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*This document has been reviewed by the Company's sponsor, Stamford Corporate Services Pte. Ltd. ("the **Sponsor**"). It has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "**SGX-ST**") and the SGX-ST assumes no responsibility for the contents of this document, including the correctness of any of the statements or opinions made or reports contained in this document.*

The contact person for the Sponsor is Mr Bernard Lui, Tel: 6389 3000 Email: bernard.lui@morganlewis.com.

Executive Chairman's Message

Dear Stakeholders,

Imperium Crown Limited (the “**Company**” or “**Imperium Crown**”, and collectively with its subsidiaries, the “**Group**”) is proud to present the Sustainability Report for the financial year ended 30 June 2022 (“**FY2022**”), which provides information on the economic, environmental and social aspects of our business and practices.

The Group recognises that our efforts invested towards sustainability today will help to build a better world for our future generation. As the Group develops our business, we have continually integrated sustainability practices into our business operations. Our hotels, tourist sites and properties are operated in an environmentally and socially sustainable manner, and we strive to comply with local regulations. At the same time, we recognise that climate change is increasingly a material risk for the Group's business and will continue to implement initiatives to mitigate the potential risk and pursue opportunities arising from climate change.

During FY2022, the COVID-19 pandemic continued to impact the tourism industry, and the Group is not spared from it. In particular, the zero-COVID policy adopted by China which affected the movement of people within China, has resulted in reduced demand for our hospitality business. Despite the tough economic conditions, the Group remains committed to prioritise the health and safety of our guests, employees and the surrounding community of our properties to the best of our abilities.

Whilst this Sustainability Report is to address our business for FY2022, the Group would also like to refer to the announcements dated (a) 27 June 2022 and 29 August 2022 in relation to the withdrawal of the operating rights of the Wonder Stone Park (“**WSP**”) and update on developments in the People's Republic of China (which included the potential offer by the local government (the “**Local Government**”) for the Group's property portfolio in the PRC; and (b) 27 June 2022 and 19 August 2022 in relation to the acquisition of a 51% stake in Winco Construct & Décor Pte Ltd. The Group would like to highlight that in lieu of these developments, the Sustainability Report for the financial year ended 30 June 2023 (“**FY2023**”) may differ from this Sustainability Report including in relation to the disclosure of factors within the primary components. In particular, this Sustainability Report covers our operations in the PRC which includes assets that are the subject of the potential offer by the Local Government. Should the sale of these PRC assets go through, the targets for the Sustainability Report for FY2023 as disclosed in this Sustainability Report will need to be adjusted.

On behalf of the Board, I would like to express my gratitude to our clients, business partners and shareholders for their unwavering support. We look forward to your continual support as we strive to develop a more sustainable environment for all.

Sun Bowen
Executive Chairman

Corporate Profile

Imperium Crown Limited is listed on the SGX-ST Catalist Board (stock code: 5HT) and became a component stock of the FTSE ST Catalist Index on 21 September 2015. It was listed on the SGX-ST (Catalist Board) on 19 January 2006. The Company's main business is in property investment and property development in Asia which also includes the business of interior designing and renovation in Singapore.

The Company aims to build up a portfolio of well-located properties with a view towards generating attractive returns for our shareholders. We constantly seek growth opportunities in the real estate sector, especially through experienced and trusted partners in various markets.

Reporting Practice

Reporting Principles & Statement of Use

The Group's FY2022 sustainability report has been produced in accordance with the Global Reporting Initiative (“**GRI**”) Standards “Core” option, covering our performance from 1 July 2021 to 30 June 2022. The GRI Standards were selected as it represents the global best practices for reporting on economic, environmental and social topics. The Company has engaged an external consultant, RSM Risk Advisory Pte Ltd, to advise in its preparation of this sustainability report. The following principles have been applied to determine relevant topics that define the report content and information quality:

- a) **GRI principles for defining report content:** Stakeholder Inclusiveness, Sustainability Context, Materiality and Completeness; and
- b) **GRI principles for defining report quality:** Accuracy, Balance, Clarity, Comparability, Reliability and Timeliness.

Detailed section references with GRI Standards can be found on the GRI Standards Content Index page.

The report incorporates the primary components of report content as set out by the SGX's “Comply or Explain” requirements on sustainability reporting under Rule 711B and Practice Note 7F of the Listing Manual Section B: Rules of the Catalist (the “**Catalist Rules**”) of the Singapore Exchange Securities Trading Limited (the “**SGX-ST**”).

