

SUSTAINABILITY STATEMENT

The Board of Directors of Landmarks Berhad (“the Company”) is committed in integrating economic, environmental, social and governance (“EESG”) considerations in the development of the sustainable objective for the Landmark Group’s (“the Group”). 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. This report highlights the systems that have been developed.

Sustainability is central to all we do and a key element of our corporate strategy. Our commitment to our numerous stakeholders requires us to continuously try to do better in our sustainability journey, which is an ongoing self-renewing process. Data that summarises the significance, scope, management strategy, and targets for each relevant topic has been collected with honesty. Bursa Malaysia Securities Berhad (“Bursa Malaysia”)’s 11 Common Sustainability Matters and Indicators now serves as the foundation for this year’s Sustainability Statement to gauge the Group’s sustainability governance.

Our aim is to provide world class products and services that exceed what is expected of us in our line of business by stakeholders and guests alike whilst minimising the harmful impacts on the environment and local communities with care for the wellbeing of our staff which is all overseen by good corporate governance practices and policies.

We embrace the “Serve 360: Doing Good in Every Direction” program in the operations of our hotel, Natra Bintan, a Tribute Portfolio Resort, part of Marriott International (MI) where we do initiatives that integrate sustainable procedures into facilities management and operations in order to increase efficiencies and reduce negative environmental impacts.

As a Group, our fundamental sustainability framework reflects the triple bottom line (“TBL”) approach where we place People, Planet and Profit or Prosperity at the heart of our goals, truly reflecting our Vision:

“To be a leading player in the Lifestyle Sector focusing on resorts, hospitality and wellness in the South East Asian region”

As the journey towards a sustainable but profitable future continues for us, our interaction with our stakeholders will continue to remain important to us.

In the year 2021, we suffered an economic set-back by a major fire incident that took place at The Andaman, our hotel resort in Langkawi. The Andaman’s business operation for safety reasons was ceased for the time being until after the planning for its reconstruction and the settling of the fire insurance claims have been completed by management.

However, on 6 July 2023, Receivers and Managers were appointed by our Financier and on 19 February 2024 land on which The Andaman was sited was sold. Therefore our Sustainability Statement will no longer cover operations at The Andaman.

As a company, we have intensified our efforts to improve our corporate sustainability strategy through our ESG Steering Committee (“ESG Committee”) with its own ESG Committee Charter. Guided by an Independent Advisor, Senior Advisory Council and Board of Directors, this ESG Committee aims to be proactive and develop progressive approaches to minimize the impact of the COVID-19 pandemic and integrate our sustainability agenda in the long term to be compliant with the requirements of Bursa Malaysia and such other relevant bodies.

On climate change, the Group does eye 2030 as a target date for carbon neutral for our Group’s activities and the holy grail of carbon free by 2050 as propounded by the UN Climate Change Conference 2015 (COP 21) to achieve the limitation of temperature increase to 1.5 centigrade above pre-industrial levels. The Company has been making moves in this direction but it remains to be seen what we are doing on our part by the disclosures will contribute to achieving this global objective.

Sustainability Statement

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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

Our fundamental sustainability framework reflects the TBL approach placing People, Planet and Profit/ Prosperity which includes:

The practice of 3Rs (Reduce, Reuse and Recycle) that is truly reflective of our vision and mission.



Triple Bottomline Approach

Principal guideline Illustrative Sustainability Report ("ISR") issued by Bursa Malaysia for Malaysian Companies to establish ESG Reporting Platform as a key guideline to measure performance.

17 United Nations Sustainable Development Goals (UNSDGs) to identify and align our sustainability agenda toward a globally meaningful role. The Group is aligned with five of the UN-SDGs goals: Good Health and Wellbeing, Gender Equality, Decent Work and Economic Growth, Climate Action and Life on Land. We are working towards aligning with UNSDGs that are relevant and applicable to the Group.

3R-Reduce, Reuse, Recycle is our internal campaign and guiding principal toward reducing our carbon emissions to carbon neutral until the ultimate carbon net zero.

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11 COMMON SUSTAINABILITY DISCLOSURES

From the References and Guidelines in particular the ISR, the Group has now evolved the 11 Common Sustainability Disclosures in its ESG Reporting Platform for its sustainability governance performance as follows:-

01
ANTI-CORRUPTION
CORPORATE GOVERNANCE**GRI 102-18**

The Group practices sound corporate governance through structures that are also designed to ensure that business is done in a sustainable, responsible way and complies with all ESG requirements. Corporate governance is a key to investor confidence and business performance. The Company's vision of solid corporate governance is outlined in the Board Charter, T.R.U.S.T. Policy that underpins our Anti-Bribery Management System and Whistleblowing Policy as well as the Code of Conduct and Ethics.

