

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 (AHU-0068036.AH.01.01.TAHUN 2023)
- PT MST Golf Indonesia (AHU-0067107.AH.01.01.TAHUN 2023)
- Unless otherwise specified, any other companies that may become subsidiaries of MST Golf Group Berhad after the effective date of this document.

ADOPTION & REVISION HISTORY:

Rev.	Effective Date	Description	Approved by
0	1 Apr 2023	Formal Adoption	Board of Directors
1	26 Feb 2025	<p>Added the Group's Indonesian subsidiaries on the cover page.</p> <p>Replaced the taglines "Better Environment, Better People and Better Business" with the new five sustainability pillars "CARES".</p> <p>Added new clauses and amended existing clauses to stipulate and emphasise the adoption of national and international sustainability frameworks and laws.</p> <p>Amended sections on Stakeholders Engagement and Materiality Assessment to be more aligned with the Group's latest practice.</p>	Board of Directors

(SEE NEXT PAGE FOR POLICY)

1. INTRODUCTION

- 1.1. MST Golf Group Berhad (“Company”) and its subsidiaries listed on the cover page of this document (collectively including the Company, “Group”) acknowledge the profound reality of a changing climate and its widespread impact on ecosystems, societies, and economies. The Group also recognises the urgency of addressing environmental, social, and governance (“ESG”) issues, including climate change, biodiversity loss, resource scarcity, social inequality, and labour rights. These challenges require immediate and coordinated action to ensure a sustainable and resilient future for all.
- 1.2. The Group is committed to integrating ESG principles into its operations and aligning with the goals and commitments of both national and international sustainability frameworks and laws, including the Intergovernmental Panel on Climate Change (“IPCC”), the United Nations Sustainable Development Goals (“SDGs”), Malaysia’s National Sustainability Reporting Framework (“NSRF”), and other environmental, labour, and corporate governance laws, to become a sustainable company that balances the needs of the environment, people, and business.

2. OBJECTIVES

- 2.1. The Group’s board of directors (“Board”) adopts this Sustainability Policy (“Policy”) to provide fundamental structure and principles for the Group to achieve its sustainability objectives of driving positive environmental and social impact both globally and nationally, fostering innovation, transparency, and collaboration to create long-term value for stakeholders.
- 2.2. The Group’s sustainability objectives are embodied in the Group’s five sustainability pillars (“CARES”) as follows:
 - 2.2.1. **Caring and Responsible Employer**

The Group aims to become a leading, modern employer that promotes productivity, wellbeing, and inclusivity among employees to sustain meaningful impacts.
 - 2.2.2. **Accountable and Ethical Operations**

The Group aims to achieve unwavering accountability and ethics to generate greater business sustainability and stakeholder welfare.
 - 2.2.3. **Resilient Environmental Stewardship**

The Group aims to promote environmental wellbeing and reduce negative environmental impacts to meet our planet’s needs for more sustainable businesses.

2.2.4. **Empowering Community Engagement**

The Group strives to use golf to foster community unity and empowerment and amplify positive social impacts.

2.2.5. **Sustainable Supply Chain**

The Group extends its commitment beyond business to amplify sustainability within its supply chain and the local golf industry.

3. STRATEGIES

3.1. The Group achieves its sustainability vision and objectives via the CARES framework, ensuring its business is conducted in manners that are sustainable economically, environmentally, and socially, as well as with good governance. The Group does this by:

3.1.1. Adopting national and global sustainability references, standards and goals.

3.1.2. Establishing a clear sustainability governance structure that includes board-level and management-level sustainability committees.

3.1.3. Upholding and promoting its five sustainability pillars under the "CARES" framework.

3.1.4. Engaging with stakeholders to promote awareness, gather concerns, and establish influence as well as participation in the Group's sustainability matters.

3.1.5. Assessing the materiality of sustainability matters to better focus the Group's resources on the most relevant and impactful ones.

3.1.6. Adopting sustainability policies, programs, initiatives and reporting that are above and beyond minimum requirements.

