Star Media Group Berhad (“SMG”)

Sustainability Strategy Framework

Adopted by	Star Media Group Berhad's Board of Directors
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Review cycle	Recommended to review annually or when there are any internal or external factors that have changed the organisation's Material Matters, structure and business operations.

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Revision History Log

Version	Section	Page	Details of amendments	Effective date	Circular reference
2	Definition	5	Include NSRF and MACC Act	18 Aug 2026	
	Scope & Objective	6, 7	Reposition IFRS S1 and S2/NSRF as the primary reporting baseline and implementation timeline	-do-	
	SMG's Sustainability Aspirations	8	Include mandatory baseline for sustainability and climate-related disclosures	-do-	
	Our Sustainability Governance	10	Include climate-related matters	-do-	
	Our Sustainability Governance	11, 12, 13	Include the oversight and review of climate-related matters in the respective roles and responsibilities of the Board, Board Committees, Sustainability Steering Committee, Internal Audit and Sustainability Working Committee. Clarify the role of Internal Audit in monitoring relevant controls of Section 17A compliance to Management and Board	-do-	
	SMG's Sustainability Commitments	14	Develop a KPI and target table for the relevant material matters	-do-	
	Our Strategy in Sustainable Value Creation Economic • Economic Performance	16	Include the baseline, current performance, target and responsible function, if applicable and prepare for comparative quantitative reporting requirements	-do-	
	Economic • Supply Chain Management	16	Include the baseline, current performance, target and responsible function, if applicable	-do-	

			and prepare for comparative quantitative reporting requirements.		
	Environmental • Emissions management	17	Include the baseline, current performance, target and responsible function, if applicable and prepare for comparative quantitative reporting requirements. Include SMG's intended approach to Scope 1 and 2 measurement and reporting. Establish phased approach for Scope 3 assessment and reporting.	-do-	
	Environmental • Energy management	17	Include SMG's intended approach to Scope 1 and 2 measurement and reporting.	-do-	
	Governance	19, 20	Align the anti-corruption framework with the T.R.U.S.T. principles: - Top-level Commitment - Risk Assessment - Undertake Control Measures - Systematic Review, Monitoring and Enforcement - Training and Communication	-do-	
	Annexure	21	Update Bursa-related reference standards	-do-	

Definition

Term	Description
"EESG"	Economic, Environmental, Social, Governance
"ERM"	Enterprise Risk Management
"ESG"	Environmental, Social, Governance
"Strategy Framework"	SMG's Sustainability Strategy Framework
"GRI"	Global Reporting Initiative
"IFRS"	International Financial Reporting Standards
"ISSB"	International Sustainability Standards Board
"JC3"	Joint Committee on Climate Change
"KPIs"	Key Performance Indicators
"MCCG"	Malaysian Code on Corporate Governance
"MMLR"	Main Market Listing Requirements
"MNPA"	Malaysian Newspaper Publishers Association
"MPI"	Malaysian Press Institute
"NSRF"	National Sustainability Reporting Framework, issued by the Securities Commission Malaysia, mandating IFRS S1 and S2 as the national baseline sustainability disclosure standards
"MACC Act"	Malaysian Anti-Corruption Commission Act 2009, including Section 17A on corporate liability for corruption
"SGC"	Sustainability Governance Committee
"SSC"	Sustainability Steering Committee
"Star Media Group" or "SMG"	Star Media Group Berhad and its subsidiaries
"SWC"	Sustainability Working Committee
"UNSDGs"	United Nations Sustainable Development Goals
"WAN-IFRA"	World Association of Newspapers and News Publishers

1. SMG's view on Sustainability

SMG promotes sustainable growth and is committed to play its role as a multi-channel media group, with presence across multiple platforms – from Print, Digital to Radio, TV and Events. We are committed to help to shape the society at large and is dedicated towards offering the best in integrated media solutions.

Sustainable businesses will require transition by raising practices, standards and dialogues towards redefining the balance between economic growth and the associated impact on the planet. As the world population grows and societies develop at an uneven pace, we need to evolve to be corporate sustainable in line with international and local laws and agreements, whilst building a resilient, prosperous and well-functioning societies.

