



KOP Limited Sustainability Report

FY2022

TABLE OF CONTENTS

BOARD'S STATEMENT	2
ABOUT THE GROUP	3
ABOUT THIS REPORT	4
SUSTAINABILITY GOVERNANCE	5
STAKEHOLDER ENGAGEMENT	7
RISK MANAGEMENT PROCESS	8
MATERIALITY ASSESSMENT	9
2023 TARGETS.....	10
THE ENVIRONMENT	12
OUR EMPLOYEES.....	18
OUR GUESTS.....	24
OUR RESPONSES TO A POST-COVID-19 WORLD	25
GOVERNANCE	27
ECONOMIC	28
GRI CONTENT INDEX	29
TCFD DISCLOSURES	37

*This report has been prepared by the Company and its contents have been reviewed by the Company's sponsor, RHT Capital Pte. Ltd. ("**Sponsor**"), for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited ("**SGX-ST**").*

This report has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this report, including the correctness of any of the statements or opinions made or reports contained in this report.

The contact person for the Sponsor is Mr. Khong Choun Mun, Registered Professional, at 6 Raffles Quay, #24-02, Singapore 048580, sponsor@rhtgoc.com.

BOARD'S STATEMENT

Dear Stakeholders,

The Board of Directors (the “**Board**”) of KOP Limited (“**KOPL**” or the “**Company**”, together with its subsidiaries, the “**Group**”) is pleased to present our fifth sustainability report for the financial year ended 31 March 2022 (“**FY2022**”). This report demonstrates our commitment to leave positive impacts to the environment and society. In placing sustainability at the core of our business, we strive to apply sustainable and resilient operating practices that create lasting shared value for our stakeholders.

As we pivot towards a new normal, there has never been an opportune time for businesses to take more ambitious actions to address environmental and social challenges. Despite the growing threat of climate change and global warming, the effects of which are increasingly felt over the world, our Board intends to capitalise on the opportunities to be good stewards of the environment in the face of this looming catastrophe.

We prepared this report based on the Global Reporting Initiative (“**GRI**”) standards of reporting our performance in the key Environmental, Social and Governance (“**ESG**”) aspects identified. Additionally, based on the contents of the report, we have integrated several of the Task Force on Climate-related Financial Disclosure (“**TCFD**”) recommendations. Nevertheless, we strives to progressively disclose the 11 TCFD recommendations in the subsequent sustainability report.

Our Board continues to carry out the Group’s responsibilities in determining, monitoring and managing its ESG factors that are material to the Group, providing strategic direction and management processes to achieve these goals.

During the year, we took progressive actions in accelerating our sustainability action plans and we are committed to our sustainability target. These goals mark an important progress in helping us achieve major milestones in our sustainability journey. Our embedded sustainability practices and business strategies are detailed in this report.

We are pleased to share with you our fifth sustainability report and invite you to read about our latest progress and achievements during the year. Thank you for supporting us along this journey, and we look forward to working with all our stakeholders to deliver good progress on the sustainability front.

Ms Ong Chih Ching
Executive Chairman and Executive Director

KOP Limited

ABOUT THE GROUP

KOP Limited (“**KOPL**” or the “**Company**”, together with its subsidiaries “**Group**”) (Stock Code: SGX:511) is listed on the Catalist board of the Singapore Securities Trading Limited (“**SGX-ST**”), focusing on the area of real estate development, investment, and management services with a diversified and robust portfolio in Singapore as well as the region.

Being a multi-faceted property developer and a leading entertainment purveyor, KOPL aims to create a niche in the regional property market by combining the businesses of property development, entertainment, and event management. Its portfolio of award-winning projects include the Ritz-Carlton Residences, Montigo Resorts, Nongsa, and Seminyak in Indonesia, as well as the upcoming Wintastar in Shanghai. Through a broad range of iconic and award-winning real estate and hospitality projects conceived with quality architecture, landscape, and workmanship, KOPL provides unique living and leisure experiences for its clients.

With businesses encompassing both property and entertainment industries, KOPL endeavors to expand its core business to become a trusted and leading organisation globally.

ABOUT THIS REPORT

Scope of Report

This is the Group's fifth year in publishing its sustainability report ("**Report**") publicly and this Report summarises the Group's performance, initiatives, and impact of its operations in the aspects of key Environmental, Social and Governance ("**ESG**") areas. All data and activities reported were from 1 April 2021 to 31 March 2022 ("**FY2022**") unless stated otherwise. This Report focuses on the ESG performance of our hospitality business in Indonesia – Montigo Resorts in Nongsa and Seminyak. In addition, this Report includes our approaches and initiatives in dealing with the post-COVID-19 pandemic.

Through this Report, the Group would like to share its commitment to managing the impact of key ESG issues with its various stakeholders, which include investors and shareholders, employees, customers and guests, as well as the government and regulators as a whole.

Reporting Framework

The Report has been prepared under Rule 711A and 711B of the Listing Manual Section B: Rules of Catalist of SGX-ST, and Global Reporting Initiative ("**GRI**") Standards – Core option, the international standard for sustainability reporting established by GRI in 2016.

The content of this Report was defined by the four reporting principles established by GRI Standards: (1) Stakeholder Inclusiveness; (2) Sustainability Context; (3) Materiality; (4) Completeness. The Stakeholder Inclusiveness principle was implemented in determining the Report context through various stakeholder engagements and internal discussions. The sustainability context principle was implemented in determining the Report context which covered the ESG aspects. The Materiality principle was implemented in determining the Report context through stakeholder engagements and internal discussions. All relevant factors were then weighted according to their respective importance to stakeholders, as well as their impact on KOPL's business. This combined assessment allows KOPL to identify and agree upon the appropriate material ESG aspects for the business.

Additionally, as part of KOPL's journey to a low-carbon future, this Report was prepared in accordance with several of the recommendations from the TCFD framework despite it not being mandatory for this financial year's report.

Report Content & Quality

This Report aims to provide an integrated overview of the Group's initiatives and strategies related to sustainability and responsible business development. This Report intends to address the key concerns and issues that KOPL's stakeholders face. To ensure content quality, we have applied GRI's principles of accuracy, balance, clarity, comparability, reliability, and timeliness as well as TCFD's seven principles for effective disclosure, including disclosures should represent relevant information; be specific and complete; be clear, balanced and understandable; be consistent over time; be comparable among companies within a sector, industry or portfolio; be reliable, verifiable and objective; and be provided on a timely basis.

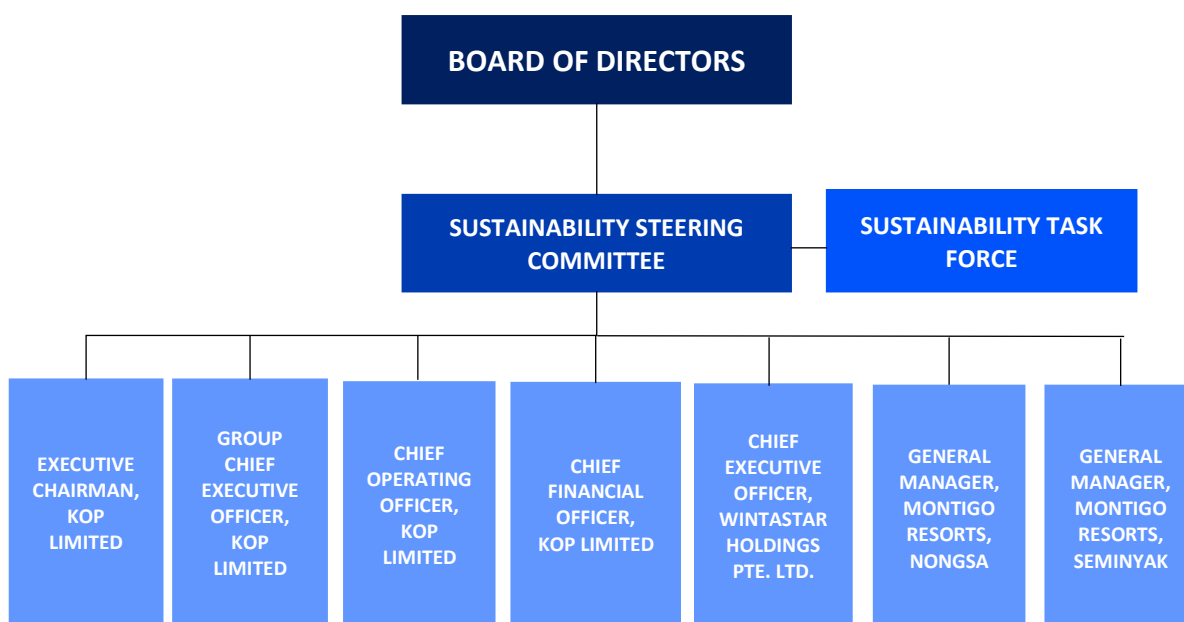
Contact Us

As part of our continuous efforts on improving the coverage of our sustainability practices in the Report, we welcome stakeholders to submit their questions or feedback on any aspect of our sustainability performance to enquiry@kopgroup.com.

SUSTAINABILITY GOVERNANCE

At KOPL, we are committed to integrating sustainable practices and ESG topics into our business operations. We strongly believe in conducting business responsibly and sustainably. The Board recognises that sustainability is key in ensuring the success of KOPL’s business. We work collaboratively with the Group’s sustainability leadership and working teams to realise our goals and objectives.

Our Sustainability Steering Committee (“SSC”), supported by our Sustainability Task Force, takes a proactive role in developing the Group’s sustainability practices and policies, as well as managing and monitoring the Group’s overall sustainability performance. The sustainability governance structure is as shown below:



The SSC drives and guides the Group’s sustainability agenda and regularly updates the Board and management on the Group’s sustainability strategies and initiatives. The SSC is also responsible for reviewing and assessing the Group’s sustainability goals and performance. Specifically, sustainability policies are also evaluated annually to highlight areas of improvement.

To shed light on the various responsibilities held by the SSC, the table below highlights how each individual is pivotal in driving positive environmental change.

Role	Responsibilities
Executive Chairman, KOP Limited	Oversees the implications of climate-related risks and opportunities surrounding the Group in attaining sustainable development
Group Chief Executive Officer, KOP Limited	Oversees Group’s plans and approves its strategies, metrics, and targets to address its climate-related risks
Chief Operating Officer, KOP Limited	Discusses and makes decisions on climate-related opportunities in strategy planning

Chief Financial Officer, KOP Limited	Reviews the financial performance of climate-related risks to KOPL and opportunities undertaken by the Group
Chief Executive Officer, Wintastar Holdings Pte. Ltd.	Works closely with the SSC to assess and manage climate-related risks and opportunities at Wintastar
General Manager, Montigo Resorts, Nongsa	Works closely with the SSC to assess and manage climate-related risks and opportunities at Montigo Resorts, Nongsa
General Manager, Montigo Resorts, Seminyak	Works closely with the SSC to assess and manage climate-related risks and opportunities at Montigo Resorts, Seminyak

With a robust sustainability governance structure established, we hope that our strategy remains relevant and maximises the value of our sustainability activities to our stakeholders in the long run.

STAKEHOLDER ENGAGEMENT

At KOPL, we are cognisant of the importance of engaging our stakeholders by understanding their expectations and concerns. Both internal and external stakeholders are crucial to us as they can make a positive and meaningful impact on our business activities.