The Group further bolstered corporate governance by applying the Malaysian Code on Corporate Governance ("MCCG") to three broad principles: Board Leadership and Effectiveness; Effective Audit & Risk Management; Integrity in Corporate Reporting, and Meaningful Relationships with Stakeholders.

Protecting our market reputation and values requires a culture of compliance. Strong corporate culture is essential to ensure that all core values, including ESG considerations, are accepted by all employees and stakeholders alike. This extends to business associates as well as staffs who could expose us to negative reputational damage and other adverse consequences.

The Group is still looking for ways to improve the impact of its operations on government and authorities. The Group limits its political engagement to industry and association memberships where possible.

Stakeholders and senior management are selected based on their qualifications and involvement. They engage in dialogue and support, with a primary focus on industry advancement initiatives and the development of the tourism industry.

Corporate governance is further achieved by focusing on transparency and openness between shareholders and the Company on issues such as board composition, updating shareholders to comply with the MCCG, conflict-of-interest procedures, and shareholder rights.

The Group is committed to ensuring that it meets all statutory and regulatory requirements. All applicable laws are applied to protect the interests of employees. This will all allow The Group to deliver long-term benefits to its shareholders, employees, and suppliers as well as customers and the wider society.

GRI 415-1

No political contributions are made by the Group or the Company to candidates for public office or political parties and corporate funds are never used for independent political expenditures.

Risk Management and Internal Control Framework**GRI 102-30**

The Board is responsible for the Group's risk management framework and system of internal control and for monitoring and reviewing their adequacy and integrity supported by the ARMC and ESG Committee. The Board affirms its overall responsibility for establishing an effective risk management and internal control framework that has been enhanced over the years.

The Group's internal control and risk management framework are designed to manage and eliminate risks and to provide reasonable but not absolute assurance against any material misstatement or loss.

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CORPORATE GOVERNANCE (cont'd)

Communications with Stakeholders and the Investing Community

The Group places great importance on timely, accurate, and equal dissemination of information to shareholders and the investing community which are part of its ESG commitments by way of timely submission of quarterly interim results on Bursa Malaysia Securities' website.

The Group's corporate website, www.landmarks.com.my, provides the public with key information on business activities.

Code of Ethics and Conflict of Interests Policy

The Group's Code of Conduct and Ethics ("Code") and Conflict of Interests Policy ("Policy") applies to all employees and Directors of the Group and its subsidiaries. This Code and Policy are disseminated to employees through its cloud-based portal, along with other related policies, procedures, and guidelines of the Group.

These documents outline the principles that guide standards of behaviour and business conduct for employees and directors inter se and for dealing with third parties, which are to be incorporated into everyday management and dealings. The Policy sets out the procedure for disclosure of potential event of conflict of interest. In addition, the directors observe the Company Directors' Code of Ethics established by the Companies Commission of Malaysia.

Whistleblowing Policy

GRI 102-17

The Group strives to meet highest possible standards of ethical, moral, and legal business conduct and practices, openness and accountability in all business operations. Our Whistleblowing Policy aims to provide a discreet process for reporting and managing any suspected detrimental action and improper conduct. By providing a mechanism for stakeholders to report their concerns freely and without fear of reprisal or intimidation if they act in good faith through our suggestion boxes located in the admin offices, discreet disclosures and through periodic surveys online.

No action will be taken against an" whistleblowers making a complaint or report in good faith. However, only genuine concerns of a serious or sensitive nature should be reported rather than trivial, frivolous, or general grievances. Any confidential information will not be disclosed without the written consent of the whistleblower.

T.R.U.S.T. Policy and Anti-Bribery Management System / Corruption

GRI 205-1, 205-2

The Group's commitment to integrity and transparency is clearly stated in the Employee Handbook and Code of Ethics. These documents outline the integrity by which business is conducted. Anyone found to have been involved in such acts are subject to disciplinary action that may lead to termination.

A keen understanding of corruption risk exposure is the cornerstone of an effective anti-corruption compliance programme. Therefore, it is vital that The Group clarifies its position on both to employees, contractors, suppliers, and all others connected to the business.

Landmarks had set up its T.R.U.S.T. Policy and Anti-Bribery Management System as part of its governance to deter bribery and protect itself against bribery and corruption. A series of internal control measures have been put in place including training and briefing to all employees on policies.

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CORPORATE GOVERNANCE (cont'd)**T.R.U.S.T. Policy and Anti-Bribery Management System / Corruption (cont'd)**

The highest ethical standards are followed when doing business and all forms of corruption are forbidden including:

- Bribery
 - Fraud
 - Money laundering
 - Embezzlement
 - Obstruction of justice
 - Trading in influence
- Bribery and corruption present a significant risk to all business units.

