

Sim Leisure Group Ltd. Sustainability Report 2024



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This sustainability report has been reviewed by the Company's sponsor, PrimePartners Corporate Finance Pte. Ltd (the "**Sponsor**"). It has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "**Exchange**"), and the Exchange assumes no responsibility for the contents of this announcement, including the correctness of any of the statements or opinions made or reports contained in this sustainability report. The contact person for the Sponsor is Mr. Shervyn Essex, 16 Collyer Quay, #10-00 Collyer Quay Centre, Singapore 049318, sponsorship@ppcf.com.sg.

About This Report

This FY2024 Sustainability Report (“**Report**”) offers an overview of the Group’s approach and performance in integrating sustainability into its strategies, policies and operations. The Group aims to communicate its sustainability commitment with its various stakeholders, including suppliers, customers, the community, and regulators through this annual publication.

Reporting Practice and Statement of Use

This report is prepared with reference to the Global Reporting Initiative (“**GRI**”) Standards 2021, which was revised in October 2021. The GRI standards is the most widely adopted global sustainability reporting standard. This report contains data from 1 January to 31 December 2024 (“**FY2024**”).

Climate-related disclosures are aligned with the Task Force on Climate-related Financial Disclosures (“**TCFD**”)¹ recommendations in the four key areas of governance, strategy, risk management and metrics and targets. This will enable us to understand the implications of climate-related risks and opportunities on our business and develop a mitigation plan. Furthermore, it includes the United Nations Sustainable Development Goals (“**UN SDGs**”) to highlight the Group’s contributions to sustainable development.

The applicable Sustainability Accounting Standards Board (“**SASB**”) standards have been included for to better evaluate the sustainability-related risks and opportunities pertinent to our industry’s standards.

This Report is in compliance with the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Listing Rules 711A and 711B and has drawn reference from the SGX’s Practice Note 7F Sustainability Reporting Guide. The Board has thoroughly reviewed and approved the reported information and material topics.

Reporting Scope

The scope of this report provides information on the Group’s as well as its subsidiaries operations in Malaysia and the United Arab Emirates. The table below summarises our businesses covered in this report.

Country	Company Name	Principal Activities
Malaysia	Sim Leisure Escape Sdn. Bhd	Investment holding and development of theme parks
	Sim Leisure Makers Sdn. Bhd. (“ Sim Leisure Makers ”)	Design and construction of theme attractions and nature-inspired parks of the ESCAPE brand
	Sim Leisure Challenge Sdn. Bhd.	Development and operation of indoor recreation park
	Sim Leisure Adventureplay Sdn. Bhd	Development and operation of theme parks
	Sim Leisure Waterplay Sdn. Bhd.	Development and operation of theme parks
	Rakan Riang Sdn. Bhd.	Owns and operates KidZania educational and entertainment facility

¹TCFD fulfilled its remit and was disbanded in Oct 2023. Following the publication of the inaugural ISSB Standards IFRS S1 and IFRS S2, the IFRS Foundation has taken over the responsibilities for monitoring the progress of companies climate-related disclosures from TCFD

Country	Company Name	Principal Activities
	Sim Leisure Rock Sdn. Bhd	Development and operation of theme parks
United Arab Emirates ("UAE")	Sim Leisure Gulf Contracting L.L.C ("Sim Leisure Gulf Contracting")	Themed attractions contractor
Kingdom of Saudi Arabia ("KSA")	Sim Leisure Arabia Contracting ("SL Arabia")	Design and construct theme attractions and parks and general construction in Kingdom of Saudi Arabia

Kids Edutainment Pte. Ltd. which operates KidZania Singapore, has not been included in this year's sustainability report due to its recent commencement of operations and the unavailability of sufficient data for assessment.

Restatements

One restatement has been made regarding the amount of water consumption reported in previous years. Please refer to *Focus 3: Protecting the Environment – Water Consumption* for more information.

Assurance

The Group has put in place mechanisms for the data compilation and validation to ensure the accuracy of the narratives and data presented in this report. Additionally, we have taken into account the recommendations of an external Environmental, Social, and Governance ("ESG") consultant when identifying material topics and ensuring compliance with GRI Standards, SGX-ST Listing Rules, SASB Standards, as well as alignment with the TCFD recommendations.

Additionally, the Group has conducted an internal review of the sustainability reporting process as an additional scope of our internal audit process. The AC takes cognisance of the findings and recommendations of the internal auditors and has, together with the management, taken steps to enlist the relevant external experts or consultant to further enhance the current framework, processes and procedures in relation to amongst others the risk management and sustainability functions, with a view to progressively adopt and comply with the comprehensive SGX-ST sustainability reporting guidelines and/or rules from FY2024.

The Board has assessed that external assurance is not required at this juncture.

Availability and Feedback

This Report has been made available online on our website www.simleisuregroup.com. We welcome further feedback from our stakeholders as it will enable us to make improvements to our sustainability efforts and reporting process. Please direct any feedback to info@simleisuregroup.com.

Forward Looking Statement

This Report presents the Group's future aspirations based on our current industry knowledge and sustainability objectives. While these statements reflect our best estimations, they inherently involve some level of uncertainty. Actual results may differ due to unforeseen circumstances. However, the Group remains committed to transparency and will update these projections if significant changes occur.

Our Business

The Group has several key businesses comprising the following:

Theme Parks	Licensee Operator	Design and Contracting	Attractions and Safety Audit
<p>We are the sole owners of our theme parks/leisure brands and intellectual property:</p> <ul style="list-style-type: none">• ESCAPE Theme Park• ESCAPE Challenge Park• ESCAPE Base Camp	<p>We are the licensee of KidZania Kuala Lumpur and Singapore, operating the indoor theme park which combines entertainment and education through realistic role-play.</p>	<p>We have developed the expertise and experience in designing and building theme parks worldwide over the decades.</p>	<p>As safety experts in the industry, we provide the following services: safety integration into design & build of rides, safety review, and sourcing of safety equipment.</p>

Sustainability Strategy Overview

Our ESG Strategy and Focus

We are committed to fostering long-term growth for our stakeholders by providing investors with a robust investment opportunity rooted in responsible business practices, high corporate governance, and environmental impact mitigation.

In demonstrating our commitment to integrating sustainability into our business model, we have identified six ESG focus areas to guide our sustainability strategy.

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Focus 1: Upholding Good Governance and Ethics

The Group implements robust corporate governance practices that guide our sustainable initiatives while addressing the material concerns of the stakeholders

Focus 2: Resiliency to Climate Change

The Group is committed to integrating climate-related risks and opportunities into our strategy for our theme park and construction business.

Focus 3: Protecting the Environment

The Group aims to minimise impacts on environmental and communities through advocating and integrating environmental conservation and circular economy measures into our operational framework.

We prioritize strict adherence to all pertinent environmental laws and regulations within the jurisdictions where our business operates, emphasizing environmental protection as a key aspect of our operations.

Focus 4: Ensuring Health and Safety

We prioritize the safety of our employees working in our theme parks and construction sites, ensuring strict adherence to workplace health and safety protocols. Additionally, we maintain a strong focus on visitor safety across our attractions, implementing rigorous measures to provide a secure and enjoyable experience for all guests.

Focus 5: Developing Human Capital

The Group aims to cultivate an equitable and diverse workplace for our entire staff. We are dedicated to fostering and retaining a varied and robust talent pool, by providing training, fair compensation, and benefits.

Focus 6: Contributing to the Local Economy

The Group believes in creating a positive impact on the communities where we operate and strives to make a positive difference in local communities by collaborating with them to foster positive outcomes for the economy, environment, and society as a whole.

Awards and Accreditations



Largest Tipping Bucket

The largest tipping bucket, with a capacity of 28,757.04 litres, was officially recognized by **Guinness World Records** on 12 December 2024. This achievement was accomplished by Sim Leisure Escape Sdn Bhd at ESCAPE Penang in Penang, Malaysia.









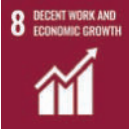

Longest Dry Ski Slope Slide

The longest dry ski slope slide, measuring 453.3 meters (1,487 feet 2 inches), was officially recognized by **Guinness World Records** on 5 August 2024. This record was achieved by Sim Leisure Escape Sdn Bhd at ESCAPE Penang in Penang, Malaysia.

Contributions to the UN SDGs

To better understand our impact and contribution to the ESG landscape, we have assessed our practices in the six focus areas against the UN SDGs.

The following table illustrates the Group's contributions to the UN SDGs relevant to our operations:

UN SDG		The Group's Contribution	Relevant Focus Area
	Peace, Justice and Strong Institutions	Uphold high standards of strong governance and transparency	Focus 1: Upholding Good Governance and Ethics
	Responsible Consumption and Production	Minimise energy and water consumption, and restore and repurpose unused developments	Focus 2: Resiliency to Climate Change Focus 3: Protecting the Environment
	Climate Action	Strengthened resilience and adaptive capacity to climate change	
	Life below Water	Prudently manage discharge to avoid leakage of effluents into water bodies	
	Life on Land	Restore degraded ecosystems and promote tree planting activities	
	Good Health and Well-being	Ensure high safety standards in our theme parks for all employees and visitors	Focus 4: Ensuring Health and Safety
	Decent work and Economic Growth	Provide work opportunities and a conducive working environment to the local community	Focus 6: Contributing to the Local Economy
	Gender Equality	Provide equal work opportunities for males and females	Focus 5: Developing Human Capital

ESG Performance Highlights

Incorporated mitigation strategies under the Network for Greening Financial System ("NGFS") "Current Policies" (warming to 3.0°C) and "Net-Zero 2050" (warming to 1.5°C) scenarios.

Remarkable increase of 430% total employee training hours from FY2023.

No major incident/accident/injury recorded at our theme parks in FY2024.

Organised a nine-day Sin Kang Fair at Escape Theme Park in Teluk Bahang, Penang with ticket proceeds benefiting the Parents and Teachers Association for the welfare of SJK(C) Sin Kang.

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Stakeholder Engagement and Materiality Assessment

Recognising stakeholders as vital contributors to our organisational success, we maintain regular engagement to ensure alignment between our sustainability strategy and business objectives with their interests.

To determine our material ESG issues, we engaged our key stakeholders through feedback tools and periodic dialogue. These stakeholders were selected based on their level of influence, interest, and dependence on our business.

Stakeholder Group	Mode of Engagement	Key Concerns	Our Response	Focus Area
Customers	<ul style="list-style-type: none"> Face-to-face interactions Email and WhatsApp Online Platforms (social media, review sites) Website Surveys 	<ul style="list-style-type: none"> Safety during theme park visits Scam-free ticket purchasing 	<ul style="list-style-type: none"> Conduct regular health and safety inspections Sharing educational content online 	<ul style="list-style-type: none"> Focus 1: Upholding Governance and Ethics Focus 4: Ensuring Health and Safety
Employees	<ul style="list-style-type: none"> Face-to-face interactions Letters and Memorandums Meetings HR App(Info-Tech) Email and WhatsApp 	<ul style="list-style-type: none"> Health and Safety Training and Development 	<ul style="list-style-type: none"> Implement comprehensive health and safety system Provide regular training and career development opportunities Conduct performance appraisals and provide fair remuneration 	<ul style="list-style-type: none"> Focus 4: Ensuring Health and Safety Focus 5: Developing Human Capital
Suppliers & Partners	<ul style="list-style-type: none"> Face-to-face interactions Phone, email and WhatsApp 	<ul style="list-style-type: none"> Compliance with relevant environmental and labour laws 	<ul style="list-style-type: none"> Assessment of suppliers for environmental and social criteria 	<ul style="list-style-type: none"> Focus 1: Upholding Governance and Ethics
Investors & Shareholders	<ul style="list-style-type: none"> Announcements on SGXNet Annual Reports Corporate Website Annual General Meetings 	<ul style="list-style-type: none"> Economic performance Compliance with laws and regulations Corporate Governance and Ethics 	<ul style="list-style-type: none"> Publish informative and insightful Annual Reports, Sustainability Reports and announcements Disclose identified Climate-related risks and opportunities in TCFD report Engage shareholders 	<ul style="list-style-type: none"> Focus 1: Upholding Good Governance and Ethics Focus 2: Resiliency to Climate Change Focus 3: Protecting the Environment Focus 4: Ensuring Health and Safety

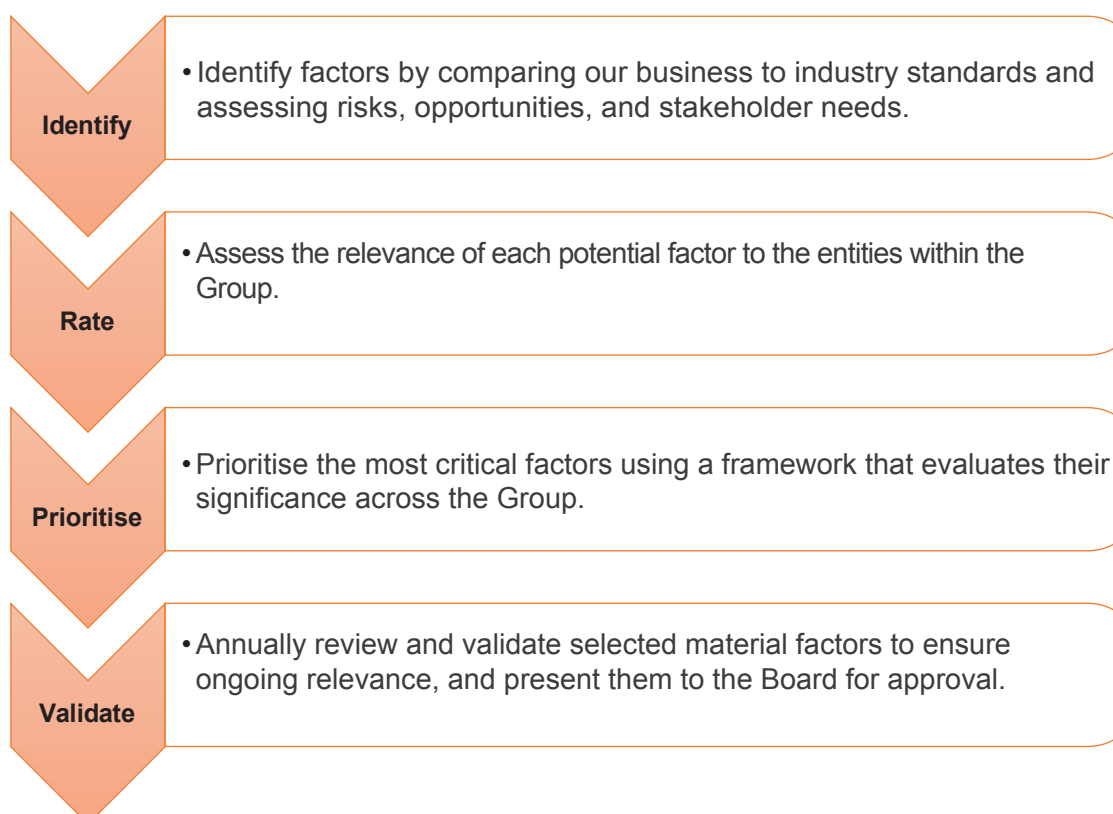
Stakeholder Group	Mode of Engagement	Key Concerns	Our Response	Focus Area
			through investor relations events	<ul style="list-style-type: none"> Focus 5: Developing Human Capital Focus 6: Contributing to the Local Economy
Regulators	<ul style="list-style-type: none"> Reporting Platforms Regular Reports Statutory Reporting 	<ul style="list-style-type: none"> Compliance with laws and regulations 	<ul style="list-style-type: none"> Implement effective policies and procedures 	<ul style="list-style-type: none"> Sustainability Report

Materiality Assessment

The Group materiality assessment draws on the information gathered from our stakeholder engagement. Boundaries refer to areas where the impact of the material topic occurs in the organisation.