We strive to deliver value for our stakeholders by putting their diverse needs at the centre of our offerings. We constantly engage our stakeholders through various channels to forge a trusting relationship with them as well as achieve our objectives. Meanwhile, we seek, evaluate and act on all forms of feedback to enhance the solutions and experiences we provide.

The table below summarises our key stakeholder groups, methods, and frequency of engagement as well as key topics of interest:

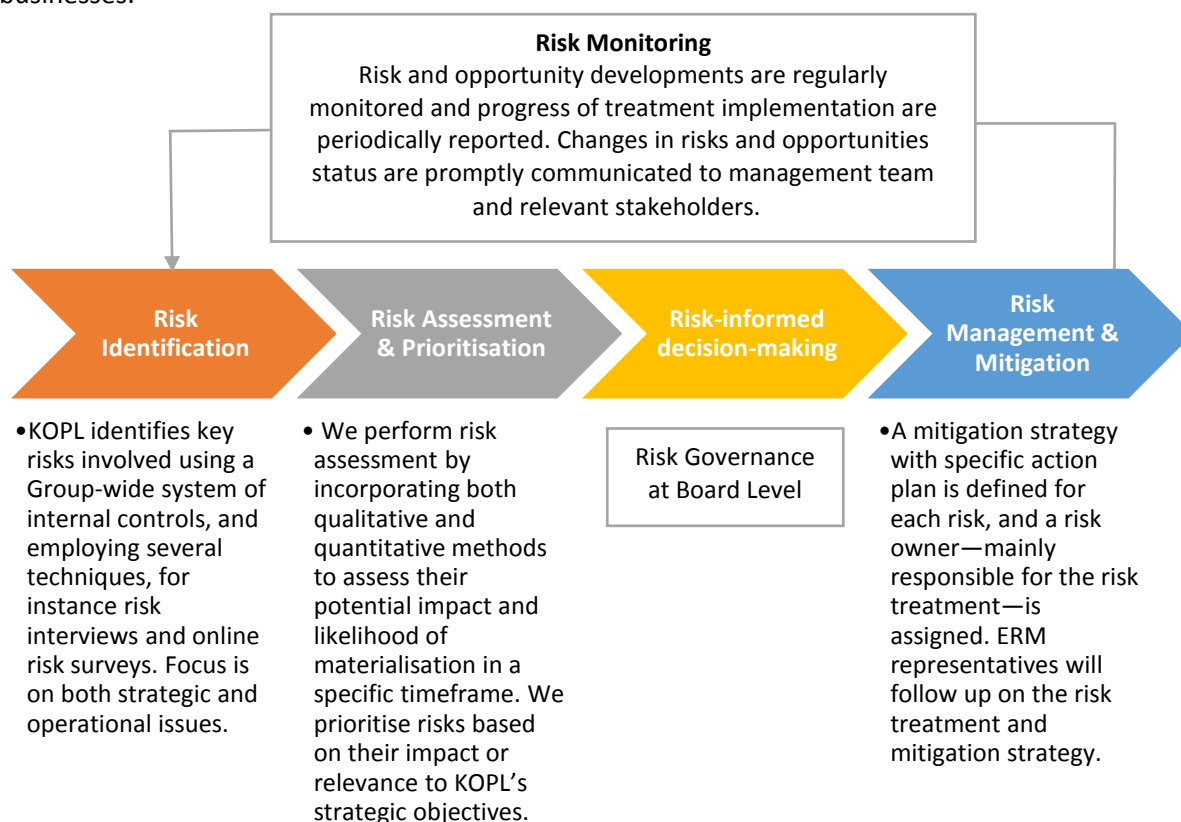
Key Stakeholder	Engagement Methods	Frequency	Key Topics of Interest
Investors and Shareholders	Timely and transparent updates of financial results and announcements, business developments, press releases, and other relevant disclosures via SGXNET and KOPL's website	Throughout the year	<ul style="list-style-type: none"> Long-term sustainable distribution and total returns Transparent reporting Sound corporate governance practices
	One-on-one meetings and site visits	Throughout the year	<ul style="list-style-type: none"> Business strategy and outlook
	Annual General Meeting	Annually	
Employees	Induction programme for new employees	Throughout the year	<ul style="list-style-type: none"> Equitable remuneration Fair and competitive employment practices and policies
	Training and development programmes	Throughout the year	
	Regular e-mails, meetings, and town-hall sessions	Throughout the year	<ul style="list-style-type: none"> Safe and healthy work environment
	Recreational and wellness activities	Throughout the year	<ul style="list-style-type: none"> Employee development and well-being
	Career development performance appraisals	Annually	
Customers and Guests	Feedback from customers and guests and active engagement towards guests on their well-being throughout their stay with us	Throughout the year	<ul style="list-style-type: none"> Comments and potential room for improvement in delivering exceptional services (e.g. hospitality)
Government and Regulators	Meetings and dialogue sessions	Throughout the year	<ul style="list-style-type: none"> Compliance with and updates on changing laws and regulations

RISK MANAGEMENT PROCESS

KOPL also acknowledges that maintaining a sound system of risk management is crucial to safeguard the interests of the company and its shareholders. To keep abreast of any changes in existing regulatory requirements and practice of good corporate governance, KOPL has formulated an Enterprise Risk Management (“ERM”) Framework to guide the Group’s management approach and mitigate sustainability-related risks.

With this systematic ERM framework in place, the Group’s capabilities in identifying and mitigating any risks, coupled with competencies are continuously enhanced within the Group. To continuously enhance governance processes and raise risk awareness, enterprise risk assessments are conducted to highlight and review any inadequacies in addressing relevant risks and attaining business sustainability. As part of our annual ERM exercise, ESG risks are considered regular business risks and are identified, assessed, and managed to ensure that these risks remain within our risk appetite.

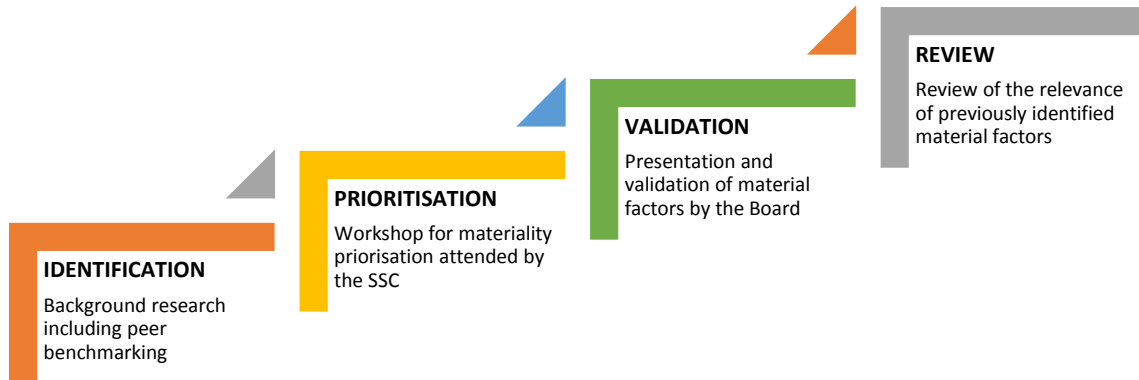
As illustrated in the chart below, our ERM Framework enables the identification, prioritisation, assessment, management, and monitoring of key risks and associated key controls in the Group’s businesses.



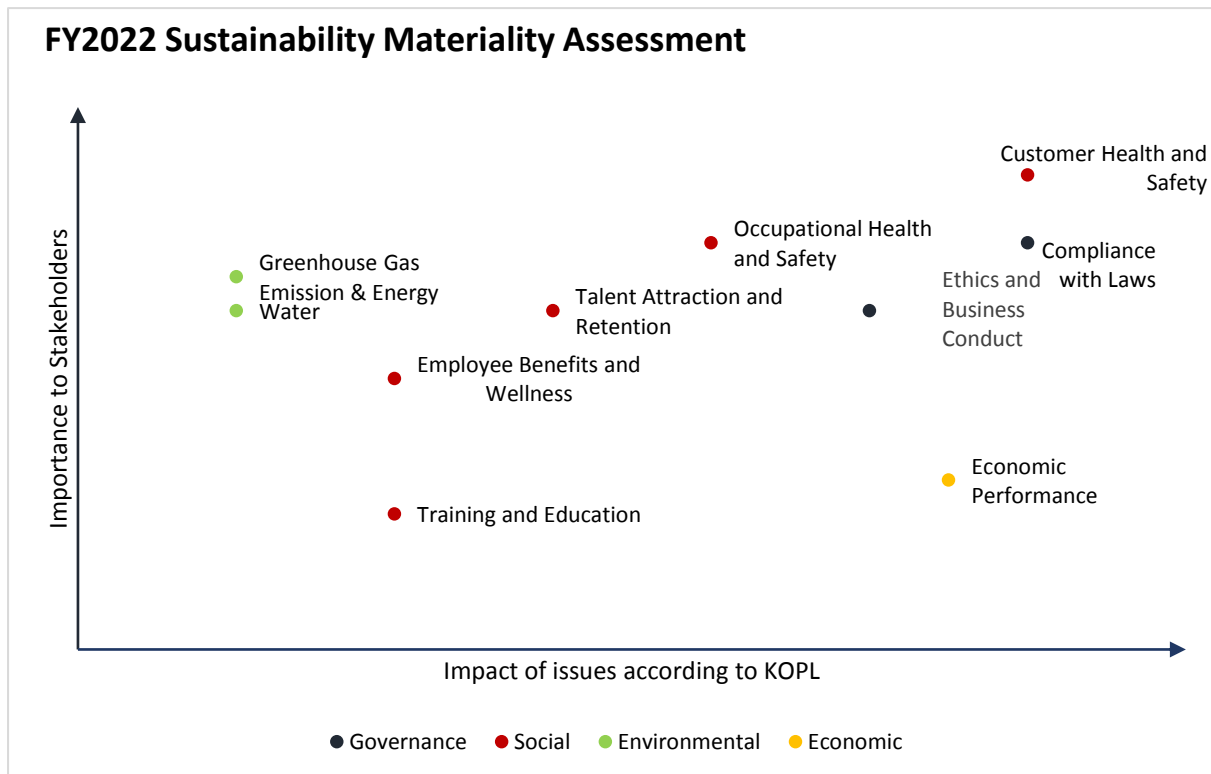
MATERIALITY ASSESSMENT

At KOPL, we regularly review and assess the relevance of the issues material to our business through various channels and feedback. The materiality assessment was conducted to identify key ESG issues that were significant to our business and stakeholders. We have affirmed that our focus areas continue to be relevant, both to the material and emerging topics within the GRI framework, and the topics are prioritised using a materiality matrix.

The Group adopts the following four-step process to define the material topics:




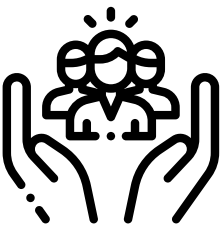
The matrix below considers the potential impact of each issue on our business operation as well as its importance to our stakeholders. We concluded that our 10 material topics identified continue to remain relevant and aligned to our sustainability agenda in FY2022. While our material topics remain unchanged, we report on the importance of it with consideration of the business landscape and stakeholder concerns.