This requires us to rethink the way we use environmental, human and financial resources to promote green and just transitions and opportunities for sustainable economic growth. Progress needs to be inclusive towards a wellbeing, well-functioning and productive society. It is in this context that SMG operates and sees its role in adopting sustainability throughout its operations. We believe that this synergy will not only enable us to soar to greater heights but grow in the right way whilst making a difference.

2. Scope and Objective

This Sustainability Strategy Framework policy serves to outline SMG's commitment to carry out its organisational mandate, while balancing its economic performance with environment and social considerations, overseen through a sound corporate governance structure, systems and practices. Through the adoption of this Strategy Framework, we aim to:

- Outline organisational principles and approach regarding its Material Matters to enable value creation to both the organisation and its stakeholders.
- Promote the integration of sustainable economic, environmental, social and governance practices into our structure, policies, practices and processes.
- Enhance sustainability awareness and commitment of SMG's staff to develop, implement and measure sustainability related activities and its impact.
- Continuously improve our sustainability performance through monitoring and review process.
- Support national sustainability targets and aspirations.
- Ensure compliance to relevant internal and external policies and guidelines.

This Strategy Framework policy applies to all of SMG's operations. This Strategy Framework would reflect our commitment on responsible business conduct and it covers to internalise the economic, environmental, social and governance ("EESG") standards of SMG across its operations and activities.

This Strategy Framework should be read in conjunction with SMG's Mission & Vision statement(s), as well as other relevant company policies and frameworks such as, Conflict of Interest Policy, Code of Conduct and Ethics, Anti-Corruption Policy including other operational and governance policies and procedures which may be approved by the Board and Key Management Team, from time to time.

As a company listed on Bursa Malaysia, SMG's sustainability reporting obligations are further governed by the National Sustainability Reporting Framework ("NSRF"), which sets out a phased timeline for mandatory adoption of the IFRS Sustainability Disclosure Standards (IFRS S1 and S2) based on market capitalisation and listing tier. SMG's applicable NSRF reporting group and corresponding compliance timeline [to be confirmed by the Sustainability Steering Committee] will determine the phase-in of climate-first (IFRS S2), broader sustainability (IFRS S1), and Scope 3 emissions disclosures under this Strategy Framework.

3. SMG's Sustainability Aspirations

We believe that our organisational vision to be the leading and innovative media group with various touchpoints to connect with people can be advanced via our sustainability aspirations. This is further supported by our organisational mission, which is to keep people informed and inspired through our content and services, allowing us to actively pursue the efforts to strengthen national economic growth, contribute to the environmental and social wellbeing, while uphold good corporate governance practices.

This Strategy Framework encompasses four sustainability aspirations of SMG, developed based on the Environmental, Economic, Social and Governance ("EESG") aspects of sustainability, reinforced through our contribution towards the nation's commitment to the United Nation's Sustainable Development Goals ("UNSDGs") as outlined in the table below:

Sustainability Aspects	Sustainability Aspirations & contribution to nation's UNSDGs commitment	Definition
E Economic	Promote Economic Growth and Contribution 	SMG's efforts to stimulate internal and external economic development. Internally, SMG would focus on strategies that enhances our economic performance, such as increasing productivity, expanding market share and fostering innovation. SMG's contribution would be directed to the broader economy by focusing on job creation, supporting local businesses and engaging in responsible business practices that positively impact the economic well-being of the community and region in which we operate in.
E Environmental	Protect and Conserve the Environment 	SMG's commitment and initiatives to safeguard natural ecosystems, reduce our environmental impact and promote sustainability of the natural resources. SMG's effort to protect and conserve the environment would include implementing practices to minimise pollution, manage waste disposal responsibly, conserve natural resources and adopt an environmentally friendly practices and technologies.