The feedback received from the stakeholders helps us to determine the material topics and identify the focus areas of the report. We have engaged the advice of an external ESG consultant for the materiality assessment. In FY2024, a stakeholder engagement survey was disseminated to key stakeholders, requiring them to prioritise material topics based on the significance of their impacts.

The following steps were taken to assess ESG factors with material relevance to the Group:



To ensure that our focus aligns with stakeholder priorities, we refreshed our assessment process for the period by distributing a survey to key stakeholders. Based on the responses received, stakeholders identified the following topics as the most significant Anti-Corruption, Market Presence, as well as Supplier Environmental Assessment. This is consistent with the topics we have reported on since FY2023.

The following table lists the material topics, relevant focus areas and where the impact occurs.

Focus Area	Material Topics
Focus 1: Upholding Good Governance and Ethics	GRI 205: Anti-corruption 2016
	GRI 207: Tax 2019
	GRI 308: Supplier Environmental Assessment 2016
	GRI 408: Child Labor 2016
	GRI 409: Forced or Compulsory Labor 2016
	GRI 410: Security Practices 2016
	GRI 414: Supplier Social Assessment 2016
	GRI 418: Customer Privacy 2016
Focus 2: Resiliency to Climate Change	GRI 302: Energy 2016
	GRI 305: Emissions 2016
Focus 3: Protecting the Environment	GRI 303: Water and Effluents 2018
	GRI 304: Biodiversity 2016
	GRI 306: Waste 2016
Focus 4: Ensuring Health and Safety	GRI 403: Occupational Health and Safety 2018
	GRI 416 Customer Health and Safety 2016
Focus 5: Developing Human Capital	GRI 202: Market Presence 2016
	GRI 401: Employment 2016
	GRI 404: Training and Education 2016
	GRI 405: Diversity and Equal Opportunity 2016
	GRI 406: Non-Discrimination 2016
Focus 6: Contributing to the Local Economy	GRI 201: Economic Performance 2016
	GRI 203: Indirect Economic Impacts 2016
	GRI 204: Procurement Practices 2016

Focus 1: Upholding Good Governance and Ethics

The Group prioritises strong corporate governance which has enabled us to navigate and manage key sustainability issues. We consider the interests of all relevant stakeholders when making business decisions.

Our sustainability strategy is supported by stringent internal governance policies and procedures, which govern employee behaviour and interactions with stakeholders. We track the effectiveness of our actions through compliance monitoring, performance indicators, and stakeholder feedback. These measures aim to promote transparent, accountable, and equitable business operations.

Sustainability Governance

The Group has implemented a structured delegation of responsibilities across the organization to drive progress toward its sustainability objectives.

Listed on SGX Catalist since March 1, 2019, the Board, with support from the Audit Committee (“AC”), oversees the Group’s sustainability initiatives. This includes implementing frameworks, processes, and procedures to align with the sustainability guidelines outlined in Section B: Rules of Catalist of the SGX-ST Listing Manual. The Group remains committed to integrating these sustainable practices into all aspects of its business operations.

The Board, together with the Management, is committed to managing relevant economic, environmental, social and governance (“EESG”) risks and opportunities across our different assets while contributing positively to the environment and society. With the exception of a newly appointed director in the financial year ending 31 December 2024 (“FY2024”) who will be attending sustainability training in July 2024, all of our directors have attended sustainability training.

Board Statement

The Board is collectively responsible for ensuring the long-term growth of the Group, including the establishment and implementation of sustainability-focused strategic objectives across its diverse operations.

Acknowledging the evolving business landscape, the Management has conducted a reassessment of our current material topics to ensure their continued importance and relevance. The Board annually reviews and approves all material EESG factors. For FY2024, we have updated our approach to materiality and climate assessments, enhancing stakeholder engagement and ensuring that resources are directed toward the most prioritized risks.

The Management is responsible for implementing and executing EESG initiatives, while the Board ensures effective monitoring and management of these material EESG factors. The Board actively collaborates with Management to drive sustainable growth and create long-term value for all stakeholders.

Corporate Compliance

The laws and regulations that apply to the Group include the Code of Corporate Governance 2018, Listing Rules of the SGX Catalyst, the Accounting and Corporate Regulatory Authority (“ACRA”) and the Securities and Futures Act, amongst others.

Review of new regulations and updates to existing regulations are regularly conducted by our employees, our secretarial firm and our auditors. Updates are disseminated to relevant staff and processes are in place to monitor the activities and associated performance regularly.

Additionally, updates on relevant legal, accounting and regulatory developments are typically provided to Directors by email, or by way of briefings and presentations. The Company Secretary also circulates articles, reports and press releases issued by the SGX Catalyst and the ACRA which are relevant to the Directors.

There were no incidents of non-compliance with applicable environmental, social and economic laws and regulations in FY2024.

Policy Commitments

The Group has implemented several policies to maintain strong governance practices throughout our operations. All policies incorporate specified due diligence requirements and the application of the precautionary principle. These include:

1. Code of Conduct and Ethics, covering internationally recognised human rights policies and Anti-Corruption policy
2. Human Resources Privacy Notice
3. Personal Data Protection Act 2010
4. Drug Free Workplace Policy
5. IT Policy
6. Whistleblowing Policy

These policies, endorsed by our directors, apply to all employees where relevant.

While designated employees are responsible for overseeing and implementing our sustainability strategy, sustainability performance is not yet tied to remuneration. However, in the coming years, our remuneration policy will integrate ESG initiatives and practices adopted by Senior Management, incorporating formal KPIs to measure performance.

Anti-Corruption Policy

The Group maintains a strict zero-tolerance policy towards any form of corruption, including but not limited to kickbacks, gifts, entertainment, favours, hospitality, and donations. All of our operations have been assessed for risks related to corruption. We recognise the widespread corruption in the tourism sector, which impedes honest industry players and ultimately deprives customers of their value and quality of leisure.

Therefore, we adopt a strong, vocal stance against corruption. All employees are briefed on our Anti-Corruption and Anti-Bribery Policy (ABAC Policy) during their onboarding process, and they are required to sign an acknowledgment of the policy.

Additionally, we have a strict no-gift policy in our company. Employees must avoid any direct or indirect interests or relationships with suppliers that could compromise their objectivity in performing their duties. Any employee with such interests or relationships must declare this information in writing to the Head of the Company.

As part of our ongoing commitment to sustainable and responsible business practices, we view the integrity of our people and the excellence of our park operations as foundational to our success. Our integrity pledge which is on our website underscores the essential role that the ethical conduct of our team and the excellence of our park operations play in driving our success.

ESCAPE's website has a dedicated page to inform the public on corruption in this industry, as well as the park's stance against such practices. We are committed to conducting business ethically in compliance with all applicable laws (including the Malaysian Anti-Corruption Commission Act 2009) and undertake measures to prevent any acts of corruption within the Group or entities acting on our behalf.

All of our Board members, employees and business partners have been made aware of the Group's anti-corruption policies as part of their on-boarding program when joining our Group.

In FY2024, the Group had zero public cases or incidence of corruption, and we will continue to strive to maintain zero incidents of corruption in the subsequent years.

WhistleBlowing Policy

The Group has established and communicated its whistleblowing policy and procedure to employees and the public. The identity of whistle blowers are kept confidential and protected against detrimental or unfair treatment. This channel allows stakeholders to report any improper conduct and/or wrongdoing in good faith and in confidence.

Oversight lies with the AC and employees can make their reports through their Department Head or the AC Chairman. External whistleblowers can contact the Lead Independent Director or AC Chairman via email or written complaint to the Company Secretary. Our policy is currently not publicly available on our website; however, we uphold an integrity pledge that underscores our steadfast commitment to zero corruption and anti-bribery efforts for over 30 years. We are actively working towards enhancing transparency by making this policy publicly accessible to ensure our stakeholders remain well-informed. An independent committee, comprising AC members, handles these reports, ensuring whistleblower protection and confidentiality. The AC engages with whistleblowers on necessary actions, maintaining confidentiality unless required by law. If a report concerns a Director, they are excluded from the review and decision-making process.

There was no whistleblowing reports received in FY2024. More information on our whistleblowing policy can be found in our Corporate Governance Report in our Annual Report 2024.

Tax Compliance

The Group's strategy and approach to tax is to fully comply with relevant tax laws and regulations in all jurisdictions we operate in. This indirectly supports the local government and authorities in their economic, environmental and social development and objectives. The Group has zero tolerance for any intentional breach of tax laws and regulations.

Tax-related risks are identified within the Group's enterprise risk management framework, which is reported regularly to the AC. Each business unit is responsible for the implementation of relevant tax compliance-related policies and procedures and are monitored by the Group's Head of Finance and Executive Directors.

Tax-related trainings are attended by relevant staff to keep abreast of key changes. The Group also engages qualified professional tax advisors in all jurisdictions to ensure compliance at the transaction levels as well as fulfilling required tax filings. Significant tax-related risks are identified and notified to the Group before submission. Any instances of non-compliance are reported to the Audit Committee and resolved promptly.

Supply Chain Management

The Group engages a wide supplier base to support both our theme park and construction segment. Our commitment to good ESG practices extends beyond our own operations and we strive to ensure that all our suppliers adhere to our expected sustainability standards. We assess our suppliers for both environmental and social criteria.

In our theme park operations, we evaluate our suppliers on both social and environmental factors. For outsourced manpower services, such as cleaning and security services, we meticulously screen service providers based on social factors such as health and safety practices, child labour compliance and legal and regulatory compliance. Our contracted Food and Beverage services within the park are also required to adhere to our green policy and anti-corruption measures.

Within our construction segment in Malaysia, our employees conduct social assessment on our outsourced manpower services. Our suppliers must present valid work permits for contracted foreign workers and ensure that workers are paid at least minimum wage. Similarly, in Dubai, we work closely with our main-contractors who undertake employee inspections for the supplied workforce.

In FY2024, we have substantially screened our principal suppliers and vendors of various fields for ESG criteria pertaining to their health and safety practices, child labour compliance, and legal and regulatory compliance. All respondents have indicated that they have largely adopted and practiced various ESG policies relevant to their organisation. There were no identified potential or actual material negative social impacts.

The Group operates its business ethically and aims to ensure that no incidents of child labour or use of forced labour occurs across our operations and suppliers.

Customer Privacy

Given that we operate in the theme park services industry, the Group is aware that we maintain a large data base of customer data. Customers purchase tickets through online platforms and their email address is collected. Moreover, we employ facial recognition technology upon visitors' entry into the park. Additionally, our design and build services for external projects, also retains customers' data.

We strive to safeguard our customers' privacy and data and aim for full compliance with the Decree on Personal Data Protection or its equivalent regulations. Our focus remains on responsible and ethical data management, steering clear of unethical practices or employing technology in manners that could lead to discrimination, exploitation, or harm.

There were no reported breaches and loss of customer data in FY2024.

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Performance and Targets

Performance Metrics	FY2023	FY2024
Whistle-blowing cases which are: <ul style="list-style-type: none"> Reported through the channel Followed up and responded 	0	0
Incidences of reported corruption, bad conduct, etc.	0	0
Instances of non-compliance that resulted in administrative or judicial sanctions, fines, or restrictions in operations.	0	0
Instances of identified leaks, thefts, or losses of customer data	0	0

Targets ²	Status	Performance Update for the Period
Zero incidents of breaches of customer privacy and loss of customer data	Met	We maintained data protection and customer trust with zero reported breaches or data loss.
Zero incidents of reported incidence of corruption, bad conduct, etc	Met	No reported cases of corruption, or misconduct.
Zero incidents of non-compliance with local laws and regulations	Met	We fully adhere to all relevant laws and regulations, with no violations reported.
Conduct annual environment and social assessments on principal suppliers	Met	In FY2024, we extensively screened principal suppliers and vendors for ESG compliance, including health and safety, child labour, and regulatory adherence.