The United Nations Sustainable Development Goals (“**UN SDGs**”) have also been incorporated into this report, which highlights the Group's contributions to sustainable development.

The Board of Directors has reviewed and approved the reported information, including the material topics.

Reporting Scope

This report covers the Hospitality and Property Development segments and our operations in China, which are the existing business segments for FY2022.

Restatements

There are no restatements of information made from previous reporting periods.

Assurance

The Group has established a system of internal controls and verification mechanisms to ensure the accuracy and reliability of the narratives and data disclosed within this report. We have also considered the recommendations of our external ESG consultant for the selection of material topics as well as compliance with GRI Standards and SGX-ST Listing Rules. The Board of Directors has therefore assessed that external assurance is not required for this report.

Going forward, to further enhance the credibility of this report, the Group will obtain internal assurance from FY2023 onwards in accordance with the requirements of the SGX-ST Listing Rules.

Availability & Feedback

On 25 October 2022, the Company announced that the Singapore Exchange Securities Pte. Ltd. (the “**SGX RegCo**”) had no objection to the application by the Company for an extension of time of two (2) months for the Company to hold its annual general meeting for FY2022 (the “**AGM**”) from the current deadline of 31 October 2022 to 30 December 2022. This report is meant to supplement the Group’s Annual Report 2022 which will be available online at: <https://www.imperium-crown.com/> by no later than 15 December 2022, being the minimum requisite notice period for the AGM to be convened by 30 December 2022.

We welcome feedback from our stakeholders to assist us in improving our sustainability practices. Questions or feedback on this Report can be sent to: inquiry@imperium-crown.com.

Our Sustainability Story

Our ESG Focus and Strategy

Sustainable Tourism

The Group is striving towards sustainable tourism which seeks to promote the development of the local economy by generating local employment opportunities, while at the same time having a low impact on the environment and local culture. We perform impact assessments before the commencement of operations to ensure that the Group's activities are conducted in an environmentally and socially responsible manner.

By achieving sustainable tourism, we maximise the positive contribution of tourism to biodiversity conservation and poverty reduction and the achievement of common goals towards sustainable development, including those related to poverty, inequality and environmental degradation.

The Group is committed to operating sustainably in economic, environmental and social aspects. While the economic landscape for the leisure and hospitality industry gradually begin to recover from the impact of COVID-19, we believe that with our strategic business decisions and astute foresight, we will achieve sustainable returns for our stakeholders. The safety and welfare of our employees remain our top priority in these trying times.

Sustainable Property Development

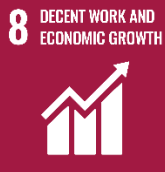



The Group will work towards prioritising environmental sustainability in our property designs and construction. We comply strictly with environmental and socioeconomic laws and regulations.

Contribution to the Sustainable Development Goals

The Group's business focus is aligned with the United Nations Sustainable Development Goals ("UN SDG"). The attainment of the UN SDGs is a continuing global effort and forms part of the Group's long-term focus on sustainability. The Group's contributions to this global agenda are highlighted below.





SUSTAINABLE DEVELOPMENT GOALS

UN SDG	The Group's Contribution	Read more in the following sections
5 GENDER EQUALITY 	Provide equal opportunities in employment, training and career development regardless of gender	Focus 3: Our People

UN SDG	The Group's Contribution	Read more in the following sections
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Provide work opportunities and a conducive working environment to the community	Focus 4: Our Community
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Reduce the usage of paper and energy consumption whenever possible	Focus 2: Our Environment
 <p>13 CLIMATE ACTION</p>	Continuous monitoring of paper and energy usage. Identify potential areas to enhance resource efficiency and usage	
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	Promote good corporate governance and build strong working relationships with financial institutions and government bodies	Focus 1: Governance and Ethics

ESG Performance Highlights

The section below highlights our sustainability performance in FY2022:

	Achieved energy intensity of 60 kWh/m²		Achieved zero hotel guest health and safety incidents
	Achieved zero incidents of environmental and socioeconomic non-compliance		Achieved zero occupational health and safety incident among hotel staff

Stakeholder Engagement and Materiality Assessment

The Group understands that stakeholder engagement is the key to sustainable growth. We identify stakeholders as groups that have an impact, or have the potential to be impacted by our business, as well as external organisations that have expertise in topics that we consider material. The material topics and the focus areas of the report are determined based on their materiality to stakeholders. The following table summarises our key stakeholders, engagement platforms and their key concerns:

Stakeholders	Engagement platforms	Issues of concern	Our Response	Relevant Sections
Government and regulators	<ul style="list-style-type: none"> • SGX quarterly announcements • Annual reports • Ongoing dialogues 	<ul style="list-style-type: none"> • Environmental compliance with government agencies 	<ul style="list-style-type: none"> • Ensure full compliance with local laws and regulations 	Focus 1: Governance and Ethics
Contractors and suppliers	<ul style="list-style-type: none"> • Assessment of contractors and suppliers 	<ul style="list-style-type: none"> • Environmental compliance • Social compliance 	<ul style="list-style-type: none"> • Engage and evaluate suppliers regularly and provide meaningful feedback 	Focus 2: Our Environment
Employees	<ul style="list-style-type: none"> • Performance appraisal system 	<ul style="list-style-type: none"> • Remuneration and benefits 	<ul style="list-style-type: none"> • Provide fair employee remuneration and benefits • Provide meaningful feedback to each employee through performance appraisals 	Focus 3: Our People
Customers	<ul style="list-style-type: none"> • Customer feedback, monitoring and enhancement of customer satisfaction 	<ul style="list-style-type: none"> • Quality of service and guest experience • Health and safety 	<ul style="list-style-type: none"> • Provide guidance and clarity on COVID-19 safety measures • Conduct social impact assessments of our operations 	Focus 4: Our Community
Community	<ul style="list-style-type: none"> • Community services engagement • Impact assessment 	<ul style="list-style-type: none"> • Environmental impact • Social development 	<ul style="list-style-type: none"> • Identify community needs and contribute according to 	Focus 4: Our Community

Stakeholders	Engagement platforms	Issues of concern	Our Response	Relevant Sections
			organisational capacity	
Shareholders and investors	<ul style="list-style-type: none"> • Annual reports • Investor relations management 	<ul style="list-style-type: none"> • Economic performance • Anti-corruption 	<ul style="list-style-type: none"> • Provide informative corporate communication and reports 	<ul style="list-style-type: none"> • Anti-corruption • Annual Report

To identify material ESG topics and focus areas, our approach begins with gaining an understanding of the Group’s overall risk environment and subsequently identifying the actual and potential impacts to our stakeholders. The significance of these impacts are assessed in relation to the key concerns raised by our internal and external stakeholders gathered during the stakeholder engagement. With the assistance of our ESG consultant, we have taken the following steps to identify and present the relevant material topics in this Report:

1. **Identification:** Initial selection of material topics based on the risks and opportunities to the sector.
2. **Prioritisation:** Material topics are prioritised in order of descending importance based on their alignment with the concerns of internal and external stakeholders including whether they are aligned with key organisational values, policies, operational management systems, goals and targets.
3. **Review:** Review the relevance of previously identified material topics.
4. **Validation:** Validate the order of disclosure for the selected material topics in the Sustainability Report with the Board.

The table below illustrates the material topics selected and their relevance to each of the Group’s operating segments. The table indicates the respective focus areas where further information on the material topics can be found in the Report.

Focus Area	Material Topics	Applicable Segment
Focus 1: Governance and Ethics	GRI 205: Anti-corruption	Group level
	GRI 207: Tax	
	GRI 307: Environmental Compliance	
	GRI 419: Socio-economic Compliance	
Focus 2: Our Environment	GRI 302: Energy	Leisure and Hospitality
	GRI 303: Water and Effluents	
	GRI 304: Biodiversity	
	GRI 305: Emissions	
	GRI 306: Waste	Group level
	GRI 308: Supplier Environmental Assessment	
	GRI 414: Supplier Social Assessment	
Focus 3:	GRI 202: Market Presence	Leisure and Hospitality

Focus Area	Material Topics	Applicable Segment
Our People	GRI 401: Employment	Group level
	GRI 404: Training and Education	
	GRI 405: Diversity and Equal Opportunity	
	GRI 406: Non-Discrimination	
Focus 4: Our Community	GRI 202: Market Presence	Leisure and Hospitality
	GRI 203: Indirect Economic Impacts	
	GRI 403: Occupational Health and Safety	
	GRI 413: Local Communities	
	GRI 416: Customer Health and Safety	

Focus 1: Governance and Ethics

Strong corporate governance has enabled the Group to navigate and manage key sustainability issues and ensure that the interests of all relevant stakeholders are considered when making business decisions.

Corporate Compliance

GRI 307-1, 419-1

The laws and regulations that are applicable to the Group include, among others, the Code of Corporate Governance 2018, Listing Rules of the SGX-ST and the Securities and Futures Act. Failure to comply with these laws and regulations will adversely affect the Group in its operations as a company listed on the SGX-ST.

