Malaysia operations
		1(b)	Percentage of operations assessed for corruption-related risks	Malaysia operations
		1(c)	Confirmed incidents of corruption and action taken	Malaysia operations
2	Human Resource Management	2(a)	Percentage of employees by gender and age group, for each employee category	Malaysia operations
		2(b)	Percentage of directors by gender and age group	Resorts World Genting
		2(c)	Total hours of training by employee category	Malaysia operations
		2(d)	Percentage of employees that are contractors or temporary staff	Malaysia operations
		2(e)	Total number of employee turnover by employee category	Malaysia operations
		2(f)	Number of substantiated complaints concerning human rights violations	Malaysia operations
3	Privacy Data Protection and Cybersecurity	3(a)	Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Malaysia operations
4	Responsible Gaming (“RG”)	4(a)	Number of people benefited from the Request Assistance Policy Self Exclusion Programme	Resorts World Genting
		4(b)	Participation rate for the RG Awareness Training for Casino Employees	
		4(c)	Number of RG Roadshows	
		4(d)	Number of Attendees for RG seminars hosted	
5	Resource Efficiency	5(a)	Total energy consumption	Malaysia operations
		5(b)	Total volume of water used	Malaysia operations
6	Employee Safety, Health and Wellbeing	6(a)	Number of work-related fatalities	Malaysia operations
		6(b)	Lost time incident rate	
		6(c)	Number of employees trained on health and safety standards	
7	Corporate Governance	7(a)	Percentage of female directors	Resorts World Genting
		7(b)	Number of Board members by types of directors with % of composition by gender, race & age	
8	Climate Change	8(a)	Scope 1 emissions in tonnes of CO ₂ e	Malaysia operations
		8(b)	Scope 2 emissions in tonnes of CO ₂ e	Malaysia operations

Prescribed Table

As a Listed Issuer, GENM is required to disclose a summary of data for the metrics and targets presented in Sustainability Reporting, in a prescribed format, in accordance with the Bursa Malaysia Listing Requirements (BMLR) during this transition period. The performance data below, extracted from Bursa Malaysia’s CSI Platform, summarises key indicators aligned with our material matters. The Prescribed Table is based on Group-level data, where available, while targets are currently set for Malaysia operations only. For additional details, please refer to the “Sustainability Performance Data” on pages 118 to 129.

Genting Malaysia Berhad BMLR Transition Period

Date & Time: 2026-04-08_19:15:10

FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Anti-corruption	Percentage of employees who have received training on anti-corruption by employee category - Senior Management	Percentage	100	100	No assurance
Anti-corruption	Percentage of employees who have received training on anti-corruption by employee category - Middle Management	Percentage	100	100	No assurance
Anti-corruption	Percentage of employees who have received training on anti-corruption by employee category - Executive	Percentage	99.9	100	No assurance
Anti-corruption	Percentage of employees who have received training on anti-corruption by employee category - Non-Executive	Percentage	100	100	No assurance
Anti-corruption	Percentage of operations assessed for corruption-related risks	Percentage	100	—	No assurance
Anti-corruption	Confirmed incidents of corruption and action taken	Number	0	—	No assurance
Data privacy and security	Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	—	No assurance
Supply chain management	Proportion of spending on local suppliers	Percentage	78	90	No assurance
Emissions management	Scope 1 emissions in tonnes of CO2e	Metric tonnes	47,307	—	No assurance
Emissions management	Scope 2 emissions in tonnes of CO2e	Metric tonnes	200,931	—	No assurance
Emissions management	Scope 3 emissions in tonnes of CO2e	Metric tonnes	122,636	—	No assurance
Energy management	Total energy consumption	Terajoules	2,004	—	No assurance

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Prescribed Table

Genting Malaysia Berhad

Date & Time: 2026-04-08_19:15:10

BMLR Transition Period

FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Water	Total volume of water used	Megalitres	7947	—	No assurance
Waste management	Total waste generated	Metric tonnes	18,418	—	No assurance
Waste management	Total waste diverted from disposal	Metric tonnes	2,783	—	No assurance
Waste management	Total waste directed to disposal	Metric tonnes	15,608	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Senior Management Under 30	Percentage	0.0	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Senior Management Between 30-50	Percentage	43.4	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Senior Management Above 50	Percentage	56.6	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Middle Management Under 30	Percentage	5.5	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Middle Management Between 30-50	Percentage	68.1	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Middle Management Above 50	Percentage	26.4	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Executive Under 30	Percentage	35.5	—	No assurance