Focus 2: Resiliency to Climate Change

Climate risks can result in a tangible financial impact on our business operations. Beyond the impact of the Group's operations on the environment and society, the impact of climate change on our business operations, assets and stakeholders such as our employees, audiences and shareholders must be considered.

To future-proof our business, we are proactively addressing climate-related risks and opportunities. Recent climate events have underscored the urgency of this issue. As such, we have integrated climate considerations into our business strategy and decision-making processes.

Following TCFD recommendations, we have assessed the potential impacts of climate change on our operations and developed strategies to mitigate these risks.

² These targets form part of Sim Leisure Group's perpetual strategy, with a commitment to maintaining these standards consistently over time.

TCFD Recommended Disclosures	FY2024 Status	Summary and Next Steps
Governance		
Describe the Board's oversight of climate-related risks and opportunities	Met	<p>The Board is responsible for the governance of risk across the Group while ensuring that the management maintains a sound system of risk management and internal controls.</p> <p>Climate risks and opportunities were discussed and identified by the senior management based on the TCFD framework. Management has also presented its strategies and mitigation for these risks and opportunities to the Board for review and approval.</p> <p>Board meetings to discuss the ESG agenda such as targets and climate-related disclosures are convened at least once annually. We will continue to monitor the effectiveness of our governance structure for managing climate-related risks and opportunities and update the Board on the risk mitigation progress at least annually or whenever necessary.</p>
Describe management's role in assessing and managing climate-related risks and opportunities	Met	<p>The management is responsible for the implementation and execution of climate-related initiatives. Climate risks are identified through workshops facilitated by an external ESG consultant. All identified risks are managed by relevant business units with an assigned material impact owner.</p>
Strategy		
Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term	Met	<p>The Group engages an independent ESG consultant to facilitate the identification of climate-related risks and opportunities. We define:</p> <ul style="list-style-type: none"> • Time horizons: short-term (less than 5 years), medium-term (5-10 years), and long-term (more than 10 years). • Likelihood levels: certain (very likely to occur), likely (more than 50% chance), and possible (less than 50% chance). <p>To assess these risks and opportunities, we draw from the Network for Greening the Financial System</p>

TCFD Recommended Disclosures	FY2024 Status	Summary and Next Steps									
		<p>("NGFS") scenarios, adapting them to our business context. The selected scenarios, along with their underlying assumptions and justifications, are summarized in the table below:</p> <table> <tr> <th>Scenario</th><th>Assumptions</th><th>Justification</th></tr> <tr> <td>NGFS Orderly Net Zero by 2050: Limit temperature rise to 1.5°C</td><td> <ul style="list-style-type: none"> • Earlier adoption of climate policies, with gradual tightening. • Reach net-zero emissions by 2050. • Low physical risk but high transition risk. </td><td>Aligned with the latest international climate agreement and national commitment.</td></tr> <tr> <td>NGFS Hothouse world Current Policies: Temperature rise exceeding 3°C.</td><td> <ul style="list-style-type: none"> • Preserve currently implemented policies without additional climate policies. • Variations in climate policies across different jurisdictions. • Emissions increasing until 2080. • High physical risk but low transition risk. </td><td>Unfavourable outcome and conservative approach.</td></tr> </table> <p>To determine which risks and opportunities could potentially have a material financial impact on our business, we have engaged internal stakeholders through surveys and workshops, analysed external factors such as regulations and market trends, and employed qualitative analyses.</p> <p>For further details on potential climate-related issues under each time horizon, please refer to the section "Climate-Related Risks and Opportunities".</p>	Scenario	Assumptions	Justification	NGFS Orderly Net Zero by 2050: Limit temperature rise to 1.5°C	<ul style="list-style-type: none"> • Earlier adoption of climate policies, with gradual tightening. • Reach net-zero emissions by 2050. • Low physical risk but high transition risk. 	Aligned with the latest international climate agreement and national commitment.	NGFS Hothouse world Current Policies: Temperature rise exceeding 3°C.	<ul style="list-style-type: none"> • Preserve currently implemented policies without additional climate policies. • Variations in climate policies across different jurisdictions. • Emissions increasing until 2080. • High physical risk but low transition risk. 	Unfavourable outcome and conservative approach.
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TCFD Recommended Disclosures	FY2024 Status	Summary and Next Steps										
Describe the impact of climate-related risks and opportunities on the organisation’s business, strategy and financial planning	Met	<p>In assessing the financial impact of identified risks and opportunities, the Group considers several key factors:</p> <ul style="list-style-type: none">• The implications to our services.• Vulnerabilities in the supply chain and value chain.• Costs related to adaptation and mitigation activities.• Investment in research and development.• Potential acquisitions or divestments and access to capital. <p>For further details on the impact of climate-related issues, please refer to the section “Climate-Related Risks and Opportunities”.</p>										
Describe the resilience of the organisation’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Met	<p>The Group has integrated climate-related scenarios into its risk and opportunity assessments to inform strategic decision-making.</p> <p>Please refer to the section “Climate-Related Risks” for more information on how resilient our strategies are to climate-related risks.</p>										
Risk Management												
Describe the organisation’s processes for identifying and assessing climate-related risks	Met	<p>The Group identifies and assesses both existing and emerging climate-related risks by considering various climate scenarios and conducting in-depth sector-specific research. This analysis encompasses regulatory landscape, market shifts, climate-driven physical developments, and peer comparisons to evaluate potential impacts on operations.</p> <p>Each identified risk is assessed based on its likelihood of occurrence and the severity of potential impacts. Prioritisation of these risks is determined by their level of significance and categorised into:</p> <table><tr><th>Level</th><th>Description</th></tr><tr><td>Very Low Risk</td><td>Minimal likelihood of climate-related impacts; negligible financial consequences.</td></tr><tr><td>Low Risk</td><td>Limited likelihood of climate-related impacts; minor financial implications that can be easily managed.</td></tr><tr><td>Medium Risk</td><td>Moderate likelihood of climate-related impacts; potential for significant financial consequences that require proactive management.</td></tr><tr><td>High Risk</td><td>High likelihood of climate-related impacts; and substantial financial</td></tr></table>	Level	Description	Very Low Risk	Minimal likelihood of climate-related impacts; negligible financial consequences.	Low Risk	Limited likelihood of climate-related impacts; minor financial implications that can be easily managed.	Medium Risk	Moderate likelihood of climate-related impacts; potential for significant financial consequences that require proactive management.	High Risk	High likelihood of climate-related impacts; and substantial financial
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TCFD Recommended Disclosures	FY2024 Status	Summary and Next Steps	
			implications that could affect operations and strategy.
		Very High Risk	Almost a certain likelihood of climate-related impacts; and severe financial consequences that threaten the viability of the organisation.
Describe the organisation's processes for managing climate-related risks	Met	<p>The Group's climate-related risk management process involves collaborative discussions with management to identify effective mitigation strategies. We draw insights from industry peers and assess the viability of various approaches.</p> <p>Materiality assessments guide our resource allocation, ensuring that we concentrate efforts on higher-risk areas.</p>	
Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management	In Progress	<p>The Board and management team will undertake a periodic review of the identified climate-related risks and the risk management approach.</p> <p>While climate risks are not yet fully embedded, they are reviewed annually. We acknowledge that this is an important consideration for the future, and we will explore ways to incorporate climate risks meaningfully into our risk management process.</p>	
Metrics and Targets			
Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	Met	<p>The Group monitors and reports various climate-related metrics including energy consumption and Scope 1 and Scope 2 GHG emissions. We have also integrated carbon emissions targets, which further incentivises action to reduce energy intensity and consumption.</p>	
Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	In Progress	<p>Scope 1 and Scope 2 GHG emissions are provided under the section "Energy and Emission."</p> <p>Scope 1: 192.99 tonnes CO₂e Scope 2: 1,304.47 tonnes CO₂e</p> <p>With the upcoming IFRS S2 set to take effect next year, larger companies will be required to address Scope 3 emissions reporting. In anticipation of these changes, we will adopt a conservative approach, monitoring how regulations evolve to provide further clarity before considering any GHG inventory assessment.</p>	

TCFD Recommended Disclosures	FY2024 Status	Summary and Next Steps
Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	Met	<p>We have set targets for our Theme Park and Construction operations to mitigate the impact of climate change, which can be found in section “Energy and Emission.”</p> <p>We will set targets for energy and emissions by FY2026 as we progress to ensure a data-driven approach to our sustainability efforts.</p> <p>This timeframe allows us to thoroughly monitor and analyse our current energy consumption and emissions data, enabling us to establish realistic and achievable targets.</p>

Climate-related Risks

Aligned with the TCFD Recommendations, our assessment of climate change risks encompasses two main categories:

- **Transition Risks:** These risks stem from changes in policy and legal obligations, technological advancements, shifts in market demand for products, and evolving stakeholder expectations.
- **Physical Risks:** This category includes both acute and chronic risks arising from the physical impacts of climate change. Acute risks are event-driven, such as intensified extreme weather events like cyclones, hurricanes, or floods. Chronic risks involve longer-term shifts in climate patterns, leading to phenomena like sea-level rise or sustained heat waves.

The table below provides an overview of climate change risks that are relevant to our business.

Risk	Descriptions	Risk Mitigation
Policy and Legal	<p>To achieve Malaysia Nationally Determined Contribution's to reduce its greenhouse gas emissions intensity, the government may introduce carbon tax and improve energy efficiency of facilities</p> <ul style="list-style-type: none"> Facilities operated by the Group in Malaysia might be subjected to carbon tax or energy efficiency improvement requirements. This could lead to an increase in electricity prices. 	<ul style="list-style-type: none"> The Group will continue to monitor any updates with the regulations and implement changes in our operations, when necessary. The Group will continue monitoring the use of centrifugal pumps at the water park attractions that would only operate at 50% capacity as they are manually turned to match the intensity of pool use by visitors, resulting in lower energy consumption.
	Impacted Business Segment(s): Theme Park Operations	
	Likelihood: Moderate (Short-term), Likely (Medium-term), Likely (Long-term)	
	<p>Financial impact:</p> <ul style="list-style-type: none"> Increased operational expenses Potential penalty fines from failure to comply with new regulations 	

Risk	Descriptions	Risk Mitigation
Policy and Legal	<p>Increased expectations on disclosure and transparency</p> <p>From FY2025, the SGX RegCo will require all issuers to start reporting Scope 1 and Scope 2 greenhouse gas (GHG) emissions, and incorporating climate-related requirements in the IFRS Sustainability Disclosure Standards issued by the International Sustainability Standards Board (ISSB).</p> <p>Listed companies are also required to conducted 'external' limited assurance on Scope 1 and Scope 2 emissions from FY2027.</p>	<ul style="list-style-type: none"> The Group will continue to monitor any updates with the regulations and implement changes in our operations, when necessary. The Group will provide continuous awareness and training sessions including on-the-job training on data collection, monitoring and reporting requirement. Conduct regular periodical internal review and inspection exercises to identify and correct discrepancies to promote error-free reporting and disclosure.
	Impacted Business Segment(s): Group	
	Likelihood: Likely (Short-term), Likely (Medium-term), Likely (Long-term)	
	<p>Financial impact:</p> <ul style="list-style-type: none"> Higher operating costs to comply with regulations and necessary disclosures Costs and penalties for non-compliance to regulations 	
Acute	<p>Extreme weather may disrupt theme park operations and result in the damage of assets leading to higher insurance cost</p> <ul style="list-style-type: none"> Extreme rainfall and increased flooding events can lead to physical infrastructure damage to the theme park rides, requiring more frequent maintenance work. 	<ul style="list-style-type: none"> The Group shall continue to consider factors such as temperature, rainfall, flash floods events, and water supply in Malaysia and UAE when planning projects and developing contractual agreements. This is in addition to other factors such as location of the Group's properties, energy consumption and building materials. The Group reviews its insurance policies regularly to ensure adequate coverage.
	<p>Impacted Business Segment(s):</p> <ul style="list-style-type: none"> Theme Park Operations Construction 	
	Likelihood: Moderate (Short-term), Likely (Medium-term), Likely (Long-term)	
	<p>Financial impact:</p> <ul style="list-style-type: none"> Damaged to asset Increased operational costs Decline in revenue due to low visitor count Physical injuries to visitors and employees 	
Chronic	<p>Rising temperatures and prolonged rainfall arising from climate change may lead to increase in operation cost</p>	<ul style="list-style-type: none"> The Group has designed its ESCAPE theme parks around the motto of "Low-tech, high-fun". This entails non-mechanical and

Risk	Descriptions	Risk Mitigation
	<ul style="list-style-type: none"> Extreme temperature changes may also affect employees' and visitors' health and impact on the developments of theme park facilities. The increase in temperature would shorten the working hours of the employees and affect the productivity of staff. Prolonged rainfall and flooding may impact theme park operations, especially our businesses that only operate with outdoor facilities. 	<p>simple structures, which are less vulnerable to changing weather patterns.</p> <ul style="list-style-type: none"> ESCAPE Penang has been designed for outdoor usage and 90%-95% of games can continue being played by visitors in the event of rainfall. The Group regularly reviews its business continuity plan to better facilitate its operations without facing long downtime and to expand our indoor park operations which is likely to continue attracting visitors during hotter or wet weather seasons.
	Impacted Business Segment(s): <ul style="list-style-type: none"> Theme Park Operations Construction 	
	Likelihood: Moderate (Short-term), Likely (Medium-term), Likely (Long-term)	
	Financial impact: <ul style="list-style-type: none"> Damaged to asset Increased operational costs Decline in revenue due to low visitor count Physical injuries to visitors and employees 	

Climate-related Risks and Opportunities

Although climate change-induced changes in the economy and environment pose risks to the Group, they also bring forth opportunities. The Group is strategically positioned to seize these opportunities, thereby generating long-term value for our stakeholders.