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 on a regular basis.

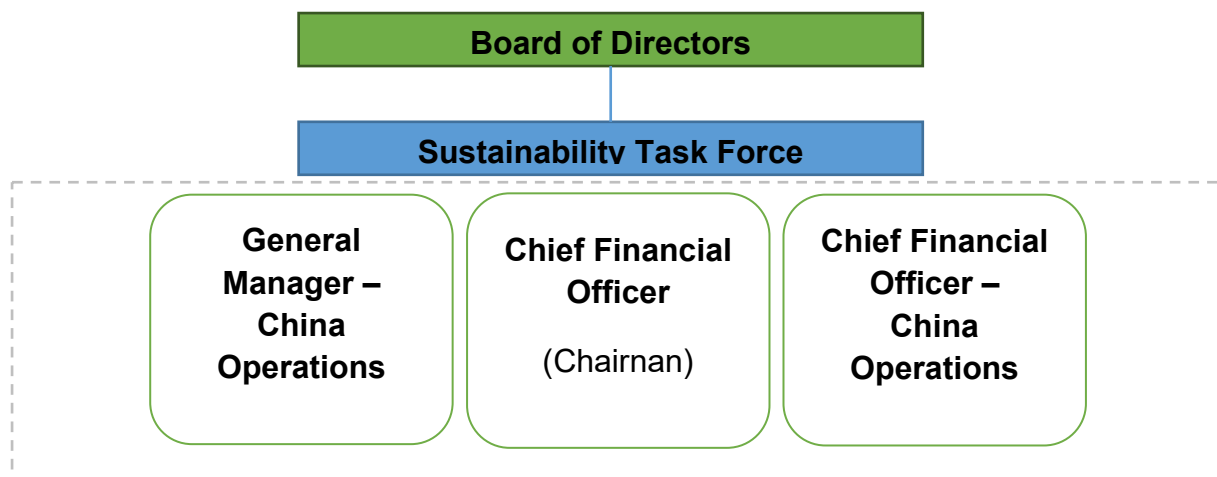
Additionally, updates on relevant legal, accounting and regulatory developments are regularly provided to the Board of Directors. The Company Secretary also circulates articles, reports and press releases issued by the SGX-ST and the Accounting and Corporate Regulatory Authority which are relevant to the Directors.

The Group strives to comply fully with all relevant social, economic and environmental laws and regulations. In FY2022, there were no instances of significant fines or non-monetary sanctions incurred by the Group. In addition, no instances of any non-compliance with laws or regulations in the economic, environmental or social areas have been identified.

Sustainability Governance and Statement of the Board

The Group's Board of Directors and senior management consider sustainability issues as part of our strategic formulation. To implement our sustainability efforts, a Sustainability Task Force comprising key management personnel and chaired by the Chief Financial Officer was established in January 2019 to oversee the sustainability performance of the Group as a whole. The Sustainability Task Force meets on an annual basis.

The Board is responsible for and approves the material economic, environmental and social factors identified by the Sustainability Task Force, and ensures that the factors identified are managed and monitored.



Please refer to the Corporate Governance Report in our Annual Report 2022 which will be available online at: <https://www.imperium-crown.com/> by no later than 15 December 2022, being the minimum requisite notice period for the AGM to be convened by 30 December 2022 for more information on corporate governance practices, precautionary measures and risk management structure.

Ethics and Integrity

Anti-corruption

GRI 205-1, 205-2, 205-3

The Group takes a strong stand against corrupt practices and strategies, and this value has been communicated to all of our employees, major suppliers and business partners. Corrupt practices and strategies erode the competitiveness of the Group and are not compliant with regulations and are therefore, detrimental to the interests of the Group. The Company has formal policies on anti-corruption and our employees are educated on our anti-corruption stance upon induction and reinforced when necessary. Any forms of corruption within the Group will not be tolerated, and will be escalated to the Lead Independent Director of the Board of Directors.

There was no reported incident of corruption in respect of FY2022.

Whistleblowing

The Company has established a whistle blowing policy where employees may, in confidence, raise concerns or observations about possible corporate malpractices and improprieties in financial reporting or other matters directly to the Lead Independent Director.