2023 TARGETS

The tourism industry has been largely affected by the COVID-19 pandemic due to travel restrictions. Our resorts were either partially or fully closed from April 2020 and reopened only in the last quarter of 2020 for limited domestic business. Despite partial or full closure of our resorts, we have devoted our efforts to maintain the resort premises and facilities. The low occupancy rate throughout FY2022 has resulted in a sharp decrease in electricity intensity per occupied room and water intensity per occupied room as shown below (Refer to FY2022 Performance column). This has also resulted in a decline in our manpower requirements in FY2022.

As such, we feel it is prudent to set our FY2023 targets based on FY2020's performance to reflect a regular business year, instead of FY2022 as FY2020's performance reflects pre COVID-19 operations:

ASPECTS	FY2022 PERFORMANCE	FY2023 TARGETS
 <p>ENVIRONMENTAL</p>	<p>Electricity intensity based on gross floor area grew from 13.97 kWh/m² in same period a year ago (“FY2021”) to 17.81 kWh/m² in FY2022, and electricity intensity per occupied room drastically fell from 1,891.76 kWh/occupied room in FY2021 to 484.67 kWh/occupied room in FY2022.</p> <p>Water intensity level based on gross floor area rose from 0.70 m³/m² in FY2021 to 0.95 m³/m² in FY2022, and water intensity per occupied room decreased considerably from 94.92 m³/occupied room in FY2021 to 25.89 m³/occupied room in FY2022.</p>	<p>Maintain or reduce the energy intensity based on FY2020's performance (i.e. 56 kWh/m² and 144kWh/occupied room)</p> <p>Maintain or reduce the water intensity based on FY2020's performance (i.e. 1.09m³/m² and 2.82 m³/occupied room)</p>
 <p>SOCIAL</p>	<p>The employee turnover rate decreased sharply from 442% in FY2021 to 53% in FY2022 due to introduction of travel bubble by the governments, reopening of borders and economies. More manpower is being recruited in preparation for the reopening of borders and resorts. Trainings were also provided to enhance goal congruence and built strong bonding between the employee and the company.</p> <p>There were no workplace incidents that result in a fatality or permanent injury.</p> <p>There were no incidents of non-compliance with relevant health and safety regulatory requirements.</p>	<p>Reduce the employee turnover rate to 30% or below, going forward.</p> <p>Zero workplace incidents that result in a fatality or permanent injury.</p> <p>Achieve zero incidents of non-compliance with relevant health and safety regulatory requirements.</p>

	We have offered internal and external training courses to employees at all levels.	Continue providing internal and external training courses offered to our employees.
	Zero incidents of non-compliance with customer health and safety laws and regulations concerning the health and safety of our properties.	Achieve zero incidents of non-compliance with customer health and safety laws, as well as regulations concerning the health and safety of our properties.
 <p>GOVERNANCE</p>	Zero incidents of non-compliance with anti-corruption laws and regulations.	Achieve zero incidents of non-compliance with anti-corruption laws and regulations.
	Zero incidents of non-compliance with various socioeconomic laws and regulations.	Achieve zero incidents of non-compliance with various socioeconomic laws and regulations.

THE ENVIRONMENT

KOPL is committed to conducting business in a sustainable and environmentally-friendly manner. We recognise that due to the nature of our business, our energy and water consumption rates are relatively significant, which in turn has a bearing on climate change and global warming. Therefore, as aspiring stewards of the environment, we strive to ensure that our business operations and strategies are as green as possible to curtail our ecological footprint.

Energy and Greenhouse Gas (“GHG”) Emissions Consumption and Intensity Overview

FY2022 Energy and GHG Emissions Consumption and Intensity Targets and Performance

Indicator	Targets	Performance
Gasoline Consumption	41.76 m ³ or below	5.10 m ³
Gasoline Intensity ¹	0.00032 m ³ /m ² or below 0.00082 m ³ /occupied room or below	0.00004 m ³ /m ² 0.00106 m ³ /occupied room
Electricity Consumption	7,321,540 kWh or below	2,336,600 kWh
Electricity Intensity	55.82 kWh/m ² or below 144.12 kWh/occupied room or below	17.81 kWh/m ² 484.67 kWh/occupied room
GHG Emissions from Gasoline Consumption (Scope 1 Emissions)	94.96 tCO ₂ e or below	11.60 tCO ₂ e
GHG Emissions Intensity from Gasoline Consumption (Scope 1 Emissions Intensity) ²	0.00072 tCO ₂ e/m ² or below 0.00187 tCO ₂ e/occupied room or below	0.00009 tCO ₂ e/m ² 0.0024 tCO ₂ e/occupied room
GHG Emissions from Electricity Consumption (Scope 2 Emissions)	3,069.19 tCO ₂ e or below	979.50 tCO ₂ e
GHG Emissions Intensity from Electricity Consumption (Scope 2 Emissions Intensity)	0.02 tCO ₂ e/m ² or below 0.06 tCO ₂ e/occupied room or below	0.01 tCO ₂ e/m ² 0.20 tCO ₂ e/occupied room

Before delving deeper, KOPL’s seemingly good environmental performance in FY2022 as compared to FY2023’s Targets is due to the constraints imposed by the prevailing COVID-19 pandemic. In spite of the gradual relaxations in safe distancing measures and the return of tourists, both Montigo Resorts, Nongsa (“MRN”) and Montigo Resorts, Seminyak (“MRS”), were not operating at their full capacity. In particular, MRS operated under the new standard capacities set by the auditors on behalf of Indonesia’s Ministry of Tourism and Creative Economy.

¹ There was a conversion error in prior years’ report for gasoline consumption and intensity targets as the figure was recorded in litres instead of cubic metres. As such, the figure should be divided by 1,000. The figure stated in this report has been rectified accordingly.

² There was a conversion error in prior years’ report for greenhouse gas emissions intensity from gasoline use target as the figure was recorded as kgCO₂e instead of tCO₂e. As such, the figure should be divided by 1,000. The figure stated in this report has been rectified accordingly.

With the further easing in travel restrictions over the upcoming financial year, KOPL remain dedicated to reducing our energy consumption and bolstering our energy efficiency. Our energy-saving initiatives are summarised as follows:

- Guidelines on energy usage;
- Policies or guidelines on energy-efficient related and other certifications required by the local government;
- Policies or guidelines on green buildings or hotels;
- Policies or guidelines on promoting an environmentally friendly corporate culture as well as raising awareness on environmental matters;
- Procurement policies or guidelines to prioritise the use of energy-efficient or environmentally friendly products/equipment; and
- Provision of free shuttle services to and fro from the ferry terminal, which is planned strategically by the Front Office Team (i.e. determining which type of vehicle to use for different pick-up timings based on arrival and departure reports).

To execute them, we have established a Hotel Energy Management Committee which includes resort managers and engineers, who are responsible for monitoring and managing the resorts' monthly energy consumption and promoting energy conservation efforts. The Hotel Energy Management Committee also monitors and performs trend analysis on the electricity and gas consumption to track energy usage.

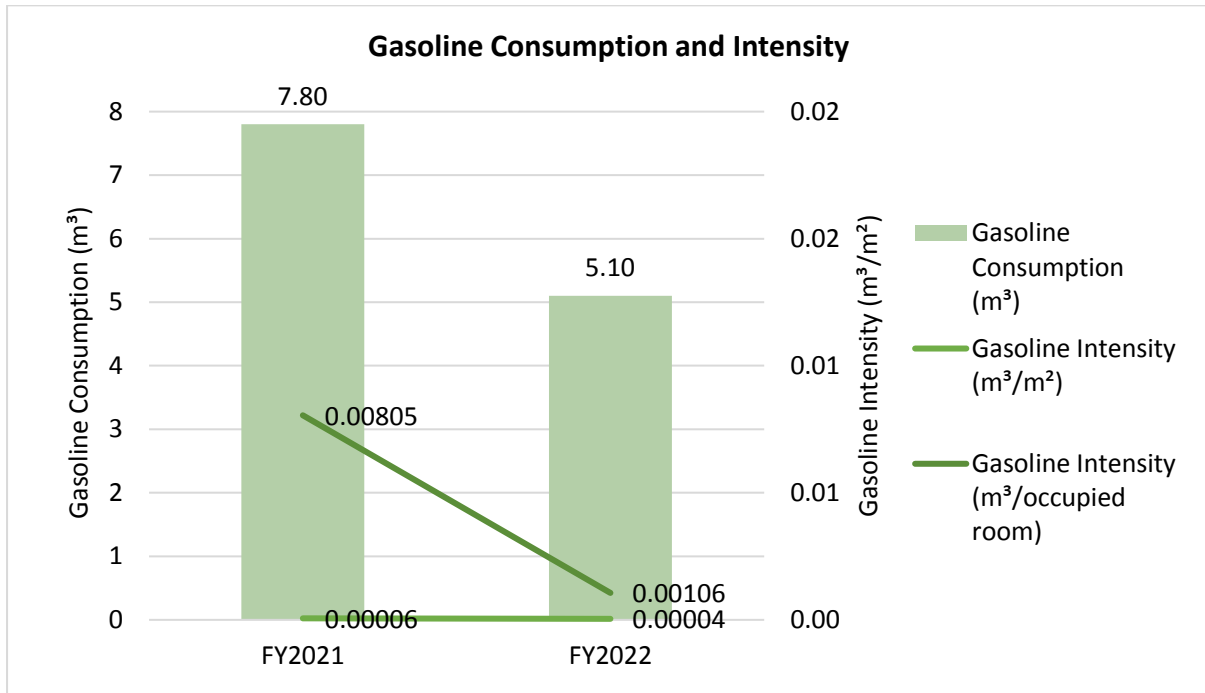
Some of the key energy efficiency enhancements measures that have been put forth entail:

- Building resorts with a sustainable-centric interior design (i.e. being surrounded by extensive and lush amounts of greenery to reduce the degree of the urban heat island effect; creating open-air structures to alleviate the need for air-conditioning and artificial lighting);
- Employing sustainable materials like light-emitting diode (LED) lighting and motion sensors for light switches, and freon as the cooling agent in our air conditioning systems;
- Encouraging our employees to practise good energy-saving habits (e.g. switching off lights and air-conditioners when not in use);
- Equipping lifts with a sleep/standby mode when not in use, where lift car lighting, indicators, and ventilation will be turned off; and
- Pre-setting the temperature of the airconditioning system at 24 degree celsius.

Lastly, to extract and compute the following various energy consumption figures and charts, both resorts derived their values from public utility bills.

Gasoline Consumption and Intensity³

As reflected in the chart below, total gasoline consumption decreased from 7.80 m³ in FY2021 to 5.10 m³ in FY2022. Similarly, gasoline intensity per gross floor area was reduced from 0.00006 m³/m² in FY2021 to 0.00004 m³/m² in FY2022 and gasoline intensity per occupied room fell from 0.00805 m³/occupied room in FY2021 to 0.00106 m³/occupied room in FY2022.

