



Sim Leisure Group Ltd.

(Company Registration Number: 201808096D)

Sustainability Report 2020

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Sponsor's Statement

This sustainability report has been prepared by Sim Leisure Group Ltd. (the "Company") and its contents have been reviewed by the Company's sponsor, ZICO Capital Pte. Ltd. ("Sponsor"), in accordance with Rule 226(2)(b) of the Singapore Exchange Securities Trading Limited ("SGX-ST") Listing Manual Section B: Rules of Catalist.

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

The contact person for the Sponsor is Ms. Goh Mei Xian, Associate Director, ZICO Capital Pte. Ltd. at 8 Robinson Road, #09-00 ASO Building, Singapore 048544, telephone (65) 6636 4201.

About This Report

This report describes our sustainability performance for the period 1 January - 31 December 2020 ("FY2020"). It covers all of Sim Leisure Group's activities in Malaysia, and has been prepared taking reference from the Sustainability Reporting Guide in Practice Note 7F of the Singapore Exchange Securities Trading Limited Listing Manual Section B: Rules of Catalist.

Sim Leisure Group's Sustainability Report draws on the internationally recognised standard of reporting, the Global Reporting Initiative ("GRI") GRI Standards, which represent the global best practice for reporting on a range of economic, environmental and social impacts. The report has been prepared in accordance with the GRI Standards - "Core" Option and the boundary for this report is based on our operations in Malaysia.

Our annual Sustainability Report also provides us with a valuable opportunity to engage our stakeholders and respond to issues that matter most to them and to our business. It will continue to inform shareholders on our risk management, strategy development and stakeholder engagement activities as we work to further focus and prioritise our sustainable initiatives.

Our Sustainability Report will be produced on a yearly basis and will be available online on our corporate website.

We welcome comments and feedback on our Sustainability Report at info@simleisuregroup.com. No external assurance has been sought for our Sustainability Report.

Photographs presented herein were mostly taken prior to the COVID-19 pandemic and accordingly, have no regards to safe management measures at workplace.

Board Statement

The Board of Directors (the "Board") is pleased to present Sim Leisure Group's ("SLG", "Sim Leisure Group" or the "Company, and collectively with its subsidiaries, the "Group") Sustainability Report for FY2020. This is Sim Leisure Group's inaugural sustainability report and it has been prepared in accordance with the Global Reporting Initiative ("GRI") Standards - "Core" Option. Sim Leisure Group's sustainability approach is premised on the recognition that environmental, social and governance ("ESG") aspects are increasingly important to our stakeholders.

The Board, together with the Management, is committed to managing relevant ESG risks and opportunities across our different assets, while contributing positively to the environment and society. Material ESG topics were identified from our first materiality assessment conducted in FY2020, and would be reviewed regularly to ensure they are relevant and address our stakeholders' concerns.

The Board has considered the Material ESG topics as part of its strategic formulation, determined the material ESG factors and overseen the management and monitoring of the material ESG factors identified. Sim Leisure Group's sustainability report identified key material factors with its following commitments:

Building the business responsibly to develop economically and socially for society

- Generating economic value
- Championing ethical business conduct
- Engaging positively with the local community
- Promoting equal opportunity in employment and talent development