The Audit Committee (“**AC**”) has adopted a Whistle-Blowing Policy which provides well-defined and accessible channels in the Group through which employees may raise concerns about possible improprieties in matters of financial reporting or other matters such as the encounter of any improper conduct within the Group. Procedures are in place for the proper follow-up and investigations of such whistle-blowing

incidents, as and when they arise. The Group also extended the Whistle-Blowing Policy to members of the public as well by means of the Company's website where the email addresses of the Chairman of the AC and another Independent Director are available for the raising of potential concerns under the Whistle-Blowing Policy. The objective for such arrangements is to ensure independent investigation of matters raised and to allow appropriate actions to be taken.

The AC oversees the administration of the policy. Where a complaint has been made, a report will be submitted to the AC for investigation and follow-up.

The AC did not receive any report during FY2022 and up to the date of this report.

Risk Management

The Group adopts a precautionary approach in strategic decision and day-to-day operations by implementing a comprehensive risk management framework. Environmental, Social and Governance risk identification and the ensuing mitigation strategy and approach are parts of our Group's Enterprise Risk Management framework.

Tax Compliance

GRI 207-1, 207-2, 207-3

The Group's strategy and approach to tax is to fully comply with relevant tax laws and regulations in all jurisdictions we operate in, which indirectly support the local governments and authorities in their economic, environmental and social development and objectives. Non-compliance will result in penalties levied by the relevant authorities and is detrimental to the interests of the Group. The Group has zero tolerance for any intentional breach of tax laws and regulations.

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.

Governance and Ethics Targets

FY2023 Targets

- Zero reported corruption/significant whistle blowing reports
- Comply strictly with all safety requirements of our customers and local safety regulations
- Zero incidents of non-compliance with tax regulations

Focus 2: Our Environment

Promoting environmental sustainability is a core strategy for the Group. Environmentally responsible practices can help to preserve the cultural attractions and natural formations in the hotel's surrounding areas, which will enhance the long-term viability of our tourism and hotel operations.

Environmental Sustainability

GRI 302-1, 302-3, 302-5, 303-2, 303-3, 304-2, 305-2, 305-4, 305-5, 306-1, 306-2, 307-1

Leisure and hospitality

The Group has identified cultural tourism as an area of growth in China. Under the auspices of the Shandong provincial government, tourism has been identified as a major sector for growth. “好客山东” (or “Hospitable Shandong”) is one of the highest accolade and branding that aptly describes Shandong province and it ranks highly among provinces in terms of tourist visitor-ship. Blessed with a richness of cultural heritage, the amalgamation of culture and tourism is a natural attraction to visitors within China and from overseas.

The WSP integrates wonder stones exhibition, garden tour, leisure and entertainment with folk culture. In an effort to preserve and celebrate the culture of this area, we implemented free entry for visitors to explore the theme park. The Wonder Stone Hotel (“**Hotel**”) commenced operations on 17 September 2019.

To ensure the long-term viability of our operations, the Group is committed to preserving the surrounding biodiversity and minimising negative environmental impacts of our tourism operations. We conduct in-house environmental impact assessments on an annual basis to identify the anticipated effects of our operations on the environment to mitigate the environmental risks of our operations through optimised management and operations.

We have implemented sustainable practices and features at the Hotel, such as purchasing environmentally-friendly products and recycling hotel supplies wherever possible to reduce waste generation. Our Hotel uses solar energy to power its operations, thus reducing energy consumption and carbon emissions from non-renewable sources.

The energy consumption and intensity¹ for FY2022 are as follows (comparative figures for FY2021 have been included for illustrative purposes):

¹ Energy intensity refers to the amount of energy consumed per square area of the property. It is a measure of how efficient the property is in terms of energy consumption relative to its size.

Inzone Wonder Stone Culture Hotel	Energy Consumption (kWh)	Energy Intensity Ratio (kWh/m ²)	CO ₂ Emission ² (kg)	Emissions Intensity Ratio (kg/m ²)
FY2022	1,250,000	60.0	706,000	38.1
FY2021	1,200,000	58.0	666,000	32.2

In addition, water is sourced from a licensed water supplier. No water is drawn directly from natural sources such as rivers or lakes. This minimises environmental issues such as excessive groundwater extraction and water contamination. In FY2022, 15,000 m³ of water was consumed in hotel operations (FY2021: 14,580 m³).

The Hotel has its own wastewater treatment facility to ensure that wastewater is processed in accordance to regulatory requirements before discharge. A licensed waste collector is engaged to manage the disposal of waste. Furthermore, internal guidelines have been implemented to curb wastage and an incentive program is established to motivate waste reduction. The Hotel restaurant also takes into account the number of hotel guests and expected number of diners in the preparation of food to minimise food wastage. In FY2022, 245 kg of waste was generated during hotel operations (FY2021: 240kg).