3.1.7. Measuring and reporting the effectiveness of sustainability policies, programs, initiatives by collecting and analysing relevant data.

3.1.8. Allocating adequate resources throughout the Group for the effective execution of sustainability programs, initiatives and reporting.

4. ADOPTION OF NATIONAL AND GLOBAL SUSTAINABILITY REFERENCES, STANDARDS AND GOALS

4.1. The Group adopts the references, standards and goals outlined by the IPCC. These include:

4.1.1. Short-, medium- and long-term goals concerning emission reduction.

4.1.2. Key impacts and risks.

- 4.1.3. The regional variations of impacts and risks.
- 4.1.4. Adaptation and mitigation.
- 4.2. The Group's adoption of the above IPCC references, standards and goals is further detailed in the Group's Environmental Policy.
- 4.3. The Group adheres to the latest and most comprehensive sustainability disclosures and reporting standards, such as the International Financial Reporting Standards ("IFRS") S1 and S2 frameworks developed by the International Sustainability Standards Board ("ISSB") and Malaysia's NSRF.
- 4.4. The Group adopts the United Nations SDGs as a guiding framework to align its sustainability efforts with globally recognised references, including the 2030 Agenda for Sustainable Development, and supports the achievement of 17 interlinked goals addressing the world's most pressing challenges where relevant in its operations, including:
 - 4.4.1. No Poverty (SDG 1)
 - 4.4.2. Zero Hunger (SDG 2)
 - 4.4.3. Good Health and Well-Being (SDG 3)
 - 4.4.4. Quality Education (SDG 4)
 - 4.4.5. Gender Equality (SDG 5)
 - 4.4.6. Clean Water and Sanitation (SDG 6)
 - 4.4.7. Affordable and Clean Energy (SDG 7)
 - 4.4.8. Decent Work and Economic Growth (SDG 8)
 - 4.4.9. Industry, Innovation, and Infrastructure (SDG 9)
 - 4.4.10. Reduced Inequalities (SDG 10)
 - 4.4.11. Sustainable Cities and Communities (SDG 11)
 - 4.4.12. Responsible Consumption and Production (SDG 12)
 - 4.4.13. Climate Action (SDG 13)
 - 4.4.14. Life Below Water (SDG 14)
 - 4.4.15. Life on Land (SDG 15)

Sustainability Policy

4.4.16. Peace, Justice, and Strong Institutions (SDG 16)

4.4.17. Partnerships for the Goal (SDG 17)

5. SUSTAINABILITY GOVERNANCE STRUCTURE & RESPONSIBILITIES

5.1. The chart below outlines the Group's sustainability governance reporting structure:



5.2. The Board, via its Governance, Risk & Sustainability Committee, has the overall responsibility to:

5.2.1. Oversee the integration of sustainability and climate-related risks and opportunities into the Group's strategic plan and direction to ensure they consider environmental, social and governance impacts and support long-term value creation *(as stipulated in the Board Charter and GRSC Terms of Reference)*.

5.2.2. Oversee the effectiveness of the Group's sustainability framework and its alignment with global and national standards.

5.3. The Sustainability Working Committee is responsible to:

5.3.1. Drive the implementation of sustainability programs and initiations towards the Group's sustainability vision and objectives, following this Policy; and

5.3.2. Collecting and analysing sustainability data for reporting to the Board and other stakeholders following applicable regulatory requirements.

Sustainability Policy

- 5.4. Heads of department of the Group are responsible to:
- 5.4.1. Drive the implementation of sustainability programs and initiatives within their respective departments.
 - 5.4.2. Coordinate and ensure effective sustainability data collection.
 - 5.4.3. Provide feedback to the Sustainability Working Committee about sustainability matters for the effective implementation of sustainability programs and initiatives and data collection.
- 5.5. Every employee of the Group is responsible for adhering to this Policy and ensuring other stakeholders, as well as their subordinates, comply with this Policy.