Lead the industry in environmental sustainability through initiatives

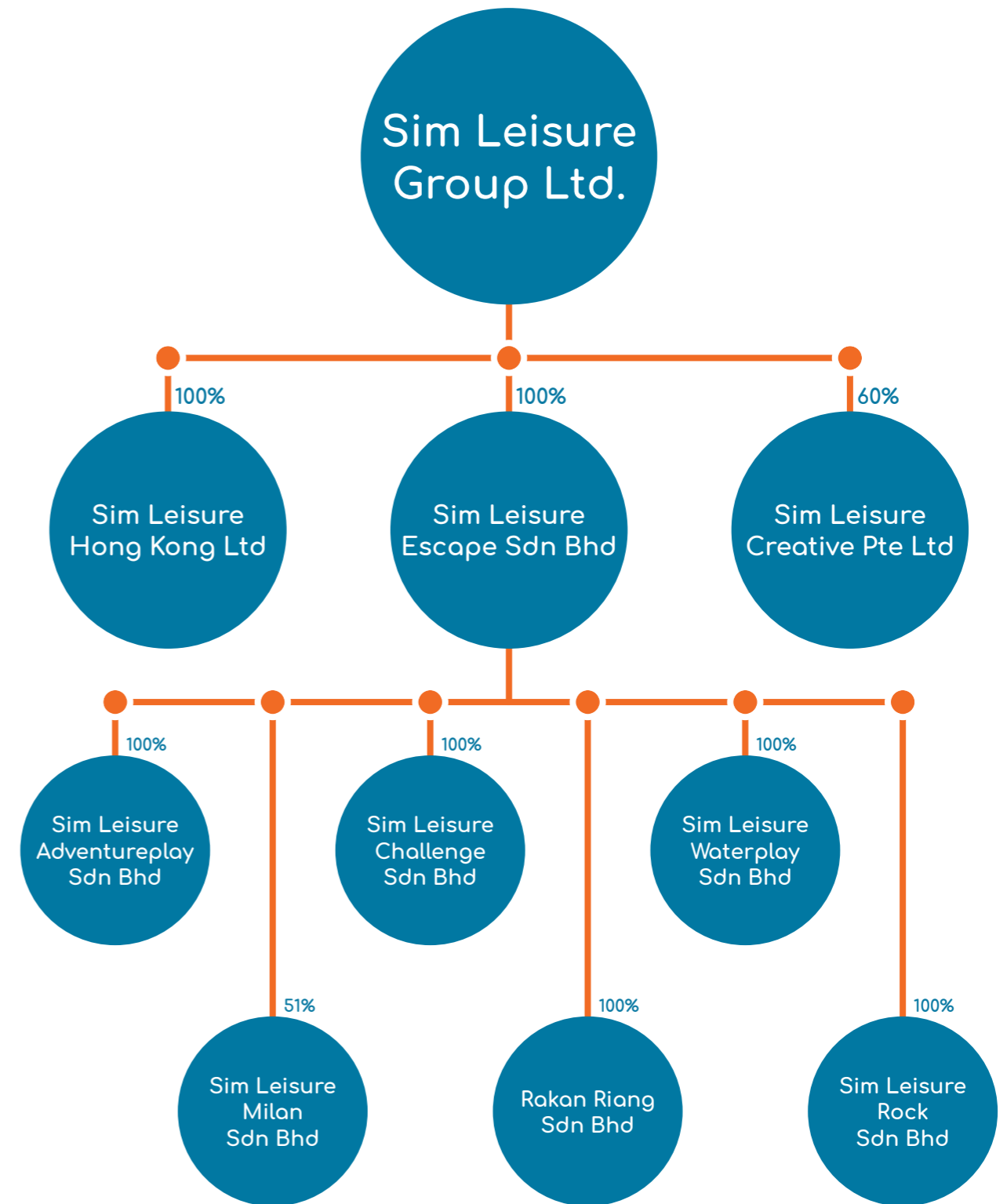
- Reducing energy consumption through creative solutions
- Rehabilitating & preserving the natural habitat
- Advocating eco-literacy among the masses

About Us

Sim Leisure Group Ltd. is a developer and operator of theme parks based in Malaysia. The Group is a retro-eco theme park developer and operator that provides affordable quality fun where everyone can play the games of yesteryear recreated for today. The Group presently owns and operates the ESCAPE brand of theme parks, showcasing ESCAPE outdoor theme park in Penang, Malaysia since 2012 and the ESCAPE Challenge indoor park at Paradigm Mall, Petaling Jaya which launched in 2020 - catering to both local and foreign visitors and tourists. With the successful acquisition of KidZania Kuala Lumpur in December 2020, the Group is looking to further expand its offering to include indoor themed attractions in addition to the existing outdoor theme parks. The Group intends to expand the ESCAPE brand locally, regionally and internationally in Sri Lanka and China. These theme parks aim to provide a memorable entertaining and educational experience for all visitors.

Sim Leisure Group sets out to generate the most smiles per hour through the theme park & leisure industry. SLG's international success in the theme park industry over the decades is attributed to SLG's values of creativity, integrity and fun. At Sim Leisure Group, fun is serious business.

Group Structure



Our Business

Sim Leisure Group Ltd key business segments comprise the following:

Our Brand of Theme Parks

We are the sole owners of our theme parks/leisure brands and intellectual property:

- ESCAPE Theme Parks
- ESCAPE Challenge Parks
- BASE CAMP

Licensee Operator

We are the licensee of KidZania Kuala Lumpur, operating the indoor theme park which combines entertainment and education through realistic role-play.

Design & Contracting Through Granting IP Rights

We have developed the expertise and experience in designing and building theme parks worldwide over the decades. We provide these services through Sim Leisure Creative by granting our IP rights to:

- Sim Leisure Far East Co. Ltd
(100% owned subsidiary of Guangzhou Daxin Water Park Equipment Co. Ltd.)
Design & Contract, China and East Asia region
- Sim Leisure Gulf Contracting LLC
Middle East and rest of the world

Attractions and Safety Audit

As safety experts in the industry, our subsidiary Sim Leisure Milan Sdn Bhd provides the following services: designing and building rides, safety audits, safety equipment agent.

Location of Operations

Operations	Address
Headquarters	Curve NX, 18 Jalan PJU 7/5 Mutiar Damansara, Petaling Jaya 47810 Selangor, Malaysia.
ESCAPE Penang	828 Jalan Teluk Bahang 11050 Penang, Malaysia
ESCAPE Petaling Jaya	GB-07, Boulevard, Level G, Paradigm Mall No.1, Jalan SS7/ 26A, Kelana Jaya 47301 Petaling Jaya, Selangor, Malaysia
KidZania Kuala Lumpur	Curve NX, 18 Jalan PJU 7/5 Mutiar Damansara, Petaling Jaya 47810 Selangor, Malaysia.

Stakeholder Engagement

Sim Leisure Group engages its stakeholders through a range of communication channels for timeliness and effectiveness. SLG highly values stakeholders' engagement and feedback, particularly so from customers and employees, and as such considers and responds promptly while taking the appropriate course of action.