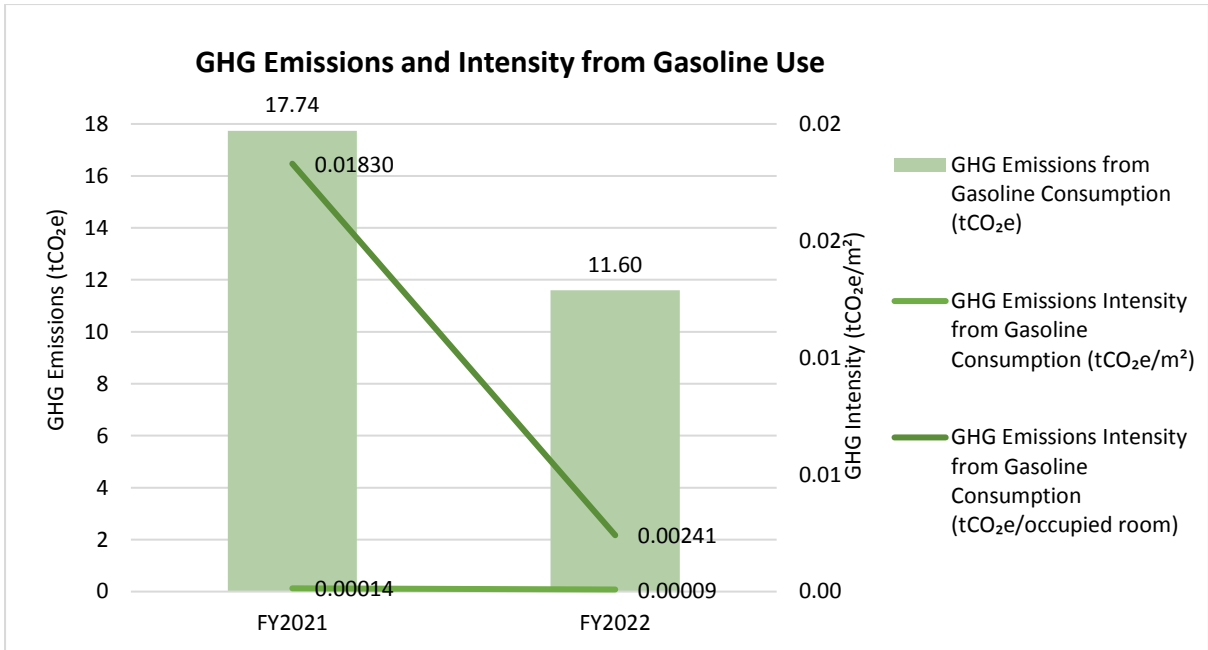


Greenhouse Gas Emissions Intensity from Gasoline Use (Scope 1 Emissions Intensity)⁴

As illustrated in the chart below, since GHG emissions are directly proportionate to the level of gasoline consumption, the decline in gasoline consumption caused GHG emissions to fall from 17.74 tCO₂e in FY2021 to 11.60 tCO₂e in FY2022. Similarly, GHG intensity from gasoline use fell from 0.00014 tCO₂e/m² in FY2021 to 0.00009 tCO₂e/m² in FY2022, and 0.0183 tCO₂e/occupied room in FY2021 to 0.00241 tCO₂e/occupied room in FY2022, owing to reduce gasoline usage and higher occupancy rates.

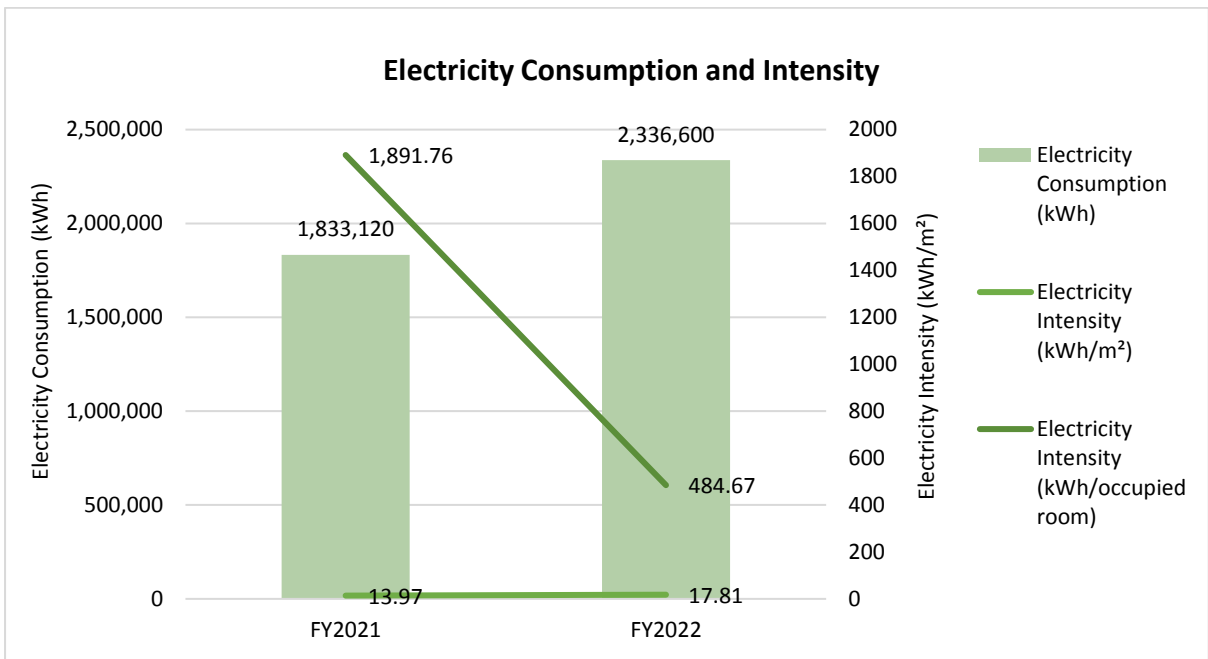
³ There was a conversion error in prior years' report for gasoline consumption and intensity as the figure was recorded in litres instead of cubic metres. As such, the figure should be divided by 1,000. The figure stated in this report has been rectified accordingly.

⁴ There was a conversion error in prior years' report for greenhouse gas emissions intensity from gasoline use as the figure was recorded as kgCO₂e instead of tCO₂e. As such, the figure should be divided by 1,000. The figure stated in this report has been rectified accordingly.



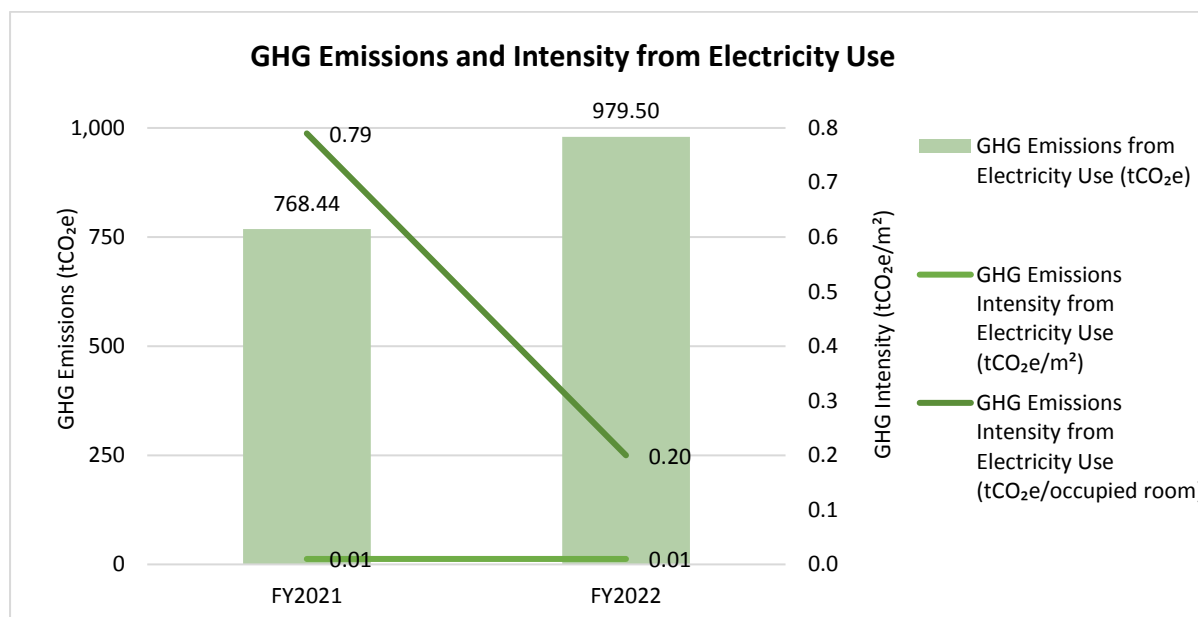
Electricity Consumption and Intensity

Conversely, due to increased occupancy rates and business operations, electricity consumption and intensity rose. To shed light, KOPL's overall electricity consumption for both resorts rose from 1,833,120 kWh in FY2021 to 2,336,600 kWh in FY2022. Consequently, the electricity intensity per gross floor area rose slightly from 13.97 kWh/m² in FY2021 to 17.81 kWh/m² in FY2022; whilst the electricity intensity per occupied room decreased considerably from 1,891.76 kWh/occupied room in FY2021 to 484.67 kWh/occupied room.



Greenhouse Gas Emissions Intensity from Electricity Use (Scope 2 Emissions Intensity)

Similarly, as GHG emissions are positively associated with electricity consumption, increments in the former imply similar growth in the latter. In particular, GHG emissions arising from electricity consumption rose from 768.44 tCO₂e in FY2021 to 979.50 tCO₂e in FY2022. In terms of GHG emissions intensity from electricity consumption per gross floor area, it remained constant at 0.01 tCO₂e/m². On the other hand, owing to increased occupancy rates, GHG emission intensity from electricity consumption per occupied room dropped from 0.79 tCO₂e/occupied room in FY2021 to 0.20 tCO₂e/occupied room in FY2022.



Water Consumption

FY2022 Water Consumption Target and Performance

Indicator	Target	Performance
Water Consumption	143,202.40 m ³	124,823.20 m ³
Water intensity per Gross Floor Area	1.09m ³ /m ²	0.95 m ³ /m ²
Floor Area	2.82 m ³ /occupied room	25.89 m ³ /occupied room

As aforementioned, with KOPL being part of the hospitality industry, we require immense amounts of clean water to support our principal activities in the resorts we manage - maintaining food and beverage establishments, providing laundry services, facilitating recreational activities, and executing general operations which include irrigation, cleaning, and maintenance. Therefore, it is to be expected that we have a higher water demand and intensity to meet our needs.

Nonetheless, we constantly strive to improve water efficiency and conserve water usage without compromising the satisfaction level of our guests and employees through the following initiatives:

- Educating local communities about the need to conserve water;
- Implementing a water monitoring system to monitor water usage rates to highlight potential water leakages and improve water efficiency;
- Installing dual-capacity flushing cisterns to curtail water usage with each flush;
- Performing routine maintenance on the resorts' plumbing systems, swimming pools, water taps, and valves to prevent water leakages;

- Promoting water conservation habits to guests through the use of infographics that are placed at each wash basin;
- Rainwater harvesting for gardening;
- Replacing faulty taps and valves to minimise water loss; and
- Utilisation of recycled water (i.e. rainwater from rainwater harvesting) for non-essential purposes such as gardening and general cleaning of office areas.