6. THE FIVE "CARES" PILLARS

- 6.1. **CARING AND RESPONSIBLE EMPLOYER:** This sustainability pillar covers the Group's effort to foster a safe, healthy, and inclusive work environment and ensure the productivity and wellbeing of its employees. Strategies under this pillar include:
- 6.1.1. **Safety First, Always:** Foster a safe work environment and maintain zero workplace-related injuries.
 - 6.1.2. **Happy and Healthy Employees:** Enhance employees' wellbeing by addressing their physical and mental health at work.
 - 6.1.3. **Diversity in Action:** Embrace workplace diversity and inclusivity to drive innovation, problem-solving and business success.
 - 6.1.4. **Growing Together:** Foster continuous learning and advancement amongst employees by providing training, upskilling and career development pathways.
 - 6.1.5. **Enhance Staff Productivity:** Adopt a spirit of continuous improvement to create more efficient and effective processes and systems and a winning organisational culture.
 - 6.1.6. **High Labour Standards:** Ensure fair treatment and protection for all employees, providing fair wages, safe working conditions, and balanced work hours.
- 6.2. **ACCOUNTABLE AND ETHICAL OPERATIONS:** This sustainability pillar covers the Group's effort to practice the highest standards of governance and ethics and maintain transparency, integrity, and responsibility in all operations. Strategies under this pillar include:
- 6.2.1. **Protecting People's Dignity:** Uphold human rights by adhering to global labour standards.

Sustainability Policy

- 6.2.2. **Integrity in Every Action:** Embed Anti-Bribery, Corruption, and Money Laundering (ABCML) practices into daily culture with training and risk management to keep operations clean and ethical.
 - 6.2.3. **Caring for Our Customers:** Foster customer safety and inclusive and fair treatment across all operations.
 - 6.2.4. **Digital Confidence:** Empowering employees to be tech-savvy, protecting data, and staying secure in an increasingly digital world.
 - 6.2.5. **Sustainability Governance:** Build sustainability into corporate values and culture with strong leadership and governance.
- 6.3. **RESILIENT ENVIRONMENTAL STEWARDSHIP:** This sustainability pillar covers the Group's effort to reduce its environmental footprint, promote resource efficiency, and contribute to the global fight against climate change. Strategies under this pillar include:
- 6.3.1. **Greenhouse Gas (GHG) Emission Reduction:** Implement initiatives to track and reduce the Scope 1, 2 and 3 GHG emissions across all operations and mitigate climate change.
 - 6.3.2. **Circular Waste Management:** Adopt a circular approach to handle waste efficiently and responsibly from our operations and mitigate pollution.
 - 6.3.3. **Energy Efficiency:** Adopt sustainable and efficient energy management practices to reduce environmental impacts and operational costs.
 - 6.3.4. **Water Conservation:** Use and manage precious water resources responsibly and sustainably.
 - 6.3.5. **Better Golf Product Life Cycles:** Establish circular programmes to prolong and manage the life cycles of golf products and their packaging.
 - 6.3.6. **Sustainable Retail Stores:** Design eco-friendly stores and follow sustainable visual merchandising practices to align retail strategy with environmental goals.
 - 6.3.7. **Sustainable Events:** Plan and execute events that minimise environmental impacts and promote social impacts.
 - 6.3.8. **Climate-Ready Mindset:** Adapt to climate change with emission reduction targets, resilient business strategies, and financial disclosures that align with global sustainability standards.
- 6.4. **EMPOWERING COMMUNITY ENGAGEMENT:** This sustainability pillar covers the Group's effort to use its business to positively impact its communities and support initiatives that create social, environmental and economic value. Strategies under this pillar include:

- 6.4.1. **Golf for Good:** Drive synergistic golf initiatives fostering social, environmental and health benefits in collaboration with industry partners for widespread community upliftment.
 - 6.4.2. **Enhancing Partnerships and Amplifying Impacts:** Foster collaborations with social and environmental partners and amplify their initiatives through support from stakeholders.
 - 6.4.3. **Inclusivity in Golf:** Increase playing and learning opportunities and introduce initiatives for diverse communities to increase golf's accessibility and inclusivity.
- 6.5. **SUSTAINABLE SUPPLY CHAIN:** This sustainability pillar covers the Group's effort to enhance environmental and social responsibility across its supply chain. Strategies under this pillar include:
- 6.5.1. **Supplier Sustainability Engagement:** Collaborate with suppliers through events, workshops, and training to improve their social and environmental performance.
 - 6.5.2. **Supporting Local Businesses:** Support local suppliers to reduce greenhouse gas emissions and promote the local economy and industries.
 - 6.5.3. **Prioritising Ethical Suppliers:** Work with suppliers with good reputations of governance and environmental and social responsibility to promote collective sustainability throughout our supply chain.

7. STAKEHOLDER ENGAGEMENT

- 7.1. Stakeholders are individuals, organisations, and systems in which all members or participants are seen as having interests in the Group's business. The Group's stakeholders consist of:
- 7.1.1. Employees
 - 7.1.2. Customers and members
 - 7.1.3. Shareholders and investors
 - 7.1.4. Suppliers and vendors (including suppliers, contractors, consultants, golf instructors, and other professional service providers).
 - 7.1.5. Government and regulators
 - 7.1.6. Golf industry players (brands that are not suppliers of the Group, golf courses, driving ranges, golf associations, competitors, etc.)

Sustainability Policy

7.1.7. Local communities

7.2. The purpose of stakeholder engagement is to:

7.2.1. Understand stakeholder needs in relation to sustainability matters so the Group's sustainability approach can be refined accordingly to better meet said needs.

7.2.2. Support and guide stakeholders to better align with the Group's sustainability culture, values and policies.

7.2.3. Involve stakeholders in the Group's sustainability initiatives, such as events, activities and changes in processes and procedures.

7.2.4. Provide adequate reporting measures and updates regarding our sustainability progress for information and compliance purposes.

7.2.5. Create a community, industry, and environment of shared sustainability values.

7.3. The table in **Appendix A** shows the various stakeholder's engagement methods, areas of interest and possible outcomes.

8. MATERIALITY ASSESSMENT

8.1. The purpose of materiality assessment is to assess each sustainability matter to evaluate its relevance and significance to the Group and its stakeholders.

8.2. Materiality assessment exercise is conducted at least once every two years with the Group's stakeholders to ensure that the assessed materiality of sustainability matters remains relevant to the prevailing objectives of the Group as well as stakeholders' interests.

9. SUSTAINABILITY POLICIES, PROGRAMS AND INITIATIVES

9.1. In line with this Policy, the Group adopts and implements further policies, programs and initiatives to promote sustainability. They include (but are not limited to):

9.1.1. Policies and procedures that directly promote sustainability, such as corporate governance policies, waste management policies, emission reduction policies, and fair employment policies etc.

9.1.2. Operational policies and procedures that incorporate sustainable practices, such as converting to paperless operations, supply chain management, etc.

9.1.3. Sustainable events and community activities.

9.1.4. Employee welfare and activities.

- 9.1.5. Sustainability risk and opportunity analysis.
- 9.1.6. Organisational communication.
- 9.1.7. Training
- 9.1.8. Collaboration with external organisations.