Sustainability Aspects	Sustainability Aspirations & contribution to nation's UNSDGs commitment	Definition
S **Social**	Foster Societal Wellbeing	SMG directs its efforts to foster the wellbeing of our internal and external communities, focusing on human rights, labour standards in the supply chain, workplace health and safety, human capital management and employee relations, diversity, equity and inclusion and promoting welfare, health and prosperity of the communities and societies in which we operate in. This includes improving social conditions, supporting education betterment, enhancing healthcare, protecting our consumers and addressing other societal challenges.
G **Governance**	Safeguard Good Corporate Governance Practices	SMG's effort to ensure adherence to principles of transparency, accountability, fairness and ethical conduct in our operations and decision-making processes. This includes the implementation of effective governance structures, policies and procedures, maintenance of open communication with stakeholders, sound internal control and risk management practices, compliance with legal and regulatory requirements and upholding high standards of integrity in our business conduct and in general, issues dealing with the relationship between our management, board, shareholders and other stakeholders.

This Strategy Framework will serve as a guiding document towards implementing the recommendations covered under the *TCFD Application Guide, in pursuance of MMLR Practice Note 9 of Bursa Malaysia.* To further this notion, we seek to implement the key elements of the recommendations to our Material Matters across the EESG aspects (wherever applicable). We believe this outlook and approach will assist SMG to evaluate, manage, and adequately disclose all risks and opportunities arising from each Material Matter via organisational frameworks, guidelines, strategies, policies and practices. With effect from the National Sustainability Reporting Framework ("NSRF"), the IFRS Sustainability Disclosure Standards (IFRS S1 and S2) issued by the International Sustainability Standards Board now form the mandatory baseline for sustainability and climate-related disclosures in Malaysia, with the TCFD's four pillars (Governance, Strategy, Risk Management, Metrics and Targets) embedded within IFRS S2 rather than applied as a standalone framework.

4. Stakeholders and Material Matters

To ensure that the Sustainability Strategy Framework remains relevant to SMG's business operations, strategic priorities and organisational mandate, stakeholder perspectives are considered in its development and periodic review. Engagement with key stakeholders enables SMG to better understand relevant sustainability expectations, concerns and priorities, supporting responsible business practices and the creation of positive environmental and social outcomes.

SMG's key stakeholders include internal stakeholders, such as the Board of Directors, Key Management Team, Sustainability Steering Committee and Sustainability Working Committee, as well as external stakeholder groups, including shareholders and analysts, government, regulators and policymakers, business and consumer customers, suppliers, industry peers, employees and local communities.

SMG identifies and assesses its material sustainability matters through a structured materiality assessment process, taking into consideration stakeholder feedback, industry trends, regulatory developments, and the relevance and significance of sustainability matters to SMG's business and stakeholders. The assessment is conducted with reference to the materiality principles and requirements applicable under the National Sustainability Reporting Framework ("NSRF") and IFRS S1.

The material matters identified through this process represent sustainability topics that are relevant to SMG's business, strategy and operating environment, and may influence the decisions of stakeholders. These matters are subsequently prioritised for monitoring, management, performance measurement and sustainability reporting. Relevant responsibilities and actions are embedded within SMG's sustainability governance structure to support the effective management and implementation of each material matter. The material matters are also periodically reviewed to ensure they remain relevant to SMG's evolving business, operating environment and stakeholder expectations.

As part of this process, SMG's material matters are also periodically cross-checked against Bursa Malaysia's common material sustainability matters, including Anti-Corruption, Community/Society, Diversity, Energy Management, Health and Safety, Labour Practices and Standards, Supply Chain Management, Data Privacy and Security, and Water, to support continued alignment with applicable regulatory expectations.

Following the identification of material matters, SMG will assess the relevant existing and emerging sustainability risks and opportunities associated with each matter, including climate-related risks and opportunities where applicable. Relevant risks will be evaluated and managed through appropriate measures and, where relevant, integrated into SMG's overall Enterprise Risk Management ("ERM") Framework.