Opportunities	Descriptions	Management's Response
Market	Implementation of eco-friendly features in parks to attract more visitors and secure green financing <ul style="list-style-type: none"> Developers are increasingly embracing green or sustainability-linked loans or bonds, while local banks are taking a closer look at ESG risks when providing project financing, indicating the growing mainstream adoption of green financing. The Group can increase its access to funding by complying with sustainability practices and meeting investor expectations. 	<ul style="list-style-type: none"> The Group shall explore green loans and continue to improve our ESG disclosures to meet investor expectations for sustainability-related information. The Group will also explore possibilities to make our assets more environmentally friendly and integrate low-carbon features wherever feasible.
	Period: Medium-, and Long-term	

Opportunities	Descriptions	Management's Response
Products and Services	<p>Increase revenue through the positive expectations of consumers with sustainability efforts</p> <ul style="list-style-type: none"> The Group can promote the eco-friendly initiatives incorporated in its theme parks, warranting visits from consumers that value such efforts. <p>Period: Medium-, and Long-term</p>	<ul style="list-style-type: none"> The Group shall continue to explore ways to incorporate sustainability features throughout our portfolio and implement green building certifications wherever feasible with our construction projects.
Market	<p>Access to Malaysia's carbon market with the plantation of trees</p> <ul style="list-style-type: none"> The Group has carried out tree planting in its Penang and Ipoh theme parks. These efforts include: <ul style="list-style-type: none"> Establishing a nursery to grow tree seedlings Transplanting of unwanted, matured trees from surrounding villages and nearby project development sites The Group could capitalise on securing carbon credits which could increase our revenue. The revenue could serve as an access to additional funds to support the new investments in fulfilling the 'Green' market demands and enhance efficiency of the Group's operations. <p>Period: Long-term</p>	<ul style="list-style-type: none"> The Group has not adopted verification and validation under a recognised carbon crediting programme for our tree planting projects in view that the carbon markets are evolving. The Group shall continue to monitor the carbon market and identify companies that may need access to carbon credits in offsetting their carbon footprint.
Market	<p>Investments into eco-literacy programs for children and youth</p> <ul style="list-style-type: none"> The Group has invested in eco-literacy programs (GREENIE Program), and plans to expand this program to more than 150,000 primary schools across Malaysia. This program aims to educate children and youth about sustainability, encouraging youth to develop a love of nature. It also involves corporate partners which fund underprivileged children in schools to educate eco-literacy message. The program could attract increased investments from investors who are attuned to impactful sustainability initiatives. <p>Period: Short-medium-, and Long-term</p>	<ul style="list-style-type: none"> The Group shall continue to carry out and promote its eco-literacy programs. The Group shall continue to work with corporate partners who are interested in investing in the program.

Energy and Emissions

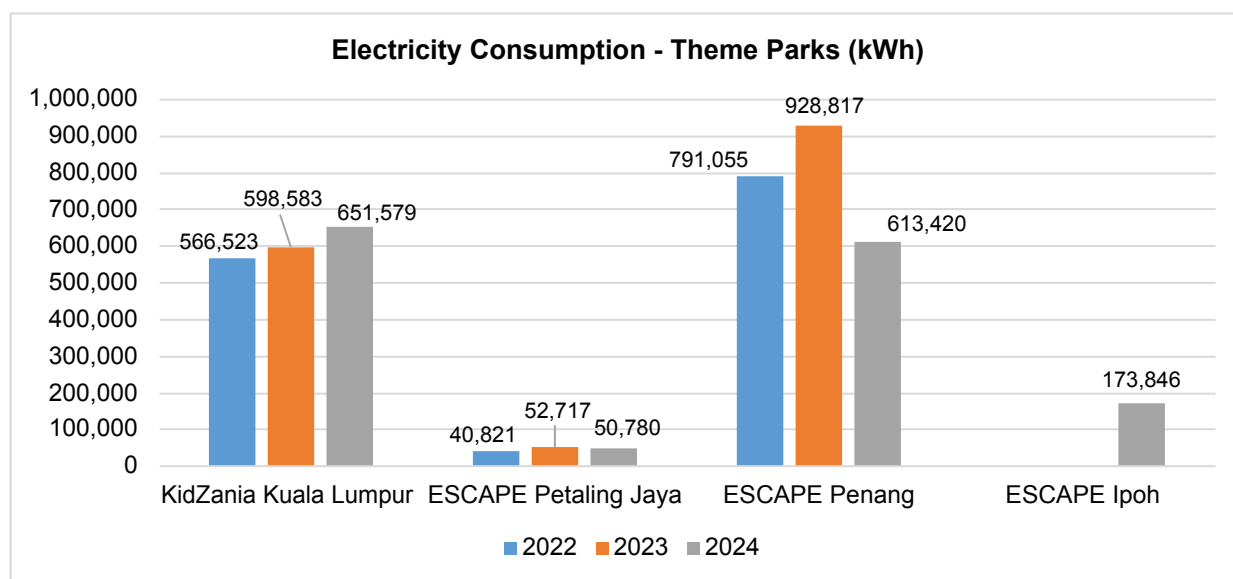
The Group aims to minimise its impact on the environment through:

- Effective environmental management across all aspects of its operations;
- Preventing, minimising, mitigating and remediating any adverse impacts of its operations on the environment; and
- Achieving continuous improvement in environmental performance

To align with TCFD recommendations, the Group tracks and reports its energy consumption and carbon emissions performance. These data are collected from their respective utility bills, and carbon emissions are calculated by the relevant Grid Emission Factors.

Our electrical consumption has decreased by 6% across our theme parks operations from 1,580,117 kWh in FY2023 to 1,489,625 kWh in FY2024.

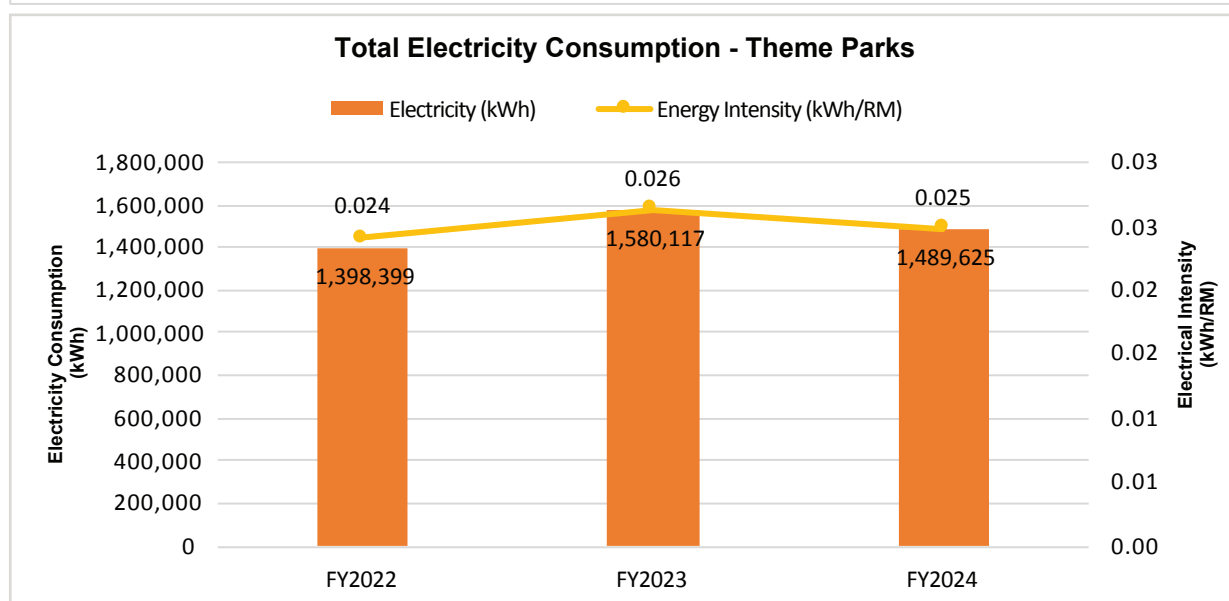
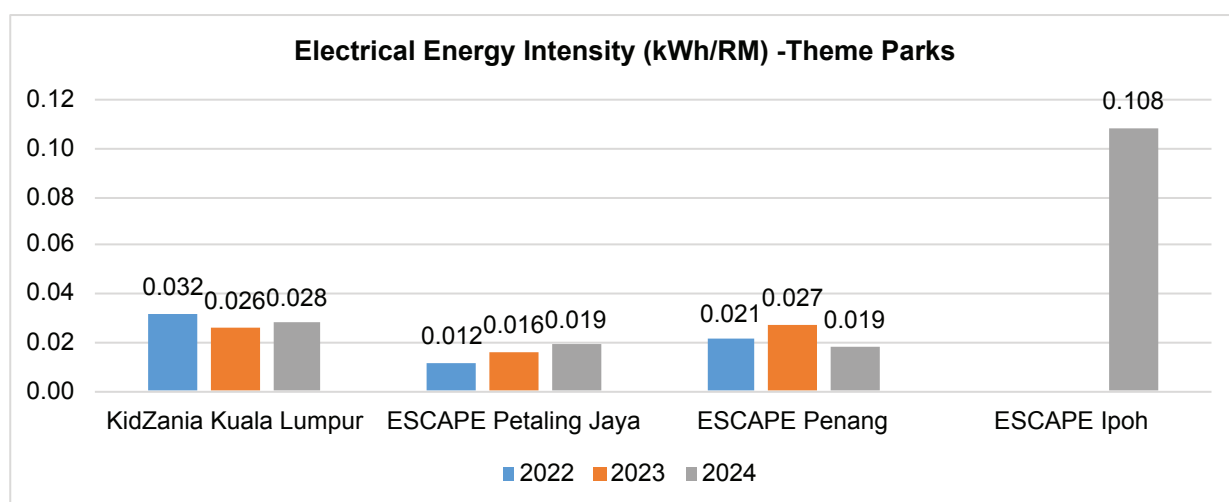
This reduction is attributed to our utilization of solar energy to power the machinery and lighting at our ESCAPE Penang Park. Our total electrical consumption intensity³ for theme park operations has decreased from 0.026 kWh/RM in FY2023 to 0.025 kWh/RM in FY2024 despite a new launch of ESCAPE Ipoh.



Electricity Consumption – Theme Parks					
	KidZania Kuala Lumpur	ESCAPE Petaling Jaya	ESCAPE Penang	ESCAPE Ipoh	Total
Total Electricity Consumption (kWh)	651,579	50,780	613,420	173,846	1,489,625
Total Electricity Consumption (GJ) ⁴	2,346	183	2,208	626	5,363

³Intensity values are expressed as emissions per unit of revenue (e.g., tCO₂e per million RM) to reflect the Group's carbon efficiency relative to its financial performance

⁴Conversion factor of 0.0036 from kWhh to GJ was used. The conversion factor is obtained from UK Government GHG Conversion Factors for Company Reporting (DEFRA).

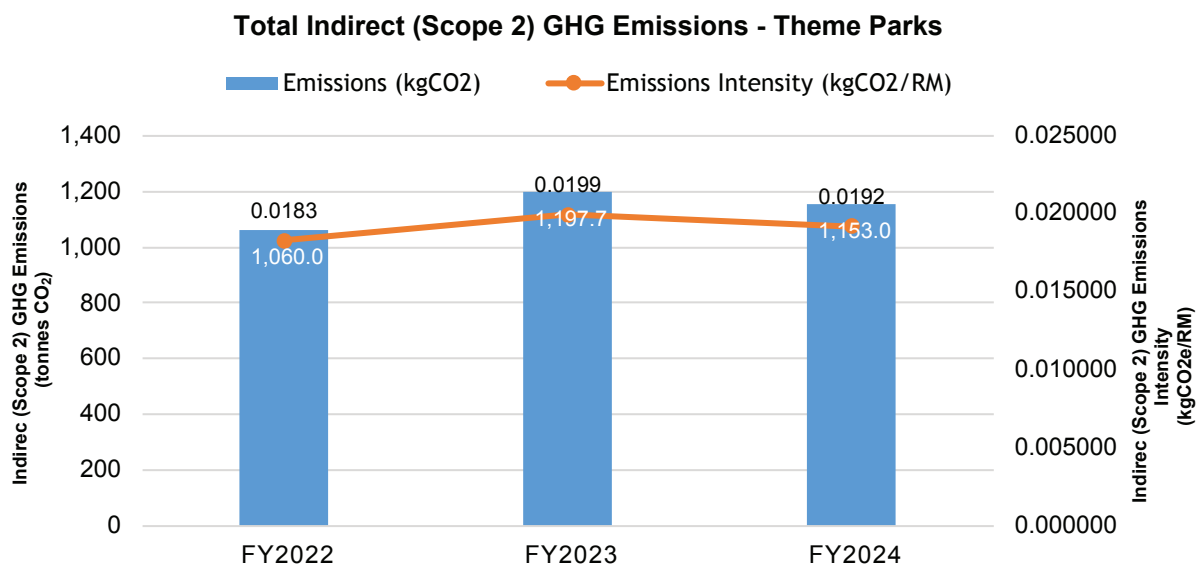


The table below reflects the electricity consumption for our construction segment in FY2024. In FY2024, SL Arabia (Construction segment) is included in the reporting scope for the Report. However, SL Arabia did not consume any electricity usage as the site operates solely on generators powered by fuel and diesel, which are classified under Scope 1 emissions.

Electricity Consumption – Codnstruction			
	Sim Leisure Makers	Sim Leisure Gulf Contracting	Total
Total Electricity Consumption (kWh)	30,215	317,044	347,259
Total Electricity Consumption (GJ) ⁵	109	1,141	1,250
Electrical Energy intensity (kWh/RM)	0.0023	0.0090	0.0029

⁵Conversion factor of 0.0036 from kWh to GJ was used. The conversion factor is obtained from UK Government GHG Conversion Factors for Company Reporting (DEFRA).

As illustrated in the graph below, the Group's Indirect (Scope 2) Emissions⁶ in our theme parks has also remained relatively constant from 0.0199 kg CO₂e/RM FY2023 to 0.0192 kg CO₂e/RM FY2024.



