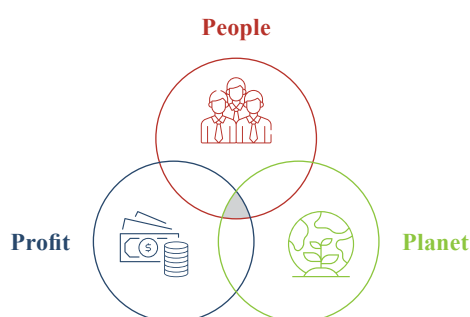


Sustainability Statement

The Board of Directors of Landmarks Berhad are committed in integrating economic, environmental, social and governance (“EESG”) matters in the development of the Group’s strategy. Our sustainability frameworks 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.

As such, this is the first year a sustainability committee was put together in compiling meaningful data with integrity, and the report has been prepared utilising the Global Reporting Index (“GRI”) Standards as a guiding principle.

Sustainability sits at the heart of everything we do, and operating sustainably is an integral and vital component of our business strategy. Our goal is to provide our customers with world class products and services that exceed their expectations whilst minimising the harmful impacts on the environment and local communities. Collaborating also with our hotel operators Marriott, we embrace the “Serve 360: Doing Good in Every Direction” in our hotel operations. As a Group, our fundamental sustainability framework reflects the Triple Bottom Line (“TBL”) approach where we place People, Planet and Profit at the heart of our goals, truly reflecting our vision. As the journey towards sustainable future continues for us, our stakeholders will continue to remain important to us.



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 policies, management systems, audits and codes of conduct, amongst others.

REFERENCES AND GUIDELINES

This report 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 which includes the practice of 3Rs (Reduce, Reuse and Recycle) that is truly reflective of our vision and mission. The GRI Standards were also instrumental and referred to as a key guideline in determining the sustainability indicators to 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 report covers Landmarks Group’s corporate structure as reflected in the holding company’s Annual Report. The information in this report covers 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. This includes the corporate head office in Kuala Lumpur, administrative office in Singapore, hotel operations in The Andaman, A Luxury Collection Resort in Langkawi, 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 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, the Organic Farm and the newly opened 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 where we have partnered with directly or supported such as local government, communities and vendors in greater detail within the report.

REPORTING PERIOD AND REVIEWS

This statement covers the financial year 1 January 2019 and ended 31 December 2019. All information in this report corresponds with our Annual Report for the parallel year.

Sustainability Statement

GOVERNANCE STRUCTURE AND PRINCIPLES

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

This year, in efforts to revamp our corporate sustainability strategy, a committee was also formed 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 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 future success of our corporate sustainability goals and strategy. We are hopeful that efforts to advance our sustainability agenda will enable us to nurture sustainable practices in our corporate culture, and further strengthen our position and reputation in the industry.

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 safety standards.</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 women and girls.	<p>Acknowledge women's contribution in the workplace and in nation building and declared our commitment to promoting the advancement of women by consciously promoting and embracing diversity and inclusiveness, fostering fair and equitable workplace conditions.</p> <p>Organise programmes for internal stakeholders that promote women's empowerment and support their career development in the organisation.</p>
SDG 8 Decent Work and Economic Growth	Promote sustained, diverse and inclusive employment opportunities in a safe, progressive environment	<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>
SDG 13 Climate Action	Taking proactive actions to combat our carbon footprint and consumption impacts on climate change	<p>Progressive steps taken to reduce energy, water and paper consumption through digitisation of systems, which also improved cross border efficiency.</p> <p>Digitalisation also reduced travel costs and carbon footprints through teleconferencing.</p>
SDG 15 Life on Land	Restoration and conservation of ecosystems and halt the loss of biodiversity, protect and prevent the extinction of threatened species	<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.</p>

Sustainability Statement

MATERIAL ISSUES

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



Economic

- Employment
- Training & Development
- Procurement
- Community Investment



Environmental

- Water, Energy and Paper Consumption
- Biodiversity & Conservation
- Managing Waste & Effluents