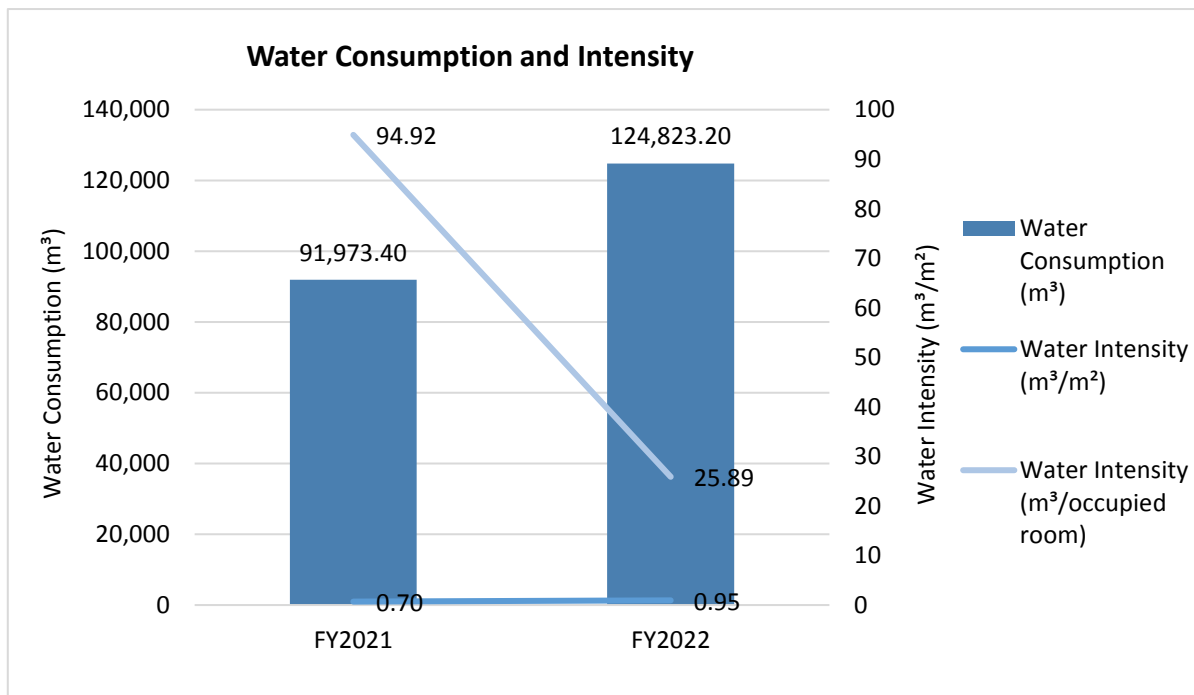
Moreover, to honor our commitment as responsible stewards of the environment, we conduct regular checks on our sewage treatment plants to prevent effluent leakages that can contaminate surrounding water bodies.

All in all, through these collective and concerted efforts, we believe that these are adequate in advocating for sustainable water consumption.

Presently, MRN draws water from municipal water supplies and other public and private water utilities, whilst MRS's main source of water is groundwater from deep wells. Additionally, to extract and compute water consumption, the former uses invoices from public water utilities, while the latter is based on government calculations.

Water Consumption and Intensity

As illustrated in the graph below, with greater occupancy rates and business operations, overall water consumption rose from 91,973.40 m³ in FY2021 to 124,823.20 m³ in FY2022. The growth in water consumption per m² basis and reduction in water consumption per occupied room basis was largely attributed to the increased business operations over the financial year. Hence, the water intensity per gross floor area increased marginally from 0.70 m³/m² in FY2021 to 0.95 m³/m² in FY2022. However, the water intensity per occupied room dipped from 94.92 m³/occupied room in FY2021 to 25.89 m³/occupied room in FY2022 due to the increased occupancy rates.



OUR EMPLOYEES

At KOPL, we firmly believe in creating a conducive working environment where our employees can develop and grow is vital to the Group's success in the long run. We are committed to providing an inclusive and collaborative working culture that embraces the unique perspectives and experiences of our employees as well as delivers differentiated high-quality services to our guests.

We are firm believers that building a fair and merit-based employment practice fosters a positive corporate culture for our people. Training courses and programmes, coupled with education and development opportunities are provided to our employees, which create a win-win situation for both employees improvement and the resilience of the Group as a whole. Being in the hospitality industry, our employees are our value-add assets to deliver high-quality services to our guests. Therefore, we place great importance on providing regular training sessions, and cross-departmental training as well as a secure and safe working environment for our employees, enabling better health and well-being.

Talent Attraction and Retention

FY2022 Talent Attraction and Retention Target and Performance

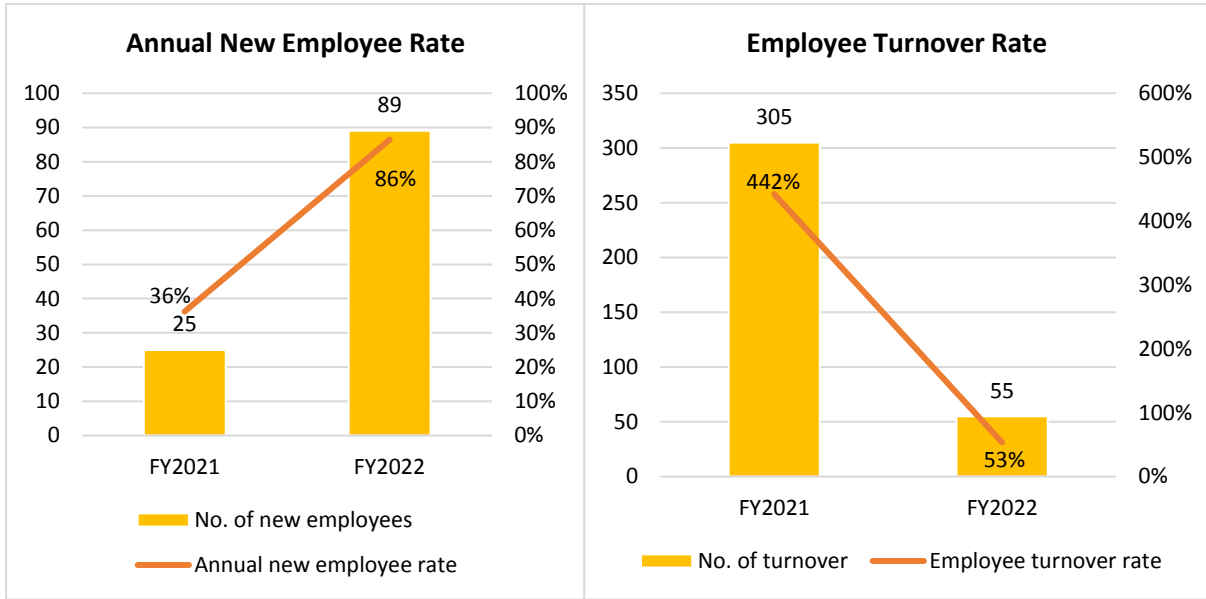
Indicator	Target	Performance
Annual employee turnover rate	30% or below	53%

At KOPL, we are cognisant that our employees' performance is directly correlated to the quality of service delivered to our guests. The drive and commitment from our employees to provide the highest quality of service will have a positive impact on the resort and its operations. Therefore, we strive to continuously maintain a secure and safe working environment for our employees to be able to thrive.

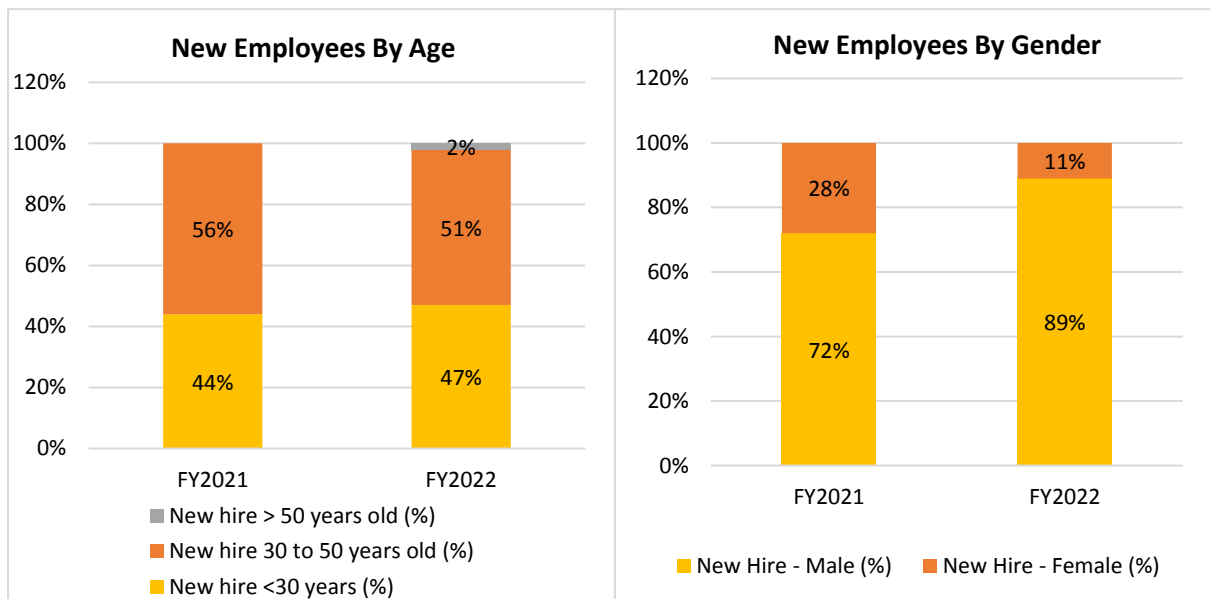
We continuously adopt fair and merit-based employment and recruitment practices to attract the best-suited individuals and retain existing employees. The Group has formulated the Employment Handbook and various policies, including the Code of Conduct as well as hiring, termination, and retirement procedures. Employee benefits comprise leave entitlements, remuneration packages, and performance bonuses.

We are committed to fair and progressive opportunities for all our employees. Employee empowerment and development are vital to the growth and success of the business, and we strive to create a positive work environment by encouraging open communication between the management and employees. We continue to conduct annual performance evaluation reviews to identify their development gaps and needs through a lifelong learning approach.

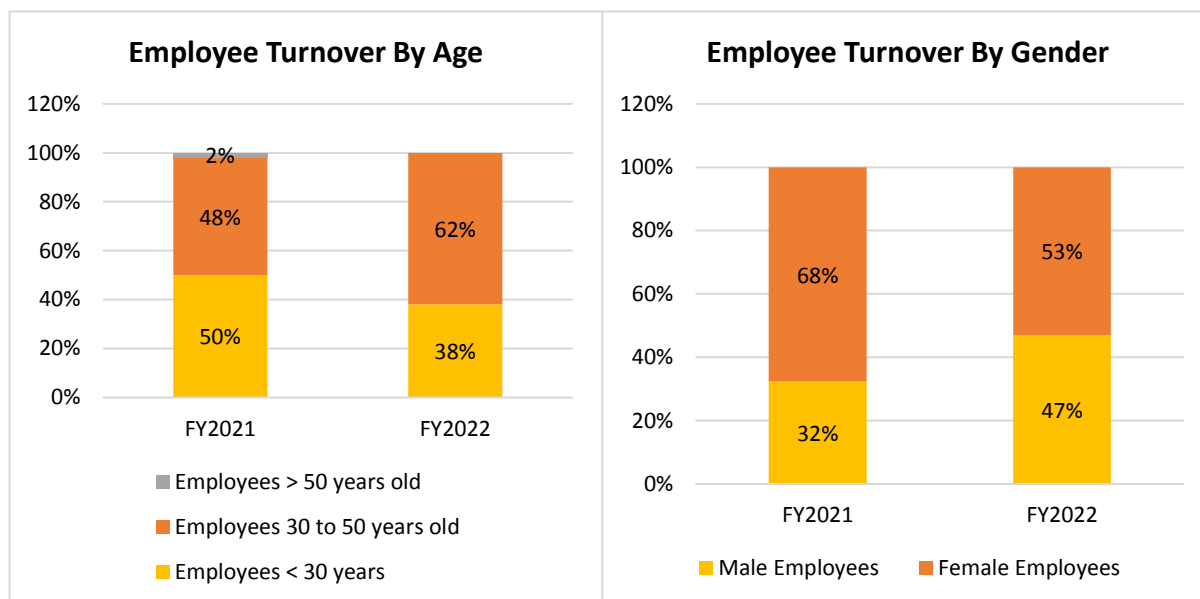
The annual new employee rate increased to 86% in FY2022 as compared to 36% in FY2021 due to increase in new employees hired during the year. Due to the travel bubbles and gradual reopening of the economy, manpower demands have increased accordingly. Employee turnover rate decreased sharply to 53% in FY2022 as compared to 442% in FY2021, and it is mainly associated with driven employee morale, training and strengthened retention amid post-COVID-19 economic recovery.



