

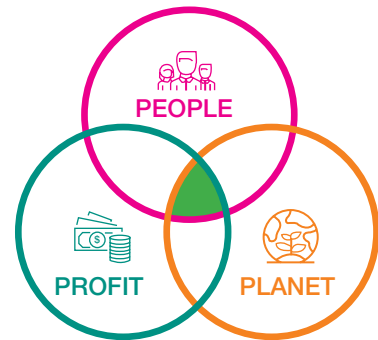
## Sustainability Statement

The Board of Directors of Landmarks Berhad are committed in promoting the integration of economic, environmental, social and governance (“EESG”) matters into the development of the Group’s strategy. Our sustainability frameworks founded on sound principles are aligned with our core values and business strategies with a constant push for performance improvements as our business grows and evolves year after year.

The year 2020 was an unprecedented one with planet-wide-pandemic-driven lockdowns. Though Covid-19 pandemic had a profound impact on environment, economical and social factors yet it offered opportunities for the Group to contribute with meaningful, authentic initiatives with all its stakeholders to build stronger, lasting bonds and improving business enterprise to ride its consequential effects that are continuing to stall the recovery of the tourism industry.

Sustainability sits at the heart of everything we do, and is a vital component of our business strategy. Our sustainability journey is an ongoing process that we constantly strive to do better and fulfil our commitment to our various stakeholders. Data for each material topic has been compiled with integrity, summarising the importance, scope, management approach and targets. This Statement has been prepared utilising the Global Reporting Index (“GRI”) Standards as a guiding principle while we strive to align our values to 5 of the 17 United Nations Sustainable Development Goals (“SDGs”).

Our goal is to provide our customers with world class products and services that exceed their expectations while minimising the harmful impacts on the environment and local communities. The Group’s fundamental sustainability framework reflects the triple bottom line (“TBL”) approach where we place People, Planet and Profit or Prosperity at the heart of our goal while collaborating with our hotel operators - Marriott International’s (“Marriott”) “Serve 360: Doing Good in Every direction” in our hotel operations.



### Stakeholders

As a responsible corporate citizen, the Group’s goal is to operate its businesses in a responsible manner whilst advancing the interests of its stakeholders which have primarily been identified as investors, guests, employees, suppliers and the local communities where the Group operates in. The mechanisms that the Group uses to deliver its sustainability strategy include setting up well defined policies, management systems, audits and codes of conduct, amongst others.

### References and Guidelines

This Statement complies with Sustainability Reporting Guide issued by Bursa Malaysia for Malaysian Companies and where possible. Our fundamental sustainability framework reflects the TBL approach placing People, Planet and Profit/ Prosperity which includes the important practices of 3Rs (Reduce, Reuse and Recycle) that is truly reflective of our vision and mission. The GRI Standards are also instrumental and referred to as a key guideline in determining the sustainability indicators and measure performance. We have also identified 5 of the 17 United Nations SDGs and aligned with our goals with Good Health and Wellbeing, Gender Equality, Decent Work and Economic Growth, Climate Action and Life on Land, implementing these in the way we conduct business.

### Reporting Scope and Coverage

This Statement covering the Landmarks Group’s corporate structure as reflected in the holding company’s Annual Report includes all its operating business units in which the Group holds a majority stake and/or has direct managerial control over operations in Malaysia, Singapore and Indonesia. They consist the corporate head office in Kuala Lumpur, administrative office in Singapore, hotel operations in The Andaman, a Luxury Collection Resort in Langkawi (“The Andaman”), and Treasure Bay Bintan (“TBB”) - our flagship hospitality and wellness destination that is being developed in Bintan, Indonesia. The activities at TBB comprises Natra Bintan, A Tribute Portfolio Resort, a tented luxury glamping resort operated by Marriott, Chill Cove, an activity hub surrounding the Crystal Lagoon, ANMON- a desert inspired, glamping concept for nomadic communities together with the organic farm and the Marine Life Discovery Park (“MLDP”). There are no other significant business operations of the Group to be included in this Statement.

We also include sustainability initiatives we have undertaken to support directly or in partnership with the local government, communities and vendors in greater detail within this Statement.

## Sustainability Statement (Cont'd)

### Reporting Period and Reviews

This report covers the financial year 1 January 2020 and ended 31 December 2020. All information in this Statement corresponds with our Annual Report for the same period.