Total Indirect (Scope 2) GHG Emissions - Construction	Total
Total Indirect (Scope 2) GHG Emissions (tonnes CO ₂)	151.50
Total Indirect (Scope 2) GHG Emissions (kg CO ₂)	151,503.89
Indirect (Scope 2) GHG Emissions Intensity (kg CO ₂ /RM)	0.0013

In FY2024, our primary consumption of diesel and petrol usage derives from vehicles, site generators and equipment such as grass-cutting machines in our theme parks.

Direct energy consumption for FY2024 saw a significant 1,125% increase, primarily driven by the launch of ESCAPE Ipoh Park, which operates only on fuel and diesel. However, since March 2024, Escape Ipoh has ceased using diesel as the park no longer depends on generators.

Theme Parks					
	KidZania KL	ESCAPE Penang	ESCAPE Petaling Jaya	ESCAPE Ipoh	Total
Total Direct Energy Consumption (kWh) ⁷	24,387	54,855	2,797	168,246	250,285
Total Direct Energy	88	197	10	606	901

⁶ In FY2024, Grid Emission Factors (GEF) of the following has been used:

- Malaysia (0.774 Gg CO₂e/ Gwh) has been utilised for computation. The GEF was obtained from Malaysia Energy Commission at grid-emission-factor-gef-in-malaysia.
- Dubai EF (0.4041 tCO₂e/MWh) - Government of Dubai (Climate Change Reports)
- Saudi Arabia EF (0.568 tCO₂/MWh) - Clean Development Mechanism

⁷ Conversion factor of 9.89kWh/liter and 11.06kWh/liter was used for diesel and petrol respectively. The conversion factor is obtained from UK Government GHG Conversion Factors for Company Reporting (DEFRA).

Consumption (GJ) 8					
Total Direct Energy intensity (kWh/RM)	0.0010	0.0017	0.0010	0.1046	0.0042

Construction			
	Sim Leisure Makers	Sim Leisure Gulf Contracting and SL Arabia	Total
Total Direct Energy Consumption (kWh)	80,621	367,092	447,713
Total Direct Energy Consumption (GJ) 7	290	1,322	1,612
Total Direct Energy intensity (kWh/RM)	0.0062	0.0034	0.0037

We have also quantified the Direct (Scope 1)⁹ GHG emissions emitted from our petrol and diesel consumption. Direct energy consumption has resulted in 70.61 tonnes CO₂e for our theme park operations and 122.38 tonnes CO₂e for our construction operations.

	Theme Park	Construction
Direct (Scope 1) GHG emissions (tonnes CO ₂ e)	70.61	122.38
Direct (Scope 1) GHG emissions (kg CO ₂ e)	70,607.10	122,376.38
Direct (Scope 1) GHG emissions intensity (kgCO ₂ e/RM)	0.0012	0.0010

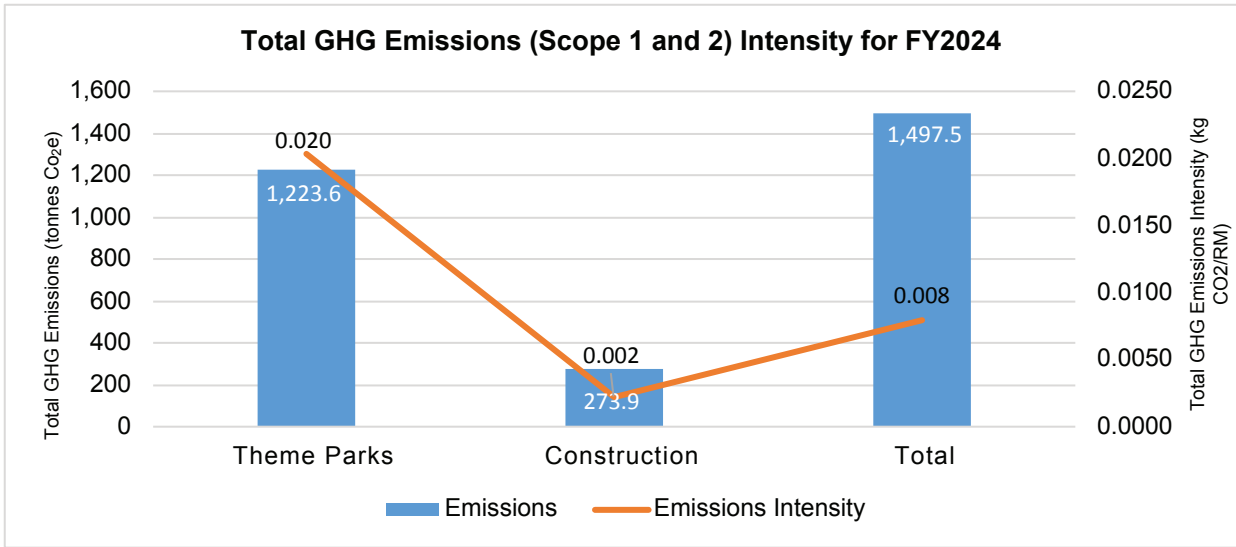
⁸ Conversion factor of 0.0036 from kWh to GJ was used. The conversion factor is obtained from UK Government GHG Conversion Factors for Company Reporting (DEFRA).

⁹ Converted petrol and diesel usage from litres to kg. (Conversion units obtained from DEFRA).

Emission Factor (EF) of direct combustion obtained from IEA to calculate emissions for each country respectively.

- Malaysia: 3.099kgCO₂(Petrol), 3.1367kgCO₂ (Diesel)
- Dubai: 3.2029kgCO₂ (Petrol), 3.2000kgCO₂ (Diesel)
- KSA: 3.2029kgCO₂ (Petrol), 3.2433kgCO₂ (Diesel)

The Group’s total Scope 1 and Scope 2 GHG emissions and emissions intensity is illustrated in the graph below.



Energy Conservation

Conventional theme parks traditionally consume a substantial amount of energy, resulting in significant carbon emissions and high operational expenses. However, our development approach diverges from sophisticated high-tech rides. Instead, we embrace a low-tech, high-fun approach in designing our rides and attractions, placing an emphasis on self-powered and self-directed play to re-introduce the outdoor play experiences of yesterday to today’s generation. The Group believes that fun comes from play and all it needs is imagination and creativity, which are key in developing and operating our attractions to minimize our carbon footprint.

Many of ESCAPE’s attractions operates entirely without electricity. For instance, our rope and obstacle courses have guests navigating through the rainforest, flying trapeze and zipline attractions, while our new Zip Coaster and a tubing ride uses artificial ski tracks from our Gravityplay hilltop.

The use of centrifugal pumps at our water park attractions necessitate a large amount of energy to ensure the entire water volume is circulated, sanitized, and filtered every 2 hours to maintain water hygiene. However, we optimise energy usage of the series of pumps by only operating the pumps at 50% capacity as they are manually monitored and tuned to match the intensity of pool use by visitors.

Traditional pumps, when functioning at low speed, often encounter issues like lower air flow and oscillatory instabilities as they are typically “brushless”. This causes overheating and demands more energy to operate the pumps. To overcome this inefficiency, ESCAPE Penang’s filtering and pumping systems are enhanced with an artificial intelligence based sensor-less Vector Control Drive to reduce electromagnetic interference, provide superior regulation at low speed, and better dynamic response.

In addition to our energy-efficient design and innovative pumping systems, ESCAPE Penang further reduces electricity consumption through the use of solar energy. By harnessing renewable solar power, we are able to offset a significant portion of our energy needs, particularly for essential park operations, further supporting our commitment to sustainability. Integrating solar energy complements our low-tech, high-fun approach, ensuring sustainable operations while preserving the outdoor play experiences we aim to deliver for today’s generation.

Performance and Targets

Performance Metrics	FY2023	FY2024
Electricity Consumption (KWh)	1,801,123	1,836,884
Scope 1 GHG Emissions(tCO ₂ e)	41.00	192.99
Scope 2 GHG Emissions (tCO ₂ e)	1,339.40	1,304.47
Revenue (Un-audited) (RM)	135,484,000	180,829,524
Total Scope 1 and Scope 2 GHG Emission Intensity (tCO ₂ e/RM)	0.011	0.008

Targets ¹⁰	Status	Performance Update for the Period
Maintain carbon emissions intensity in FY2024	Met	Carbon emissions intensity has decreased by 27% due to increased construction activity, which consumes minimal energy and results in lower carbon emissions intensity compared to the previous year.
Reduce carbon emissions intensity by 5% by FY2025	In Progress	As a newly established park, it is still in the process of optimizing operational efficiency, particularly in managing carbon emissions. We are actively working towards enhancing efficiency, and as visitor traffic continues to grow and stabilize, we expect to achieve improved performance and alignment with our sustainability targets.

¹⁰ These targets form part of Sim Leisure Group's perpetual strategy, with a commitment to maintaining these standards consistently over time.

Focus 3: Protecting the Environment

Environmental conservation and sustainable practices steer the developmental and operational facets of the Group's theme parks. Our approach involves the incorporation of innovative rainwater harvesting techniques, biomimicry landscaping, circular economy principles and the adoption of low-impact development strategies, among other initiatives. Moreover, we prioritise nurturing an appreciation for nature among our visitors, particularly children. To this end, we have instituted an eco-literacy program within our parks.

Water Consumption

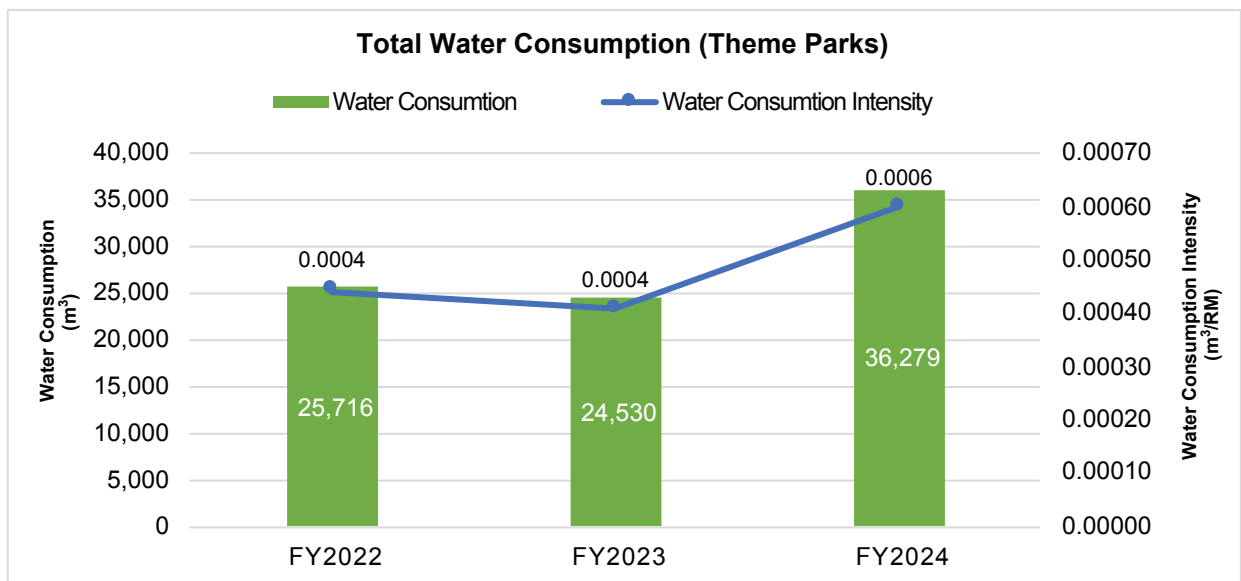
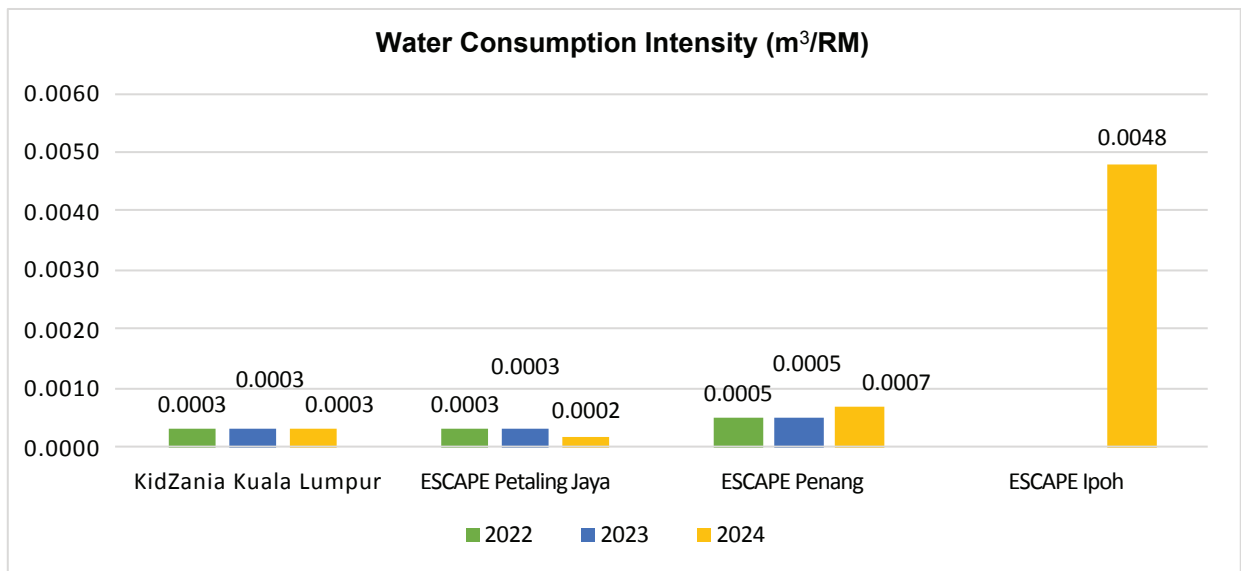
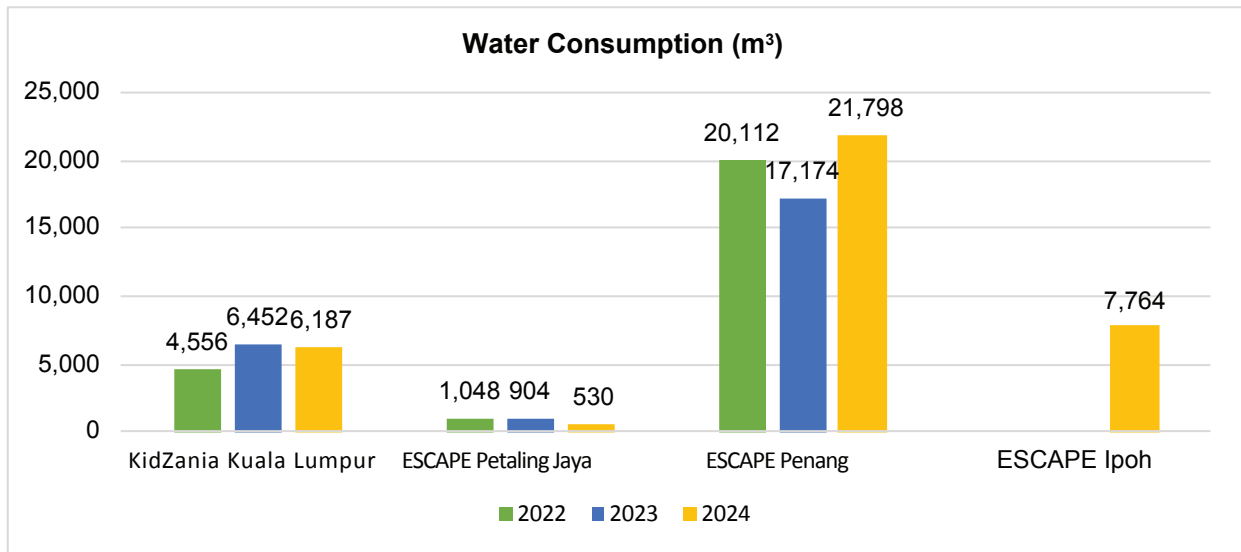
We primarily utilise water for our water theme parks and to maintain the greenery in our parks nestled in nature. Our source of water includes freshwater from nearby lakes and streams. The Group aims to reduce its reliance on the use of town water across all of its ESCAPE parks by identifying and selecting suitable sites with natural water sources, as well as employing rainwater harvesting and ballast tanks, among others.