The Hotel construction and operations were in strict compliance with local environmental laws and regulations, and there was no reported incident of environmental non-compliance in FY2022.

Property Development

The Group is committed to being a responsible corporation in the communities we operate in, and we endeavour to deliver safe, efficient, environmentally sustainable and high-quality property developments. We strive to minimise our impact on the environment through conducting environmental impact assessments and achieving strict compliance with local economic, environmental and social regulations. Due to the current geographical location of the Group's business, the Group has assessed its environmental impact based on standards specific to the People's Republic of China. These standards include the Technical Guidelines for Environmental Impact Assessment - Atmospheric Environment (HJ2.2—2018) set by the National Environmental Protection Standard of the People's Republic, as well as the Environmental Quality Standards for Surface Water (GB3838-2002), the Standard for Groundwater Quality (GB/ T14848—2017) and the Environmental Quality Standard for Noise (GB3096—2008) set by the National Standard of the People's Republic.

² Estimated using the national grid emission factor in China

Building Resilience for Climate Change

As a real estate company, Imperium Crown is committed to minimising the environmental impact of our operations. Environmental considerations are taken into account in the formulation of the Group’s strategy, and we seek to inculcate environmental awareness amongst our people. These include improving our resource efficiency and reducing waste. In doing so, we align ourselves with global and national priorities while mitigating climate-related risks.

We are currently in the process of implementing climate reporting based on the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”), and will report on our progress in the next sustainability report for FY2023.

Supplier Management

GRI 308-1, 308-2, 414-1, 414-2

Supplier management is an integral step in ensuring the long-term viability of our operations. We select our Hotel operator, Inzone Hotels & Resorts Group, based on their track record and environmental performance to ensure that our Hotel operations are aligned with the Group’s sustainability objectives and expectations. We also assess the environmental performance of our suppliers on an annual basis in an effort to establish a sustainable supply chain in our Hotel management. Suppliers are evaluated based on their energy and water conservation measures, as well as their waste management and recycling practices. Supplier evaluation are conducted on an annual basis to ensure that our contractors and Hotel operator operate in strict compliance with local social and economic laws and regulations.

In FY2022, there was no reported incident of environmental and socioeconomic non-compliance along our supply chain.

Environmental Targets and Performance

Segment	FY2022 Target	Status	Performance Update
Leisure and Hospitality	Achieve energy intensity of 61 kWh/m ²	✓ Met	Achieved energy intensity of 60 kWh/m ²
	Continue to evaluate opportunities to increase the use of renewable energy for our properties	✓ Met	Installed and motion sensor light bulbs at non-essential areas of hotel
	100% of our water supply will come from approved vendors. No water withdrawal from natural sources.	✓ Met	Achieved 100% of water supply from approved vendors. No water withdrawal from natural sources
	Install water saving features in all properties	✓ Met	Installed water saving features in hotel bathrooms

	Minimise waste and effluents generation and recycle 80% of waste generated	✓ Met	Achieved waste generation of 245 kg and recycled 82% of waste generated
Leisure and Hospitality, Property Development	Zero incident of environmental non-compliance	✓ Met	Achieved zero incident of environmental non-compliance
Environmental Targets for FY2023			
Leisure and Hospitality	Achieve energy intensity of 61 kWh/m ²		
	Continue to evaluate opportunities to increase the use of renewable energy for our properties		
	100% of our water supply will come from approved vendors. No water withdrawal from natural sources.		
	Install water saving features in all properties		
	Minimise waste and effluents generation and recycle 80% of waste generated		
Leisure and Hospitality, Property Development	Zero incident of environmental non-compliance		

Focus 3: Our People

The Group endeavours to create an inclusive workplace environment, committed to mutual respect, fairness and equality for all our staff and workers. We provide opportunities for continuous learning and skills improvement for staff development.