### GOVERNANCE STRUCTURE AND PRINCIPLES

The Group's sustainability performance and management is under the overall purview of the Chief Executive Officer ("CEO"), reporting to the Board. The Group Chief Operating Officer is responsible on behalf of the CEO for implementing the strategies in the respective business units and in overseeing the progress of the Group's sustainability efforts.

Highest Governance Body - The Board of Directors has ultimate responsibility to ensure that EESG risks and opportunities are evaluated and that internal control policies and procedures are in place to safeguard compliance and to protect the Group's assets.

We continue to work with the corporate sustainability strategy committee that was formed in 2019 to proactively engage with Heads of various departments to obtain environmental-related data and information for recording as well as to identify any policies, standards, guidelines and procedures related to sustainability which may (and may not) be currently implemented yet. The committee who reports to the CEO is also responsible in forming the framework and disclosures, and monitoring the overall progress of the Group's sustainability performance moving forward, providing recommendations for improvement.

We are indeed grateful for the outstanding support received from our teams and subsidiaries who are key to the achievement and future success of our corporate sustainability goals and strategy. We are hopeful that efforts to develop and advance our sustainability agenda will enable us to nurture sustainable practices in our corporate culture, and further strengthen our corporate governance including our position and reputation in the industry.

### Material Issues

Sustainable Development Goals		The Group's Contribution
SDG 3 Good Health and Well-being	Ensure healthy lives and promote well-being for all at all ages	<p>Prioritising health and safety in our business operations by adopting international standards of best practices and guidelines</p> <p>Promote healthy lifestyles by organising programmes that focus on employee well-being and raising awareness on individual health and fitness.</p>
SDG 5 Gender Equality	Achieve gender equality and empower all females.	Acknowledge female contribution in the workplace and in nation building and declared our commitment to promoting the advancement of females by consciously and promoting and embracing diversity and inclusiveness, fostering fair and equitable workplace conditions.

Sustainability Statement  
(Cont'd)

Sustainable Development Goals		The Group's Contribution
<p>SDG 8 Decent Work and Economic Growth</p>	<p>Promote sustained, diverse and inclusive employment opportunities in a safe, progressive environment</p>	<p>Providing safe, nurturing environment for work and upholding equality, fairness and respect in the workplace.</p> <p>Increasing the capacity of local communities to pursue sustainable livelihood opportunities by empowering them with employment opportunities and entrepreneurship opportunities thus they are able to contribute to the development of the national economy</p> <p>Supporting underprivileged groups through philanthropic activities</p>
<p>SDG 13 Climate Action</p>	<p>Taking proactive actions to combat our carbon footprint and consumption impacts on climate change</p>	<p>Progressive steps taken to reduce energy, water and paper consumption through application of and digitisation of systems, which also improves cross border efficiency.</p> <p>Digitalisation to reduces travel costs and carbon footprints</p> <p>Efforts to manage solid, toxic and food waste to reduce waste to landfill and methane production</p>
<p>SDG 15 Life on Land</p>	<p>Restoration and conservation of ecosystems and halt the loss of biodiversity, protect and prevent the extinction of threatened species</p>	<p>Mangrove replanting and reforestation efforts.</p> <p>Investment into Marine Life Laboratory ("MLL") for research laboratory of marine science in The Andaman.</p> <p>Placing great emphasis on education and marine conservation in Bintan through MLDP and investing into rebuilding Turtle sanctuary.</p> <p>Promoting organic farming and low carbon food production</p>

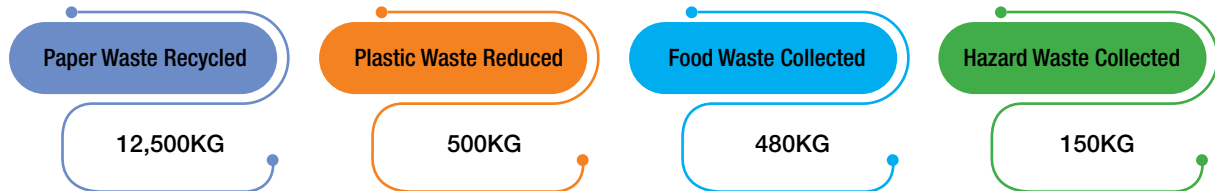
**Material Issues**

The material sustainability issues of the Group have been identified as follows:

Economic	Environment	Social
<p>Employment</p> <p>Procurement</p> <p>Community Investment</p>	<p>Water, Energy, Paper Consumption</p> <p>Biodiversity &amp; Conservation</p> <p>Managing Waste &amp; Effluents</p>	<p>Occupational Safety &amp; Health</p> <p>Diversity &amp; Equal Opportunities</p> <p>Employee Wellbeing</p>

## Sustainability Statement (Cont'd)

### Reduce, Reuse, Recycle - **Managing Waste and Effluents**



Waste management is a major concern for the communities and local authorities in the locations where we operate. Last year we reported on reduction in paper usage by 19% through digitalisation and implementation of the 3R Programme – Reduce, Reuse, Recycle throughout all operations -instilling accountable waste minimisation practices. Building on this commitment, the Group is now working towards a long-term initiative to support climate change action by reducing waste to landfill and methane production. The Group plans to enforce a food waste footprint measurement throughout its operations in 2021 by measurable waste segregation and further building an organic composting farm to convert kitchen, food and garden wastes into bio fuels and fertilisers for landscaping and organic farming purposes.

While this composting practice has been ongoing in The Andaman, pilot projects in Bintan have started in July 2020 with the collection of approximately 40KGs of kitchen waste generated by our operations monthly by Bintan Resorts and collectively for the Lagoi area.

Elimination of Single-Use Materials - Plastic and print material pollution is one of the most pressing threats to the environment. One of our primary goals have been to reduce our dependence and usage by replacing these with biodegradable, repurposed material or reliance on digital alternatives throughout all our operations. Contactless experience have become an inevitable change in hygiene and safety post pandemic and have been adopted as part of the new normal in our operations to meet health guidelines. This move has catalysed the Group's plans to reduce print materials and paper usage. To minimise contamination, all menus, brochures and information is now accessible through personal mobile devices by scanning the QR codes. The Group plans to implement this throughout its operations in a more formal way post pandemic through digitalising all systems or operations, using devices for paperless check in, electronic menus and cashless systems.

**Negative listing materials** - The various initiatives in this area include creating a "Negative Listing" of materials to be phased out eventually across all our operations. This includes single use plastics such as drinking bottles, straws, in rooms amenities, brochures, menus, corporate gifts and other office supplies. This also applies to the daily operations in the corporate offices and in all group related events and meetings where responsible use of resources is constantly practiced. Our resort The Andaman, launched its in-house water bottling plant in 2020 where drinking water placed in guestrooms are bottled in reusable glass bottles instead of single-use plastic bottles. With this initiative, the resort is able to reduce at least 6 single-use plastic bottles per room per day and since its inception in July, the resort estimated a reduction of at least 50,000 plastic bottles in 2020, an equivalent to approximately 500 kg of plastic waste.

Moving forward, we aim to track these negative list kitchen waste materials such as plastic bags, bottles, straws, gloves, caps, cotton buds, cling film, pastry piping bags, tapes, coffee capsules, condiments, candies and wrappers to consciously cut down and eliminate or replace with sustainable materials.

**Repurposing and Upcycling** materials such as wood from fallen trees at the resorts to make menu cards, candle stands, side serving stations, place mats and display food trays at the various F&B outlets are some of the creative angles taken. In addition, the used soap from guest rooms are re-caked and used to clean waste materials or areas. Rags and old towels are reused for outdoors cleaning purposes. Our teams have also started using materials made of cans, bottles, corks and food waste to make festive decorations and souvenirs for guest.

## Sustainability Statement (Cont'd)

**Third Party vendors and Disposal of hazardous waste** - The Group encourages its operations to appoint where possible and available, specialised suppliers and third parties to ensure safe and proper disposal of toxic and chemical wastes. Toner cartridges, Old Computers, Batteries, Oil and machinery parts are disposed in a responsible manner, some with the vendor agreement to offer disposal upon expiry. Cooking oil is also recycled into bio-diesel through a third-party vendor. The Group aims to standardise and account for the hazardous waste by monitoring the disposal amounts monthly.

The Group's emphasises the use of eco-friendly cleaning products for laundry, housekeeping and stewarding throughout all its resort operations. In addition to that, the Group encourages the use of organic products, working with vendors that provide packaging using renewable energy and sourced ethically and where possible-locally. The Group's wellness division, V Integrated Wellness, is one of the first Spa's in South East Asia to incorporate 100% food grade organic products in its offering and for this has been recognised with multiple international awards and accolades and ranking for its green and sustainable products and practices.