SLG identifies stakeholders as individuals and groups that would have a material impact on and/or be impacted by the Group's business, as listed below:

Stakeholder Group	Engagement Frequency	Mode of Engagement
Customers	Continuous	<ul style="list-style-type: none"> • Face-to-face interactions • Phone and Messaging Apps (e.g. email, WhatsApp) • Online Platforms (social media, review sites) • Website
Employees	Continuous Monthly	<ul style="list-style-type: none"> • Face-to-face interactions • Letters and Memorandums • Phone and Messaging Apps (e.g. email, WhatsApp)
Suppliers and Partners	Continuous	<ul style="list-style-type: none"> • Face-to-face interactions • Phone and Messaging Apps (e.g. email, WhatsApp)
Investors and Shareholders	Continuous	<ul style="list-style-type: none"> • Announcements on SGXNet • Annual Reports • Corporate Website • Annual General Meetings
Regulators	Continuous	<ul style="list-style-type: none"> • Reporting Platforms • Regular Reports • Statutory Reporting

Our Material Topics

Sim Leisure Group has identified and selected the following material topics based on peer benchmarking, relevance within the industry, as well as the Group's values and priorities.

Focus Areas	Material Topics
Governance	Anti-corruption Upholding Safety and Quality
Protecting the Environment	Energy Conservation (Low-Tech, High-Fun, Wave Ball, Zero Cooling Costs, Centrifugal Pumps) Habitat Restoration (Tree Planting, Low-impact Development, Biomimicry Landscaping, Rainwater Harvesting, Installing The Longest Water Slide) Promoting Eco-literacy
Employability and Local Development	Diversity and Equal Opportunity Communal Living and Shared Responsibility

Economic and Social Impact



Direct Economic Value Generated and Distributed

Direct Economic Value Generated		FY 2020
Revenue		RM 9,575,538
Economic Value Distributed		FY 2020
Materials and services cost		RM 6,353,957
Employees (wages, salaries, benefits)		RM 3,249,561
Government (Income tax credit)		RM 209,803
Capital Providers (dividends and interest expenses on borrowings, other finance costs)		RM 4,026,749
Economic Value Retained		FY 2020
Direct Revenue Generated less Economic Value Distributed		(RM 4,264,532)

Anti-corruption

Sim Leisure Group has a zero-tolerance policy towards any form of corruption. These include, but are not limited to, kickbacks, gifts, entertainment, favours, hospitality, and donations. Corruption is prevalent in the tourism sector, handicapping honest industry players and rewarding those based on bribery. This ultimately deprives customers of their value and quality of leisure, and this is why SLG takes a strong, vocal stance against corruption. Eliminating corruption is vital to a better world for all.

Sim Leisure Group promotes the ESCAPE theme parks as scam-free tourist attractions to instill confidence among visitors on our ethical business conduct, as well as to raise awareness to the public on the ongoing endemic of corruption. ESCAPE's website has a dedicated page to inform the public on corruption in this industry, as well as the park's stance against such practices.

SLG is committed to conducting business ethically in compliance with all applicable laws (including the Malaysian Anti-Corruption Act), and undertakes measures to prevent any acts of corruption within the Group or entities acting on SLG's behalf. In FY2020, Sim Leisure Group had zero public cases or incidence of corruption and strives to maintain zero incidents of corruption in the subsequent years.

Diversity and Equal Opportunity

Sim Leisure Group is an equal opportunity employer, and it strongly advocates for non-discrimination to employees and applicants without regard to discriminatory factors such as gender, age, race or religion in order to create a diverse, healthy and productive organisation.

As such, it is SLG's policy to provide equal opportunity in recruitment of employees, career development, training, promotion and rewards for all employees. This is essential in upholding a meritocratic environment and developing talent for the long-term success of the organisation. For FY2020, the ratio of average remuneration women to men ratio for Sim Leisure Group's employees is at 1.1 to 1.

Diversity of Employees

Age Group	No. of Employees	New Hires	Full-time	Part-time
Below 30 years	165 (65%)	94 (76%)	48 (44%)	117 (80%)
30 - 50 years	67 (26%)	18 (14%)	49 (44%)	18 (12%)
Over 50 years	24 (9%)	12 (10%)	13 (12%)	11 (8%)
Gender	No. of Employees	New Hires	Full-time	Part-time
Male	177 (69%)	89 (72%)	67 (61%)	110 (75%)
Female	79 (31%)	35 (28%)	43 (39%)	36 (25%)
Total	256	124	110	146

Diversity of Board Members

Age Group	No. of Individuals	Percentage
Below 30 years	0	0%
30 - 50 years	5	71%
Over 50 years	2	29%
Gender	No. of Individuals	Percentage
Male	4	57%
Female	3	43%
Total	7	

Upholding Safety and Quality

Safety is at the heart of Sim Leisure Group. To uphold benchmark international standards in its workplace safety, SLG's occupational health and safety management operations at ESCAPE Penang and ESCAPE Petaling Jaya parks adhere to the ISO 45001 : 2018 management system.