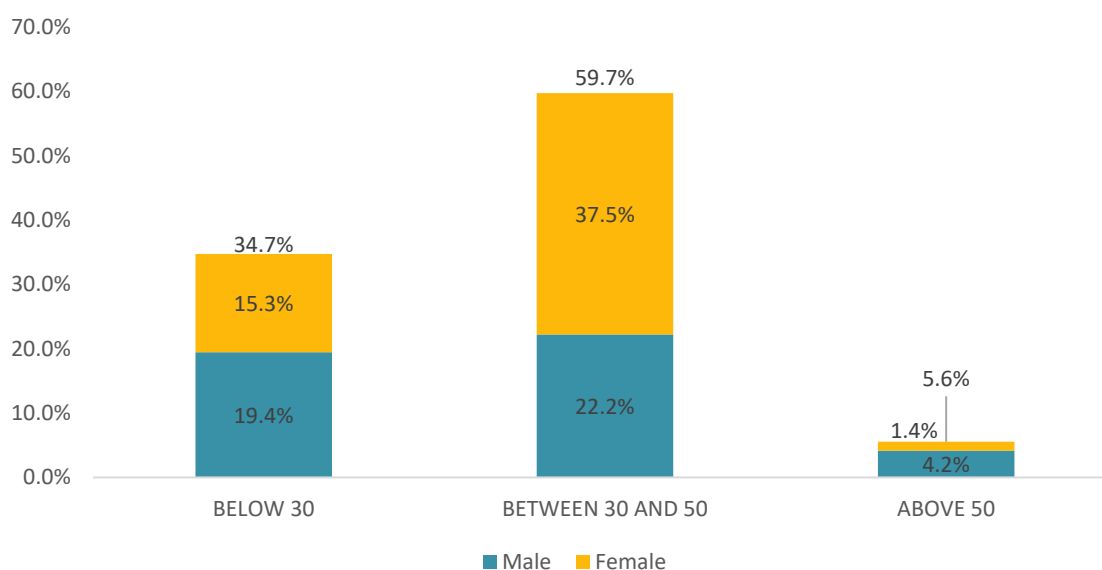
Workforce Diversity and Equal Opportunities

GRI 401-1, 405-1, 406-1

Our people are an integral part of our Group to ensure the seamless operation of our business. We advocate fair employment and endeavour to achieve a balanced and diversified workforce and provide fair remuneration and benefits regardless of gender, race, religion or age. All employees are treated with respect and there was no reported incident of discrimination in FY2022.

As at the end of FY2022, our total staff strength was 72. We hired 12 new staff, equivalent to 16.7% new hire rate.

Our Workforce



We are proud of the equal gender representation of our workforce, with our female-to-male ratio being 39:33. We will continue to maintain a diverse and inclusive workforce to ensure equality and productivity in the work place.

Employee Retention

GRI 202-1, 401-2, 401-3, 404-3, 405-2

The Group recognises the valuable contribution of all employees. Our employees are remunerated in compliance with local minimum wage laws. All employees are assessed regularly and remunerated fairly based on their experience, qualifications and performance, regardless of age, gender or religion.

We prioritise the welfare of our employees by granting a range of employee benefits such as medical insurance, healthcare and parental leave. In FY2022, 2 employees took parental leave and 100% of them returned to work after their parental leave ended.

People Targets and Performance

Segment	FY2022 Target	Status	Performance Update
Leisure and Hospitality	Zero hotel guest health and safety incident	✓ Met	Achieved zero hotel guest health and safety incidents
	Zero food safety incidents	✓ Met	Achieved zero food safety incidents
	Zero occupational health and safety incident among hotel staff	✓ Met	Achieved zero occupational health and safety incident among hotel staff
	Zero incident of COVID-19	✓ Met	Achieved zero incident of COVID-19 transmission among guests and staff

	transmission among hotel guests and staff		
Group-level	Zero occupational health and safety incident	✓ Met	Achieved zero fatal workplace safety incident
	Zero incident of socioeconomic non-compliance	✓ Met	Achieved zero incident of socioeconomic non-compliance
Social Targets for FY2023			
Leisure and Hospitality	Zero hotel guest health and safety incident		
	Zero food safety incidents		
	Zero occupational health and safety incident among hotel staff		
Group-level	Zero occupational health and safety incident		
	Zero incident of socioeconomic non-compliance		

Focus 4: Our Community

Social Responsibility

GRI 202-1, 203-2, 403-2, 413-1, 416-2

In FY2022, the COVID-19 outbreak has continued to pose challenges to the leisure and hospitality industry and affected occupancy rates, visitorship and the safety of our employees. During these unsettling times, we stay committed to prioritising the safety of our guests and employees. We have implemented strict safety protocols and educated all hotel staff on the necessary measures to ensure that they are well-prepared in keeping the hotel and its guests safe. Our hotel operations were in strict compliance with local COVID-19 laws and regulations to ensure that we minimize the risk of transmission among the hotel guests, employees and surrounding community.

We implemented adequate safety measures against COVID-19 at the hotel, such as measuring the temperature of all staff twice a day, conducting safety briefing, temperature taking and alcohol disinfection for all staff before entering the hotel, as well as disinfecting the hotel twice a day.