We ensure that all water discharged into natural lakes and streams are treated in our static tanks which have filtration processes based on guidelines from the local authorities. The Group builds its own Sewage Treatment Plant (“STP”) in each site which follows local authority standards and guidelines. The STP employs the use of natural water treatment through use of plant life in water bodies for sediment trapping, nutrient removal and chemical detoxification and pools are filtered through the use of recycled crushed glass in filtration systems. We transform the existing water bodies on site by clearing them of rubbish and debris and treating the water through natural water treatment through use of plants.

Restatement: The FY2023 water consumption for construction segment has been restated due to a mis-recording in unit conversion between cubic meters (m³) and gallons for Sim Leisure Gulf. The values have been restated as follows:

	Total Water Consumption for Sim Leisure Gulf (m ³) – Published	Total Water Consumption for Sim Leisure Gulf (m ³) – Corrected	Total Water Consumption for Construction Segment (m ³) – Corrected	Total Water Consumption for Construction and Theme Park Segment (m ³) – Corrected
FY2023	289,080	1,094	2,079	26,609

Our water consumption performance is illustrated in the following graphs.



Water Consumption – Theme Parks					
	KidZania Kuala Lumpur	ESCAPE Petaling Jaya	ESCAPE Penang	ESCAPE Ipoh	Total
Total Water Consumption (m ³)	6,187	530	21,798	7,764	36,279
Water Consumption Intensity (m ³ /RM)	0.0003	0.0002	0.0007	0.0048	0.0006

The table below reflects our water consumption in the construction segment.

	Sim Leisure Makers	Sim Leisure Gulf Contracting	Sim Leisure Arabia	Total
Total Water Consumption (m ³)	-	1,207	1,226	2,433
Water Consumption Intensity (m ³ /RM)	-	0.00003	0.00002	0.00002

Biomimicry Landscaping

As part of the Group's efforts to incorporate nature-based solutions into our parks, ESCAPE Penang vegetates its roofing with native grass and shrub species. These green roofs offer a multitude of advantages: its substrate retains rain water, its drained water is cleaner from substrate filtration, cools roofs, its roofing materials have longer lifespans due to insulation against tropical heat and sunlight, sound reduction, and reduced costs to cool down buildings. Rainwater is also harvested from the grass roofs for uses such as watering plants and flushing toilets. Thanks to the biomimicry interventions, 90% of raw water utilised by ESCAPE Penang's play pools are harvested on-site. For FY2024, no new initiatives have been introduced, our priority remains on optimizing and effectively implementing these strategies while continuously monitoring their performance to ensure sustained progress and impact.

Rainwater Harvesting

In most land development projects, the prevalence of concrete, asphalt, building roofs, and compacted vegetated sites which result in an increase of rainwater runoff and consequently decreased surface water quality and groundwater infiltration. ESCAPE Penang's biomimicry approach allows rainwater to seep into the ground to support groundwater recharge.

Rather than constructing its pathways and bare surfaces with cement or asphalt, ESCAPE Penang uses layers of natural sand, pebbles, and small rocks amounting to at least 20cm deep. This slows rainwater runoff, enabling microorganisms in the substrates to digest any water-borne pollutants, purifying the water on its path back into the aquifer, minimising any water-related impacts from our operations.

Circular Economy

Departing from conventional practices in the theme park industry, the Group employs a circular economy approach in the design and development of its attractions. We aim to create a system that prioritises waste reduction while maximising resource utilisation by fostering a culture of reusing and recycling, wherever feasible.

Low-Impact Development

The Group opted for shipping containers as substitutes for conventional building structures as they are quicker and easier to assemble, while emitting less pollution and reducing the need for new building materials. Their standardised sizes provide endless possibilities of configurations and interventions to suit different uses. Moreover, containers can relocate easily with minimal labour and energy, playing into ESCAPE's low-impact development mantra.

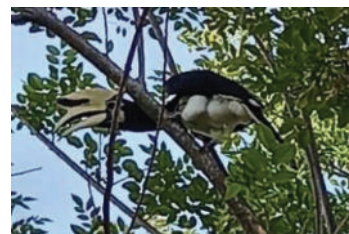
The Group is committed to enhancing the customer experience through continuous upgrades to our parks while integrating innovative and sustainable practices. In 2024, we enhanced the attraction offerings at ESCAPE Penang by introducing the world's largest tipping bucket and the world's longest dry ski slope, further strengthening the park's appeal and visitor experience. Following our tradition of thoughtful development, these upgrades are complemented by improvements to fundamental infrastructure, such as walkways and drainage systems, reflecting our attention to detail and care for our guests.

Similar to past projects, such as the Longest Zip Coaster and Longest Tube Water Slide, which were installed without heavy machinery to preserve the natural environment, the tipping bucket installation exemplifies our dedication to balancing innovation with environmental stewardship. Additionally, we continue to incorporate sustainability initiatives into attractions, such as using gravity for self-powered rides and integrating solar energy to reduce operational energy consumption. These efforts align with our mission to deliver exceptional experiences while prioritizing sustainability.

Habitat Restoration

The Group recognises that our theme park development process poses potential impact on biodiversity due to its close proximity to nature areas.

We have pioneered the ESCAPE brand of theme parks based on outdoor play in a natural environment while taking a green, low-impact approach to our development because it is the most natural approach — regardless of the prom and pageantry of green certification. This has attracted a wide variety of local birds and wildlife to our ESCAPE parks.



Our stance in developing ESCAPE theme parks hinges on our deliberate choice of selecting leftover brownfield sites rather than primary forest sites, allowing us to rejuvenate the land with ESCAPE theme parks. This transformation is evident in the case of ESCAPE Penang, which was previously a leftover brownfield site comprising abandoned office buildings, workers' quarters and warehouses from the Teluk Bahang Dam construction in 1998. We then adopted a low-impact, green approach to building ESCAPE Penang to revitalise the neglected site.

Habitat Restoration

ESCAPE Penang (44 acres) has planted more than 4,000 trees in the park, including approximately 300 coconut trees, Angsana (*Pterocarpus indicus*), Ketapang (*Terminalia catappa*), and Acacia. So far, our Penang theme park has transplanted 104 trees in the playpark at a cost of some RM6,800 per tree. These trees were originally from construction sites and would have been cut down. Weighing between 15 and 42 tonnes each, they are on average 50 years old.

Similarly, more than 4,000 trees have been planted in ESCAPE Ipoh (120 acres) and the detention pond has been cleared of debris and rubbish. The water quality has been restored through the

diversion of upstream pollution from the water body the water body has been treated naturally with plant life and earth drains.

We have also launched our “tree adoption” programme in ESCAPE Penang which will encourage land owners to contact ESCAPE Penang for transplanting unwanted trees from their lands to sites operated by ESCAPE. We hope that through these initiatives, we can not only extend the life of these trees but also contribute to the preservation and enrichment of natural landscapes within our parks.

In 2024, we expanded our reforestation efforts at ESCAPE Ipoh Park by purchasing and planting thousands of additional trees, further enhancing the park’s green landscape and reaffirming our commitment to environmental sustainability. These newly planted trees play a vital role in improving ecological balance by providing shade, enhancing air quality, and supporting local biodiversity. Through these ongoing initiatives, we remain dedicated to the restoration and preservation of natural habitats within our parks.

Waste

The primary waste streams across our operations encompass green waste and general waste. This includes waste generated from visitors to our theme parks. We are committed to effectively manage our waste, focusing on reduction and recycling initiatives whenever viable. We have employed recycling bins throughout our theme parks to encourage visitors to recycle waste, where applicable. Furthermore, we work with our external F&B contractors to minimise the use of single-use plastics in their operations in our theme parks. Specifically addressing green waste, we compost where possible, and use the waste for soil rehabilitation and enrichment to aid in plant growth.

Regarding the treatment and disposal of operational waste, the Group ensures that all general waste is handled by the licensed waste contractors. These contractors adhere to industry best practices and local regulations, disposing of the waste in line with established standards.

Promoting Eco-Literacy

With sustainability at the core of our ESCAPE brand, it is imperative for us at the Group to champion eco-literacy to our visitors and educate them about sustainable principles and environmental conservation practices. We truly believe that people absorb information most effectively in moments of enjoyment.

To communicate ESCAPE’s environmental initiatives and thought-provoking ideas, these messages are printed on signage placed throughout the park for visitors to see as they play. These messages surround the visitors, sending a subtle message all over our parks.

Encouraging eco-literacy from an early age is paramount, especially where children learn best through play and immersive experience. The Group encourages primary school field trips to ESCAPE Penang by selling school group tickets at significantly lowered rates for better access, especially among students of lower-income households, who might not otherwise have such opportunities.

Central to promoting eco-literacy is nurturing a genuine appreciation for the natural environment. This is where the immersive experience of playing in nature is vital to our visitors. At ESCAPE, the visitor absorbs these messages and draw their own conclusions through due thought and self-determination. We won't pressure visitors to become more environmentally aware and sensitive but by introducing nature to children, we hope that they will form an intrinsic desire to protect the environment.

The GREENIE Program, covering five key areas of eco-literacy education, has been included in every school visit. It includes both theoretical knowledge as well as practical application. The five areas covered are:

- 1) Recycling
- 2) Tree Planting
- 3) Water Conservation
- 4) Renewable Energy
- 5) Sustainable Food Cycles

Extending our efforts beyond our own operations, we have also partnered with corporations such as A&W Malaysia Sdn. Bhd., Etika Sdn. Bhd. and RHB Bank Berhad, to expand our eco-literacy education program to primary school children across Malaysia. Our efforts include working on ocean and land clean-up projects to nurture an appreciation for biodiversity and encourage the protection of our natural environments.

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Targets and Performance

Performance Metrics	FY2023	FY2024
Water Consumed (m³)	26,609	38,712

Targets ¹¹	Status	Performance Update for the Period
Reduction of water consumed by 5% in FY2024	Not Met	<p>Water consumption has increased by 45.48% from FY2023, primarily due to the following factors:</p> <ul style="list-style-type: none"> • Launch of the ESCAPE Ipoh; and • Higher consumption at ESCAPE Penang stemming from the construction, fabrication, and testing of the new largest Tipping Bucket and longest Dry Ski Slope Slide attractions.
Maintain social media and website content on green initiatives at least twice a year	Partially Met	The Group has made one social media post about Greenie Program – an eco-literacy initiative aimed at reconnecting children with nature through outdoor play and environmental education, fostering a commitment to sustainability.
Transplant trees 40 trees at ESCAPE theme parks in FY2024	Met	Purchased and planted thousands of additional trees in ESCAPE Ipoh park.
Develop two new games and activities with minimal impact to the environment in ESCAPE Penang from FY2024 to FY2028	Met	In FY2024, the development of Swing Park and the Mobile Monkey School represents our continued commitment to expanding recreational and educational experiences.

¹¹These targets form part of Sim Leisure's perpetual strategy, with a commitment to maintaining these standards consistently over time.

Focus 4: Ensuring Health and Safety

Safety is at the heart of the Group and we prioritise safety amongst both our workers and our visitors. To maintain global standards in workplace safety, we take a proactive approach to accident prevention by implementing a range of measures within our occupational health and safety management systems, both at our attractions and in our construction operations.