Sim Leisure Group takes a proactive approach in preventing workplace accidents by implementing the following measures in accordance to ISO 45001 system:

- Establish a Health and Safety Committee comprising management, representatives of workers and representatives of employer, and define the Committee's roles, responsibilities and authorities
- Conduct Hazards Identification, Risk Assessment and Risk Control (HIRARC) study to identify potential risks, identify current safety controls, and take necessary action factoring in likelihood and severity in judging risks
- Conduct general safety and health inspections at least every three months on general safety and health issues, potential unsafe conditions or unsafe situations
- Establish procedures for employees to immediately and efficiently report to the management workplace incidents, internal or external, that could have (potential) or had (actual) resulted in safety and health hazards including: death, bodily injury, disease
- Promote a workplace culture that prioritises health & safety by training all employees on SLG's Occupational Health and Safety Policy and communicating workplace safety procedures relevant to their job scope

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

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

Sim Leisure Group also adheres to the ISO 9001 : 2015 Quality Management System across ESCAPE theme parks to uphold benchmark international standards and ensure consistent quality in the products and services it provides.

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

SLG implements a rigorous safety audit and preventative maintenance schedules at ESCAPE parks to ensure that all attractions are inspected and serviced on a regular basis and prior to each opening day.



Communal Living and Shared Responsibility

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

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

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

Economic and Social Goals

Goals	Performance for FY2020	Target for FY2021	Five-Year Target for FY2025
Uphold SLG's zero-tolerance policy towards corruption	SLG has zero incidents or public cases of corruption	Maintain zero corruption incidents Reinforce SLG's advocacy for ESCAPE scam-free destination through awareness content on website and social media	Maintain zero corruption incidents
Achieve an even gender ratio in the workforce	2.2:1 male-to-female employee ratio	1.5:1 male-to-female employee ratio	1.3:1 male-to-female employee ratio



Environmental Initiatives

Energy Conservation

Conventional theme parks worldwide require colossal amount of energy to ensure the smooth running of their rides and facilities, amounting to significant carbon emissions and large overhead costs. Sim Leisure Group recognises the industry's continuous development of bigger, faster, scarier mechanical rides in the pursuit of grandeur and scale. In addition to the large carbon emissions, attractions requiring over-spec technology require a large capital expenditure, along with an expensive, cumbersome operating and maintenance costs.

Sim Leisure Group departs from the approach of sophisticated high-tech rides, as manifested in ESCAPE theme parks. SLG adopts a low-tech, high-fun approach in designing its rides and attractions, placing an emphasis on self-powered and self-directed play to re-introduce the outdoor play of yesteryear to today's generation. SLG believes that fun comes from play and all it needs is imagination and creativity, which are key in developing and operating attractions with a minimal carbon footprint.



Conventional amusement parks consume copious amounts of energy



Monkey Business at ESCAPE Penang.

Low-Tech, High-Fun Rides

Conventional mechanical rides such as roller coasters require a copious amount of energy to operate. On the other hand, many of ESCAPE's and ESCAPE Challenge's attractions do not require electricity at all. These include:

- **Monkey Business:** signature rope and obstacle course comprising 111 challenges and ziplines navigating guests through the rainforest.
- **Aerobat:** flying trapeze attraction where visitors swing while strapped on a safety belt.
- **Flying Lemur:** zipline attraction 35 metres above the ground and spanning 150 metres across the park.
- **Coco Climb:** a coconut tree where guests strapped on safety harnesses literally climb to the treetop.
- **Hill Rider:** downhill trike ride which starts from the top of the Gravityplay component of ESCAPE theme parks
- **Tubby Racer:** a downhill tubing ride using artificial ski tracks starting from the top of Gravityplay



Coco Climb



Tubby Racer



Aerobat - the signature flying trapeze attraction at ESCAPE Petaling Jaya

Wave Ball

A typical wave pool uses a pneumatic system, which requires at least 100kW to generate waves. ESCAPE Penang uses a “wave ball” which only requires 4kW to generate waves.

The wave ball has a low voltage electric motor, which drives the ball mass up and down to generate waves in accordance with the resonance principle. This approach minimises energy consumption while maximising the effect produced.

ESCAPE Penang is the first water park in Asia to use this Wave Ball technology.



Wave Ball at ESCAPE Penang



The Wave Ball technology consumes 96% less energy than pneumatic systems at wave pools.

Zero Cooling Costs

Indoor attractions consume copious amounts of electricity for air-conditioning. However, ESCAPE theme park’s indoor counterpart ESCAPE Challenge, which typically occupy urban settings such as shopping malls, situates itself at outdoor, sheltered areas of the mall.

Therefore, this setup saves ESCAPE Challenge the need for cooling, bringing electricity costs for air-conditioning to zero. Furthermore, ESCAPE Challenge also plants trees to provide additional cooling and natural shade.



ESCAPE Challenge

Centrifugal Pumps

ESCAPE Penang runs 13 units of centrifugal pumps, totalling to 143kW capacity, to circulate water.

All water parks require a large amount of energy to ensure the entire water volume is circulated, sanitized, and filtered every 2 hours to preserve water hygiene. The series of pumps, however, only operate at 50% capacity as they are manually monitored and tuned to match the intensity of pool use by visitors.

Conventional motors which drive the pumps are typically “brushless” hence lower air flow and oscillatory instabilities develop when they operate at low speed. This causes overheating and demands more energy to operate the pumps.