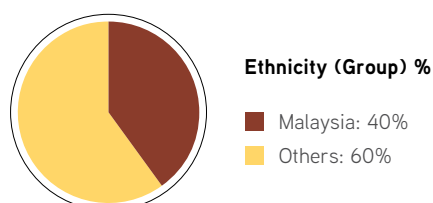
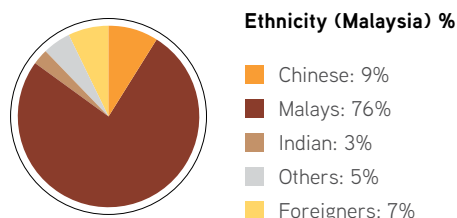
Social

- Occupational Safety & Health
- Diversity & Equal Opportunities
- Employee Wellbeing

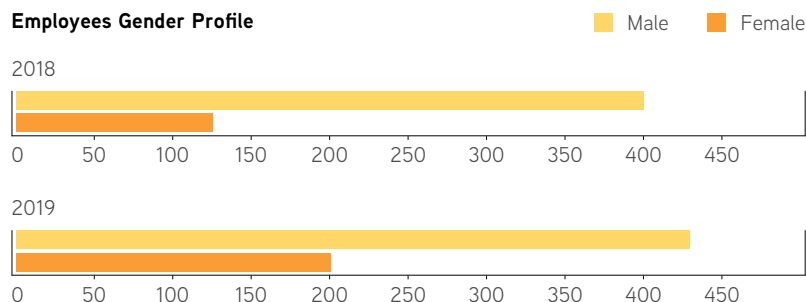
EMPLOYMENT

The Group has provided employment for a total of 1,091 people across our operations in Malaysia, Singapore and Indonesia. 40% of which are Malaysians who are in its operation in The Andaman, Langkawi and Corporate office in Kuala Lumpur. As the main business operations is in Bintan, Indonesia, 60% of the workforce are local Indonesians, Singaporean and foreigners as indicated in the group's ethnicity break down charts.

The employment of female employees in 2019 have improved and exceed the target set by the BOD at 30%. However, better gender participation and ethnic distribution particularly at the senior management level are areas of ongoing focus for improvement.



Employees Gender Profile



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 the 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 is 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.

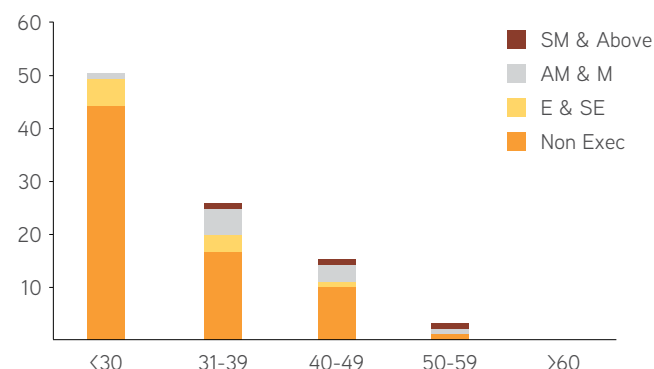
Nurturing Talent

We believe cultivating talent and competencies which is essential to building a sustainable talent pool to meet business growth demands. The Group recognises that to continue providing excellent service quality to guests, competent service staff has to be recruited and provided with regular training to maintain consistent quality service standards at our operations and resorts.

Thus, we believe that talent needs to be nurtured and skills sharpened. In support of continuous professional development, all employees' performance 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.

Sustainability Statement

Employee Profile by Age Group



All Group (%)	Group			
	Non Exec	E & SE	AM & M	SM & Above
< 30 years	48.2%	5.3%	1.5%	0.0%
31-39 years	17.1%	3.4%	5.0%	0.6%
40-49 years	9.7%	1.3%	3.5%	1.2%
50-59 years	1.4%	0.5%	0.7%	0.6%
> 60 years	0.0%	0.0%	0.0%	0.0%
Total	76.4%	10.5%	10.7%	2.4%

The Group aims to become a preferred employer and such as is looking into the implementation of HR tech solutions for better decision making in areas like performance management, capability building and retention. It will be possible to ensure high competency levels and healthy career development.

The Group has started with digitising some systems in phases and is seeing much positive impacts of this initiatives thus far. Moving forward, data in this system will be used to harness accurate performance management of each staff, identifying gaps and re-skilling needs to advance succession planning.