100% of employees of Landmarks Berhad have received training on anti-corruption and 100% of operations have been assessed for corruption related risks. There has been zero confirmed incident of corruption. The Group has not been subjected to any fines and penalties arising from corruption cases from the authorities during the recent years and reporting period.

02**COMMUNITY / SOCIETY****OUR PLANET OUR RESPONSIBILITY**

Landmarks Berhad inculcates in all its stakeholders a caring attitude and a sense of responsibility for the environment and the society. Taking care of our planet, its creatures and its mankind has been amongst our priority list.

1. Mangrove Maintenance and Restoration

Mangroves serve as a filter of pollutants, pesticides, unwanted objects and agricultural runoff from the water; and manage distribution of nutrients to its inhabitants, thus protecting as well as boosting the growth of marine species, including fisheries, seagrass and coral reefs.

Mangroves provide the essential nurseries and habitats to the marine creatures, while at the same time supply food for survival to the land animals such as snakes, birds, bats, and fireflies. To human beings, mangroves provide fish, shrimps, clams, crabs for consumption and plantations that can be made into medicinal herbs. The tall and skinny roots growing in a tangle that characterize the mangroves protect the coastal lines from flooding and reduce erosion from waves and tides. Furthermore, with the ability to hold about four times CO₂ than rainforests, mangroves serve as major blue carbon sinks, which by far is one of the most critical contributions of mangroves. The survival of mangroves is therefore pivotal to the survival of our planets.

The American Museum of Natural History (AMNH) highlighted the fact that mangroves are amongst the most threatened habitats in the world, with less than half of them remaining intact and about half of the surviving mangroves in poor condition.

We maintain and restore mangroves with 3 key strategies, namely:

- a. Mangrove Nursery
- b. Mangrove Cleaning
- c. Mangrove Planting

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OUR PLANET OUR RESPONSIBILITY (cont'd)

1. Mangrove Maintenance and Restoration (cont'd)



Mangrove Nursery

We started off by setting up a nursery to grow seedlings for mangrove in the middle of 2022 and managed to produce 5,000 seedlings by end 2022. The nursery has since seen tremendous progress where it produced 20,250 seedlings in 2023 and contributed to more than 16,000 mangrove plants for mangrove replanting in 2023.

Mangrove Cleaning

The existing 41.5-Hectare mangrove in our location has 14 different mangrove plant species. In an effort to upkeep the mangrove, we deploy our staffs to regularly remove rubbish, debris, falling trees throughout the year to keep the mangrove areas clean and to ensure that waterway is not obstructed.



Before



After

Mangrove Planting

We also constantly restore our mangrove by replanting parts of the mangrove that have been destroyed due to weather and other factors.

As we have been successful in saving our mangrove, we would like to utilise our skills to help salvage other mangroves, beginning with those closest to us. Thus, a project to help the residents in Kampung Baru to conserve mangrove in their village was initiated in July 2023 where we, together with some villagers and students from the nearby university, planted 8,500 mangrove plants.

Altogether more than 16,000 plants were used for mangrove replanting in 2023.



Mangrove Conservation Area in Kampung Baru

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OUR PLANET OUR RESPONSIBILITY (cont'd)**1. Mangrove Maintenance and Restoration (cont'd)****Solution to Water Crisis**

Mangrove planting also combats deforestation and enlarges water catchment areas, thus helping to ease water crisis issues due to global warming.

Spreading the Good Influence

The Group envisions planning for a mangrove education center in 2024 to increase people's awareness of the magical benefits that a clean and healthy mangrove can bring to our ecosystem and our planet.

The Group will also donate 2,000 mangrove seedlings per month to the surrounding communities in the hope of saving more mangroves.

2. NASAA-Certified Organic Park

With the world increasing its living pace, everything of convenience and quick nature becomes increasingly attractive. This also affects the food that we consume, all the way down to the very ingredients from which it is made. Fast food & beverages, pre-packed ready-to-eat meals, and instant foods have become increasingly popular, especially amongst the busy workers and students. Even when one decides to cook, quick cooking methods utilising the various canned ingredients and frozen food which are readily available on the supermarket shelves and convenience stores become the oftentimes chosen method. Peering all the way through to the very basic produces such as meats, fruits and vegetables, many are found loaded with pesticides and chemicals as a consequence of business demands where produces need to be generated quickly, their shelf lives prolonged or their looks beautified.

Equipped with a strong conviction in introducing healthy living to others starting from the food source, the Group has set up its own 16-Hectare Organic Park in Lagoi Bintan in 2017. The Organic Park has been receiving Organic Certification under NASAA Organic Standard, which is accredited by IFOAM as one of the IFOAM Family of Standards and deemed equivalent to European Organic Regulations (EC) 834/2007 and (EC) 889/2008 since 2018. The NASAA was well-known for its very stringent criteria in its assessment.