To overcome this inefficiency, ESCAPE Penang’s filtering and pumping systems are enhanced with artificial intelligence based sensorless Vector Control Drive to reduce electromagnetic interference, provide superior regulation at low speed, and better dynamic response.



Centrifugal pumps at ESCAPE Penang



Frequency inverters for centrifugal pumps



ESCAPE Challenge requires zero energy cost for cooling.

Habitat Restoration

Sim Leisure Group pioneered the ESCAPE brand of theme parks based on outdoor play in the natural environment. ESCAPE takes the green, low-impact approach to its development because it is the most natural approach - regardless of the prom and pageantry of green certification.

Sim Leisure Group avoids developing ESCAPE theme parks in untouched forests, instead opting for leftover brownfields allowing SLG to rejuvenate the land with ESCAPE theme parks. This is the case with ESCAPE Penang, which was previously a leftover brownfield comprising abandoned office buildings, workers' quarters and warehouses from the Teluk Bahang Dam construction in 1998. SLG adopted a low-impact, green approach to building ESCAPE Penang to revitalise the neglected site.

Tree Planting

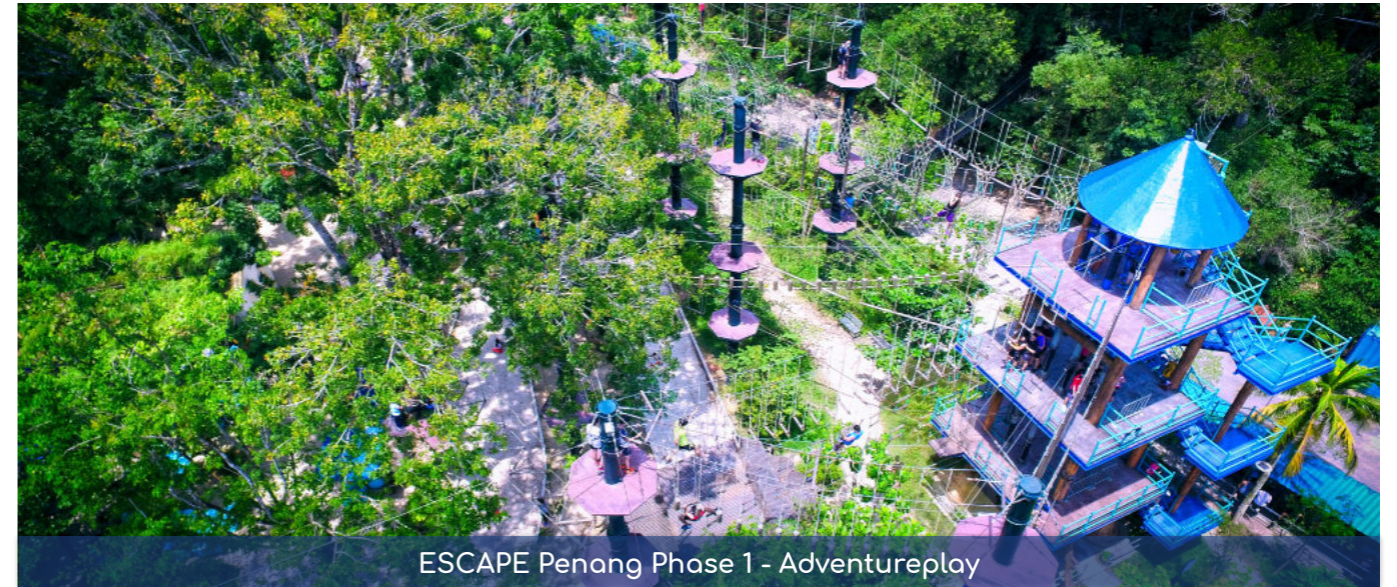
ESCAPE Penang has planted more than 3,000 trees in the park, including 300 coconut trees, Angsana (*Pterocarpus indicus*), Ketapang (*Terminalia catappa*), and Acacia.

So far, ESCAPE Penang has transplanted 104 trees in the playpark at around RM6800 per tree. These trees, originally from construction sites where they would have been cut down, are on average 50 years old and weigh between 15 and 42 tonnes each.

Additionally, ESCAPE Penang is targeting to launch a "tree adoption" programme in December 2021 which encourages land owners to contact ESCAPE Penang for transplanting unwanted trees from their lands to sites operated by ESCAPE.



ESCAPE Penang was previously a leftover brownfield from the Teluk Bahang Dam construction.



ESCAPE Penang Phase 1 - Adventureplay



ESCAPE Penang Phase 2 - Waterplay



ESCAPE Waterplay - Prior to Construction



ESCAPE Waterplay - After Construction

Low-Impact Development

During the development of ESCAPE Penang Phase 1 (Adventureplay), leftover buildings - what used to be workshops, pump houses, worker quarters, and storage warehouses during the Teluk Bahang Dam construction period - were restored and repurposed into staff offices, function halls, bathrooms, cafeterias, and other facilities.

Sim Leisure Group used shipping containers as substitutes for conventional building structures which assemble much quicker and easier while emitting less pollution. Their standardised sizes provide endless possibilities of configurations and interventions to suit different uses. Moreover, containers can relocate easily with minimal labour and energy, playing into ESCAPE's low-impact development mantra.