Employees have received an average of 38.67 training hours per employee in 2019. This is above the target of 16 hours per employee as set by The Group.

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. 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.

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 Employee 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 small celebration was held for being recognised as Trip advisor's Top 10 attractions.



Meanwhile, in Bintan, "Staff Appreciation days" are held quarterly in recognition of employees outstanding work. Birthday celebrations and other achievements are celebrated where certificates and prizes are given to honour deserving employees.

Sustainability Statement



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, 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 and use of protective tools and equipment.

Health Plans

As company with much focus on lifestyle and wellness, the Group recognises that strong balance of physical health, and mental and social wellbeing is vital to the long-term development of nation building and economic growth. As such, it is important to provide supportive environment that celebrates the merits of healthy living and encourages employees to embrace a holistic lifestyle through a "Journey to Wellness" programme launched in June 2019 which truly embodies the Group's vision and mission for healthy lifestyle.

The Health Programme is gamified with incentives and events to empower individuals to take charge of their health. Incentives include vaccinations, executive health screening, regular check-ups to monitor blood sugar, pressure and cholesterol as well as funds for sporting events. It also includes a calendar of sports and health-related activities organised for employees to experience quality work-life balance, and to stay fit, healthy and productive.

There is a significant improvement in employee in response to the medical plans campaign with 15.7% of employees making the effort to go for full medical check-up, 9.6% claiming for gym memberships and 4.6% participating in sports activities. The Group aims to have 100% participation of all employees particularly for prevention of diseases through vaccinations and annual medical screening.

Sustainability Statement

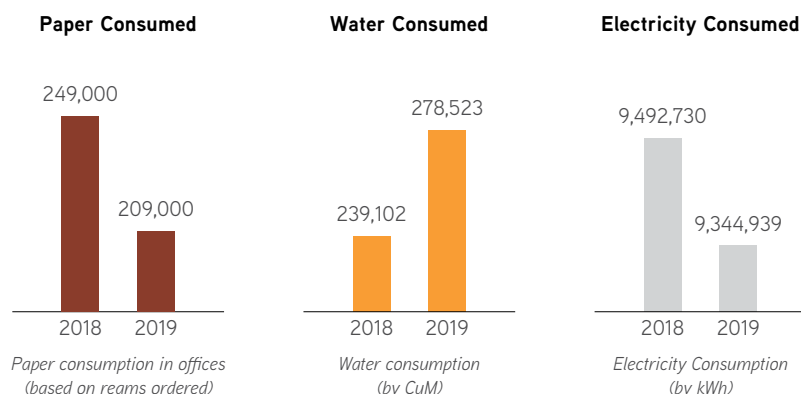
SUSTAINABLE PROCUREMENT

Procurement functions and processes in the Landmarks' Group are managed under several different teams across its operations. The Group's two business units, The Andaman and TBB, are located on islands and it makes economic sense to source for goods and services from local suppliers as far as possible, for cost efficiency and timeliness of deliveries. This initiative 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.

In Bintan procurement local goods and services amounted to about 65%, 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 wider range of supply. Regional or Group Contracted rates with preferred suppliers and Marriott partners that offer preferred rates, servicing agreement and guarantees.

Electricity, Water and Paper Consumption



Paper Usage

Paper usage within the corporate offices have also reduced by 16% since the ongoing work to digitalise the systems have been implemented in early 2019 and go paperless campaigns where possible was implemented. This includes no more printing and binding materials for internal meetings, digital signatures and on-line leave applications.

Electricity

There has also been a constant decline of slightly more than 2% 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, emphasises 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 22OC for optimum energy usage.

Within the operations of our resorts, environmentally friendly form of transportation such as Battery-powered green buggies, electric bikes, buggies and Segways are provided as a recreational activity and to manage logistics to reduce emission. As 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 and overall reduction of carbon footprint by 24% in 2019.

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 environmental management and energy conservation and has awarded the ASEAN Green Hotel Standard for 2017 – 2018 by the ASEAN Secretariat.

Water

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 company, along our supply chains and with our customers. To reduce water usage, linen and towel reuse programme card is left in all guest rooms to encourage participation by the resort guests.

Sustainability Statement

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. These efforts have brought about the reduction of 14% total water usage of water despite the opening of a new hotel in Bintan.