### SUSTAINABLE PROCUREMENT

The Covid-19 pandemic has catalysed a renewed interest in this area. While the disruption of the global supply chain has forced consumers towards more responsible and pro-social consumption that has much to do with nationalism and socio-economic impacts, the procurement policies of the Group have always been supportive of the local suppliers as part of our ongoing commitment to a sustainable supply chain. Adopting this policy raises the socio-economic status of the people in local communities as we share the benefits with them by creating jobs, developing skills and encouraging enterprise. As the Group's two major business units, The Andaman and TBB, are located on islands and it also makes economic sense to source for goods and services from local suppliers as far as possible, for cost efficiency and timeliness of deliveries.

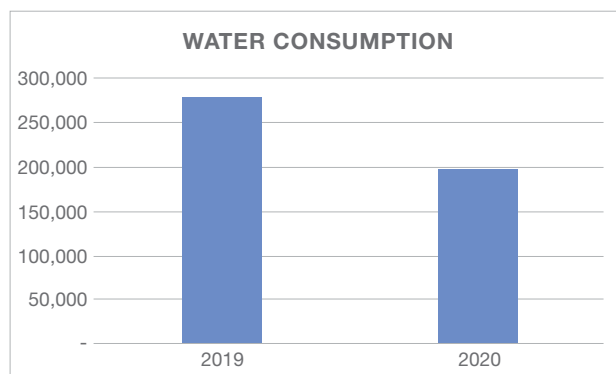
In Bintan procurement of local goods and services amounted to about 65% of supplies, mainly for operational requirements such as fresh food and beverages, hotel amenities, office equipment and stationery, local transport services, staff uniforms, diesel and gas, medical supplies and general store items. A Central Procurement Department has been set up in efforts to increase efficiency and reduce risks associated with purchasing and supply management.

For other capital goods and services for resort development and recreational activities, some items are still being sourced from Singapore, China and other parts of Indonesia for cost efficiencies and the availability of a suitable range of supply. Regional or Group Contracted rates with preferred suppliers and Marriott partners that offer preferred rates, servicing agreement and guarantees are in place to support our sustainable policy.

Procurement functions and processes in the Landmark's Group are managed under several different teams across its operations. The Group is constantly reviewing the processes and seeking better ways to support local economies while lowering its carbon footprint and avoiding imported good.

### Electricity and Water consumption

The Group is committed to protecting water sources and improving efficiency, via good water management and conservation. We are vigilant about our water consumption and make informed decisions based on proven methods and best practices, be it technological enhancements, administrative control measures, or encouraging conscientious and ethical behaviour within the Group, along our supply chains and with our customers. To reduce water usage, a linen and towel reuse programme card is left in all guest rooms to promote awareness and to encourage active participation by the resort guests.



## Sustainability Statement (Cont'd)

Continuous efforts have been put in our operations such as rain water harvesting for watering plants and washing of public area floors to reduce the dependence of treated water. Efforts have also been put into all our administrative offices this year to reduce the use of water and energy resources. In 2019, these efforts have brought about the reduction of 14% total water usage despite the opening of a new hotel in Bintan. In 2020, we expect a further reduction of 22% due to business closure caused by the pandemic.

The Crystal Lagoon in TBB is 6.3-hectare lagoon, is South East Asia's largest sea water lagoon. Utilising sea water that is pumped from the bay, the innovative eco-friendly technology from Crystal Lagoons® uses 100 times fewer chemical products than conventional swimming pools, is energy efficient and only consumes 2% of the energy needed compared with conventional filtration pools.

The Group has invested in waste water treatment plant in its operations in The Andaman, which cleans sewage and water by removing solids and pollutants, breaks down organic matter and restores the oxygen content before returning it to the environment. After the 4 stages of treatment, the treated water is almost free of harmful substances and chemicals which is then filtered through a bed of sand before being released into the mangrove swamp at the resort. The solid wastes are collected by the vendor of the treatment plant for proper disposal at the designated landfill at Langkawi. This model of water treatment plant is being considered for installation at other operation units.