There was a slight increase in employees hired younger than 30 years of age from 44% in FY2021 to 47% in FY2022. However, as compared to FY2021, an increase of 2% can be seen from new recruits aged 50 years and above. The number of female new hires has further reduced from 28% in FY2021 to 11% in FY2022, whereas the number of male new hires showed a continuous uptrend from 72% in FY2021 to 89% in FY2022, as necessary renovation and preparation works are needed for Montigo Resorts in Nongsa. Notwithstanding the above, we adopt best practices in recognising and promoting equal job opportunities to all employees across ages and gender.



Notably, there was no employee turnover for those aged 50 years old and above. To be specific, female employees represented 53% while male employees represented 47%.



Training and Education

FY2022 Training and Education Target and Performance

Indicator	Target	Performance
Internal and external training opportunities	Continue providing internal and external training courses offered to our employees.	Internal and external training courses are provided to our employees.

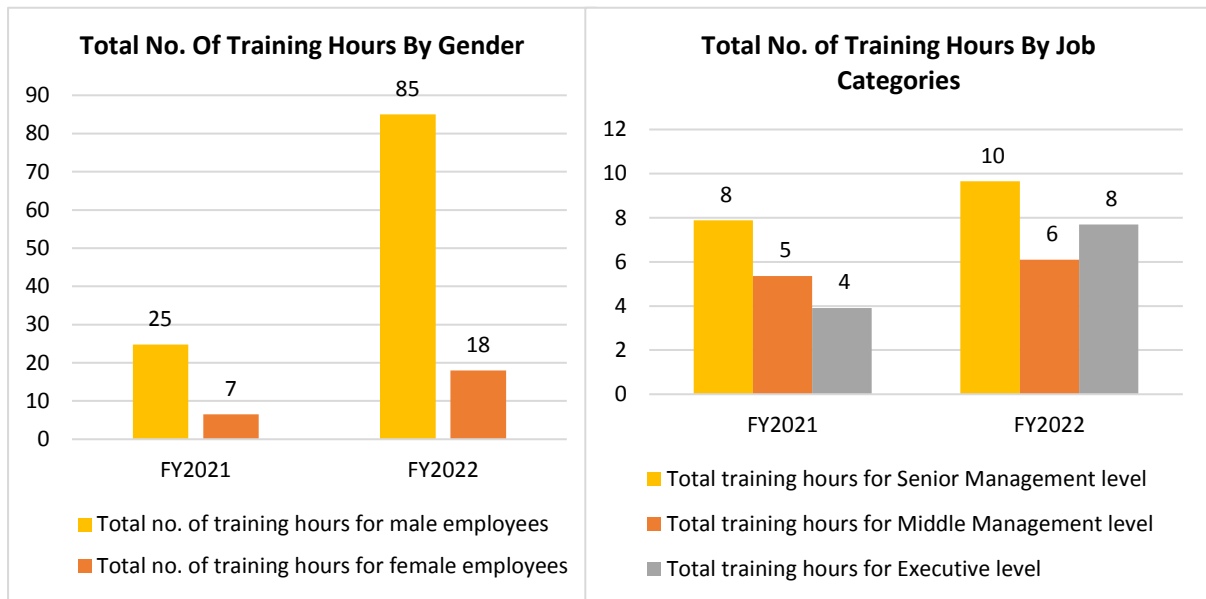
At KOPL, we are cognisant that it is crucial to invest in our human capital to keep their skills and knowledge current to cope with the post-COVID-19 pandemic economic recovery.

We ensure that our employees are offered both internal and external training courses and programmes at both Montigo Resorts in Nongsa and Seminyak. Each year, we ensure that they upskill and reskill, keep abreast of industry trends and fulfill compliance-related training where relevant. Most importantly, with the new recruits at our resorts, we focus on cross-departmental training which enables our employees to get exposed to several roles and positions. With a well-trained and adaptable workforce, we can respond proactively and swiftly to changing macroeconomics and operating conditions. Most importantly, we can tap into the potential leadership skills of our employees and allow them to add value and contribute to our competitive advantages in the hospitality industry.

Furthermore, new employees are required to participate in an orientation immersion programme to align themselves with our mission, vision, as well as core values, and corporate cultures. To facilitate better customer-oriented service and career progression, we also highly encourage our employees to undertake training in learning one foreign language. For our management team, annual leadership training is conducted to equip them with the knowledge and skills to lead as well as drive a customer-centric and collaborative mindset.

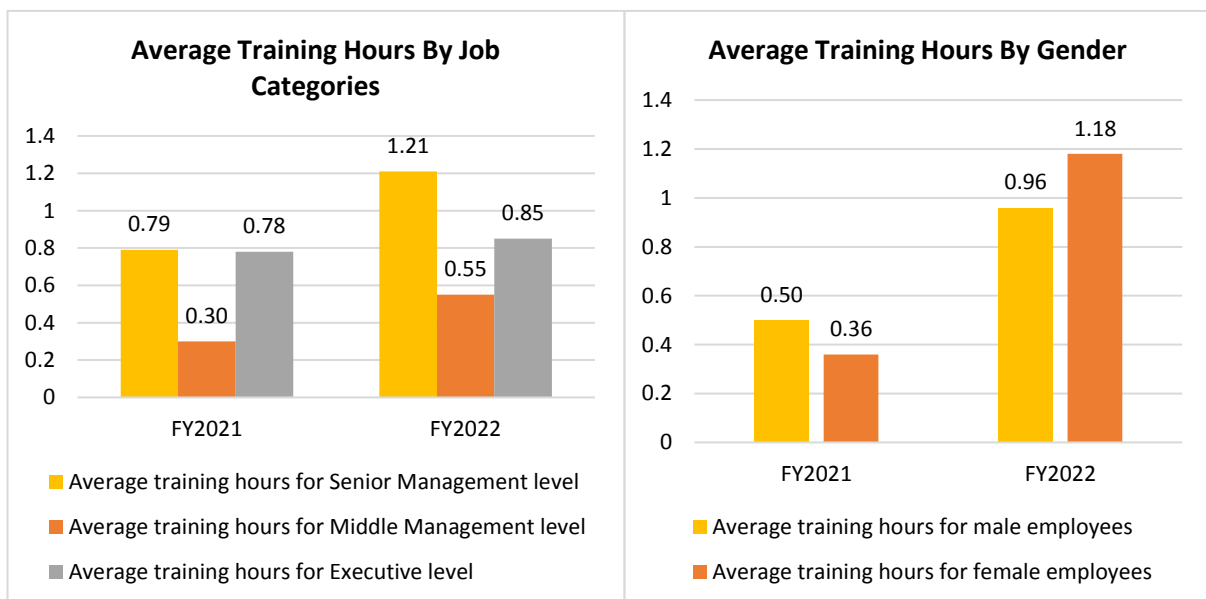
During post-COVID-19 pandemic economic recovery and growth, training programmes and courses were relaunched and offered. The total number of training hours raised from 32 hours in FY2021 to

103 hours in FY2022. The total training hours across all job categories have increased, of which, the executive level observed the greatest improvement by 100% from 4 hours in FY2021 to 8 hours in FY2022.



The average training hours were 1.07 hours in FY2022 as compared to 0.43 hours in FY2021. The average training hours by gender and by job categories showed an upward trend in FY2022 respectively.

Due to travel bubbles implemented coupled with the reopening of borders and economies, the occupancy rate slowly recovered, and fully vaccinated employees were allowed to resume onsite work. All these factors contributed to overall higher training hours. Furthermore, the increased employee headcount for FY2022, as a result of a lower turnover rate, led to more training hours in total.



Occupation Health and Safety

The health and safety of our employees are one of the top priorities in KOPL, and it is vital to ensure that our properties are risk-free to protect the safety of our employees. Therefore, we continually take proactive and precautionary steps to create a safe working environment that promotes positive health and well-being effects for our employees.

Both Montigo Resorts in Nongsa and Seminyak have established a Health and Safety Committee to provide a platform between the management and our employees for consultation and to promote health and safety in the workplace.

Our General Managers and Security Officers perform regular inspections around the resort premises to identify any potential health and safety hazards and take prompt corrective action to address these risks. We have also taken measures to ensure that lifts, escalators, and stairways of our resorts comply with the established safety protocols. Moreover, we have hired security officers and installed security surveillance around our resorts to safeguard the safety of our employees and guests. To deter unauthorised access, we have also established verification procedures at each entrance and exit within the premises of our resorts. Regular maintenance over our kitchen appliances and tools such as the plumbing system, electrical system, kitchen equipment, and generator system is conducted to safeguard our employees' and guests' safety. Each resort has an Emergency Response Team which is well trained in first aid and fire safety and is responsible for the employees' and guests' safety in the event of a disaster or an emergency affecting our employees.

Notably, we have provided constant and direct training to our employees to equip them with the necessary skills and keep their knowledge current to deal with potential health and safety risks. In addition, all employees are required to undergo first aid and fire safety training as part of the compulsory orientation and immersion programme.

Health and safety incidents reported to management are investigated, followed by corrective and preventive action plans to prevent future occurrences. The following table compares the incidents reported in FY2022, as opposed to FY2021:

Indicator	FY2021	FY2022
Total number of workplace incidents that result in a fatality or permanent injury	0	0
Total number of workplace injuries	1	1
Accident Frequency Rate ("AFR")⁵	6.97 accidents per million man-hours worked	4.67 accidents per million man-hours worked
Accident Severity Rate ("ASR")⁶	90.60 days lost per million man-hours worked	65.30 days lost per million man-hours worked
Incidents of non-compliance with relevant health and safety regulatory requirements	0	0

⁵ Accident Frequency Rate ("AFR") = (No. of Workplace Accidents Reported/ No. of Man-hours Worked) *1,000,000

⁶ Accident Severity Rate ("ASR") = (No. of Man Days Lost to Workplace Accidents/ No. of Man-hours Worked) *1,000,000

We have successfully achieved our target by maintaining zero workplace-related fatalities recorded at Montigo Resorts in Nongsa and Seminyak as well as no incident of non-compliance with relevant health and safety protocol. It is worth mentioning that the AFR reduced from 6.97 accidents per million man-hours worked to 4.67 accidents per million man-hours worked. In addition, the ASR also decreased from 90.60 days lost per million man-hours worked to 65.30 days lost per million man-hours worked from FY2021 to FY2022. The decline in both AFR and ASR is largely attributable to the rise in the total number of man-hours worked from 143,520 hours in FY2021 to 214,240 hours in FY2022.