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 its operation in Andaman, Langkawi 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 4 stages of treatment, the 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. The similar model of water treatment plants are being considered for other operations units.

Managing Waste & Effluents

Waste management is a major concern for the communities and local authorities in the locations where we operate. Whilst we aim to reduce waste, we have also implemented measures to recycle and manage wastes generated from our operations. Building on this commitment, The Group adopts a 3R Programme – Reduce, Reuse, Recycle which is a good platform to instil accountable waste minimisation.

The various initiatives in this programme include creating a "Negative List" of materials with a schedule to monitor usage and eventually phase out the use across all our operations. This includes the use of single use plastics such as drinking bottles, straws, in rooms amenities and other office supplies. At the moment, almost 50% of plastic from drinking bottles have been eliminated and replaced with complimentary filtered drinking water which is placed in pitchers around the resorts. This also applies the daily operations in the corporate offices and in all group related events and meetings where responsible use of resources is constantly practiced.

In addition to that, The Group encourages the use of organic products that are packaged using renewable energy and sourced ethically. V Integrated Wellness, is one of the first spa's in South East Asia to use 100% food grade organic products in its offering.

The Group is supportive of Marriott's efforts that emphasises the use of eco-friendly cleaning products for laundry, housekeeping and stewarding throughout all its resort operations. This best practice has now been extended to other operations units within The Group's operation units where possible.

Disposal of toxic and chemical wastes by suppliers and third parties to ensure safe and proper disposal is of utmost importance. Last year, a total of 12,500 kg of plastic and paper/cardboard generated from The Andaman's operations was sent for recycling. Cooking oil is also recycled into bio-diesel through a third-party vendor.

Repurposing wood from fallen trees at the resort to make recycled as menu cards, candle stands, side serving stations, place mats and display food trays at the various F&B outlets is creative angle taken in addition to also reusing the used soap from guest rooms as cleaning materials for rags and old towels are used for housekeeping purposes. Organic composting of kitchen, food and garden wastes are undertaken in a recycled pool sand filter at the resort, with the compost used for landscaping and organic farming purposes.

Elimination of Single-Use Plastic Straws and Bottles

To reduce waste from plastic bottles, filtered drinking water is also provided in pitchers instead of water bottles around the resorts for free while printed marketing materials are replaced with digital concierge services which are downloadable via mobile phones. In its efforts to reduce waste from single-use plastic straws, the resort has found biodegradable and eco-friendly wheat straws locally-sourced. Since the implementation to phase out single-use plastic straw, switching to natural and bio-degradable alternative of a wheat straw, The Andaman Langkawi estimated a reduction at least 45,000 plastic straws in 2019, an equivalent to approximately 36.9 kg of plastic waste.

Sustainability Statement



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.



■ *The Andaman run to give*

COMMUNITY INVESTMENT

As a good corporate citizen, The Group recognises that mutual growth of the communities where it operates in is key to its success. Over the years, The Group has supported many initiatives to enrich, empower and elevate the socio-economic status of the communities through charitable contributions, employee volunteerism and philanthropic activities. While we continue with charitable giving and sponsorship and as a company, we have to budget carefully and account for all expenses in order to safeguard our stakeholder interests in order to achieve our sustainability goals in the short, medium and long-term.

The Andaman hosted, "Run to Give 2019" – an annual charity run event by Marriott which saw five hotels in Langkawi joining hands to raise funds. The run was held at beach along Datai Bay and garnered a great participation of more than 300 Associates and their family members, raising almost USD 7,570 for the National Kidney Foundation of Malaysia.



■ *The Andaman make a wish*

Sustainability Statement

In line with Marriott's "Take Care pillars" programme, The Andaman also organised a blood donation drive in March and successfully collected over 50 bags of blood that is donated to the Blood Bank of the Langkawi Hospital. Hospital Visitation. The resort organised a fund-raising event in August by selling pre-loved clothing. This initiative is to raise funds to purchase items such as new pillows, fans, lazy chairs and plastic cabinets that were donated to the Paediatric Ward in Langkawi Hospital. The resort raised and donated around MYR 4,000 in-kind.