### Electricity

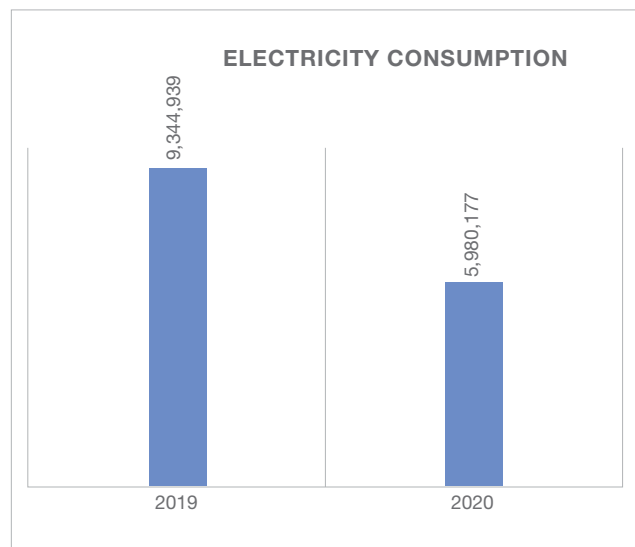
Due to business closures and other cost management policies put in place, there has been a decline of 36% in total electricity consumption at most of our business units. This is due to our commitment towards energy savings programmes such as using energy efficient lighting systems with LED (Light-emitting diodes) bulbs as well as optimisation of natural lights through innovative building designs in the offices, carparks, guest rooms and common areas of our operating units. As we continue to replace fluorescent lights with LEDs, emphasis on responsible usage of electricity is advocated through automated air-conditioning schedules in meeting rooms. The temperatures at guest rooms are also set to a minimum of 22 degrees C for optimum energy usage.

Within the operations of our resorts, environmentally friendly form of transportation such as battery-powered green buggies, electric bikes, and Segways are provided as a recreational activity and to manage

logistics to reduce emission. As a resort that does their own laundry, The Andaman switched their laundry machines from electricity to gas supply in 2018 which consequently reduced 8.9% of electricity consumption for the resort.

Lighting in public areas have also been designed using solar power and wind turbines as energy sources. Continuous efforts will be put into improving the utilisation of renewable energy through innovation and smart designs to reduce carbon footprint of our operations.

The Group's hotel operations in The Andaman, Langkawi has been recognised multiple times for its substantive efforts in sustainability and environmental practices.



## Sustainability Statement (Cont'd)

### Economic

Our guests' experience is our utmost priority in the hospitality business. We aim to provide our guests with excellent service in a safe and secure environment for them to experience our resorts and the activities that we offer. Additionally, our procurement practices and community investment are areas which give the Group opportunities to bring about economic development and benefit the local communities in the locations where we operate.

### Employment

The global impact of the COVID-19 pandemic had a major impact on the travel and hospitality industry. Various incentives were provided by the Government to employers to ensure employment retention despite decline in business causing losses. The main objective is to keep workers on the payroll so as to be ready to restart operations immediately after post pandemic. In Malaysia, the Government rolled out several economic stimulus measures to support businesses and strengthen the ailing economy. The first economic stimulus package of RM20 billion was announced by the previous Government on 27 February 2020. One month later on 27 March 2020, the new Government announced the Prihatin Rakyat Package of RM230 billion. The eligibility criteria have been progressive and intended to ensure different measures were delivered to reach those most in need.

The Group received government financial aid of RM43,200 from Malaysia government for Landmarks Berhad, SGD 244,529 (estimated RM745,660) from Singapore government for Bay Development Services Pte. Ltd. and IDR1.124.296.220 (about RM325,262) and IDR 397.894.232 (estimated RM115,112) for Indonesia (PT Bintan Hotel Utama and PT Fordate Estate Villa). However, in the face of the continued border closures and travel restrictions could not reverse the inevitable consequences of the drastic drop in tourists and business, the Group has had to resort to making some operational restructures as the last option to reduce cost through salary deferrals, cuts and including retrenchments were carried out in phases. However, all necessary procedures such as compliance with labour laws of each country, mediation with employees and unions transparently through online town halls ensure inclusiveness when addressing key issues were carried out.

Efforts of the Group were focussed on the safety, health and most importantly mental health of our employees during the lockdowns and especially with the loss of income. In Bintan, a committee was set up in April 2020 consisting of the Human Resources Department and other leaders of the operating units to assist in distributing essential food rations to all existing employees affected by unpaid leave or non-renewal of contracts. Funded by the company and supported by staff, this initiative aimed to provide some relieve to families by supplying necessary food supplies such as rice, oil, sugar, eggs and canned food.

