

THIS POLICY APPLIES TO:

- MST Golf Group Berhad (Registration No.: 199301009307 (264044-M))
- MST Golf Sdn Bhd (Registration No.: 198901011987 (189294-P))
- MST Golf Management Sdn Bhd (Registration No.: 200101013452 (549209-A))
- MST Golf Arena Sdn Bhd (Registration No.: 199801015399 (471528-D))
- MST Golf (Singapore) Pte Ltd (Registration No.: 200002124N)
- PT MST Golf Distribution (Registration No. 1309230100973)
- PT MST Golf Indonesia (Registration No. 809230095096)
- Unless otherwise specified, any other companies that may become subsidiaries of MST Golf Group Berhad after the effective date of this document.

Sustainable Events Policy

ADOPTION & REVISION HISTORY:

Rev.	Effective Date	Description	Approved by
0	1 Sep 2024	Formal Adoption	Executive Directors

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Sustainable Events Policy

1. INTRODUCTION

- 1.1. MST Golf Group Berhad ("**Company**") and its subsidiaries listed in the cover page of this document (collectively including the Company, "**Group**") adopt this Sustainable Events Policy ("**Policy**") to guide and implement sustainable practices in the planning, execution, and aftermath of events, in alignment with the Group's sustainability commitment and sustainability policies, such as the Sustainability Policy, Environmental Policy, Waste Management Policy, Water Use Policy, and Energy Use Policy.
- 1.2. This Policy applies to all events organised by the Group including, but not limited to:
 - 1.2.1. golf tournaments;
 - 1.2.2. corporate events;
 - 1.2.3. sales and promotional events; and
 - 1.2.4. staff events.

2. OBJECTIVES

- 2.1. This Policy aims to:
 - 2.1.1. Create a consistent framework for hosting events that prioritize environmental and social sustainability via standards that address various aspects of event management, from materials and transportation to waste management and energy use, ensuring that every element of the event considers its environmental and social impact;
 - 2.1.2. Provide clear guidelines to help event organizers, sponsors, and participants make choices that benefit the environment and enhance the reputation and social responsibility of the golf community.
- 2.2. When all stakeholders, such as organizers, sponsors, participants, and vendors, commit to these guidelines, the cumulative effect can lead to substantial reductions in waste, emissions, and resource consumption, attract eco-conscious sponsors and participants, and foster a culture of environmental stewardship and social responsibility within the golf industry.
- 2.3. Through these standards, the Group hopes to achieve the following goals:
 - 2.3.1. **Minimize Environmental Impact:** Significantly reduce waste, emissions, and resource use at events.
 - 2.3.2. **Promote Awareness:** Raise awareness about the importance of sustainability within the golf community and beyond.

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- 2.3.3. **Enhance Reputation:** Improve the reputation of golf as a sport that values and actively contributes to environmental and social conservation.
- 2.3.4. **Create Lasting Change:** Inspire lasting changes in behavior and practices that extend beyond the event itself, contributing to a more sustainable future for the golf industry and the planet.

3. ROLES AND RESPONSIBILITIES

- 3.1. The Group's Sustainability Department is responsible for reviewing this Policy and suggesting revisions and/or improvements to this Policy such that it remains relevant to the Group's business and operations as well as sustainability strategies.
- 3.2. This Policy is most relevant to, and therefore shall be adhered by, the departments and personnel involved in event management, such as (but not limited to):
 - 3.2.1. Tournaments & Events Department (for golf tournaments and events);
 - 3.2.2. Indoor Golf Department (for events in indoor golf premises or that involving indoor golf simulators);
 - 3.2.3. Corporate Communications Department (for corporate events); and
 - 3.2.4. Human Resources and/or Admin Departments (for internal events).

4. SUSTAINABILITY STANDARDS FOR EVENTS

- 4.1. Where relevant and feasible, the Group, via the various departments and functions described under "Roles and Responsibilities" above, strives to adhere to the following sustainability standards and encourages its clients to adopt them for their events by highlighting benefits such as positive environmental and social impacts.
 - 4.1.1. **Structures / Backdrops / Signages**
 - (a) Use reusable, recycled and sustainable materials like reclaimed wood for backdrops, signage, and booth setups.
 - (b) Print on reusable vinyl or cloth banners instead of single-use materials.
 - (c) Use digital signage.
 - (d) Design structures for easy disassembly and reuse in future events.
 - 4.1.2. **Transportation**
 - (a) Encourage participants to carpool or use public transportation.
 - (b) Provide information on eco-friendly transportation options to the venue.

- (c) Provide electric vehicle charging stations for attendees.

4.1.3. **Food and Beverage**

- (a) Source food locally and seasonally to reduce transport emissions.
- (b) Partner with local NGOs for food and meal options to empower underserved communities.
- (c) Offer plant-based meal options to reduce carbon footprint.
- (d) Avoid single-use condiments, plates, cups, bottles and utensils.
- (e) Donate unused food to local charities to prevent waste.
- (f) Provide options for various dietary requirements, such as halal and vegetarian options.