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OUR PLANET OUR RESPONSIBILITY (cont'd)

2. NASAA-Certified Organic Park (cont'd)

Greenhouse

Our greenhouses have also increased crop production through the use of a controlled environment, avoiding wastage and enhancing yield. This growing model is vital to maximise the use of land, and set a platform to expand our organic farming initiatives for the future.

Farm to Table

It has always been in our heart to bring Farm-to-Table experience to our visitors. Visitors will get to harvest the fresh produces in the Organic Park and make their own dishes.

Herbal Garden

The Herbal Garden symbolises the importance of improving well-being by means of natural and traditional ways, a tradition and culture that is well-embedded in the heart of Indonesia. Herbal supplements and remedies are created using herbal plants farmed in the Organic Park. Visitors in the Organic Park get to watch the making of herbal drinks as well as to taste the freshly-made herbal drinks.

Sharing Organic Produce

The Organic Park has seen a good harvest for 2023, producing almost 1.9 tonnes of produce. These organic fruits and vegetables are distributed to our staffs and hotel associates for consumption, creating wellbeing and a sense of community.

Creating Organic Awareness

Sharing our ethos with our valued guests, the Organic Park has also set up programs including art classes to young children and park tours to create awareness in the people.

Let's Go Organic for the Future

The Group endeavours to turn the skillsets acquired and technologies mastered through the setting up of the Organic Park into income-generating venues when circumstances permit. The Company is looking for suitable lands outside Lagoi Bintan and will get into action to expand the Organic Park when opportunities present itself.

3. Rebuilding of Kampung Baru Turtle Sanctuary

According to IUCN Red List of Endangered Species, sea turtles are a threatened marine species. They have been endangered due to both commercial activities and a lack of education in coastal communities.



We continue to educate the local communities, and enforce environmental laws to protect marine lives and The Territory of Telok Sebong signed an MOU in 2019 that committed a total IDR 160 million to the rebuilding of the turtle sanctuary.

TBB continues to donate 100 liters monthly of petrol valued at Rp. 14.460.000 or SGD 1,377. The petrol is used to fuel the generators that provide power and energy for the site.

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OUR PLANET OUR RESPONSIBILITY (cont'd)**3. Rebuilding of Kampung Baru Turtle Sanctuary (cont'd)**

Our Group's mission, which includes its commitments to ESG considerations, is to invest in the wellbeing of the communities as our CSR objectives where we operate by helping local fishermen who we consider to be the beneficiaries of this initiative. TBB has pledged to contribute Social Security Coverage (BPJS), for fishermen who are injured or medically ill.

It is our goal that the turtle sanctuary becomes a self-sustaining tourism center in the next five year.

Plan for the Nearby Community

The Group intends to build business kiosks and toilets in the village to encourage enterprise and improve the villagers' socioeconomic status, as well as to ensure that the community has sufficient equipment and facilities.

4. Helping out Small and Medium Enterprises

Our Company supports small and medium enterprises by inviting them to set up staff canteens as well as to take part in our short-to-medium-term events by setting up retail stalls and food stalls.

CARING FOR THE LOCAL COMMUNITY

Landmarks Berhad is constantly seeking ways and means to contribute to the betterment of society and to improve the well-being of the less fortunate. The Company has invested a total of MYR 51,688.88 in the area of health, insurance, education and basic necessities, reaching out to as many as 119 beneficiaries from more than 28 families. On a voluntary basis, we encourage our employees to take part in blood donation drives.

**03
DIVERSITY****EMPLOYMENT**

Landmarks Berhad provided employment to 377 persons in its offices in Malaysia, Singapore and Indonesia in 2023. The proportion of employees hired, by gender and age group, for each employee category, as well as % of directors by gender and age group are displayed in the following graphs and tables.

	<= 30 years	30 – 50 years	> 50 years
General Worker	7%	4%	2%
Management	1%	13%	5%
Executive	5%	9%	1%
Non Executive	23%	30%	1%

Employee Category (by age group)

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EMPLOYMENT (cont'd)

	Management	Executive	Non Executive	General Worker
Female	4.24%	5.84%	10.88%	1.06%
Male	15.12%	8.49%	42.71%	11.6%

Employee Category (by gender)

	Under 30	Between 30 – 50	Above 50
Female	0.00%	0.00%	9.10%
Male	0.00%	0.00%	90.90%

Director (by age group and gender)

04

ENERGY MANAGEMENT

ENERGY CONSUMPTION

The total energy consumption for whole year 2023 was 3,142 MW by the Group, with Bintan operation consuming 3,057 MW, Malaysia operation 66 MW and Singapore operation 19 MW. Although the energy consumption is higher than that of the year 2022 due to our businesses steadily returning to normal, it is still way less than the consumption during pre-Covid period.