The Group foresees the future of work and hiring policies for the medium to longer term recovery post pandemic will shift to a demand-led employment strategy. That way it will be able to create a stronger and more resilient structure for any future health and economic shocks of this nature.

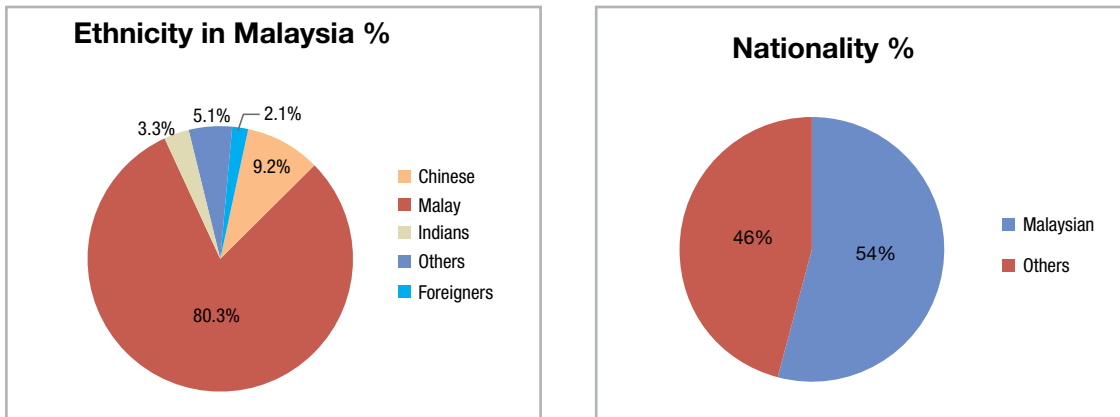
In mitigating and managing risks, the Group is committed to the health, safety and welfare of our associates, guests, visitors, partners and stakeholders. A structured and coherent approach to Enterprise Risk Management with on-site inspections are in place with regular audits to provide independent unbiased assessments and recommendations. The Audit and Risk Management Committee is updated quarterly with guidance from this audit reports to identify and manage risks with quantitative scorecard which measures preparedness. Mandatory minimum requirements include annual fire safety training, Cardio Pulmonary Resuscitation (CPR) and crisis simulation drill with call free responses.

Ethnicity for Malaysia companies		Ethnicity (Group)	
		%	
Malaysian		54%	334
Other		46%	289
		100%	623

Sustainability Statement  
(Cont'd)

The Group continues to provide employment for a total of 623 people in 2020 compared to 1,091 people in 2019 across its operations. 54% of which are Malaysians who are in its operation in The Andaman, Langkawi and Corporate office in Kuala Lumpur. As the main business operations are in Bintan, Indonesia, 46% of the workforce are made up from Singaporeans and local communities from Indonesia.

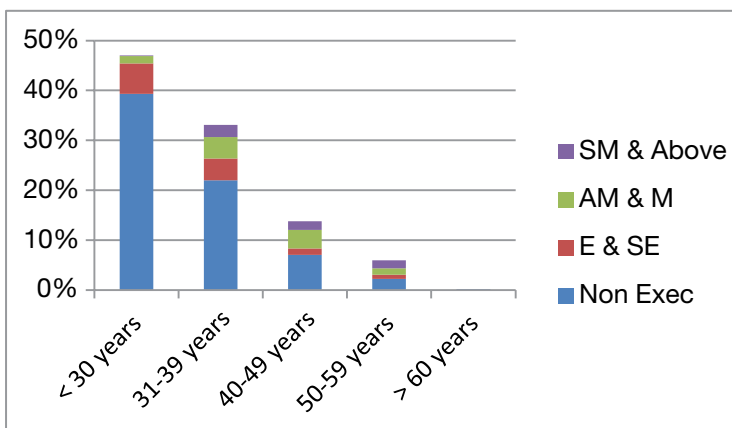
**Diversity & Inclusion**



It is vital to manage the differences within the Group's operations across three countries with diverse ethnicities, religions, cultures and customs in addition to managing the complex yet balanced mix of age and gender require us to be alert and sensitive in our approach towards equal opportunities for all. The Group is committed in upholding our commitments to zero tolerance of discrimination on grounds of colour, religion, ethnicity, age, national origin, gender or any other personal characteristics that are physical or verbal are deemed harassment in the workplace with severe disciplinary repercussions. The selection, recruitment, promotion and training of employees are made based on merit and performance ability. In upholding our commitments to human rights and ethics, we ensure that strictly no child labour, forced labour and discrimination issues are allowed in our businesses and supply chains. We believe these policies are crucial in retaining and attracting talent.