5. Our Sustainability Governance

We understand the need for a structured governance conduct in implementing, monitoring and continuously improving our sustainability related activities and climate-related matters as well as their impact to the economy, environment and society. The oversight role of the Board, Board Committees and Key Management Team in managing the risks and opportunities across the Material Matters, including those related to climate, in reference to TCFD is explained below.

Our sustainability governance structure will ensure that our sustainability processes and practices are integrated in our deliberations and decision-making. It would also better enable us to align our strategies with long-term organisational environmental and social targets.

In our effort to heighten our commitment in our sustainability agenda, we have embedded sustainability ownership in our existing governance structure, as depicted in the illustration below. This structure also complements the roles and responsibilities that each level is mandated with, as described in the following subsection.

It is also important to note that this structure is developed based on our notion to reflect our current sustainability governance maturity level and the level we aspire to achieve in the near future. Therefore, we will revisit and refresh this governance structure and the responsibilities it holds on to a need to basis as we progress in our sustainability journey.

**The Sustainability Steering Committee, led by the GCEO, will lead the sustainability agenda of SMG. The Sustainability Steering Committee shall report and recommend directly to the Board of Directors. Where relevant, the SSC will collaborate, discuss and consult with the respective Board Committees on sustainability related matters.*

Key governance roles

Execution and Data Ownership

Responsible for owning, analysing, managing, monitoring and reporting on key sustainability initiatives, risks, opportunities and performance.

Direction and Enablement

Responsible for maintaining oversight of sustainability targets and metrics, strategies, initiatives; establishing and monitoring the Sustainability Framework; enabling the assurance team and governance bodies; supporting and monitoring sustainability reporting process; and providing sustainability guidance, advice and support.

Assurance

Responsible for providing assurance that underlying sustainability assumptions and business controls are working effectively and play a part in informing on EESG-related risk management.

To augment the sustainability governance structure above, the table below outlines the overarching core responsibilities of the Board, Board level Committees, Management Team and other critical functions within SMG.

Level/ Personnel	Roles and Responsibilities
Board of Directors	▪ Oversees SMG's sustainability agenda and climate-related matters. ▪ Reviews and approves sustainability strategies, priorities and targets proposed by the Sustainability Steering Committee. ▪ Seeks information and provides oversight on EESG risks and opportunities and how it is managed. ▪ Provides advice and feedback to Sustainability Steering Committee (e.g., on sustainability trends, risks and opportunities; EESG governance and policies, organisational risk appetite; and performance of sustainability initiatives). ▪ Reviews the adequacy and completeness of the sustainability statement recommended by the Sustainability Steering Committee and approves the sustainability statement for disclosures. ▪ Approves the sustainability and climate-related disclosures prior to their inclusion in the annual report and filing in XBRL format via Bursa Malaysia or the SSM portal, in accordance with NSRF requirements.
Other Board level Committees	▪ Includes sustainability related considerations in discussions pertaining to each committee's respective focus areas. ▪ Reviews sustainability-related matters and climate-related matters. ▪ Assists and provides inputs to the Sustainability Steering Committee and Board on sustainability matters that are relevant to each committee's respective focus areas.
Sustainability Steering Committee	▪ Leads the sustainability agenda of the Group, whereby it will report and recommend directly to the Board of Directors on sustainability matters. ▪ Collaborate, discuss and consult with the respective Board Committees on sustainability related matters. ▪ Leads the communication, target setting process, review of the development, implementation and monitoring of organisational strategies and initiatives, with the input from other Board level Committees on EESG and sustainability matters. ▪ Reviews the Strategy Framework on a periodic basis. ▪ Oversees the alignment of the Strategy Framework and other organisational policies with the organisation's sustainability purpose and strategies. ▪ Ensure alignment of sustainability initiatives to SMG's organisational mandate, vision and core values. ▪ Oversees SMG's sustainability strategies and performance. ▪ Monitors SMG's performance against established sustainability targets. ▪ Provide guidance on the accuracy, relevancy, timeliness and consistency of EESG disclosures, related management approach and its reporting metrics. ▪ Provide advice on EESG control environment, recommended reporting metrices and EESG governance structure.