In June 2019, The Andaman collaborated with Make-A-Wish to grant the wishes of two Wish children who were diagnosed with Leukaemia. These two children had had wishes to travel with their families and The Andaman helped to make their wishes come true by hosting the families a two-night stay, while giving them a chance to discover the magical wonders than surrounds the resort. Total of donation in-kind was worth over MYR 17,000.

VULNERABLE GROUPS ASSISTANCE – SEA GYPSIES

In creating awareness of a minority underprivileged community in Bintan, TBB's Human Resources department conducted a visitation to The Sea Gypsies or Sea Nomad's (Orang Laut) in Panglong village to provide food and medical supplies to the community. The Sea Gypsies used to live nomadic lives



at sea until the government enticed them to move to shore by giving them land. Panglong village is known as one of the producers of charcoal on the island of Bintan and existence of charcoal kitchen (Dapur Arang) monument that has been operating for a long time on the island as the culture and history of the island Bintan. In addition to being a fisherman, the people here also work as laborers in the charcoal kitchen, after the government's decision to ban the operation of the charcoal kitchen, people again rely on the results Sea.

The annual blood donation drive was organised in collaboration with Indonesia Red Cross (Palang Merah Indonesia). It was attended by TBB staff.

EID-AL-ADHA

The celebration of Eid al-Adha, Muslims commemorate and remembrance of Abraham's trials. The meat of goat and cow from the sacrifice of Eid al-Adha is mostly given away to the less fortunate community. The act symbolizes our willingness to give up things that are of benefit to us or close to our hearts, willingness to give up some of our own bounties, in order to strengthen ties of friendship and help those who are in need. This is an annual event in TBB, every Eid al-Adha. The Group provides funds to the local mosque in Bintan where one-third of the meat is donated to the community.



■ TBB Team handing out food and rice to the Sea Gypsies



■ Annual Blood Donation with Indonesia Red Cross

Sustainability Statement



ENVIRONMENTAL

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 SDG15 Life on Land.

CORAL REHABILITATION AND CONSERVATION



■ *MLL The Andaman*

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.

On 8 June 2015, a Marine Life Laboratory ("MLL") was opened as a research laboratory for marine science and biology students to help increase their understanding of coral reef ecosystems and effective artificial reef management in addition to encouraging guests to explore, experience and interact with the students. The MLL serves as the main research laboratory for the Artificial Reef Module System ("ARMS") which was launched in collaboration with a cement manufacturer and a Malaysian public university. On 8 June 2017, this coral conservation project was expanded by launching a Coral Garden in the ocean. The mini-ARMS were deployed at the Coral Garden for the growth of corals which will be a habitat for marine life. The number of mini-ARMS deployed in the Coral Garden has increased from 150 in 2017 to 288 in 2018. The number of corals planted at the garden has almost doubled from 1,040 in 2017 to 2,038 in 2018, which was aided by the enlarged variety of hard and soft coral species after successful growth at the nursery.

To celebrate World Oceans Day 2019, 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.

Sustainability Statement



■ *The Andaman beach clean-up*

To celebrate World Oceans Day 2019, 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.

While in TBB, a Beach Cleaning was organised in Kampung Baru where staff volunteered to clean the beach and raise awareness to the local communities on environmental issues and its impact on the tourism and fishing community economy.

The recent completion of TBB newest attraction, MLDP, opened its door during the soft opening on 24 October 2019. The outdoor marine park attraction consists of 5 large thematic exhibits that made up of Shark Shores & Ray Discovery, Kids Explorer, Sea & Touch Pool, Eco Sanctuary and Marine Odyssey with more

than 10,000 marine residents and a total of 80 species. There are also smaller-sized exhibits that consist of an indoor exhibit showcasing micro habitats of coral reef and an unique exhibit with frontal opening that allow guests to feed fish. The marine park attraction is supported by in-house Quarantine facility and an analytical laboratory to monitor water chemistry. The Life Support System is built at industrial scale in order to provide adequate circulation of seawater thereby ensuring optimal welfare for the marine residents.