10. MEASURING AND REPORTING THE EFFECTIVENESS OF SUSTAINABILITY POLICIES, PROGRAMS, INITIATIVES

- 10.1. The effectiveness of this Policy and other sustainability initiatives of the Group is measured via data collection and analysis.
- 10.2. The Group aims to disclose sustainability performance data and narratives that are relevant and useful to its users, stressing on consistency, reliability, transparency, comparability and where applicable, enhanced with third-party assurance processes.
- 10.3. The Group collects data for the measurement of **environmental aspects**, which includes
 - 10.3.1. Fuel consumption by vehicles owned or leased by the Group.
 - 10.3.2. Monthly energy and water consumption in the Group's premises.
 - 10.3.3. Business travel and employee commuting.
 - 10.3.4. The amount of renewable energy consumed.
 - 10.3.5. Percentage of water recycled and reused.
 - 10.3.6. The number of reusable bags sold, and the number of paper bags used.
 - 10.3.7. The total weight of each recycling waste category collected in the Group's premises, i.e., total waste diverted from disposal, and the total weight of general waste collected, i.e., total waste directed to disposal.
 - 10.3.8. The amount of paper purchased, and documents printed across all printers in the Group's premises.
 - 10.3.9. The amount of paper used for retail store point-of-sales displays.
 - 10.3.10. The percentage of 'green' products sold in stores and the sales percentage of such products.
 - 10.3.11. The number of suppliers with green pledges.

Sustainability Policy

- 10.3.12. The proportion of spending on local suppliers.
- 10.3.13. The percentage and number of unsold products by product type and the percentage of aging stock for each product type each year.
- 10.3.14. The number of training hours in environmental-related matters and the percentage of employees trained on environmental-related issues.
- 10.4. The Group collects data for the measurement of **social aspects**, which includes:
 - 10.4.1. Total number and percentage of employees trained in safety and health.
 - 10.4.2. The number of work-related injuries per year, work-related fatalities per year, and total lost time from work due to poor health and safety.
 - 10.4.3. Budget allocation for employee health mitigation plans.
 - 10.4.4. The number of safety and health training hours for each employee and the total number of training and training hours provided by the Group.
 - 10.4.5. The number and percentage of employees by gender, age group, ethnicity, and disability for each employee category and the number and percentage of directors by gender, age group, ethnicity, and disability.
 - 10.4.6. The total number of employee turnover and the rate of employee turnover, sorted by age group, gender, employee category, and disabilities.
 - 10.4.7. The number of sustainability-driven community activities and their related outcomes, the total volunteering hours, the number of external social enterprises / NGOs funded, and the total amount invested for external target beneficiaries.
 - 10.4.8. The number of junior clinics and the number of amateur and professional golf tournaments co-hosted by the Group.
 - 10.4.9. Number and rate of customer injuries.
 - 10.4.10. Percentage of contract or temporary employees.
 - 10.4.11. Ratio of foreign to local hire of low-skilled workers.
 - 10.4.12. Number of sponsored golf players and amount sponsored to golf players.

Sustainability Policy

- 10.5. The Group collects data for the measurement of **governance aspects**, which includes:
- 10.5.1. The percentage and number of employees that have received training on the anti-bribery and anti-corruption policies by employee category, the percentage of operations assessed for corruption-related risks.
 - 10.5.2. The percentage of employees trained in human rights policies or procedures concerning aspects of human rights relevant to the Group's operations, the percentage of existing and new suppliers assessed for human rights policies and practices, the number of grievances about human rights issues, the number of child labour incidents, the number of forced labour incidents.
 - 10.5.3. The number of incidents of cyber-attacks and the number of substantiated complaints concerning breaches of customer privacy and losses of customer data.
- 10.6. The above data forms an essential part of the Group's sustainability report, which the Groups is required by regulations to publish annually.

11. ALLOCATING ADEQUATE RESOURCES

- 11.1. The Group ensures adequate resources to ensure this Policy is effectively implemented. This includes:
- 11.1.1. Appointing a suitable and qualified personnel to lead the Sustainability Working Committee.
 - 11.1.2. Allocating sufficient manpower and infrastructure for the collection of sustainability data to measure the effectiveness of the Group's sustainability policies, programs and initiatives, as well as to prepare and publish the obligatory sustainability report.
 - 11.1.3. Allocating sufficient resources for the engagement of qualified personnel to provide assurance on sustainability reporting.
 - 11.1.4. Continuously training and building employee capacity on sustainability practices to create a more robust sustainability culture within the Group.

12. POLICY REVIEW

- 12.1. The Board shall review this Policy from time to time to ensure that it remains aligned with the Group's overall business strategies and objectives, as well as its stakeholders' expectations. Any changes to this Policy shall require the written approval of the Board.