<table>
<tr><th>Level/ Personnel</th><th>Roles and Responsibilities</th></tr>
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Coordinate climate-related initiatives (including identifying climate risks and opportunities, conducting scenario analysis, developing mitigating strategies, reporting on climate-related performance)
Monitors and manages business sustainability practices and trends, related guidelines, standards and frameworks.
Oversees the integration of sustainability matters in business operationalisation, risk management and internal control processes.
Ensure the assessment, management and validation of EESG risks (based on SMG's Group Risk Profile) are undertaken on a quarterly basis.
Communicates the EESG risks and opportunities to the Sustainability Working Committee.
Leads the upskilling process of the personnel involved in the sustainability governance structure, emerging trends, technical knowledge and other relevant skillsets in relation to EESG and sustainability.
Reviews and updates the Sustainability Strategy Framework.
Provides support in identifying and managing EESG risks and opportunities.
Facilitates the changes in organisational practices, processes and culture in view of the implementation of the Sustainability Strategy Framework.
Coordinates and monitors the development and implementation of sustainability related strategies, initiatives and actions.
Collects and reviews progress reports on sustainability initiatives from the Sustainability Working Committee.
Ensures compliance with agreed standards; ensures sustainability-related information is accurate, current and complete.
Facilitates and oversees sustainability reporting processes to ensure SMG is in compliant to regulatory disclosure requirements.
Escalates required sustainability related information and matters for the notation and approval of the Sustainability Governance Committee and the Board, including the adequacy and completeness of sustainability disclosures.

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<tr><td>Internal Audit Team</td><td>

Integrates EESG risks and compliance considerations in internal audit plans to enhance internal controls related to material EESG risks. These considerations should include EESG risks that:

Affect SMG's business and operating environment; and
Have a material effect on SMG's internal controls.

Seeks to continuously improve the ability of the internal audit team to (non-exhaustive):

Capture information on EESG related matters that may affect the organisation's internal controls; and
Assess the effects of material control deviations that results from such matters.

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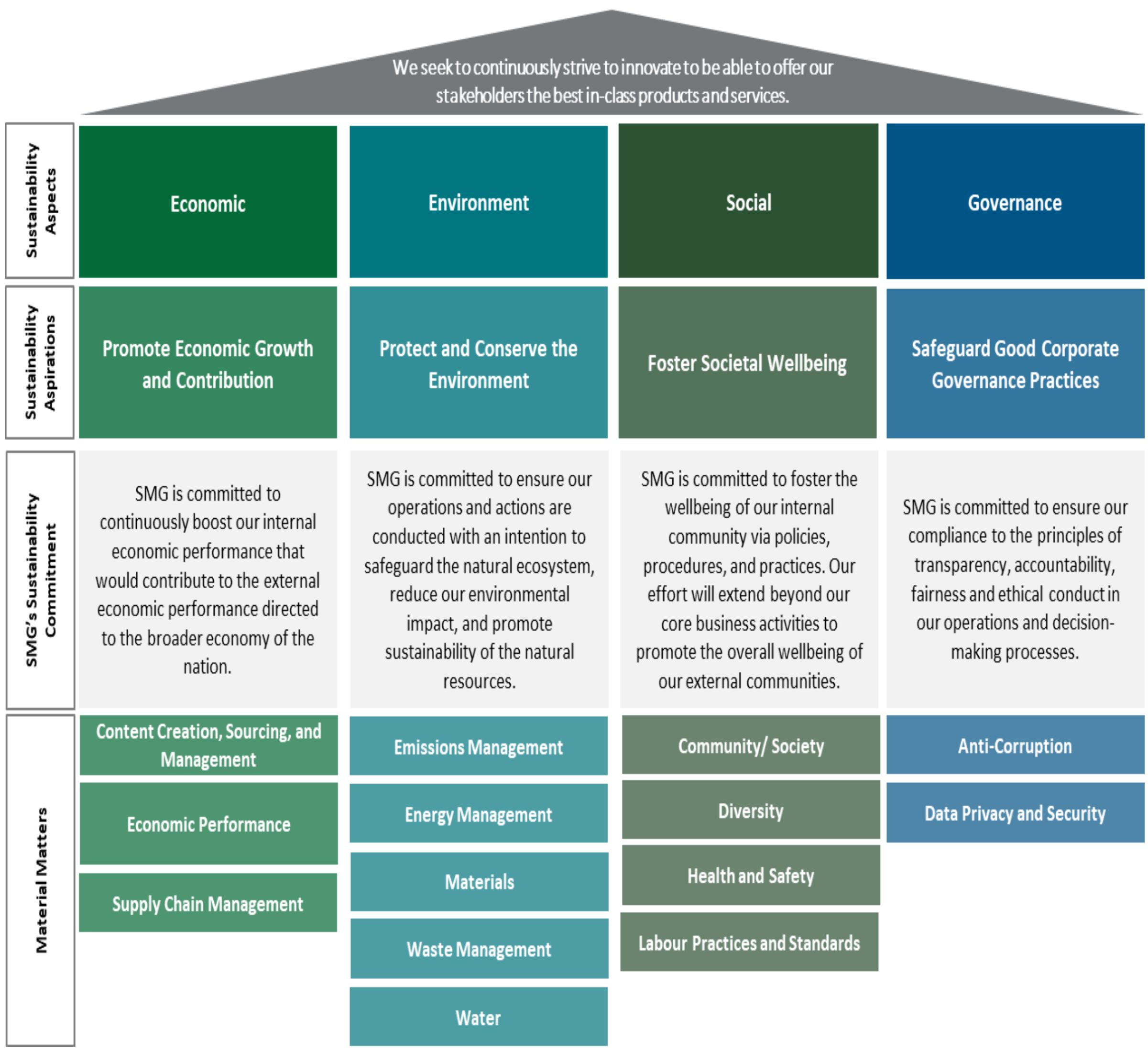
</table>