Workers' Health and Safety

Our staff form the foundation of our operations and we strive to create a safe working environment for all. To this end, we have established an Occupational Safety and Health management ("OSH") system that covers all employees. We have adopted the Sistem Keselamatan Dan Kesihatan Pekerjaan Malaysia ("MyKKP"), in line with the requirements of the Department of Occupational Safety and Health ("DOSH") in Malaysia.

Our comprehensive OSH system includes the following procedures:

- A Health and Safety Committee comprising management, representatives of workers and representatives of employer, and define the Committee's roles, responsibilities and authorities;
 - o The Committee meets quarterly to provide relevant updates on the OSH system.
- Conduct Hazards Identification, Risk Assessment and Risk Control ("HIRARC") study to identify potential risks, identify current safety controls, and take necessary action factoring in likelihood and severity in judging risks;
- Conduct general safety and health inspections at least every three months on general safety and health issues, potential unsafe conditions or unsafe situations;
 - o Daily routine checks are done by a safety officer in the theme parks. Regular training is provided to our safety officers and safety audits are conducted to ensure the quality of our safety checks.
- Establish procedures for employees to immediately and efficiently report to the management workplace incidents, internal or external, that could have (potential) or had (actual) resulted in safety and health hazards including: death, bodily injury and disease;
 - o Our HR Policies ensure that workers who report any incident or hazard are treated fairly and protected by our whistle-blowing policy.
- Conduct regular safety briefings and fire drills for employees to be familiar with required procedures;
 - o OSH general guidelines are communicated to staff through on-boarding and induction and general training.
 - o Specific safety training on hazardous and non-hazardous situations is conducted by Safety Officers in each park.
- Promote a workplace culture that prioritises health & safety by training all employees on the Group Occupational Health and Safety Policy and communicating workplace safety procedures relevant to their job scope.

In the event of any incidents, our safety officers will conduct thorough investigations and report to the management for corrective actions. Safety trainings are updated and relevant Standard Operating Procedure ("SOP") are reviewed and revised to address the incident.

The Group's ESCAPE parks comply with all legal requirements in Malaysia in respect of occupational safety and health procedures and employee's health records including:

- Occupational Safety and Health Act 1994 and Factory and Machinery Act 1967
- Fire Services Act 1988
- Penang Island Municipal Council By-laws
- Personal Data Protection Act 2010

In FY2024, there were zero incidents of major work-related injuries¹² and ill-health, zero incidents of work-related near misses, and zero incidents of work-related fatalities in both our theme park and construction operations.

Customers' Health and Safety

As developers and operators of theme park attractions, the safety and well-being of our visitors are central to our mission. We firmly believe that our park experiences should deliver not only excitement but also a sense of security. Through our stringent safety protocols, we prioritize and invest in ensuring that every guest enjoys our attractions within a safe and secure environment.

The attractions across ESCAPE theme parks have been built according to the Association for Challenge Course Technologies (ACCT) installation guidelines and all relevant requirements of the latest Euro Norm Standards: EN 15567 for rope courses and EN 12572 for artificial climbing structures.

The Group implements rigorous safety audits and preventative maintenance schedules at ESCAPE parks to ensure that all attractions are inspected and serviced on a regular basis and prior to each opening day. These regular safety audits and inspections are carried out by our safety unit led by a team of in-house inspectors certified by the Malaysia Challenge Course Association. Based on the FY2024's park attendance, there was virtually zero incidents relating to customer injuries while there were zero incidents of non-compliance with regulations and voluntary codes.

Performance and Targets

Performance Metrics	FY2023	FY2024
No. incidents of major work-related injuries and ill-health, work-related near misses, and recordable incidents of work-related fatalities in both our theme park and construction operations	0	0
No. of incidents relating to customer injuries	0	0
No. of incidents from non-compliance with regulations and voluntary codes	0	0

Targets ¹³	Status	Performance Update for the Period
Achieve zero workplace incidents	Met	No incidents of major work-related injuries and ill-health.
Achieve zero cases of fatalities or major incidents resulting in permanent disability for visitors	Met	No cases of fatalities or major incidents in the reporting period.

¹² The Group has defined "major injuries" as per the Ministry of Manpower Singapore's definition as "non-fatal but severe injuries". Source: <https://www.mom.gov.sg/faq/wsh-act/what-are-major-injuries-and-minor-injuries>

¹³ These targets form part Sim Leisure's perpetual strategy, with a commitment to maintaining these standards consistently over time.

Focus 5: Developing Human Capital

The Group strives foster a fair and diverse working environment for all our staff and workers. Recognizing the priorities of our employees and workers, such as training, fair compensation, and benefits, we pledge our commitment to invest in nurturing and retaining a diverse, resilient talent pool. This investment aligns with our aim to support the ongoing growth and advancement of all our employees in the long run.

Diversity and Equal Opportunity

The Group is an equal opportunity employer, and staunchly opposes discrimination based on factors such as gender, age, race or religion for both employees and applicants. This creates a diverse, healthy and productive organisation. To this end, it is the Group's policy to provide equal opportunity in recruitment of employees, career development, training, promotion and rewards for all employees. This is essential in upholding a meritocratic environment and developing talent for the long-term success of the organisation.

In FY2024, there were no incidents of discrimination reported.

Diversity of Employees

In FY2024, we had a total of 379 (245 for theme parks operations and 134 for construction operations) employees.

There was a total of 94 new hires¹⁴ and 22 leavers¹⁴ resulting in a new hire rate and turnover rate of 24.80% and 5.80%, respectively. All employees were hired from the respective countries where our operations are based.

Theme Parks			
Age Group	No. of Employees	New Hires	Turnover
Below 30 years old	182 (74%)	53 (68%)	4 (80%)
30 – 50 years old	55 (22%)	23 (29%)	1 (20%)
Over 50 years old	8 (4%)	2 (3%)	0 (0%)
Gender			
Male	138 (56%)	43 (55%)	4 (80%)
Female	107 (44%)	35 (45%)	1 (20%)
Total	245	78	5

¹⁴Calculation of number and rate of new employees and leavers only includes permanent and contract employees.

Construction			
Age Group	No. of Employees	New Hires	Turnover
Below 30 years old	16 (12%)	7 (44%)	5 (29%)
30 – 50 years old	101 (75%)	9 (56%)	9 (53%)
Over 50 years old	17 (13%)	0 (0%)	3 (18%)
Gender			
Male	112 (84%)	8 (50%)	15 (88%)
Female	22 (16%)	8 (50%)	2 (12%)
Total	134	16	17
Methodology used	All employees have been recorded using the headcount method, at the end of the reporting period.		

Due to the varied nature of our businesses, we have employees who are hired for different employment arrangements. A breakdown of these arrangements can be found in the table below.

Breakdown of employees by type of employment					
Theme Parks					
Gender	Permanent, Full-time	Contract, Full-time	Temporary (Intern)	Non-guaranteed hours ¹⁵	Total
Male	53 (58%)	11 (38%)	21 (58%)	53 (60%)	138 (56%)
Female	38 (42%)	18 (62%)	15 (42%)	36 (40%)	107 (44%)
Total	91	29	36	89	245
Construction					
Gender	Permanent, Full-time	Contract, Full-time	Temporary, Intern	Non-guaranteed hours ¹⁵	Total
Male	112 (84%)	0 (0%)	NA	NA	112 (84%)
Female	21 (16%)	1 (100%)	NA	NA	22 (16%)
Total	133	1	NA	NA	134

Additionally, we have disclosed our employees according to their employment categories. We have defined our 'Management' as the Executive Directors, Chief Executive Officer and Head of Finance, as well as managers who have a leadership role in the Group. All other employees not in the 'Management' have been categorised as 'Other Employees'.

¹⁵This refers to short-term employees hired to support our construction segment during major construction activities or peak seasons.

Breakdown of employees by Employee Categories		
Theme Parks		
	Management	Other Employees
By Age Group		
Below 30 years old	2	180
30 – 50 years old	10	45
Over 50 years old	3	5
By Gender		
Male	9	129
Female	6	101
Total	15	230
Construction		
	Management	Other Employees
By age group		
Below 30 years old	0	17
30 – 50 years old	15	94
Over 50 years old	3	5
By Gender		
Male	12	100
Female	6	16
Total	18	116

Diversity of Board Members

Amongst our Board of Directors, there are 3 independent directors (60%), and 2 executive directors (40%) who are senior management employees as at end of the FY2024. For more information on our Board, please refer to the Board Composition and Guidance section of our Corporate Governance report in our Annual Report 2024.

Age Group	No. of Individuals	Percentage
Below 30 years old	0	0%
30 – 50 years old	1	20%
Over 50 years old	4	80%
Gender		
Male	4	80%
Female	1	20%
Total	5	100%

Training and Education

Our employees engage in a wide range of career development initiatives and training programs, including our Customer Training Program and KidZania Training Company Induction.

In FY2024, our employees attended a total of 2,688.5 hours of training and an average of 7.09 hours of training per employee. The table below shows the breakdown of average hours training per employee by gender and employee category.

Our management remains committed to fostering continuous learning and professional growth among our employees. This year, we have significantly increased our investment in training and development, with total training hours rising from 507 (FY2023) to 2,688.5 (FY2024) —a remarkable 430% increase.

The average training hours per employee have also surged from 1.05 to 7.09 hours, reflecting our dedication to equipping our workforce with the necessary skills and knowledge to remain competitive in the industry. This substantial growth underscores our proactive approach to employee development, ensuring they remain empowered, engaged, and prepared for future challenges.

Theme Park	Total hours of training	Average hours of training
Management	36	2.40
Other Employees	1,789.5	7.78
Gender		
Male	1,120.5	8.12
Female	705	6.59
Construction	Total hours of training	Average hours of training
Management	110	6.11
Other Employees	753	6.49
Gender		
Male	753	6.72
Female	110	5.00

In addition to training and development programs, permanent, full-time employees undergo scaling performance evaluations. These evaluations help ensure that our employees are aligned with our organizational objectives, while also paving the way for career advancement. Our performance reviews are conducted twice a year for permanent staff.

We recognise that some of our employees did not receive a performance review in FY2024. This was mainly because some employees were still under probation when performance reviews were conducted and other employees were engaged in on-site construction activities.

Employees who have received performance reviews			
Theme Parks			
	Number of Employees eligible for Performance Reviews ¹⁶	Number of Employees who received Performance Reviews	Percentage of Employees who received Performance Reviews
Employee Categories			
Management	11	11	100%
Other Employees	77	58	75%
Gender			
Male	51	40	78%
Female	37	29	78%
Total	88	69	78%
Construction			
	Number of Employees eligible for Performance Reviews ¹⁶	Number of Employees who received Performance Reviews	Percentage of Employees who received Performance Reviews
Employee Categories			
Management	16	16	100%
Other Employees	115	114	99%
Gender			
Male	111	111	100%
Female	20	19	95%
Total	131	130	99%

Employee Benefits

All full-time employees are covered by our healthcare insurance and medical benefits. In addition, full-time employees are entitled to medical and annual leave, as well as free entry into the theme park. Eligible full-time employees are also entitled to parental leave. The table below illustrates the breakdown of employees from our theme parks segment who took parental leave in FY2024.

¹⁶Numbers including all FT permanent employees excluding directors and senior management.

	Theme Parks		Construction	
	Male	Female	Male	Female
No. of employees that took parental leave in FY2024	1	0	5	2
No. of employees due to return in FY2024 *	1	1	5	2
No. of employees who returned to work after parental leave ended	1	1	5	1
Return to work rate	100%	100%	100%	50%
No. of employees that took parental leave in FY2023	1	1	1	0
No. of employees who returned to work after leave ended and were still employed after 12 months	1	1	1	0
Retention rate	100%	100%	100%	N/A

Note * > Includes employee took parental leave in FY2023 and only due to return in FY2024.

Note > N/A – Not applicable

Market Presence

The Group uphold best practices concerning employee engagement, including equitable remuneration and meeting minimum wage standards as stipulated by local labour regulations. In FY2024, local minimum wage for Malaysia is RM 1,500 and KSA is SAR 4,000.

The Group acknowledges the invaluable advantages of recruiting local talent, which not only enriches our business operations but also strengthens our economic contributions within each region. Actively pursuing this commitment, we prioritise the hiring of senior management from the local talent pool across our key operational regions. In FY2024, 100% of theme park and construction's Management were hired locally¹⁷.

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¹⁷ We have defined 'local' as individuals who live in the city or town of the entity they are managing.

Performance and Targets

Performance Metrics	FY2023	FY2024
No. of incidents of discrimination	0	0
No. of cases of non-compliance with labour law	0	0
No. of average training hours per employee	1.05	7.09

Targets ¹⁸	Status	Performance Update for the Period
Zero incidents of discrimination	Met	No incident of discrimination in the reporting period.
Zero significant non-compliance with labour laws	Met	No cases of non-compliance with labour laws in the reporting period.
To provide at least three average hours of training per employee by FY2026	Met	In FY2024, the average training hours per employee was 7.09 hours. We remain committed to enhancing employee development and will continue to monitor training hours to ensure competitiveness and skill growth for our employees.
To provide at least six hours average hours of training per employee from FY2030		

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¹⁸ These targets form part of Sim Leisure's perpetual strategy, with a commitment to maintaining these standards consistently over time.

Focus 6: Contributing to the Local Economy

The Group is dedicated to fostering a positive influence within the communities neighbouring its operational sites. This commitment is exemplified through various initiatives such as actively endorsing local enterprises, providing employment opportunities to community members, catalysing tourism revenue, and prioritizing local suppliers whenever feasible. By aligning with and supporting the growth of indigenous businesses and sourcing talent from the area, we aim to fortify the socio-economic fabric of the nearby communities we operate in.

Communal Living and Shared Responsibility

The Group always strives to bring a positive impact to the local communities it operates in and engages with. An example is ESCAPE Penang, which is situated within the Teluk Bahang community.