Employee Wellness

At KOPL, we are cognisant of the importance of enhancing employee wellness to keep them motivated and engaged to deliver high-quality services. A connected workforce incorporates a culture of trust and integrity within the Group and transforms our workplace by building a wellness culture that positively involves employees.

We align our benefits and welfare practices with the local employment and labour laws. Apart from basic compensation and annual leave entitlement, we provide welfare benefits such as monthly menstrual, maternity and paternity leave. Moreover, our employees are entitled to other benefits such as transportation, meal, mobile, housing, bereavement, festive, home leave, marriage, dental and medical allowances, as well as food & beverage discounts based on the employee's designation.

Monthly social security contributions are made to Badan Penyelenggara Jaminan Sosial (BPJS) following the regulation to ensure that all full-time employees are adequately covered in areas such as old age savings, pension, and healthcare, working accident protection, and death insurance.

OUR GUESTS

At KOPL, we strongly believe that forging and maintaining a good relationship with our guests is essential to our sustained business success and resilience.

Customer Health and Safety

FY2022 Customer Health and Safety Target and Performance

Indicator	Target	Performance
Incidents of non-compliance with customer health and safety laws and regulation	Zero incident	Zero incident

Creating a secure and safe environment for all our guests during their stay with us is our utmost priority. The provision of a pleasant and favorable experience for our guests will enhance their overall satisfaction and trust in our resorts.

Apart from the implementation of safety measures throughout our resorts, regular safety inspections are performed to minimise health and safety incidents that our guests may be exposed to. Furthermore, we have established safety protocols and mitigation measures for potential hazards identified within our business operating environment. Fire safety systems, including fire extinguishers and fire alarms, are maintained monthly to ensure that they are in working condition, whereas fire safety audits and drills are conducted twice a year to prepare the resorts in the event of a disaster. At Montigo Resorts in Nongsa, we have placed a resort map with an escape route and assembly points in each villa, whereas at Montigo Resorts in Seminyak, evacuation route maps are made available throughout the premise.

As a resort operator, we promptly investigate and resolve all incidents reported by our guests to prevent future occurrences, and to ensure an enjoyable stay for all our guests. Moreover, when our guests are unwell during their stay in our resort, we ensure they are attended by doctors and medical practitioners promptly and we have a “Get-Well-Soon” care package which includes a complimentary meal as our token of good wishes for our guest to have a speedy recovery.

In FY2022, there were zero incidents of non-compliance with relevant customer health and safety laws as well as regulatory requirements concerning health and safety at our resorts.

OUR RESPONSES TO A POST-COVID-19 WORLD

To recover from the post-COVID-19 world, the Group has consistently performed comprehensive cleanliness and prevention measures to safeguard the well-being of our guests and employees. Since the COVID-19 outbreak, KOPL has adapted to the challenges and stepped up to implement the necessary precautionary safety measures per the “new normal” protocols of the local health authorities to protect our guests and employees from the virus.

Montigo Resorts in Nongsa has implemented comprehensive cleanliness and safety measures to limit the potential spread of the virus following the travel bubble since March 2021 while Montigo Resorts in Seminyak has formulated a new normal standard operating procedures in each department by briefing and training our employees to always be aware of and alert regarding safety and security issues.

To stay relevant and remain resilient in the post-COVID-19 pandemic era, we need to reshape our guest experiences and find strategies to engage with our guests as we go through financial resilience and experience a new norm of travel post-COVID-19. For instance, we have invested in digital applications which minimise touch points, and redesigning eating spaces at canteen and buffet areas, etc.

Employee Health, Safety, and Well-Being

To continually safeguard our employee’s health, safety, and well-being during the pre-opening phase, we have actively undertaken the following measures which are aligned with the Ministry of Health’s advisories:

- Verify that all employees have at least received the COVID-19 second dose vaccine, with most of our employees have obtained the third dose vaccine;
- Daily body temperature checks for all employees before entering our resorts;
- Provision of personal protection equipment such as face masks, face shields, and gloves which all employees are required to be equipped with, and hand sanitisers;
- Placing precaution announcements in notice board about hygiene and sanitisations;
- Provide training, role play of safety measures protocol and what to do when employee is contracted with COVID-19; and
- Maintaining safe distancing at all times.

To minimise physical interaction between employees, employees of both resorts are directed to work onsite according to a specified schedule. Our resorts have revised our manning and operational hours according to the “new normal” protocol established by the local authorities.

Additionally, with the travel bubble and reopening of borders, we have also provided the following skills upgrading programme and continued employability-related training to our employees:

Montigo Resort in Nongsa	Montigo Resort in Seminyak
<ul style="list-style-type: none"> • Daily morning/afternoon briefing relating to operational procedures; • Internal skills training and departmental training; and • Some employees have obtained Indonesian professional certification for Housekeeping and Front Office departments. 	<ul style="list-style-type: none"> • Regular and daily briefing; • Training regarding new normal resorts standard and health protocols; • Re-training our employee at our resorts for the pre-opening situation; and • Internal and cross-departmental training focusing on daily operations.

Guest Health, Safety, and Well-Being

KOPL is committed to continue protecting the health, safety, and well-being of our guests in this post-pandemic period. In the last quarter of FY2022, travel restrictions by various countries have been lifted, Montigo Resorts in Nongsa and Seminyak are now fully opened.

We have implemented the following prevention measures to safeguard our guests' health and well-being:

- Provision of face masks and hand sanitisers to our guests;
- Increased cleaning of common areas; and
- Implemented bar codes for food and beverage items to facilitate a contactless customer ordering process.

We have also conducted comprehensive cleaning and safety measures throughout the resorts to maintain a high standard of hygiene and limit the potential spread of the virus.

Moving Forward

With the travel bubble and re-opening of our resorts in light of the post-COVID-19 era, we are committed to constantly putting the health and well-being of both our employees and guests as our top priority. We endeavour to contribute to our role by strictly following the health protocol under the new normal procedure as well as practising a high standard of cleanliness and safety measures for our employees and guests.

Meanwhile, we are also exploring various ways to minimise guest interaction in our resorts, such as capitalising on digital platforms to perform desk-free check-in and check-out, as well as contactless payment where possible.

GOVERNANCE

At KOPL, we have a zero-tolerance approach towards corruption and non-compliance. We strive to maintain high standards of integrity and accountability by integrating effective and robust governance practices into the way we make decisions and manage risks. With a strong ethical tone at the top, we are committed to enhancing our business resilience and delivering our sustainability objectives. The Board and management are also dedicated to practising good business ethics and transparency. We are also devoted to operating in compliance with all relevant laws and regulations for our business.

Ethics and Business Conduct

FY2022 Anti-Corruption Target and Performance

Indicator	Target	Performance
Incidents of non-compliance with anti-corruption laws and regulations	Zero incident	Zero incident

KOPL is dedicated to maintaining a high standard of business conduct and is strongly against any form of corruption. We have implemented various procedures to address and mitigate the risks of bribery and corruption within the Group.

We have formulated an Employee Code of Conduct which outlines policies regarding anti-corruption. The prohibition of bribery, acceptance, or offer of lavish gifts as well as entertainment is included. We expect all our employees to maintain their conduct with integrity and comply with the Employee Code of Conduct at all times. Additionally, we have also established a whistle-blowing policy that allows employees to report violations or suspected violations to their managers. Investigations will be conducted in a timely and confidential manner in the event of matters relating to potential fraud, bribery, and other ethics-related matters.

There were no incidents of non-compliance with anti-corruption laws and regulations in FY2022.

Compliance with Laws and Regulations

FY2022 Law Compliance Target and Performance

Indicator	Target	Performance
Incidents of non-compliance with various socioeconomic laws and regulations	Zero incident	Zero incident

Being regulatory compliant with local laws and regulations remains a paramount priority of KOPL, as it allows us to foster trust among our stakeholders and further establish our presence in the field of the hospitality industry.

To ensure compliance with all relevant laws and regulations, we have engaged external legal advisors for both resorts to review all our agreements and contracts, keeping track of our regulatory submissions as well as required business licenses and their expiry dates. To keep us informed of any updates to or changes in existing laws and regulations, our legal advisors will provide us with professional advice about the changes. We have also established procedures to monitor potential non-compliance which may affect KOPL's daily business operation.

There were no incidents of non-compliance with socioeconomic laws and regulations in FY2022.

ECONOMIC

Economic Performance

KOPL is targeted to achieve sustainable improvement in our economic performance by managing and expanding our portfolio. We invest strategically, taking into consideration financial and environmental, social, and governance criteria in the evaluation process.

To understand more about our economic performance, please refer to pages 43 to 112 of the Annual Report for FY2022.

GRI CONTENT INDEX

GRI STANDARDS	Disclosure Number	Disclosure Title	Page Reference	Page
General Standards Disclosure				
GRI 102: General Disclosures 2016	Organisational Profile			
	102-1	Name of the organization	Sustainability Report FY2022 - KOP Limited ("KOPL")	3
	102-2	Activities, brands, products, and services	Annual Report FY2022 – Company Profile Annual Report FY2022 – Business Review	1 7
	102-3	Location of headquarters	Annual Report FY2022 – Corporate Information	8
	102-4	Location of operations	Annual Report FY2022 – Company Profile Annual Report FY2022 – Business Review	1 7
	102-5	Ownership and legal form	Annual Report FY2022 – Corporate Structure	6
	102-6	Markets served	Annual Report FY2022 – Company Profile Annual Report FY2022 – Business Review	1 7
	102-7	The scale of the organization	Sustainability Report FY2022 – Talent Attraction and Retention Annual Report FY2022 – Financial Statements	18-20 43-112
	102-8	Information on employees and other workers	Sustainability Report FY2022 – Talent Attraction and Retention	18-20
	102-9	Supply chain	Not applicable, supply chain is minimal and insignificant	N/A
	102-10	Significant changes to the organization and its supply chain	No significant change in FY2022	N/A
	102-11	Precautionary Principle or approach	KOPL does not specifically address the principles of the precautionary approach	N/A
	102-12	External Initiatives	Not applicable. KOPL does not subscribe to or endorse any initiatives.	N/A
	102-13	Membership of associations	Not applicable.	N/A
	Strategy			
102-14	Statement from senior decision-maker	Sustainability Report FY2022 – Board Statement	2	
102-15	Key impacts, risks, and opportunities	Sustainability Report FY2022 – Risk Management Process and Materiality Assessment	8-9	