MLDP places great emphasis on education and marine conservation. Last year on Jan 2019, Aquarist Team discovered an adult Green Turtle, *Chelonia mydas*, stranded within the prop roots of mangrove during low tide. The distressed Green Turtle was transported to MLDP Quarantine facility and was diagnosed with buoyancy issue. The Aquarist Team gradually nursed the Green Turtle back to good health and attained normal buoyancy after 5 months of constant husbandry care that includes assisted tube-feeding with vitamin supplements, aqua-physiotherapy and physical checks. The Green Turtle was named Bonita thereafter. The official opening of MLDP will be announced at a later date this year.



Sustainability Statement

REBUILDING OF KAMPUNG BARU TURTLE SANCTUARY

Sea turtles is an endangered marine species according to IUCN Red List of Threatened Species and have become endangered not only due to commercial activities but also due to the lack of education in the coastal communities. As responsible company, we must do the right things to educate our local communities and work toward legislations and enforcing environmental laws that will protect our marine life.

On 25 September 2019, TBB signed and MOU with Territory of Telok Sejong with was represented by its Chief of Territory, Ibu Sriheni Utama, the Chief of Tourism Department Bintan- Bapak Wan Rudy Iskandar, The Environment Department which was represented by Bapak Ince M. Rizqan and The Department of the Empowerment Service Village Community, Bapak Ronny Kartika. The event was also witnessed by over 250 villagers of Kampung Baru was held in TBB and later a ground breaking ceremony was held at the site where TBB committed a total of IDR160million spending to rebuild of the turtle sanctuary which will A contribution of 100 litres of petrol to run the generators and power



for the site was also committed, while TBB will also rebuild toilet facilities and make business kiosks for the local community to conduct tourism related business in that area.

As Group, our mission is to invest in the welfare of the communities in which we operate in by extending assistance to the local fisherman who we see as the contributors to this initiative. Treasure Bay has committed to pay contribution of Social Security Coverage (BPJS) for the - fishermen of both medical and accident and in the next three

years, it is our vision that the turtles' sanctuary will become a self-sustaining tourism center. As such we are building toilets and business kiosks, that we may encourage enterprise within the village and raise the socioeconomic status of the communities here. In doing so we have to ensure that the community has adequate equipment and facilities.

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



■ Organic Farm at Treasure Bay Bintan

Sustainability Statement

time, workshops are held with industry experts and chefs to educate visitors on low carbon food source and the benefits of “farm to table” dining options that is fresher and healthier. The pilot organic farm started in 2016 and has seen more than 90 species of vegetables, fruits and herbs being planted. Its organic produce to-date are supplied to the resorts, with excess 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 were chosen from the local population in Bintan and provided with training and education to introduce new skills and confidence. A lesson plan has been established and will be part of the standards to train new staff. This has created awareness and 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 local entrepreneurship or career alongside TBB’s development blueprint. These start-ups can be a supplier of organic food to TBB.

Sustainable practices have been designed into the operations of the farm. The natural pond serves as the collection point and organic composting is practised

to produce different organic fertiliser types from different unwanted harvested materials. Plant waste are also recycled by shredding to be used as mulch for protective soil cover and dressing.

WORLD MANGROVE DAY

The International Day for the Conservation of the Mangrove Ecosystem, adopted by the General Conference of UNESCO in 2015 and celebrated each year on 26 July, aims to raise awareness of the importance of mangrove forests. These extra ordinary ecosystems contribute to the wellbeing, food security, and protection of coastal communities. Located within TBB is a 60-hectare mangrove forest which The Group intends to protect and manage with the objective of responding to climate change and to mitigate its effects through the protection and rehabilitation whilst meeting the socio-economic development potential of the forest.

In July 2019, TBB collaborated Vintage Biking Community – “MOTOR BAIK” that consist of Indonesian celebrities to create awareness of mangrove restoration and replanting at our site in Lagoi, Telok Sebong. The event was supported by the Department of Environment of Bintan. A total of 2,000 mangrove saplings were planted. The event was aimed at raising education and awareness was shared on social media by all the participating celebrities reaching millions of followers. Apart from that, the vintage biking community also rode to a local nursing home to spread joy while also creating awareness of the event in TBB. There was also a fan “meet and greet” in TBB.



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”) which is published on the Company’s website at www.landmarks.com.my. Staff are given an avenue to report any violations of the Code or discriminatory acts as set out in the Whistleblowing Policy without fear. The policy is publicly available on our website.

This Statement was approved by the Board of Directors on 26 February 2020.