Energy Conservation Initiatives

The Group has always been committed towards energy saving through various green technologies and sustainability practices.

- The Company has initiated a complete transition to LED technology in our resort in Bintan where we see 98% achievement (the 2% of non-achievement is due to shortage of LED supplies). LED lights are energy-efficient; emit no Ultraviolet (UV) or Infrared (IR); do not contain hazardous materials such as mercury; and last for 25,000 – 50,000 hours vis-à-vis only 1,000 – 2,000 hours that of conventional lights. Thus, with LED lights, less energy is wasted as heat; problems caused by radiation are avoided; the environment is protected from hazardous pollutants; and there is less wastage of resources.
- In our resort in Bintan, we integrated battery-powered rides such as buggies and electric scooters, reducing our carbon footprint and enhancing the eco-friendliness of our resort and its operations. For the year of 2024 and onward, we continue to source for even more efficient battery-operated rides and battery sources or technologies.
- Energy saving initiatives are incorporated in our designs, through optimisation of natural lights via innovative building designs in the offices, carparks, guest rooms and common areas of our operating units and usage of automated air-conditioning schedules in meeting rooms instead of centralised air-conditioning. In addition, a new SOP was introduced to turn off the lights in the resort 3 hours early in an effort to save energy.
- The lowest temperatures of Air Conditioners at guest rooms are set to 20 - 22°C for optimum energy usage.

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ENERGY CONSUMPTION (CONT'D)**Energy Conservation Initiatives (cont'd)**

- e. The Group intends to incorporate renewable energy through innovation and smart designs to reduce carbon footprint of our operations by 2025. Solar energy initiatives are yet to be implemented. The Group is studying patterns to what suits the business models:
- **Assess energy needs:** Determine the energy needs of our business and calculate the amount of solar power needed to meet these requirements.
 - **Determine suitability:** Evaluate the suitability of our location and building for a solar power system, including factors such as the orientation and slope of the roof, shading, and available space.
 - **Get quotes:** Contact several reputable solar installers to get quotes for the design and installation of a solar power system.
 - **Choose a system:** Compare the quotes and choose the best solar power system that meets our energy needs and budget.
 - **Obtain permits:** Obtain the necessary permits and approvals from local authorities.
 - **Install the system:** Have the chosen solar installer install the system.
 - **Monitor performance:** Regularly monitor the performance of our solar power system and perform any necessary maintenance to ensure it continues to operate efficiently.
- f. We believe each tiny effort counts. Hence, various sustainable practices are carried out across departments in the Company, such as developing in individuals a habit of turning off lights and air-conditioners when not in use.

05**HEALTH AND SAFETY****COMMITMENT TO HEALTH AND SAFETY**

The Group is committed to the safety, health, and welfare of all its employees, customers, suppliers, contractors, and contractors in accordance with our Corporate Statement. We will deliver high standards of safety and health in all aspects of our operations, including corporate offices, hotels, and parks, as well as sites in progress. All of these have adopted various safety measures, from fire and emergency procedures, to hazard analysis, with the goal of zero accidents for all business units.

All 344 employees at the Group's operating units receive regular trainings as part of compliance to local laws to respond effectively to emergencies and pandemic diseases. These trainings, which include Cardio Pulmonary Resuscitation (CPR), first aid, fire safety, food safety, hygiene and sanitation are for the well-being of our guests, visitors and the employees themselves.

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 personnels in accident prevention, accident response, emergency preparedness and use of protective tools and equipment.

Hence, we are proud to report that there has been zero work-related fatalities and 0% lost time incident rate.

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06

LABOUR PRACTICES AND STANDARDS

OUR EMPLOYEES OUR ASSETS

The Board recognises that the Group's greatest asset is its human capital. Alongside our commitment to ESG principles in operating safe, efficient, and profitable businesses, we have also been guided by honesty, integrity, and respect in our interactions with guests, business partners and employees.

Our Human Resource Score Card

The Company has administered a total of 35,172 hours of training to its employees, of which 78% of the employees are contractors or temporary staffs. There was a total of 84 employee turnovers and zero substantiated complaints concerning human rights violations.

Employee Benefits, Welfare and Benefits

GRI 201-3, 202-1, 401-2, 405-2

In accordance with the Malaysia Employment Act 1955, the Group strives as part of ESG commitment to offer competitive benefit packages on par with the industry market rate and designed to foster a healthy work-life balance and help employees plan and prepare for the future.