Level/ Personnel	Roles and Responsibilities
	▪ Responsible for conducting periodic audits of SMG's "adequate procedures" programme under Section 17A of the MACC Act, including review of the T.R.U.S.T.-aligned anti-corruption controls, and reporting the results to the Audit Committee and Management.
Sustainability Working Committee	▪ Owns the sustainability activities and projects, and is the data owner to drive integration of sustainability practices and procedures in respective departments. ▪ Implements the activities and projects to achieve the focus areas, targets and Key Performance Indicators ("KPIs"). ▪ Accountable for identifying and managing sustainability related issues and climate-related matters, activities and projects within their department and escalating to progressively report to the Sustainability Steering Committee. ▪ Collates and consolidates sustainability information to provide analytics and reports to Sustainability Steering Committee, Sustainability Governance Committee, other Board level committees and the Board. ▪ Identifies and manages EESG risks, opportunities and issues within day-to-day work. ▪ Collaborates with key stakeholders to identify and manage shared EESG risks. ▪ Ensures the application of the Sustainability Strategy Framework in respective departments/divisions. ▪ Facilitates and guides the implementation of sustainability related initiatives, followed by monitoring and measurement of the performance of the sustainability related initiatives. ▪ Undertake effective risk management and controls addressing EESG related policies and procedures. ▪ Collaborates with one another to ensure coherence in the implementation of sustainability strategies and initiatives.

6. SMG's Sustainability Commitments

Our Sustainability Commitments will enable us to contribute to the sustainable development of our economic performance, the environment, the society we serve and our business structure as well as operations. The illustration below summarises our Sustainability Foundation.

In line with Bursa Malaysia's Sustainability Reporting Guide, SMG will disclose quantitative performance indicators and targets for each material matter, supported by at least three financial years of comparative data where available, together with a Statement of Assurance confirming whether the sustainability statement has been assured and, if so, the standard applied (e.g. ISAE 3000 (Revised) or ISSA 5000).