GRI STANDARDS	Disclosure Number	Disclosure Title	Page Reference	Page
	Ethics and Integrity			
	102-16	Values, principles, standards, and norms of behaviour	Annual Report FY2022 – Report of Corporate Governance	9-32
	Governance			
	102-18	Governance structure	Annual Report FY2022 – Report of Corporate Governance Sustainability Report FY2022 – Sustainability Governance	9-32 5-6
GRI 102: General Disclosures 2016	Governance			
	102-19	Delegating authority	Sustainability Report FY2022– Sustainability Governance	5-6
	102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability Report FY2022 – Sustainability Governance	5-6
	102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability Report FY2022 – Stakeholder Engagement	7
	102-22	Composition of the highest governance body and its committees	Annual Report FY2022 – Report of Corporate Governance	9-32
	102-23	Chair of the highest governance body	Annual Report FY2022 – Report of Corporate Governance	9-32
	102-24	Nominating and selecting the highest governance body	Annual Report FY2022 – Report of Corporate Governance	9-32
	102-25	Conflicts of interest	Annual Report FY2022 – Report of Corporate Governance	9-32
	102-26	Role of highest governance body in setting purpose, values, and strategy	Annual Report FY2022 – Report of Corporate Governance	9-32
	102-27	Collective knowledge of the highest governance body	Annual Report FY2022 – Report of Corporate Governance	9-32
	102-28	Evaluating the highest governance body's performance	Annual Report FY2022 – Report of Corporate Governance	9-32
	102-29	Identifying and managing economic, environmental, and social impacts	Annual Report FY2022 – Report of Corporate Governance	9-32
	102-30	Effectiveness of risk management processes	Annual Report FY2022 – Report of Corporate Governance	9-32
	102-31	Review of economic, environmental, and social topics	Annual Report FY2022 – Report of Corporate Governance	9-32
	102-32	Highest governance body's role in sustainability reporting	Annual Report FY2022 – Report of Corporate Governance	9-32
	102-35	Remuneration policies	Annual Report FY2022 – Report of Corporate Governance	9-32

GRI STANDARDS	Disclosure Number	Disclosure Title	Page Reference	Page
	102-36	Process for determining remuneration	Annual Report FY2022 – Report of Corporate Governance	9-32
	102-37	Stakeholders' involvement in remuneration	Annual Report FY2022 – Report of Corporate Governance	9-32
GRI 102: General Disclosures 2016	Stakeholder Engagement			
	102-40	List of stakeholder groups	Sustainability Report FY2022 – Stakeholder Engagement	7
	102-41	Collective bargaining agreements	Not applicable, no collective bargaining agreements are in place.	N/A
	102-42	Identifying and selecting stakeholders	Sustainability Report FY2022 – Stakeholder Engagement	7
	102-43	Approach to stakeholder engagement	Sustainability Report FY2022 – Stakeholder Engagement	7
	102-44	Key topics and concerns raised	Sustainability Report FY2022 – Stakeholder Engagement	7
	Reporting Practice			
	102-45	Entities included in the consolidated financial statements	Annual Report FY2022 – Financial Statements	43-112
	102-46	Defining report content and topic Boundaries	Sustainability Report FY2022 – About this Report Sustainability Report FY2022 – Materiality Assessment	4 9
	102-47	List of material topics	Sustainability Report FY2022- Materiality Assessment	9
	102-48	Restatements of information	Not Applicable	N/A
	102-49	Changes in reporting	Not Applicable	N/A
	102-50	Reporting period	Sustainability Report FY2022 – About this Report	4
	102-51	Date of most recent report	March 2021	N/A
	102-52	Reporting cycle	Sustainability Report FY2022 – About this Report	4
	102-53	Contact point for questions regarding the report	Sustainability Report FY2022 – About this Report	4
	102-54	Claims of reporting in accordance with the GRI Standards	Sustainability Report FY2022 – About this Report	4
	102-55	GRI content index	Sustainability Report FY2022 – GRI content Index	29-36
	102-56	External assurance	KOPL has not sought external assurance on this report but may do so in the future.	N/A

GRI STANDARDS	Disclosure Number	Disclosure Title	Page Reference	Page
Topic-specific disclosures				
GRI201: Economic Performance	201-1	Direct economic value generated and distributed	Sustainability Report FY2022 – Economic performance Annual Report FY2022 – Financial Statements	28 43-112
	103-1	Explanation of the material topic and its boundary	Sustainability Report FY2022 – Materiality Assessment	9
			Sustainability Report FY2022 – Economic performance Annual Report FY2022 – Financial Statements	28 43-112
	103-2	The management approach and its components	Sustainability Report FY2022 – Materiality Assessment	9
Sustainability Report FY2022 – Economic performance Annual Report FY2022 – Financial Statements			28 43-112	
103-3	Evaluation of the management approach	Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Economic performance Annual Report FY2022 – Financial Statements	9 28 43-112	
GRI 205: Anti-Corruption	205-1	Operations assessed for risks related to corruption	Sustainability Report FY2022 - Ethics and Business Conduct	27
	205-3	Confirmed incidents of corruption and actions taken	Sustainability Report FY2022 - Ethics and Business Conduct	27
	103-1	Explanation of the material topic and its boundary	Sustainability Report FY2022 – Materiality Assessment	9
			Sustainability Report FY2022 – Ethics and Business Conduct	27
	103-2	The management approach and its components	Sustainability Report FY2022 – Sustainability Governance	5-6
Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Ethics and Business Conduct			9 27	
103-3	Evaluation of the management approach	Sustainability Report FY2022 – Sustainability Governance Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Ethics and Business Conduct	5-6 9 27	
GRI 302: Energy	302-3	Energy intensity	Sustainability Report FY2022 – Energy and GHG Emissions Consumption and Intensity Overview	12-16
	302-1	Energy consumption within the organisation	Sustainability Report FY2022 – Energy and GHG Emissions Consumption and Intensity Overview	12-16
	103-1	Explanation of the material topic and its boundary	Sustainability Report FY2022 – Materiality Assessment	9

GRI STANDARDS	Disclosure Number	Disclosure Title	Page Reference	Page
			Sustainability Report FY2022 – Energy and GHG Emissions Consumption and Intensity Overview	12-16
	103-2	The management approach and its components	Sustainability Report FY2022 – Sustainability Governance Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Energy and GHG Emissions Consumption and Intensity Overview	5-6 9 12-16
	103-3	Evaluation of the management approach	Sustainability Report FY2022 – Sustainability Governance Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Energy and GHG Emissions Consumption and Intensity Overview	5-6 9 12-16
GRI 303: Water	303-1	Water withdrawal by source	Sustainability Report FY2022 – Water	16-17
	103-1	Explanation of the material topic and its boundary	Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Water	9 16-17
	103-2	The management approach and its components	Sustainability Report FY2022 – Sustainability Governance Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Water	5-6 9 16-17
	103-3	Evaluation of the management approach	Sustainability Report FY2022 – Sustainability Governance Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Water	5-6 9 16-17
GRI 305: Emission	305-1	Direct (Scope 1) GHG emissions	Sustainability Report FY2022 – Energy and GHG Emissions Consumption and Intensity Overview	12-16
	305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report FY2022 – Energy and GHG Emissions Consumption and Intensity Overview	12-16
	305-4	GHG emissions intensity	Sustainability Report FY2022 – Energy and GHG Emissions Consumption and Intensity Overview	12-16
	103-1	Explanation of the material topic and its boundary	Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Energy and GHG Emissions Consumption and Intensity Overview	9 12-16
	103-2	The management approach and its components	Sustainability Report FY2022 – Sustainability Governance Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Energy and GHG Emissions Consumption and Intensity Overview	5-6 9 12-16

GRI STANDARDS	Disclosure Number	Disclosure Title	Page Reference	Page
	103-3	Evaluation of the management approach	Sustainability Report FY2022 – Sustainability Governance Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Energy and GHG Emissions Consumption and Intensity Overview	5-6 9 12-16
GRI 401: Employment	401-1	New employee hires and employee turnover	Sustainability Report FY2022 – Talent Attraction and Retention	18-20
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report FY2022 – Employee Wellness	23
	401-3	Paternity leave	Sustainability Report FY2022 – Employee Wellness	23
	103-1	Explanation of the material topic and its boundary	Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Talent Attraction and Retention Sustainability Report FY2022 – Employee Wellness	9 18-20 23
	103-2	The management approach and its components	Sustainability Report FY2022 – Sustainability Governance Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Talent Attraction and Retention Sustainability Report FY2022 – Employee Wellness	5-6 9 18-20 23
	103-3	Evaluation of the management approach	Sustainability Report FY2022 – Sustainability Governance Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Talent Attraction and Retention Sustainability Report FY2022 – Employee Wellness	5-6 9 18-20 23
GRI 403: Occupational Health and Safety	403-2	Type and rates of injury, occupational diseases, lost days, absenteeism, and the total number of work-related fatalities by region and gender	Sustainability Report FY2022 – Occupational Health and Safety	22-23
	103-1	Explanation of the material topic and its boundary	Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Occupational Health and Safety	9 22-23
	103-2	The management approach and its components	Sustainability Report FY2022 – Sustainability Governance Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Occupational Health and Safety	5-6 9 22-23
	103-3	Evaluation of the management approach	Sustainability Report FY2022 – Sustainability Governance	5-6

GRI STANDARDS	Disclosure Number	Disclosure Title	Page Reference	Page
			Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Occupational Health and Safety	9 22-23
GRI 404: Training and Education	404-1	Average hours of training per year per employee	Sustainability Report FY2022 – Training and Education	20-21
	404-2	Programme for upgrading employee skills and transition assistance programmes	Sustainability Report FY2022 – Training and Education	20-21
	404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report FY2022 – Talent Attraction and Retention	18-20
	103-1	Explanation of the material topic and its boundary	Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Training and Education	9 20-21
	103-2	The management approach and its components	Sustainability Report FY2022 – Sustainability Governance Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Training and Education	5-6 9 20-21
	103-3	Evaluation of the management approach	Sustainability Report FY2022 – Sustainability Governance Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Training and Education	5-6 9 20-21
	GRI 406: Non-Discrimination	406-1	Incidents of discrimination and corrective actions taken	KOPL has confirmed that there is no such incident in FY2021.
GRI 416: Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Report FY2022 – Customer Health and Safety	24
	103-1	Explanation of the material topic and its boundary	Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Customer Health and Safety	9 24
	103-2	The management approach and its components	Sustainability Report FY2022 – Sustainability Governance Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Customer Health and Safety	5-6 9 24
	103-3	Evaluation of the management approach	Sustainability Report FY2022 – Sustainability Governance Sustainability Report FY2022 – Materiality Assessment Sustainability Report FY2022 – Customer Health and Safety	5-6 9 24

GRI STANDARDS	Disclosure Number	Disclosure Title	Page Reference	Page
GRI 419: Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	Sustainability Report FY2022 – Compliance with Laws and Regulations	27
	103-1	Explanation of the material topic and its boundary	Sustainability Report FY2022 – Materiality Assessment	9
			Sustainability Report FY2022 – Compliance with Laws and Regulations	27
	103-2	The management approach and its components	Sustainability Report FY2022 – Sustainability Governance	5-6
Sustainability Report FY2022 – Materiality Assessment			9	
103-3	Evaluation of the management approach	Sustainability Report FY2022 – Compliance with Laws and Regulations	27	
		Sustainability Report FY2022 – Sustainability Governance	5-6	
			Sustainability Report FY2022 – Materiality Assessment	9
			Sustainability Report FY2022 – Compliance with Laws and Regulations	27

TCFD DISCLOSURES

Code	TCFD Recommendations	Page Reference
Governance		
TCDF 1(a)	Describe the board's oversight of climate-related risks and opportunities.	5-6
TCFD 1(b)	Describe management's role in assessing and managing climate-related risks and opportunities.	
Risk Management		
TCFD 3(a)	Describe the organisation's processes for identifying and assessing climate-related risks.	8
TCFD 3(c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	
Metrics and Targets		
TCFD 4(a)	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	10-16
TCFD 4(b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	
TCFD 4(c)	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	