4.1.4. **Energy and Climate**

- (a) Implement energy-saving practices such as turning off lights and equipment when not in use.
- (b) Use EnergyStar (or equivalent) certified and efficient equipment and lighting.
- (c) Use renewable energy like solar or wind to power tournament facilities.
- (d) Purchase carbon offsets to mitigate overall event emissions.

4.1.5. **Waste Management**

- (a) Educate attendees on proper waste disposal practices during the event.
- (b) Provide clearly labeled recycling and compost bins throughout the course and event areas.
- (c) Avoid single-use plastic food and beverage packaging and utensils.
- (d) Print programs, flyers and signage on recycled paper or send digital copies.
- (e) Implement a system to collect and reuse or recycle event-specific materials.
- (f) Conduct a waste audit after the event to identify areas for improvement.

4.1.6. **Local Sourcing**

- (a) Prioritize local suppliers and businesses for event materials and services.
- (b) Support local artisans, NGOs, and entrepreneurs.
- (c) Consider suppliers with a commitment to sustainability.

4.1.7. **Materials**

- (a) Provide options for paperless registration, e-tickets etc.
- (b) Provide digital scoring and leaderboards instead of paper.
- (c) Provide reusable water bottles made of aluminum, stainless steel or BPA-free plastic for players and staff.
- (d) Have water refill stations on the course to reduce single-use plastic bottle waste.
- (e) Use post-consumer recycled paper.
- (f) Avoid single-use decor like balloons and glitter.
- (g) Opt for eco-friendly promotional materials and giveaways.

4.1.8. **Outreach:**

- (a) Promote sustainability initiatives to attendees via websites and programs.
- (b) Share commitment to sustainability on social media.
- (c) Offer sustainability-focused guest speakers or workshops.
- (d) Partner with eco-conscious vendors and sponsors.
- (e) Highlight sustainable practices of sponsors and partners in event communication.
- (f) Encourage attendees to share their sustainability efforts using a dedicated event hashtag.

4.1.9. **Prizes**

- (a) Provide sustainability-related goodies, awards or prizes.
- (b) Avoid trophies or single-use items.
- (c) Consider experiential prizes or memberships to promote sustainability.
- (d) Use eco-friendly materials for any physical prizes or awards.

4.1.10. **Accessibility for Persons with Limited Mobility**

- (a) Provide entrances, exits, and pathways accessible to wheelchairs and mobility aids, e.g., ramps, elevators and wide doorways.
- (b) Provide accessible restrooms with features like grab bars, lower sinks and sufficient space for wheelchair users.
- (c) Reserve seating for people with limited mobility, including spaces for wheelchairs, with clear sightlines to the stage or event area.
- (d) Arrange for accessible transport options or provide information on accessible public transport routes.
- (e) Designate accessible parking spaces close to the event entrance.
- (f) Ensure that emergency evacuation procedures accommodate people with limited mobility.

4.1.11. **Cultural Diversity and Inclusivity**

- (a) Provide adequate prayer rooms and ablution areas.
- (b) Be mindful of cultural sensitivities in event promotions, activities, dress code, décor, food and beverages, etc.
- (c) Use inclusive language and provide multilingual support.

4.1.12. **Safety and Health**

- (a) Provide sturdy railing with safe gaps in areas where there is a risk of falling from a height or where people need support while navigating a space.
- (b) Ensure spaces are well ventilated with adequate temperature control.
- (c) Ensure structures, platforms and fixtures are built-to-code, firm and robust.

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- (d) Ensure proper hygiene in the handling of food and beverages.
- (e) Provide adequate sanitary facilities.
- (f) Provide adequate manpower and resources for regular cleaning and housekeeping during and after the events.
- (g) Provide adequate waste disposal bins.
- (h) Provide personal protective equipment to staff and attendees where necessary.
- (i) Provide shades for waiting areas, holding areas, seating areas etc.
- (j) Display “no-smoking” signages and provide designated smoking rooms/areas.
- (k) Provide baby-changing rooms for family events.

5. SAFETY AND HEALTH RISK ASSESSMENT

- 5.1. The Group carries out a risk assessment to ensure the events hosted and/or managed by the Group are safe and compliant with relevant regulations for every major event that will be attended by more than 50 people (including staff).
- 5.2. Such risk assessment shall be in accordance with the Group’s standard HIRARC (Hazard Identification, Risk Identification and Risk Control) format as specified in the Group’s Occupational Safety and Health Policy (MST/POLICY/OSH). It includes:
 - 5.2.1. Identifying specific events and activities that pose safety and health risks.
 - 5.2.2. Risk identification to identify potential safety and health hazards during those events and activities.
 - 5.2.3. Control activities to mitigate the identified potential hazards.
 - 5.2.4. Assigning person(s) responsible for the control activities.
 - 5.2.5. Monitoring the implementation and effectiveness of the control activities for continual improvement.

6. POLICY REVIEW

- 6.1. This Policy will be subject to review from time to time to suit the latest sustainability and business strategies of the Group as well as changes in external factors that may impact the Group’s business and operations.

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