7. Our Strategy in Sustainable Value Creation

Our Sustainability Aspirations are captured across the four (4) sustainability aspects, namely Economic, Environmental, Social and Governance (“EESG”). In undertaking our responsibility to be aligned with our Sustainability Aspirations, we will set practical targets, followed by clear, reliable and consistent metrics for each of our Material Matters, including those related to climate. These targets and metrics will inform and be informed by the other core elements of IFRS S2, i.e. sustainability governance structure, sustainability risk management process and strategies.

In achieving our targets, we will be committed in developing and executing strategies that are aligned to our Material Matters and Sustainability Aspirations. This process will be followed by performance measurement that will indicate our progress and success in achieving the set targets. The success rate of our target achievement will further indicate our sustainable value creation to SMG and our stakeholders

Our EESG strategies and broad targets are outlined below:

Economic

Editorial & Content Framework

As a responsible media organisation with our key activities being content creation, sourcing and management, it is critical for us to ensure customer and consumer satisfaction, disseminate accurate and reliable information, while uphold integrity in our contents, engagements and events. Our editorial practices are guided by professional standards of accuracy, fairness and independence, consistent with the codes of conduct upheld by the Malaysian Press Institute ("MPI") and the Malaysian Newspaper Publishers Association ("MNPA").

We maintain internal editorial policies governing fact-checking, sourcing verification, and separation between editorial content and commercial or sponsored content, to safeguard the credibility of our reporting.

Therefore, we aim to attain accurate reporting and reduce the quantity of lawsuits against SMG. In our efforts to achieve these targets, we will concentrate our efforts to strengthen our existing policies, procedures and practices - including a clear corrections and right-of-reply mechanism - that will better facilitate us in sourcing and producing timely, accurate and reliable contents in our diverse media platforms, which is not limited to print, online, radio and social media.

Economic Performance

In our efforts to boost our financial growth and contribute to the nation's economic development, we are committed to gradually increase our per annum revenue. Therefore, our efforts in this aspect will include implementation of action plans to diversify our revenue stream and increase the participation of our business and consumer customers. Ultimately, we look forward to ensuring our achievement of business sustainability and growth, whilst enabling economic value creation for our stakeholders through a well-governed organisational structure.

In line with IFRS S1's requirement to connect sustainability-related disclosures with our financial statements, we will progressively articulate how our material EESG risks and opportunities are expected to affect SMG's financial position, performance and cash flows over the short, medium and long term.

Supply Chain Management

Our sourcing policies and processes shall seek to promote a sustainable business conduct throughout our supply chain, i.e. our suppliers and vendors. In addition, with a focus on supporting local businesses and suppliers around our operations, we aim to continuously increase the number of local suppliers in our supply chain. With an objective to acquire “Value for Money Procurement”, we will formalise policies and protocols to ensure the conduct of our key procurement and supply chain activities are carried out in a fair, transparent and efficient manner.

As Scope 3 greenhouse gas emissions arise predominantly from our supply chain, we will progressively engage our key suppliers and vendors to collect the data needed to measure and disclose our Scope 3 emissions, in accordance with our applicable NSRF implementation timeline. This will be supported by supplier engagement mechanisms such as Bursa Malaysia's CSI Supplier Engagement Solution, and will be prioritised for suppliers material to SMG's environmental footprint.

Environmental

Emissions Management

Climate Change

Following the national carbon neutral target before year 2050, we will incorporate climate-related considerations into our business strategies, while actively acknowledging and reducing carbon emissions across all our operations. We recognise that climate change presents both physical risks (e.g. extreme weather affecting our operations and supply chain) and transition risks (e.g. regulatory, market and reputational shifts arising from the move to a lower-carbon economy) to our business, and will progressively assess these risks in line with IFRS S2 and the guidance issued under the National Sustainability Reporting Framework ("NSRF").

In support of this, we understand the importance of inculcating an environmentally friendly culture within the organisation and will continuously advocate and educate our people on adopting environmentally friendly practices.