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Prescribed Table

Genting Malaysia Berhad

Date & Time: 2026-04-08_19:15:10

BMLR Transition Period

FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Executive Between 30-50	Percentage	51.4	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Executive Above 50	Percentage	13.1	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Non-Executive Under 30	Percentage	46.6	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Non-Executive Between 30-50	Percentage	39.9	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Non-Executive Above 50	Percentage	13.5	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Senior Management Male	Percentage	66.7	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Senior Management Female	Percentage	33.3	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Middle Management Male	Percentage	57.0	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Middle Management Female	Percentage	43.0	—	No assurance

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Prescribed Table

Genting Malaysia Berhad

Date & Time: 2026-04-08_19:15:10

BMLR Transition Period

FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Executive Male	Percentage	59.0	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Executive Female	Percentage	41.0	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Non-Executive Male	Percentage	62.3	—	No assurance
Diversity	Percentage of employees by gender and age group, for each employee category - Non-Executive Female	Percentage	37.7	—	No assurance
Diversity	Percentage of directors by gender and age group - Male	Percentage	77.8	—	No assurance
Diversity	Percentage of directors by gender and age group - Female	Percentage	22.2	—	No assurance
Diversity	Percentage of directors by gender and age group - Under 30	Percentage	0.0	—	No assurance
Diversity	Percentage of directors by gender and age group - Between 30-50	Percentage	11.1	—	No assurance
Diversity	Percentage of directors by gender and age group - Above 50	Percentage	88.9	—	No assurance
Labour practices and standards	Total hours of training by employee category - Senior Management	Hours	2,425	—	No assurance
Labour practices and standards	Total hours of training by employee category - Middle Management	Hours	45,015	—	No assurance
Labour practices and standards	Total hours of training by employee category - Executive	Hours	41,771	—	No assurance
Labour practices and standards	Total hours of training by employee category - Non-Executive	Hours	621,635	—	No assurance

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Prescribed Table

Genting Malaysia Berhad

BMLR Transition Period

Date & Time: 2026-04-08_19:15:10

FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Labour practices and standards	Percentage of employees that are contractors or temporary staff	Percentage	0.8	—	No assurance
Labour practices and standards	Total number of employee turnover by employee category - Senior Management	Number	14	—	No assurance
Labour practices and standards	Total number of employee turnover by employee category - Middle Management	Number	240	—	No assurance
Labour practices and standards	Total number of employee turnover by employee category - Executive	Number	160	—	No assurance
Labour practices and standards	Total number of employee turnover by employee category - Non-Executive	Number	4,772	—	No assurance
Labour practices and standards	Number of substantiated complaints concerning human rights violations	Number	0	—	No assurance
Health and Safety	Number of work-related fatalities	Number	0	0	No assurance
Health and Safety	Lost time incident rate ("LTIR")	Rate	0.94	—	No assurance
Health and Safety	Number of employees trained on health and safety standards	Number	21,862	—	No assurance
Community/Society	Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM ("Ringgit Malaysia")	31,370,819	—	No assurance
Community/Society	Total number of beneficiaries of the investment in communities	Number	706,396	—	No assurance

Prescribed Table

Genting Malaysia Berhad

IFRS S2

Date & Time: 2026-04-08_19:15:10

FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
GHG emissions	Scope 1	Metric tonnes of carbon dioxide equivalents (tCO2e)	47,307	—	No assurance
GHG emissions	Scope 2 Location-based	Metric tonnes of carbon dioxide equivalents (tCO2e)	200,931	—	No assurance
GHG emissions	Total Scope 3	Metric tonnes of carbon dioxide equivalents (tCO2e)	122,636	—	No assurance
GHG emissions	Scope 3 Cat.3: Fuel-and-e- energy-related activities (not included in Scopes 1 or 2)	Metric tonnes of carbon dioxide equivalents (tCO2e)	14,524	—	No assurance
GHG emissions	Scope 3 Cat.5: Waste generated in operations	Metric tonnes of carbon dioxide equivalents (tCO2e)	8,407	—	No assurance
GHG emissions	Scope 3 Cat.6: Business travel	Metric tonnes of carbon dioxide equivalents (tCO2e)	447	—	No assurance
GHG emissions	Scope 3 Cat.7: Employee commuting	Metric tonnes of carbon dioxide equivalents (tCO2e)	17,812	—	No assurance
GHG emissions	Scope 3 Cat.13: Downstream leased assets	Metric tonnes of carbon dioxide equivalents (tCO2e)	81,446	—	No assurance