In FY2022, there was no reported incident of non-compliance with local COVID-19 laws and regulations regarding our hotel operations and services.

Furthermore, we are committed to economic and social development by hiring from the local community to improve social conditions and community development. We also procure from local suppliers wherever possible to support local businesses and the economy. In FY2022, we achieved 83% of local hires (FY2021: 95%) and 100% of our procurement vendors were local, and we will continue to engage with the local community in our business.

Other than increasing jobs and business opportunities available for the local community, we conduct social impact assessments of our operations and include

assessment factors such as local employment and equal opportunities to ensure that negative social impacts on the local community are minimised. We will strive to minimise resource wastage by making responsible, sustainable purchase decisions.

Community Targets and Performance

Segment	FY2022 Target	Status	Performance Update
Leisure and Hospitality	Achieve 50% of local hires for hotel workforce	✓ Met	<ul style="list-style-type: none"> Achieved 83% of local hires for hotel workforce
Group-level	Zero incident of socioeconomic non-compliance	✓ Met	<ul style="list-style-type: none"> Achieved zero incident of socioeconomic non-compliance Achieved zero incident of non-compliance with COVID-19 laws and regulations
Social Targets for FY2023			
Leisure and Hospitality	Achieve 50% of local hires for hotel workforce		
Group-level	Zero incident of non-compliance with COVID-19 laws and regulations		

SGX Primary Components Index

S/N	Primary Component	Section Reference
1	Material ESG Topics	<ul style="list-style-type: none"> ▪ Stakeholder Engagement and Materiality Assessment ▪ Focus 1 to 4
2	Climate-related disclosures consistent with the recommendations of the TCFD	<p>We are currently in the process of implementing climate reporting based on the recommendations of the TCFD, and will report on our progress in the next sustainability report for FY2023</p> <ul style="list-style-type: none"> ▪
3	Policies, practices and performance	<ul style="list-style-type: none"> ▪ Executive Chairman's Message ▪ Our Sustainability Story <p>Focus 1 to 4</p>
4	Targets	Our Sustainability Story
5	Sustainability reporting framework	Reporting Practice
6	Board statement and associated governance structure for sustainability practices	Governance & Statement of the Board

GRI Standards Content Index

GRI Standards	Disclosure Content	Section Reference
102-1	Name of the organisation	Annual Report 2022*
102-2	Activities, brands, products, and services	Annual Report 2022*
102-3	Location of headquarters	Annual Report 2022*
102-4	Location of operations	Annual Report 2022*
102-5	Ownership and legal form	Annual Report 2022*
102-6	Markets served	Annual Report 2022*
102-7	Scale of the organisation	Annual Report 2022*
102-8	Information on employees and other workers	Annual Report 2022*
102-9	Supply chain	Annual Report 2022*
102-10	Significant changes to the organisation and its supply chain	Annual Report 2022*
102-11	Precautionary Principle or approach	Annual Report 2022*
102-12	External initiatives	Annual Report 2022*
102-13	Membership of associations	Annual Report 2022*
102-14	Statement from senior decision-maker	Executive Chairman's Message
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102-17	Mechanisms for advice and concerns about ethics	Focus 1: Governance and Ethics
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GRI Standards	Disclosure Content	Section Reference
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102-42	Identifying and selecting stakeholders	Stakeholder Engagement and Materiality Assessment
102-43	Approach to stakeholder engagement	Stakeholder Engagement and Materiality Assessment
102-44	Key topics and concerns raised	Stakeholder Engagement and Materiality Assessment
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205-2	Communication and training about anti-corruption policies and procedures	Focus 1: Governance and Ethics
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305-4	GHG emissions intensity	Focus 2: Our Environment
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306-1	Water discharge by quality and destination	Focus 2: Our Environment

GRI Standards	Disclosure Content	Section Reference
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414-2	Negative social impacts in the supply chain and actions taken	Focus 2: Our Environment
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Focus 4: Our Community
419-1	Non-compliance with laws and regulations in the social and economic area	Focus 1: Governance and Ethics

* - On 25 October 2022, the Company announced that the SGX RegCo has no objection to the application by the Company for an extension of time of two (2) months for the Company to hold its annual general meeting for FY2022 from the current deadline of 31 October 2022 to 30 December 2022. This report supplements the Group's Annual Report 2022 which will be available online at: <https://www.imperium-crown.com/> by no later than 15 December 2022, being the minimum requisite notice period for the AGM to be convened by 30 December 2022