Type of Benefits	Details
Medical benefits	<ul style="list-style-type: none"> – Clinical – Dental – Executive Medical Check-up – Health Screening – Vaccine
Insurance	<ul style="list-style-type: none"> – Group Personal Accident Insurance – Death in service due to natural causes – Financial relieve
Travel-related benefits	<ul style="list-style-type: none"> – Mileage claims – Meal claims – Accommodations – Air Travel – Airport/ ferry and other transportation
Life insurance	<ul style="list-style-type: none"> – Group Term Life Insurance
Health care	<ul style="list-style-type: none"> – Company coverage for hospitalisation or co-payment for surgical
Disability and critical illness	<ul style="list-style-type: none"> – Group Personal Accident Insurance
Sabbatical, study, or unpaid leave	<ul style="list-style-type: none"> – Available for full time employees depending on request and to be evaluated by Management

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OUR EMPLOYEES OUR ASSETS (CONT'D)**Employee Benefits, Welfare and Benefits (cont'd)**

Type of Benefits	Details
Flexi work hours	<ul style="list-style-type: none"> Post Covid, The Group has adopted a flexi work hour in its admin offices in Kuala Lumpur 7am-4pm, 8am to 5pm, 9am to 6pm to avoid the rush hour crowding in public spaces in the city and public transport.
Housing	<ul style="list-style-type: none"> Provided to employees in Employment in the Island
Meal	<ul style="list-style-type: none"> Depending on the location and business unit, every operation staff is entitled to a duty meal at the staff canteen.
Retirement provision	<ul style="list-style-type: none"> The Group offers higher EPF contribution for Malaysia office, with additional 3% for managerial levels and executives who have worked for more than 3 years. Retirement benefits in Indonesia according to legislations
Stock ownership	<ul style="list-style-type: none"> All full-time employees are eligible to ESOS (Employee Share Option Scheme) with allocation that rewards long service, grade and performance.

Employees are the Most Important Resource**GRI 102-8, 405-1**

Employees are instrumental in business success. A healthy corporate culture prepares the ground for employee well-being, low rates of sick leave and minimal employee turnover. While competitive compensation and benefits are important, as a company with much focus on lifestyle and wellness, the Group recognises that a 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, as part of the ESG considerations it is important to provide a supportive environment that empowers and rewards responsible behaviours.

Journey to Wellness

A six-point journey to reward yourself for a responsible year

Journey to Wellness" program for employees was launched in June 2019 which truly embodies the Group's vision and mission for healthy lifestyle as part of the Group's ESG initiative. The program encourages medical checks, vaccinations, gym, active lifestyle, and family health to stay fit, healthy, and productive.



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OUR EMPLOYEES OUR ASSETS (CONT'D)

Sport Day

Every Wednesday is declared as a sport day in our office in Bintan where staffs get to participate in various sports in their off-work time. We also encourage our staffs to participate in various sport events.

Giving Our People a Voice

The Group as an ESG initiative encourages open dialogue by constantly engaging with employees by Townhall meetings to seek their views and understand their needs. Regular employee surveys are done, keeping anonymity so that everyone can freely express their opinions without fear. This transparency approach helps identify strengths and weaknesses of the employer, as well as areas for improvement. Analyzing the results of the survey is done and action plans are created to develop long-term strategic benefits and policies.

Improving Employee Competency

The Company strives to improve the wellbeing of employees not just through the various health benefits but also through educative programs that will improve employees' skillsets. With better work capabilities, employees are able to complete their works well and with less stress while at the same time have more confidence to face the fierce competition in the job market. The Company will also perform better with the support of more skillful employees. In 2023, the Company held various in-house trainings (product knowledge trainings, service excellence training, online English classes) and sent a number of employees to acquire BNSP (National Professional Certification Agency) Certification.

07

SUPPLY CHAIN MANAGEMENT

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

GRI 102-9, 102-10

The disruption of the global supply chain has forced consumers towards more responsible and prosocial consumption that has much to do with nationalism and socio-economic impacts. For us, procurement policies have always been to nurture relationships with key suppliers and to create a corporate ecosystem infused with ESG considerations that are able to provide competitive edge in cost, delivery, quality, technology, and human resources in order to maximise synergy, speed and efficiency.

The Group practices "Equal Employment Opportunity Policy" and subjects to ESG considerations protects potential vendors and recipient organisations from discrimination during the procurement process. Assessing suppliers helps manage environmental, human rights and other sustainability risks in the supply chain. Social and environmental risk assessments on potential and existing suppliers, especially those that are considered 'high risk,' are conducted as part of the due diligence.

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RESPONSIBLE SUPPLY CHAIN MANAGEMENT (CONT'D)**Economic Value Creation****GRI 201-1**

While the procurement functions and processes in the Landmark's Group are managed under several different teams across its operations, a Central Procurement Department has been set up in efforts to increase efficiency and reduce risks associated with purchasing and supply management. The function of this Department is to:

- Constantly review with ESG considerations the processes and seeking better ways to support local vendors.
- Ensure that international standards and regulations be followed in the areas of human rights management, work environment and ethics by vendors.
- To build an open, transparent, and accountable management system that sustainably engages all stakeholders along the supply chain.
- Lower supply chain carbon footprint by striving to work with suppliers who are eco-friendly.
- Constantly seek and qualify local vendors for any goods or services.