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	2-2	Entities included in the organization’s sustainability reporting	1
	2-3	Reporting period, frequency and contact point	1, 2
	2-4	Restatements of information	118, 119, 121, 126, 127, 128
	2-5	External assurance	128
	2-6	Activities, value chain and other business relationships	5
	2-7	Employees	121
	2-8	Workers who are not employees	123
	2-9	Governance structure and composition	8, 9, 10
	2-10	Nomination and selection of the highest governance body	Annual Report 2025
	2-11	Chair of the highest governance body	8
	2-12	Role of the highest governance body in overseeing the management of impacts	10
	2-13	Delegation of responsibility for managing impacts	9, 10
	2-14	Role of the highest governance body in sustainability reporting	10
	2-15	Conflicts of interest	20
	2-16	Communication of critical concerns	12, 13, 14
	2-17	Collective knowledge of the highest governance body	8, 9 and Annual Report 2025
	2-18	Evaluation of the performance of the highest governance body	9
	2-19	Remuneration policies	9
	2-20	Process to determine remuneration	Annual Report 2025
	2-21	Annual total compensation ratio	Annual Report 2025
	2-22	Statement on sustainable development strategy	6, 7
	2-23	Policy commitments	6, 7

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GRI 2 General Disclosures 2021	2-24	Embedding policy commitments	6, 7
	2-25	Processes to remediate negative impacts	15, 16, 17, 18
	2-26	Mechanisms for seeking advice and raising concerns	23, 24
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GRI 3: Material Topics 2021	3-1	Process to determine material topics	15
	3-2	List of material topics	16, 17, 18
	3-3	Management of material topics	15, 16, 17, 18
GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss	49, 50
	101-2	Management of biodiversity impacts	51 to 57
	101-3	Access and benefit-sharing	52
	101-4	Identification of biodiversity impacts	51
	101-5	Locations with biodiversity impacts	51 to 53
	101-6	Direct drivers of biodiversity loss	54
	101-7	Changes to the state of biodiversity	52, 53
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GRI 102: Climate Change 2025	102-1	Transition plan for climate change mitigation	56
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	102-3	Just transition	56
	102-4	GHG emissions reduction targets and progress	55, 58
	102-5	Scope 1 GHG emissions	117

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	102-7	Scope 3 GHG emissions	118
	102-8	GHG emissions intensity	117
GRI 103: Energy 2025	103-1	Energy policies and commitments	62
	103-2	Energy consumption and self-generation within the organization	117
	103-3	Upstream and downstream energy consumption	117
	103-4	Energy intensity	117
	103-5	Reduction in energy consumption	117
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	31
	201-3	Defined benefit plan obligations and other retirement plans	80, 81, 82
	201-4	Financial assistance received from government	Annual Report 2025
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	102, 106
	203-2	Significant indirect economic impacts	101
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	116
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	116
	205-2	Communication and training about anti-corruption policies and procedures	116
	205-3	Confirmed incidents of corruption and actions taken	116
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	16
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GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	43
	308-2	Negative environmental impacts in the supply chain and actions taken	43
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	124
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	80, 81
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GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Genting Malaysia provides a reasonable notice period for operational changes, especially when relocation is involved.
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	86
	403-2	Hazard identification, risk assessment, and incident investigation	86
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	403-4	Worker participation, consultation, and communication on occupational health and safety	86
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	403-9	Work-related injuries	126
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	88
	404-3	Percentage of employees receiving regular performance and career development reviews	100%
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	121, 122
	405-2	Ratio of basic salary and remuneration of women to men	Genting Malaysia offers fair salary and remuneration, maintaining a 1:1 ratio
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	76
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	81
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	108
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	108
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	109
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	92
	413-2	Operations with significant actual and potential negative impacts on local communities	93 to 101
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	43, 107
	414-2	Negative social impacts in the supply chain and actions taken	43

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GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	46, 47, 48
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	116



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