**Nurturing, reskilling and training**

Despite the lockdowns, employee training hours averaged at 50.15 hours per employee, 30% higher compared to 2019 where average training hours per employee were 38.67 hours. The Group's KPI is 16 hours per person. This was mainly due to many complimentary conferences, workshops and training offered conducted online during lockdowns. Upon reopening, employees were provided targeted work-based training to operate in the new normal SOPs which included familiarising with Health Ministry's guidelines on health and safety post pandemic as well as handling equipment and various processes of sanitation.



*The Group has a young talent pool with much potential and with the right training plans, can be groomed to become future leaders.*



## Sustainability Statement (Cont'd)

The Group aims to continue investing in enhancing employability and resilience of the workforce considering changes in the economy and society in the wake of the pandemic crisis. With the aim of leaving no one behind, the Group aims to cultivate talent competencies to meet new normal and business goals. As such training opportunities will include reskilling and upskilling firstly to cope with the forms of work transitions once normal operations resume.

In support of continuous professional development, all employees' performances are appraised during annual appraisal to evaluate and assess strengths and gaps that help us to identify appropriate training and development needs to elevate and enrich careers. Our goal is to ensure each employee meets the minimum training need of 16 hours for employees across all levels to ensure competency is at the highest level.

The Group aims to become a preferred employer by looking into the implementation of HR tech solutions for better decision making in areas like performance management, capability building and retention. It will then be possible to ensure high competency levels and healthy career development. Digitising of some processes and systems has been rolled out in phases. Moving forward, accumulated data in the system can be used to harness accurate performance management of each staff, identifying gaps and re-skilling needs to advance training and succession planning.

### **Anti-corruption training**

Corruption is a great challenge that poses major risks to our business goals and operations. The Group adopts a zero-tolerance stance toward corruption and firmly believes that addressing it requires concerted action from all. Employees and partners are required to sign an anti-corruption pledge to emphasize and as a reminder of the Group's anti-corruption policy. A refresher training in house was recently conducted for executive and senior level employees across the Group to enhance governance and integrity. Throughout the year, awareness programmes on integrity, anti-corruption and bribery were conducted for all existing staff through townhalls to raise the overall awareness on integrity, corruption, fraud and bribery. Additionally, all employment contracts now include clauses on anti-corruption and anti-bribery to prevent and eradicate corrupt practices. Awareness training programs for employees are being drawn up to reinforce the Group's anti-corruption policy as part of its T.R.U.S.T. Policy and Anti-Bribery Management System.

### **Employee Benefits and Welfare**

In accordance with the Malaysia Employment Act 1955, the Group strives to offer competitive pay and benefits within the sector and the local marketplace with fair rewards to drive high levels of performance with a competitive remuneration and rewards programme encompassing salaries and bonuses, proper leave entitlement, medical coverage and group insurance plans and Employees' Share Option Scheme (ESOS).

Going above and beyond providing fixed fringe benefits, the Group values deserving employees who go the extra mile for the company with the provision of various rewards and celebrating small wins. In November 2019, the V Integrated Team (Wellness Division) was rewarded with cash incentive and certificates of appreciation for winning The 2019 Luxury Travel Guide "Best Spa" and a small celebration was held for being recognised as Trip advisor's Top 10 attractions.

Throughout the operations, the Group encourages and provides regular platforms for employees to interact. "Staff Appreciation days", townhalls and regular communications are held where employees are recognised for outstanding contribution, birthdays and other achievements or events are celebrated.

### **Work Place Health, Safety and Wellbeing**

The Group places paramount importance on the health, safety and welfare of its stakeholders: employees, suppliers, contractors and customers in accordance to our Corporate Statement. We are committed to delivering high standards in health and safety across all aspects of our operations that includes corporate offices, hotels, parks and sites in progress all of which adopted various safety measures from fire and emergency procedures to hazard analysis with a target of zero accidents in all our business units. All employees at the Group's operating units receive regular trainings coordinated in-house as part of compliance to local laws to respond effectively to emergencies. This includes Cardio Pulmonary Resuscitation (CPR), first-aid training and practical training on the usage of fire extinguishers, food safety, isolation containment, hygiene and sanitation and fire safety.

