



Star Media Group Berhad
(Company No. 197101000523 (10894-D))

BOARD DIVERSITY POLICY

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1.0 Purpose

- 1.1 The Board Diversity Policy (the “Policy”) sets out the approach to diversity on the Board of Directors (the “Board”) of Star Media Group Berhad (“Star” or the “Company”).

2.0 Scope

- 2.1 The Policy applies solely to the Board and does not apply to diversity in relations to the Company’s employees.

3.0 Policy statement

- 3.1 The Board strongly advocates Board diversity that provides the necessary range of perspectives to oversee the Company’s strategic objectives and deliver long-term sustainable value, which includes and leverages a broad range of skills, expertise and industry experience. The Board values differences in background, ethnicity, gender, age and other qualities of Directors for an optimal Board composition and whenever possible, shall be balanced appropriately. To ensure meaningful gender representation, the Board shall comprise at least one female Director at all times to address gender diversity.

- 3.2 The Company’s goals and principles are taken into consideration in the development of this Policy. The Company’s strategic intent for Board diversity is the attraction, retention and development of a diverse leadership pipeline towards delivering the Company’s strategy.

- 3.3 The Policy prioritises the following initiative:

- 1) Identifying and creating the right balance of skills and industry experience, background, gender, age and ethnicity of Directors;
- 2) Retaining Directors based on performance and merit, integrity, in the context of their skills, time commitment and experience, in order for the Board to be effective; and
- 3) The Board’s Nomination Committee (“NC”) reviews and assesses the Board composition, mix and tenure of each director and make recommendations on the appointment of new Directors. The Committee is tasked with the following responsibilities:
 - a) to appoint members based on merit (such as skills, qualifications, experience and track record) and free of prejudice, whilst simultaneously considering a broader sense of diversity and its advantages, when reviewing Board composition;

- b) to consider the mix of skills, experience, independence, knowledge and the diversity representation of the Board, as part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors; and
- c) to develop measurable objectives to implement the Policy and for monitoring progress towards the achievement of these objectives.

4.0 Measurable Objectives

- 4.1 The NC shall conduct an annual review of the measurable objectives for Board diversity and recommend them to the Board for adoption. This is to ensure diversity aspects are properly considered by NC during the appointment and annual assessment of Directors. The evaluation will encompass the gender diversity target, demographic and professional diversity, while ensuring the selection and retention processes remain merit-based and aligned with the Company's strategic needs.

5.0 Reporting

- 5.1 Disclosure will be made in the corporate governance section of the Star's Annual Report. The Annual Report will include a summary of this Policy; the measurable objectives set for implementing the Policy and progress made towards achieving those objectives.

6.0 Review of the Policy

- 6.1 The NC will periodically review and assess the effectiveness of the Policy. Any recommended revisions will be submitted to the Board for approval.
- 6.2 This Policy is available on the Company's website www.starmediatgroup.my.