Shipping containers repurposed into toilets



Shipping containers repurposed into F&B

Biomimicry Landscaping

ESCAPE Penang vegetates its roofing with native grass and shrub species, serving multiple benefits: its substrate retains rain water, its drained water is cleaner from substrate filtration, cools roofings, its roofing materials have longer lifespans due to insulation against tropical heat and sunlight, sound reduction, and reduced costs to cool down buildings. Rainwater is also harvested from the grass roofs for uses such as watering plants and flushing toilets.



Grass roofs help cool buildings, reduce water runoff and insulate against heat and sunlight.

Rainwater Harvesting

Most land development projects have concrete, asphalt, building roofs, and compacted vegetated sites which increase rainwater runoff and decrease surface water quality and groundwater infiltration. ESCAPE Penang's biomimicry approach allows rainwater to seep into the ground to support groundwater recharge.

ESCAPE Penang does not construct its pathways and bare surfaces with cement or asphalt, using layers of natural sand, pebbles, and small rocks at least 20cm deep instead. This slows rainwater runoff, enabling microorganisms in the substrates to digest any water-borne pollutants, purifying the water on its path back into the aquifer. Thanks to the biomimicry interventions, 90% of raw water utilised by ESCAPE Penang's play pools are harvested on-site.



Rainwater is harvested for many purposes, such as watering plants



ESCAPE Penang's pathways comprise natural sand & pebbles to reduce water runoff



90% of raw water utilised by ESCAPE Penang's play pools are harvested on-site

Installing the World's Longest Water Slide

In September 2019, Sim Leisure Group set a new Guinness World Record for the Longest Tube Water Slide at 1,111 metres - shattering the previous record by three times.

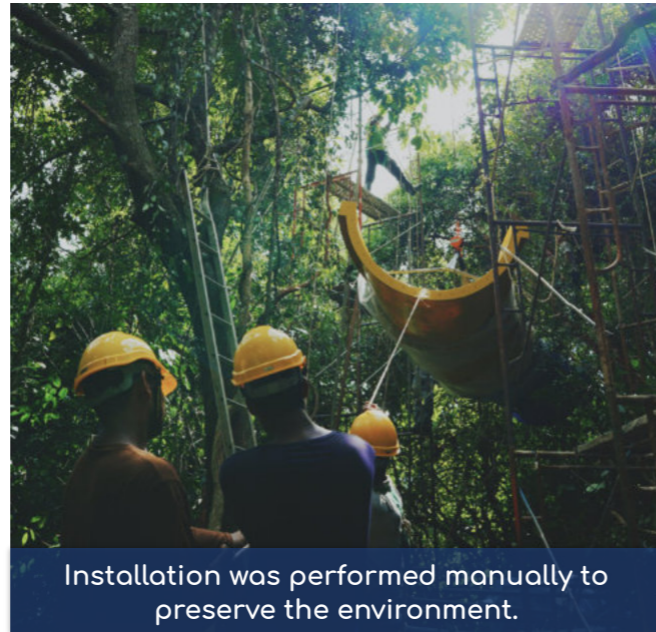
This water slide starts at a 70-metre elevation from the hilltop of ESCAPE Penang's Gravityplay, taking riders downhill through Teluk Bahang's rich forestry.

This water slide gives riders a unique perspective in viewing the rainforest. Water parks are typically installed on flatlands, where the ride begins from the top of an erected tower, unlike ESCAPE Penang's water slide which starts at the hilltop.

The entire water slide is made of 488 pieces of fibre-reinforced polymer slides and 326 side guard components, connected by 10,248 sets of bolts, nuts, washers, and spring washers as well as 2,400 metres of steel pipes and arms.

No trees were cut throughout the entire installation process which took 8 months. Sim Leisure Group did not utilise any heavy machinery for construction works because of the terrain's accessibility issues, as well as to preserve the environment.

Instead, Sim Leisure Group performed most of the installation manually; for instance, the water slide components were lifted by erecting scaffolds and using chain hoists.



Installation was performed manually to preserve the environment.



This water slide gives riders a unique perspective in viewing the rainforest



RECORD HOLDER



**Longest Tube Water Slide
1,111 metres**

No trees were cut during the installation of the Guinness World Records Longest Tube Water Slide