Procurement

In 2023, 97% of the Company's spending to support its operations has been on the local suppliers.

As much as the Group would like to prioritise sourcing from local suppliers for capital goods and services for resort development, and items and vehicles for recreational activities, the Group still does sourcing from overseas due to a number of factors such as cost efficiencies, the availability of a wider range of supply and other benefits such as Regional or Group Contracted rates with preferred suppliers and Marriott partners that offer preferred rates, servicing agreement and guarantees.

08**DATA PRIVACY AND SECURITY**

Landmarks Berhad implements stringent measures to safeguard the privacy and security of our customers' data. As a result, there has been zero substantiated complaints concerning breaches of the same.

09**WATER****WATER USAGE**

107 Megalitres of water was used in the running of the Company's businesses and operations in 2023, of which 104 Megalitres came from treated water from water treatment plant owned by Master Developer and the remaining 3 Megalitres came from rain water harvesting.

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Water Conservation Initiatives

We started a rain water harvesting program in 2022. Rain water was collected and used for watering the parks and washing public area floors. Public toilet water tank volume is also reduced in an effort to save water.

Water for The Future

The Group intends to invest in waste water treatment plants in all its operations by 2025. This will clean sewage and waste water by removing solids and pollutants, breaks down organic matter and restores the oxygen content before returning it to the environment or use for watering plants.

10

WASTE MANAGEMENT

Out of 250 tons of waste generated in 2023, 242 tons was directed to disposal while 8 tons was diverted from disposal.

Waste Recycling Initiatives

The Company has started composting initiatives since 2022 encouraged by the benefits of composting which include reduction of organic waste, chemical fertilizers use and methane gas emissions. In 2023, more than 4 tonnes composts were produced. We also utilise used plastic bottles for mangrove seedling polybags.

Minimising Paper Usage

The Company has started and will continue its campaign on reduction of paper usage through many means such as double-sided printing, digitalization of documents (pay slips, meal coupons), minimizing use of envelopes.

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EMISSIONS MANAGEMENT

CO2E EMISSION

In 2023, scope 1 emissions of CO₂e were 98 tonnes, scope 2 2,723 tonnes, scope 3 (at least for the categories of business travel and employee commuting) was 351 tonnes, altogether totaling 3,172 tonnes.

Virtual Meeting

With the Company having 3 offices across 3 different countries, meetings are conducted virtually most of the time to reduce expenses and CO₂e emission.

Sustainability Statement

(cont'd)

Clean Energy

We have set clear targets to reduce our dependency on non-renewables and uphold our commitment to transitioning to a low carbon future by enabling renewable energy (RE) as well as employing the following tactical targets.

- Reduce urban planning and development emissions by 35 percent through by using pre-fab, pre-finished construction methodology to speed up the rebuilding works, and usage of solar panel and considering PV (photovoltaic) installations where appropriate as power sources
- Reduce operation energy consumption by 50 percent through pre-heated solar water heater, Design Natural Ventilated Common Areas, De-centralized Air-con System with Inverters
- Reduce transport emissions by 10 percent by encouraging hybrid and electric vehicles
- Reduce non-RE consumption by 40 percent

VISION TOWARD CARBON NET ZERO

The Group has outlined a three-year road map: “ESG 2025 GOALS” with a firm intention to gradually increase its alignment to more UN-SDGs, focusing on becoming a Carbon net zero by 2030, with year-on-year improvement on carbon footprint and to include TCFD (Climate-related Financial Disclosure) by enhancing our transparency on these important issues. All of which is possible with a culture that is aligned to our Vision and Core Values as a Group.

COP 28 has endorsed the Global Cooling Pledge to focus us on reducing climate-warming emissions from cooling which includes refrigeration and air conditioning by at least 68% compared to 2022 levels. The Group will have to consider phasing out inefficient cooling equipments and installing more energy efficient ones.

ENVIRONMENTAL COMPLIANCE**GRI 307-1**

The Group is pleased to report that there have been no instances of non-compliance or action taken by authorities with regards to its environmental actions and performance during this reporting period and has been 100% compliance with local, regional and national environmental laws and regulations.

SUSTAINABILITY APPROACH

The Group views ESG as a top-down strategy that requires the vision and direction to be driven by the ESG Committee through the various specific roles at each level within the Company and the Group. Our sustainability governance structure includes an Independent Advisor and an ESG Committee that will develop a proactive and progressive approach to promote and advance our sustainability agenda in the long term.