STAKEHOLDERS ENGAGEMENT METHODS, AREAS OF INTEREST AND POSSIBLE OUTCOMES

Stakeholders	Possible Engagement Methods	Potential Areas of Interest	Possible Outcomes
<p>Category:</p> <p>Shareholders and Investors</p> <p>Specifically:</p> <p>Shareholders and investors of MST Golf Group Berhad</p>	<ul style="list-style-type: none"> • Materiality Study • Annual General Meetings (AGMs) • Extraordinary General Meetings (EGMs) • Corporate website (Dissemination of information and disclosure of materials on website) • Investor relations enquiry platform • One-on-one meetings • Group meeting • Company presentation deck • Investors non-deal roadshow • Site visits • Conferences • Annual, quarterly, and sustainability reports • Investor days/briefing by senior management • Media releases • Corporate events 	<ul style="list-style-type: none"> • Ensuring return on investment • Financial performance • ESG performance • Embed sustainability considerations into business practice • Environmental practices and management • Business strategy, development and partnerships • Operational performance • Innovation and staying ahead of emerging competition in the industry • Human capital management • Brand management • Ensuring good business conduct • Corporate governance strategies • Transparent and accurate disclosure • Stakeholder health and safety • Customer relationship management • Data privacy and security 	<ul style="list-style-type: none"> • Materiality assessment • Annual report • Sustainability report • Active communication with shareholders and investors • Timely updates of business performance and strategies • Timely updates of financial performance and key financial data • Timely updates on ESG progress • Timely updates on corporate governance and policy • Timely updates on business events • New brand enhancement and business expansion strategies • New sustainability/ESG practices and strategies • Awards and accolades • Safe and healthy working environment • Improved trust and image in the MST Golf brand

STAKEHOLDERS ENGAGEMENT METHODS, AREAS OF INTEREST AND POSSIBLE OUTCOMES

Stakeholders	Possible Engagement Methods	Potential Areas of Interest	Possible Outcomes
<p>Category:</p> <p>Customers and Members</p> <p>Specifically:</p> <ul style="list-style-type: none"> • Ilovegolf members • Non-members • Wholesale customers • Event customers • Academy students • Corporate merchandise customers 	<ul style="list-style-type: none"> • Materiality Study • Customer satisfaction surveys • Improvement feedback forms • Events and activities • Loyalty programmes • Physical branches • Digital touchpoints and in-app communication (Dissemination of information and disclosure of materials on MST Golf Super App, e-commerce website, corporate website, and social media platforms) • Dedicated consumer hotline or customer service platforms • Sales reps • Marketing & sales promotions • Brand communication through advertising • Campaigns 	<ul style="list-style-type: none"> • Good customer service levels • Meeting customers' satisfaction • Customer service platforms • Data privacy and security • Loyalty rewards • Loyalty programme activities • Sales events and activities • Product quality and safety • Product offerings • Service offerings • Customer health, safety, and well-being • Fair and reasonable product pricing • Social and community engagement • Environmentally friendly packaging • Process efficiency • Competitive pricing and experience throughout physical/digital journey 	<ul style="list-style-type: none"> • Materiality assessment • Improved customer service • Better customer experience in both digital and physical platforms • Improved understanding and participation in company's ESG journey and initiatives. • Better community outreach and more social impact • Clear customer service and communication platforms • Timely updates on events and product and service offerings • Improved customer safety • Better data security and governance • Launching of innovative products, service, and experiences • Fulfilling consumers' demand for safe and quality products • Improved accessibility of products through extensive distribution network coverage • Improved trust and image in the MST Golf brand