Promoting Eco-Literacy

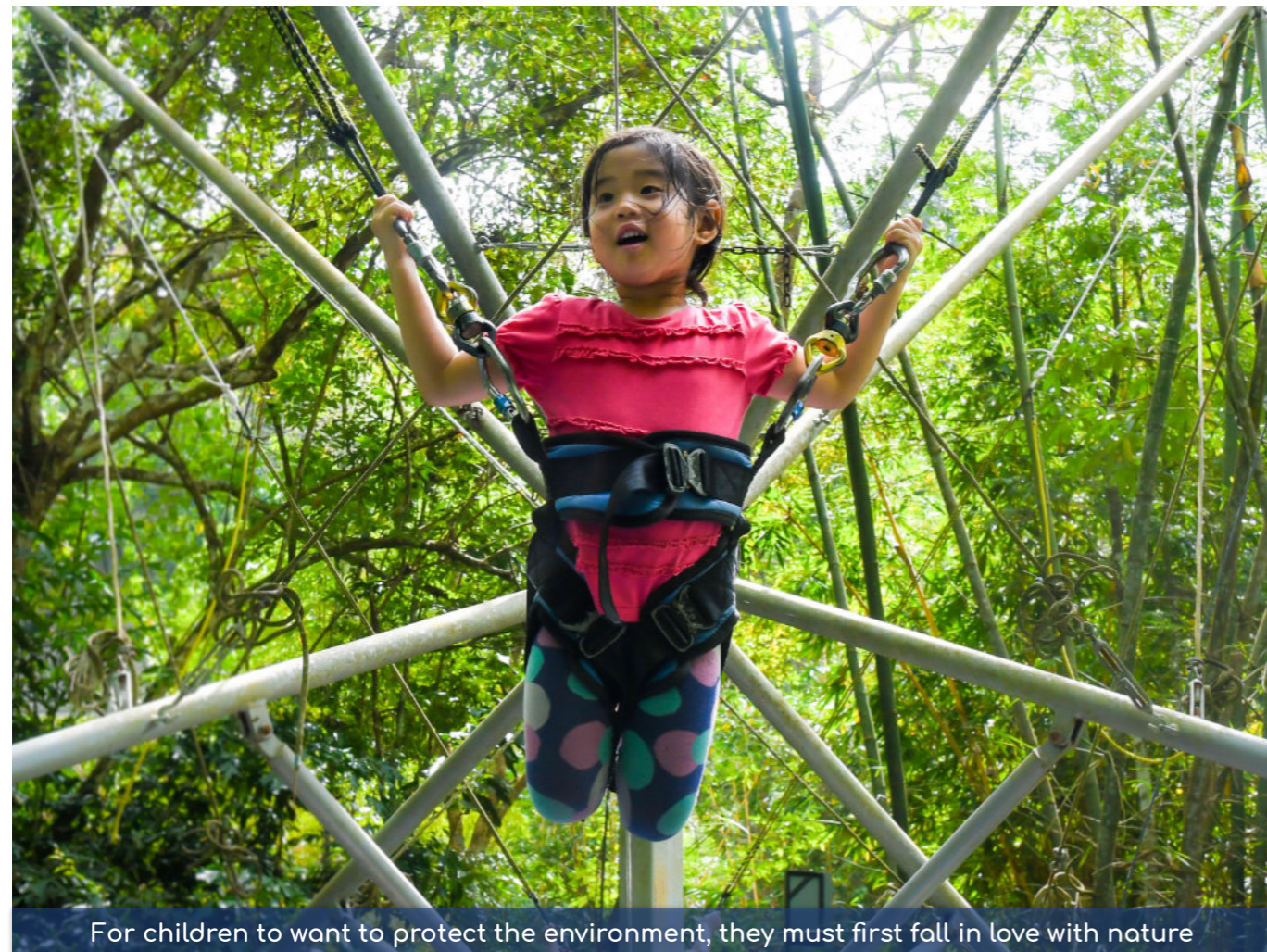
With sustainability at the core of the ESCAPE brand, it is imperative for Sim Leisure Group to promote eco-literacy to its visitors and educate them.

People learn in moments of enjoyment. To communicate ESCAPE's environmental initiatives and thought-provoking ideas, these messages are printed on signages that are placed throughout the park for visitors to see as they play. These messages surround the visitors rather than being forced on them.

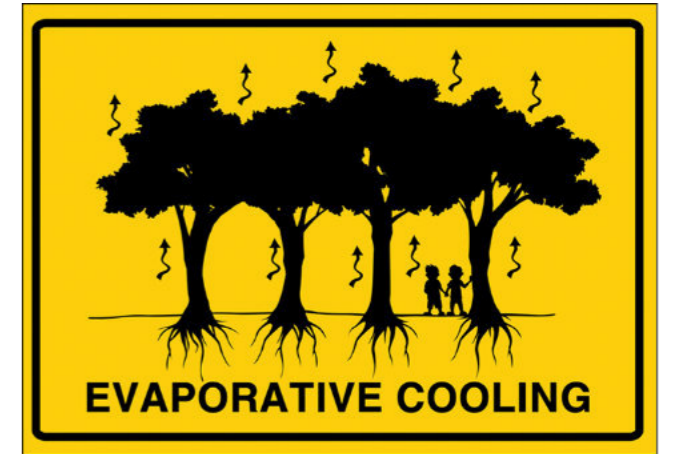
Eco-literacy should start from a young age, where children learn best through play and immersive experience. Sim Leisure Group encourages primary school field trips to ESCAPE Penang by selling school group tickets at significantly lowered rates for affordability, especially among students of lower-income households who might not otherwise have such opportunities.

An important aspect of promoting eco-literacy is instilling the desire among the people to cherish the natural environment. This is where the immersive experience of playing in nature is vital to ESCAPE's visitors. The love for nature cannot be taught in classrooms or lectures; rather the visitor absorbs these messages and draw their own conclusions through due thought and self determination.

Sim Leisure Group does not wish to pressure visitors to become more environmentally aware and sensitive. For children to wish to protect the environment, they must first fall in love with nature.