When developing ESCAPE Penang, the Group factored in the consideration of ethics, social responsibility, and reducing dependency on external resources. ESCAPE Penang desires to be transparent and is committed to its local community by supporting local businesses and employing local staff. ESCAPE Penang is currently the community's largest employer, and in fact, the majority of ESCAPE Penang's workforce comprises those from the Teluk Bahang community.

The Group intends to replicate the communal impact in other regions of expansion domestically and internationally, as this approach can yield a greater return beyond commercial gain, making communities more economically equitable and resilient.

Indirect Economic Impacts

The Group's operations have increased tourism and brought about increased revenue for local communities around the parks. In FY2024, we implemented these initiatives.

Firstly, we have made a significant impact on community engagement. In October 2024, SJK(C) Sin Kang in Bandar Baru Air Itam, Penang, organized a nine-day fair at Escape Theme Park, generously sponsored by the Group. The event successfully raised over RM220,000 for the school's maintenance and educational initiatives. This fair was part of a series of fundraising activities celebrating the school's 118th anniversary to enhance the school's facilities and educational initiatives. These efforts reflect the community's commitment to supporting quality education and improving the learning environment.

Furthermore, Escape Penang acts as a powerful catalyst for the local economy by attracting a diverse mix of visitors who often extend their stay to explore local dining, shopping, and accommodation options. Moreover, our commitment to local procurement ensures that regional suppliers and small businesses benefit directly from increased demand, further enhancing community livelihoods and contributing to a more diversified and resilient local economy.

Lastly, In FY2024, we provided over 5,000 complimentary tickets to persons with disabilities (OKU) and senior citizens, along with more than 80,000 heavily subsidized tickets for school children across our theme parks, reinforcing our commitment to accessibility and community engagement.

Local Procurement

The Group actively supports the local economy by procuring from local suppliers, whenever possible. We prioritise sourcing from local goods and services suppliers, engaging overseas suppliers only in instances where eligible local options are unavailable.

Proportion of Spending on Local Suppliers	
Theme Parks segment	90%
Construction segment	77%

Performance and Targets

Performance Metrics	FY2023	FY2024
Percentage of procurement made locally	99% (Theme Park) 93% (Construction)	90% (Theme Park) 77% (Construction)

Targets ¹⁹	Status	Performance Update for the Period
Minimum 60% of procurement made locally	Met	During the reporting period, both the theme park and construction segments sourced over 70% of their procurement locally, reinforcing our commitment to supporting local suppliers and economies.

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¹⁹ These targets form part of Sim Leisure's perpetual strategy, with a commitment to maintaining these standards consistently over time.

SGX Six Primary Components Index

S/N	Primary Component	Section Reference
1	Material Topics	<ul style="list-style-type: none"> Stakeholder Engagement and Materiality Assessment
2	Climate-related disclosures consistent with the TCFD recommendations	<ul style="list-style-type: none"> Focus 2: Resiliency to Climate Change
3	Policies, Practices and Performance	<ul style="list-style-type: none"> Sustainability Strategy Overview Focus 1: Upholding Governance and Ethics Focus 2: Resiliency to Climate Change Focus 3: Protecting the Environment Focus 4: Ensuring Health and Safety Focus 5: Developing Human Capital Focus 6: Contributing to the Local Economy
4	Board Statement	<ul style="list-style-type: none"> Focus 1: Upholding Governance and Ethics o Board Statement
5	Targets	<ul style="list-style-type: none"> Focus 1: Upholding Governance and Ethics Focus 2: Resiliency to Climate Change Focus 3: Protecting the Environment Focus 4: Ensuring Health and Safety Focus 5: Developing Human Capital Focus 6: Contributing to the Local Economy
6	Framework	<ul style="list-style-type: none"> About This Report

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GRI Content Index

Statement of use	Sim Leisure Group Ltd. has reported the information cited in this GRI content index for the period 1 January 2024 to 31 December 2024 with reference to the GRI Standards 2021.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Section Reference and/or Reason for Omission
General disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	Our Business
	2-2 Entities included in the organization's sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report
	2-4 Restatements of information	About This Report
	2-5 External assurance	About This Report
	2-6 Activities, value chain and other business relationships	Our Business
	2-7 Employees	Focus 5: Developing Human Capital <ul style="list-style-type: none"> Diversity of Employees
	2-8 Workers who are not employees	Focus 5: Developing Human Capital <ul style="list-style-type: none"> Diversity of Employees
	2-9 Governance structure and composition	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> ESG Governance
	2-10 Nomination and selection of the highest governance body	Annual Report 2024
	2-11 Chair of the highest governance body	Annual Report 2024
	2-12 Role of the highest governance body in overseeing the management of impacts	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> ESG Governance
	2-13 Delegation of responsibility for managing impacts	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> ESG Governance
	2-14 Role of the highest governance body in sustainability reporting	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> ESG Governance
	2-15 Conflicts of interest	Annual Report 2024
	2-16 Communication of critical concerns	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> Whistle-Blowing Policy

GRI Standard	Disclosure	Section Reference and/or Reason for Omission
	2-17 Collective knowledge of the highest governance body	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> ESG Governance
	2-18 Evaluation of the performance of the highest governance body	Annual Report 2024
	2-19 Remuneration policies	Annual Report 2024
	2-20 Process to determine remuneration	Annual Report 2024
	2-21 Annual total compensation ratio	Annual Report 2024
	2-22 Statement on sustainable development strategy	Chairman/CEO Message to Stakeholders <p>Focus 1: Upholding Governance and Ethics</p> <ul style="list-style-type: none"> Board Statement
	2-23 Policy commitments	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> Policy Commitments
	2-24 Embedding policy commitments	Focus 1 – 6
	2-25 Processes to remediate negative impacts	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> Whistle-Blowing Policy <p>Focus 4: Ensuring Health and Safety</p> <ul style="list-style-type: none"> Workers' Health and Safety
	2-26 Mechanisms for seeking advice and raising concerns	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> Whistle-Blowing Policy
	2-27 Compliance with laws and regulations	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> Corporate Compliance
	2-28 Membership associations	The Group is a member of the following associations: <ul style="list-style-type: none"> International Association of Amusement Parks and Attractions, since 2007 World Waterpark Association
	2-29 Approach to stakeholder engagement	Stakeholder Engagement and Materiality Assessment
	2-30 Collective bargaining agreements	Not applicable. Employees are not covered by collective bargaining agreements.
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Focus 1 – 6
	3-2 List of material topics	Focus 1 – 6

Focus 1: Upholding Governance and Ethics		
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Focus 1: Upholding Governance and Ethics
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> Anti-Corruption Policy
	205-2 Communication and training about anti-corruption policies and procedures	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> Anti-Corruption Policy
	205-3 Confirmed incidents of corruption and actions taken	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> Anti-Corruption Policy
GRI 207: Tax 2019	207-1 Approach to Tax	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> Tax Compliance
	207-2 Tax Governance, Control and Risk Management	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> Tax Compliance
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Not applicable – we will start screening new suppliers using environmental criteria and document it as part the new supplier evaluation process from FY2024 onwards.
	308-2 Negative environmental impacts in the supply chain and actions taken	308-2 (b), (c), (d), (e): Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> Supply Chain Management 308-2 (a), This metric is under evaluation.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at signing risk for incidents of child labor	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> Supply Chain Management Information relating to our suppliers is not available – our current supplier evaluation system does not include our suppliers' practices and/or policies relating to child labor.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents or forced or compulsory labor	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> Supply Chain Management
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> Supply Chain Management
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Not applicable – we will start screening new suppliers using social criteria and document it as part the new supplier evaluation process from FY2024 onwards.

	414-2 Negative social impacts in the supply chain and actions taken	414-2 (b), (c), (d), (e): Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> Supply Chain Management 414-2 (a): This metric is under evaluation.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Focus 1: Upholding Governance and Ethics <ul style="list-style-type: none"> Customer Privacy
Focus 2: Resiliency to Climate Change		
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Focus 2: Resiliency to Climate Change
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Focus 2: Resiliency to Climate Change <ul style="list-style-type: none"> Energy and Emissions
	302-3 Energy intensity	Focus 2: Resiliency to Climate Change <ul style="list-style-type: none"> Energy and Emissions
	302-4 Reduction of energy consumption	Focus 2: Resiliency to Climate Change <ul style="list-style-type: none"> Energy and Emissions
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Focus 2: Resiliency to Climate Change <ul style="list-style-type: none"> Energy and Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Focus 2: Resiliency to Climate Change <ul style="list-style-type: none"> Energy and Emissions
	305-4 GHG emissions intensity	Focus 2: Resiliency to Climate Change <ul style="list-style-type: none"> Energy and Emissions
	305-5 Reduction of GHG emissions	Focus 2: Resiliency to Climate Change <ul style="list-style-type: none"> Energy and Emissions
Focus 3: Protecting the Environment		
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Focus 3: Protecting the Environment
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Focus 3: Protecting the Environment <ul style="list-style-type: none"> Water and Effluents
	303-2 Management of water discharge-related impacts	Focus 3: Protecting the Environment <ul style="list-style-type: none"> Water and Effluents
	303-5 Water consumption	Focus 3: Protecting the Environment <ul style="list-style-type: none"> Water and Effluents
GRI 304: Biodiversity 2016	304-2 Significant Impacts of Activities Products and Services on Biodiversity	Focus 3: Protecting the Environment <ul style="list-style-type: none"> Habitat Restoration
	304-3 Habitats Protected or Restored	Focus 3: Protecting the Environment <ul style="list-style-type: none"> Habitat Restoration

GRI 306: Waste 2016	306-1 Waste generation and significant waste-related impacts	NA
	306-2 Management of significant waste-related impacts	Focus 3: Protecting the Environment <ul style="list-style-type: none"> Waste
	306-3 Waste generated	N/A
	306-5 Waste directed to disposal	Focus 3: Protecting the Environment <ul style="list-style-type: none"> Waste
Focus 4: Ensuring Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Focus 4: Ensuring Health and Safety
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Focus 4: Ensuring Health and Safety <ul style="list-style-type: none"> Workers' Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Focus 4: Ensuring Health and Safety <ul style="list-style-type: none"> Workers' Health and Safety
	403-3 Occupational health services	Focus 4: Ensuring Health and Safety <ul style="list-style-type: none"> Workers' Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Focus 4: Ensuring Health and Safety <ul style="list-style-type: none"> Workers' Health and Safety
	403-5 Worker training on occupational health and safety	Focus 4: Ensuring Health and Safety <ul style="list-style-type: none"> Workers' Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Focus 4: Ensuring Health and Safety <ul style="list-style-type: none"> Workers' Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Focus 4: Ensuring Health and Safety <ul style="list-style-type: none"> Workers' Health and Safety
	403-9 Work-related injuries	Focus 4: Ensuring Health and Safety <ul style="list-style-type: none"> Workers' Health and Safety
	403-10 Work-related ill health	Focus 4: Ensuring Health and Safety <ul style="list-style-type: none"> Workers' Health and Safety
GRI 416 Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Focus 4: Ensuring Health and Safety <ul style="list-style-type: none"> Customers' Health and Safety
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Focus 4: Ensuring Health and Safety <ul style="list-style-type: none"> Customers' Health and Safety

Focus 5: Developing Human Capital		
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Focus 5: Developing Human Capital
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Focus 5: Developing Human Capital <ul style="list-style-type: none"> Market Presence
	202-2 Proportion of senior management hired from the local community	Focus 5: Developing Human Capital <ul style="list-style-type: none"> Market Presence
GRI 401: Employment	401-1 New employee hires and employee turnover	Focus 5: Developing Human Capital <ul style="list-style-type: none"> Diversity of Employees
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Focus 5: Developing Human Capital <ul style="list-style-type: none"> Employee Benefits
	401-3 Parental leave	Focus 5: Developing Human Capital <ul style="list-style-type: none"> Diversity of Employees
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Focus 5: Developing Human Capital <ul style="list-style-type: none"> Training and Education
	404-2 Programs for upgrading employee skills and transition assistance programs	404-2(a): Focus 5: Developing Human Capital <ul style="list-style-type: none"> Training and Education 404-2(b): Not applicable. The Group does not have any transition assistance programs.
	404-3 Percentage of employees receiving regular performance and career development reviews	Focus 5: Developing Human Capital <ul style="list-style-type: none"> Training and Education
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Focus 5: Developing Human Capital <ul style="list-style-type: none"> Diversity of Employees
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Focus 5: Developing Human Capital <ul style="list-style-type: none"> Diversity and Equal Opportunity
Focus 6: Contributing to the Local Economy		
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Focus 6: Contributing to Local Economy
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Focus 2: Resiliency to Climate Change Climate-related Risks and Opportunities

GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Focus 6: Contributing to Local Economy <ul style="list-style-type: none"> Communal Living and Shared Responsibility Indirect Economic Impacts
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Focus 6: Contributing to Local Economy <ul style="list-style-type: none"> Local Procurement

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Topic	Metric	Section Reference
Energy Management	1) Total energy consumed, 2) Percentage grid electricity and 3) Percentage renewable	Focus 2: Resiliency to Climate Change <ul style="list-style-type: none"> Energy and Emissions
Customer Safety	1) Fatality rate and 2) Injury rate for customers	Focus 4: Ensuring Health and Safety <ul style="list-style-type: none"> Customers' Health and Safety
	Percentage of facilities inspected for safety, percentage of facilities that failed inspection	Focus 4: Ensuring Health and Safety <ul style="list-style-type: none"> Customers' Health and Safety
Workforce Safety	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) permanent employees and (b) seasonal employees	Focus 4: Ensuring Health and Safety <ul style="list-style-type: none"> Workers' Health and Safety
ACTIVITY METRIC		
Attendance	Approximately 550,000 visitors in FY2024.	
Number of customer-days	Data is not tracked as re-entry is allowed within the same day. Estimation: Half of the day's operating hours	

TCFD Index

Please refer to **Focus 2: Resiliency to Climate Change** for our climate-related disclosures in line with TCFD recommendations.

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