STAKEHOLDERS ENGAGEMENT METHODS, AREAS OF INTEREST AND POSSIBLE OUTCOMES

Stakeholders	Possible Engagement Methods	Potential Areas of Interest	Possible Outcomes
<p>Category:</p> <p>Employees</p> <p>Specifically:</p> <ul style="list-style-type: none"> • HQ/Managerial employees • Retail employees • Warehouse employees 	<ul style="list-style-type: none"> • Materiality Study • Employee engagement programmes and initiatives • Empowerment and training sessions • Individual or group meetings • Regular electronic communications (email/newsletters) • Townhalls • Employee engagement survey • Annual dinner • Performance appraisal review • Corporate events • Recreational activities • Cultural, sports, well-being, and appreciation events 	<ul style="list-style-type: none"> • Training, learning and career development • Fair remuneration, compensation, and benefits • Employee health, safety and well-being • ESG direction and guidance • Work-life balance • Supportive and conducive workplace environment and culture • System innovation • Company culture, diversity and inclusion • Corporate governance practices • Corporate communication • Organisational updates • Participation and involvement in company culture improvement programs • Community and social engagement projects • Senior leadership • Rewards and recognition • Company's financial performance 	<ul style="list-style-type: none"> • Materiality assessment • Participation and buy-in with ESG initiatives • Career advancement and ability to reach individual potential • Boosting earning potential of employees with training and development • Safe and healthy workplace environment • Improved employee job satisfaction • Better health and wellbeing • Timely updates of business performance and strategies • Timely updates of financial performance and key financial data • Timely updates on ESG progress • Timely updates on corporate governance and policy • Timely updates on business events

STAKEHOLDERS ENGAGEMENT METHODS, AREAS OF INTEREST AND POSSIBLE OUTCOMES

Stakeholders	Possible Engagement Methods	Potential Areas of Interest	Possible Outcomes
<p>Category:</p> <p>Golf Industry Players</p> <p>Specifically:</p> <ul style="list-style-type: none"> • Golf brands • Golf courses • Driving ranges • Amateur and professional golfers • Golf associations • Golf media • Competitors 	<ul style="list-style-type: none"> • Materiality Study • Active collaboration • Golf events and activities • ESG campaigns • Dedicated technical, commercial, or customer service platforms • Sales representatives • Company presentation deck • Digital and social channels (Dissemination of information and disclosure of materials on MST Golf Super App, e-commerce website, corporate website, and social media platforms) • Innovation programmes • Corporate or business alliance and networking events • Regular meetings • Roadshows • Workshops, conferences, and seminars • Press releases/interviews • Annual General Meeting • Corporate advertisements 	<ul style="list-style-type: none"> • Business opportunities • Job opportunities • Campaign and sales event partnerships • Skill development in golf and sports • Social and environmental responsibility • ESG activities, opportunities, and partnerships • Agreeable contracts and terms • Regulatory compliance • Business performance and strategy • Risk management • Innovation programmes • Economic development 	<ul style="list-style-type: none"> • Materiality assessment • Active communication with golf industry players • Creating shared impact through ESG campaigns and collaborations. • Better community outreach and more social impact • Timely updates on events and collaboration opportunities • Stronger, more collaborative golf industry • Better golfers • Strengthen job prospect in golf industry • Fulfilling consumers' demand for innovative services and experiences • Improved trust and image in the MST Golf brand