For children to want to protect the environment, they must first fall in love with nature



Signages introducing environmental and thought-provoking messages



Signages introducing thought-provoking environmental messages throughout the park.

Environmental Goals

Goals	Performance for FY2020	Target for FY2021	Five-Year Target for FY2025
Achieve carbon-neutral status at ESCAPE Penang by FY2025	Sim Leisure Group implements energy conservation initiatives in its attractions	Collect baseline data	Achieve carbon-neutral status
Develop new attractions with minimal impact to the environment	Sim Leisure Group is currently installing two new attractions at ESCAPE Penang's Gravityplay while minimising environmental footprint: <ul style="list-style-type: none"> Zip Coaster Zorbing 	Complete installation of Zip Coaster and Zorbing without cutting a single tree	Develop 5 new attractions for ESCAPE theme parks which require minimal environmental impact
Transplant trees at ESCAPE theme parks	SLG has transplanted 104 trees to date	Officiate Tree Adoption Programme Set up a contact channel for tree transplanting	Transplant 200 trees overall throughout ESCAPE's theme parks
Improve eco-literacy among the youth	SLG has primary school field trip promotion to encourage school visits to ESCAPE theme parks	Introduce regular social media and website content on green initiatives	Maintain social media and website content on green initiatives on a regular basis

GRI Content Index

No.	Disclosure	Reference	Remarks
GRI 102: General Disclosures			
102-1	Name of the organisation	Page 4 - About Us	
102-2	Activities, brands, products and services	Page 6 - Our Business	
102-3	Location of headquarters	Page 6 - Our Business	
102-4	Location of operations	Page 6 - Our Business	
102-5	Ownership and legal form	Page 5 - Group Structure	
102-6	Markets served	Page 6 - Our Business	
102-7	Scale of the organisation	2020 Annual Report	
102-8	Information of employees and other workers	Page 11 - Diversity and Equal Opportunity	
102-9	Supply chain	-	Sim Leisure Group has over 100 suppliers, with over 90% of them based in Malaysia providing various materials, products and services for SLG's businesses.
102-10	Significant changes to the organisation and its supply chain	-	The Group's subsidiary Sim Leisure Escape Sdn Bhd acquired Rakan Riang Sdn Bhd in December 2020.
102-11	Precautionary Principle of approach	Pages 16-30 - Environmental Initiatives	
102-12	External Initiatives	-	None
102-13	Memberships of associations	-	Sim Leisure Group is a member of the following associations: International Association of Amusement Parks and Attractions World Waterpark Association Coalition for Business Integrity Malaysian Association of Themepark & Family Attractions
102-14	Statement from senior decision maker	Page 4: Board Statement	
102-16	Values, principles, standards and norms of behaviour	Page 4 - About Us	
102-18	Governance structure	2020 Annual Report Pages 5-7: Board of Directors Pages 15-58: Corporate Governance Report	

No.	Disclosure	Reference	Remarks
GRI 102: General Disclosures (Continued)			
102-40	List of Stakeholder Groups	Page 7 - Stakeholder Engagement	
201-41	Collective bargaining agreements	-	The Group has no employees covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	Page 7 - Stakeholder Engagement	
102-43	Approach to Stakeholder Engagement	Page 7 - Stakeholder Engagement	
102-44	Key topics and concerns raised	Page 7 - Stakeholder Engagement	
102-45	Entities included in the consolidated financial statements	Page 5 - Group Structure	
102-46	Defining report content and topic Boundaries	Page 3 - About This Report	
102-47	List of Material Topics	Page 7 - Our Material Topics	
102-48	Restatements of information	-	None
102-49	Changes in reporting	-	None
102-50	Reporting Period	Page 3 - About This Report	
102-51	Date of most recent report	Not applicable	This is the first Sustainability Report issued by Sim Leisure Group
102-52	Reporting cycle	Page 3 - About This Report	Annual
102-53	Contact point for questions regarding the report	Page 3 - Sponsor's Statement, About This Report	info@simleisuregroup.com
102-54	Claims of reporting in accordance with the GRI Standards	Page 3 - About This Report	This Sustainability Report has been prepared in accordance with the GRI Standards: Core Option
102-55	GRI Content Index	Pages 31 -33 - GRI Content Index	
102-56	External Assurance	Page 3 - About This Report	None
GRI 201: Economic Performance			
201-1	Direct economic value generated and distributed	Page 10 - Directed Economic Value Generated and Distributed	
GRI 205: Anti-corruption			
205-1	Operations assessed for risks related to corruption	Page 10 - Anti-corruption	
205-3	Confirmed incidents of corruption & actions taken	Page 10 - Anti-corruption	

No.	Disclosure	Reference	Remarks
GRI 302: Energy			
302-4	Reduction of Energy Consumption	Pages 18-21 - Energy Conservation	
GRI 304: Biodiversity			
304-3	Habitats protected or restored	Pages 22-30 - Habitat Restoration	
GRI 401: Employment			
401-1	New employee hires and employee turnover	Page 11 - Diversity and Equal Opportunity	
GRI 403: Occupational Health and Safety			
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403-2	Hazard identification, risk assessment, and incident investigation	Page 12 - Upholding Safety and Managing Quality	
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