Sustainability Statement

(cont'd)

SUSTAINABILITY APPROACH (CONT'D)

The Board of Directors (Board) is the governing body that sets and oversees the organisation's sustainability framework, comprising sustainability vision, mission and strategic approach based on the Economic, Environment, Social and Governance (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. The Board delegates the responsibility to the ESG Committee to supervise and manage the overall sustainability implementation across the organisation.

The Leadership Council consists of the Chief Executive Officer ("CEO"), reporting to the Board, 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.

The Advisor is an independent director who is knowledgeable in all governing aspects and forming the ESG Committee by selecting its core members. The role is to ensure the consistency of metrics, methodologies are aligned to globally-accepted standards and to manage risks associated with a missing data, non-compliance to guidelines that can result in "greenwashing". The advisor also conducts ESG assessments such as stress tests twice a year and provide guidance, climate-related risks identification and integration into overall corporate risk management processes

The ESG Committee's role is to support The Group's commitment to EESG by proactively engaging 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 ESG 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.

SUSTAINABILITY STRUCTURE

BOARD OF DIRECTORS		
SENIOR LEADERSHIP	Mark Wee Liang Yee	CEO
ADVISOR	John Ko Wai Seng	Non-Independent Director
COMMITTEE	Tan Kia Joon	Project Management <i>Overlooking ESD (Environmentally sustainable design) buildings and development</i>
	Ong Jiin Shan	Project Development Division
	Pardianawati	Director of HR & Admin, Treasure Bay Bintan
WORKING COMMITTEES		
Consist of sustainability champions on the ground, consisting of passionate individuals who volunteer or are appointed by HODs as marshals, OSHA committees, Sports & Recreation Clubs, etc.		
On the operations level, the working committees are to obtain the sustainability agenda and KPI's from the ESG Committee and plan, execute, monitor, and report the performance of the action plans to the ESG Committee by compiling and submitting information, data, photos, etc. from all relevant departments promptly to the Secretariat for the preparation of the annual Sustainability Report.		

Sustainability Statement

(cont'd)

SUSTAINABILITY STRUCTURE (CONT'D)

The Communications and Public Relations Department has been tasked as the secretariat to manage and consolidate the various functions of the ESG Committee.

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 strategies. 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 as an ESG sustainability practitioner.

Reporting Scope and Coverage

This report covers sustainability performance of all strategic business units listed. The Landmarks Group consolidated financial statements in Malaysia, Singapore and Indonesia. We also include sustainability initiatives where we have partnered with directly or supported such as local government, communities and vendors within the report.

Reliability

This sustainability report has not been verified by an external party. However, it has been reviewed by the ESG Committee, the internal audit team, management and Board members for its accuracy and credibility. This Sustainability Report was made in accordance with a resolution of the Board of Directors dated 25 April 2024.

References

All references to 'Landmarks', 'The Group', 'The Company', 'we' and 'our' refer to Landmarks Berhad.

Forward Looking Statements

This report contains forward-looking statements such as targets, prospects, plans and reasonable expectations made in terms of expected performance. Such forward-looking information has been made based on presently available data and information as well as current operating environment conditions. These are subject to change based on a wide range of developments that are beyond the Group's control. Readers are advised not to place undue reliance on such statements as our business is subject to risks and uncertainties beyond our control. Actual results may differ.

Reporting Period

This statement discloses all relevant information for the financial year 1 January 2023 to 31 December 2023 corresponding to the period covered by our Annual Report for the parallel year.

CONCLUSION

We have made significant progress in sustainability over the years through our conservation efforts and our waste reduction management. However, there are still high expectations over the need to integrate ESG considerations to balance it with the economic consideration expected of the Group from its stakeholders. The ESG Committee was formed to provide a structured approach to integrated sustainability. This will allow us to fulfill our corporate social responsibility by taking relevant ESG factors into consideration.

The Group's goal is to promote continuous innovation and to invest in green ideas to reduce waste and carbon emission and to promote energy conservation, while increasing the Company's top line. Our sustainability programs will need to be refocused to address other ESG aspects to benefit all stakeholders, especially our employees who are the foundation of our financial performance as a hospitality provider.

The Group strives to be a preferred employer by 2025. We look forward to the future implementation of HR technology solutions. The digitisation of processes and systems will enable us to identify and rectify gaps, improve performance, and attract top talent. It will optimize performance management, capability development, and retention.

We recognised that ESG rollout encompasses a broad range of activities and matters, which is important to the Group as a responsible corporate entity to support in all its operations in interest of its stakeholders. We will endeavour to work hard to improve our sustainability performance within the requirements as expected of us as a corporate body without detracting from our commitment to our stakeholders.

Statement was approved by the Board of Directors on 25 April 2024.