STAKEHOLDERS ENGAGEMENT METHODS, AREAS OF INTEREST AND POSSIBLE OUTCOMES

Stakeholders	Possible Engagement Methods	Potential Areas of Interest	Possible Outcomes
<p>Category:</p> <p>Government and Regulators</p> <p>Specifically:</p> <ul style="list-style-type: none"> • Securities Commission • Bursa Malaysia • Auditors • Gov't agencies • Statutory bodies • Local councils • Ministry of Youth and Sports 	<ul style="list-style-type: none"> • Materiality study • Formal meetings and engagement sessions • Compliance audits • Site visits • Tours and familiarisation trips • Regulatory training, seminars, demonstrations • Report submissions • Dialogues • Company presentation deck • Active collaboration and partnerships • Industry and regulatory conferences • Charity events • Digital correspondence (email, dissemination of information and disclosure of materials in corporate website) • Parliamentary sessions 	<ul style="list-style-type: none"> • Good corporate governance practices • Fair labour practices • Ethics and integrity • Compliance with policy, laws, and regulations • Transparent and accurate disclosure • ESG progress and initiatives • Social impact and economic development • Awards and accolades • Workplace health and safety risk management • Crisis management • Environmental, water, and energy management • Waste management • Greenhouse gas emissions (GHG) • Standard operating procedures for disease outbreaks. • Data privacy and security 	<ul style="list-style-type: none"> • Materiality assessment • Annual report • Sustainability report • Timely updates on important corporate information • Close engagement with regulators and governmental bodies • Maintaining good business ethics and integrity • Good corporate governance structure and culture • Compliance with laws, policies, and regulations • Adherence to sustainable practices • Active industry collaboration • Clear standards and operating procedures to mitigate risks and maintain standards • Improved trust and image in the MST Golf brand

STAKEHOLDERS ENGAGEMENT METHODS, AREAS OF INTEREST AND POSSIBLE OUTCOMES

Stakeholders	Possible Engagement Methods	Potential Areas of Interest	Possible Outcomes
<p>Category:</p> <p>Local Communities</p> <p>Specifically:</p> <ul style="list-style-type: none"> • NGOs, e.g., Special Olympics Malaysia, Dignity • Local schools and students • Marginalised communities 	<ul style="list-style-type: none"> • Materiality Study • Collaboration and partnerships • Sponsorships or charity events • ESG and Corporate Social Responsibility (CSR) programmes • Community engagement and outreach programs • Leadership programmes • Employee volunteerism • Websites and social media platforms (Dissemination of information and disclosure of materials) • Corporate ads • Company presentation deck • Meetings, dialogue, and knowledge exchange events with community representatives 	<ul style="list-style-type: none"> • Monetary support and sponsorships • Availability of products, services and solutions for families, small businesses, and the wider community • Economic and social empowerment • Stimulating local economies • Inclusion and diversity • Job opportunities • Environmental responsibility • Promotion of good health and quality of life • Mentorship, education, and training • Skill development in sports and leadership • Humanitarian support and disaster relief • Furthering NGO’s own good causes 	<ul style="list-style-type: none"> • Materiality assessment • Partnering with local communities to achieve ESG goals • Undertake empowerment programmes, volunteerism and donations to amplify good causes • Providing job, working, or experiential opportunities to local communities • Providing humanitarian assistance and post-disaster relief • Social investment in community projects • Providing golfing opportunities to local communities • Nurturing local sports champion • Advocating active lifestyles via sports events and activities • Advocating good social causes • Supporting beneficiaries from vulnerable communities

STAKEHOLDERS ENGAGEMENT METHODS, AREAS OF INTEREST AND POSSIBLE OUTCOMES

Stakeholders	Possible Engagement Methods	Potential Areas of Interest	Possible Outcomes
<p>Category:</p> <p>Suppliers and Vendors</p> <p>Specifically:</p> <ul style="list-style-type: none"> • Suppliers (Golf and non-golf related) • Contractors • Consultants • Professional service providers 	<ul style="list-style-type: none"> • Materiality study • Business development meetings • Contract and term agreements • Company presentation deck • Dedicated technical, commercial, or customer service platforms • Digital communication (email, text) • Regular meetings, dialogue, and engagement • Annual supplier assessment review and audit • Training conferences and workshops • Site visits • Company events • Annual dinner 	<ul style="list-style-type: none"> • Sales performance • Business opportunities • Service efficiency, value, delivery, and cost • Regulatory compliance • Fair and robust procurement system • Efficient, responsible, and transparent procurement processes • Support of local businesses • ESG practices • Ethics and integrity • Workplace health and safety • Risk management • Good corporate governance • Agreeable contracts and terms 	<ul style="list-style-type: none"> • Materiality assessment • Consistent communication with suppliers • Fair contracts • Acknowledgement of supplier code of conduct • Fair and mutual partnerships • Compliance with required policies • Provide safe and healthy workplace • Working with local suppliers