Compliance and Safety Managers are responsible to lead and implement procedures and efforts in identifying workplace hazards, reducing accidents and exposure to harmful situations and substances. The Safety and Health Committee has also been formed to lead training of personnel in accident prevention, accident response, emergency preparedness, isolation containment protocols and use of protective tools and equipment.

## Sustainability Statement (Cont'd)

### Environment

The Group is conscious of its responsibility to manage the impact that its business activities have on the environment and is committed to continuously improve its environmental performance. As Biodiversity is linked to well-being, we recognise that a polluted environment can produce adverse impacts on the health and quality of life. The effects of climate change and other environmental issues may also impact our business. We continue to work on minimising the impact of our business activities on the environment and human health by striving to integrate conservation efforts SDG 14 Life Below Water and SDG15 Life on Land.

#### *Coral Rehabilitation and Conservation*

Marine ecosystems cover about 70% of Earth's surface, while the remaining area comprises terrestrial ecosystems. The Andaman is located within an ancient tropical rainforest on the pristine sandy shores of Datai Bay, Langkawi which is home to a diverse variety of marine life and precious fringing reef said to be 6,000 to 8,000 years old. The Andaman continues to restore the coral reef damaged by the tsunami in 2004. Monthly coral cleaning activities and reef walks to educate guests and employees on the coral reef ecosystems have and continues to be a major activity at the resort. A Coral Nursery was launched in 2012 to grow corals for transplantation at Datai Bay to restore and rehabilitate the corals. Corals are grown at the nursery which are later transplanted at the bay.

The Andaman launched the resort's newest initiative for ocean conservation, the Sea Cucumber (Gamat) Regeneration Project, an extension of the resort's coral conservation project. The project aims to repopulate the sea cucumbers that are slowly decreasing due to 'overfishing' to accommodate the high demand of sea cucumber products as they are used widely as a delicacy and for medicinal purposes. To date, the resort has successfully regenerated and deployed over 50 sea cucumbers back into the ocean.

#### *Organic Farming*

One of the missions of TBB is to integrate wellness with sustainable operations which incorporates the experience of clean air, water and food. Organic farming is one of the drivers to achieve this mission. From time to time, workshops are held with industry experts and chefs to educate visitors on low carbon sourced food and the benefits of "farm to table" dining options that offer fresher and healthier food. The pilot organic farm of TBB started in 2016 and has seen more than 90 species of vegetables, fruits and herbs being planted. Its organic produces to-date is supplied to the resorts, with surplus distributed to staff and local under-privileged communities. The farm was certified to be organic under the International Federation of Organic Agriculture Movements ("IFOAM") (European Union and Australia) on 13 July 2018. The IFOAM is the worldwide umbrella organisation for the organic agriculture movement which maintains an organic farming standard, and an organic accreditation and certification service.



Operational staff for the organic farm was chosen from the local population in Bintan and provided with training and education to introduce new sustainable skills and confidence. A lesson plan has been established and will be part of the standards to train new staff. This project has created awareness and creates jobs locally within the community. There is potential to seed and engage the local community for organic agricultural plots or animal farming outside TBB on Bintan island, which is an attractive proposition for promoting sustainable local entrepreneurship or career alongside TBB's development blueprint. These start-ups can later be a supplier of organic food to TBB.

## Sustainability Statement (Cont'd)

Sustainable practices have been designed into the operations of the organic farm. The natural pond serves as the collection point for ground water for sustainable irrigation and organic composting is practised to produce different organic fertiliser types from different unwanted harvested materials. Plant wastes are also recycled by shredding to be used as mulch for protective soil cover and dressing.

### **Social**

The Board recognises that one of the Group's most important assets is its human capital. As a responsible employer, we are committed to running a safe, efficient and profitable business where honesty, integrity and respect for people govern the way we work and interact with each other within the organisation and externally with our guests and business partners. The standards of behaviour expected of all employees are set out in the Code of Ethics and Conduct ("Code"). Any staff is given an avenue to report any violations of the Code or discriminatory acts as set out in the Whistleblowing Policy without repercussion. These policies together form an integral part of our T.R.U.S.T. policy and are all publicly available on our website at [www.landmarks.com.my](http://www.landmarks.com.my).

This Statement was approved by the Board of Directors on 23 February 2021.