Emissions Measurement and Disclosure

In line with the NSRF and IFRS S2, we commit to measuring and disclosing our Scope 1, Scope 2 and Scope 3 greenhouse gas emissions using the GHG Protocol Corporate Accounting and Reporting Standard. Emission factors are sourced from the UK DEFRA/DESNZ Conversion Factors for Scope 1 and Scope 3 activities, and from Malaysia's Energy Commission Grid Emission Factor for Scope 2 (purchased electricity). Scope 3 disclosure will be phased in accordance with our applicable NSRF implementation timeline, beginning with the minimum categories expected under Bursa Malaysia's sustainability reporting requirements (e.g. business travel and employee commuting).

Energy Management

We endeavour to reduce our overall energy consumption by continuously improving our approach and practices in managing energy use across our operations. This includes implementing energy-efficient initiatives and technologies, optimising operational practices and, where feasible, increasing the adoption of renewable energy.

We will monitor and disclose our total energy consumption by source, including purchased electricity and fuel consumption, across our office-based and production or plant operations. We will also track our energy intensity ratio to establish a consistent baseline for measuring future performance and progress.

As production and plant operations represent the most significant source of SMG's energy consumption, energy reduction initiatives, efficiency strategies and performance targets will primarily focus on these operations. Our energy reporting will, where applicable, be aligned with the reporting boundary and reporting period used for Scope 1 and Scope 2 greenhouse gas emissions disclosures to support consistency in monitoring and reporting our energy and emissions performance.

Materials

With an intention to utilise environmentally friendly materials and adopt green processes within our organisation, we target to source our resources from vendors with environmental certification. To attain this target, we will continuously ensure the implementation of key policies to manage our practices and approaches towards responsible sourcing and consumption of materials that are used to produce and package our products and services.

Waste Management

As an organisation that produces various hazardous and non-hazardous waste, we aim to continuously reduce our annual waste directed to disposal. To ensure the achievement of the said target, we will focus on ensuring compliance with relevant environmental laws regarding waste management and disposal, aside from the adoption of recycling practices in our organisational practices and business operations.

Water

As a responsible organisation, we aim to gradually reduce our water consumption. Therefore, we will deploy our efforts in managing our water utilisation and rainwater harvesting, in addition to collect data to reflect our present consumption of water and progressive performance in our water utilisation.

Social

Community/ Society

To move beyond our core business structure to promote overall welfare, health and prosperity of the communities in which we operate in, we aim to increase our financial and non-financial contribution to the community year on year. Hence, we look forward to implementing social welfare programmes to help underprivileged communities via social initiatives, which advocates and supports the provision of quality education for the society, EESG awareness, as well as other community engagement programmes.

Diversity

We shall uphold diversity, equality and inclusion to ensure presence of a balanced representation in our workforce composition, which includes the Board, Management and staff at large. It is our aim to become an equal opportunity employer and improve our Board diversity through the achievement of the national aspiration of 30% women on Board. To attain the said aim, we will strengthen our policies, guidelines, organisational values and culture to facilitate diversity and equal opportunities within the Group.

Health and Safety

To achieve the aim of continuously reduce workplace fatal and non-fatal accidents, we will amplify our efforts to stay in compliant with relevant health and safety regulations within the organisation, incorporation of safe working conditions, improve staff awareness on health and safety, while adopt robust systems to protect the health and wellbeing of all staff.

In addition, as an organisation that largely interacts with the broader society via our business operations, we seek to attain zero accidents during engagement with the broader community. Henceforth, we will extend our health and safety protection policies and measures to members of the public in all our operational activities.

Labour Practices and Standards

As our internal community is one of the key driving forces in ensuring smooth business operationalisation, we aim to ensure that our staff are well compensated and their wellbeing as well as satisfaction are well taken care of. We aspire to uphold and respect human rights across the entirety of our operations, ensuring all staff are managed accordingly. In addition, we will continuously engage with our employees to better understand and improve their working environment via constant review and improvement of our existing organisational policies and practices that are relevant to safeguard their satisfaction and purpose in working in the organisation.

Governance

Anti-Corruption

As an organisation that is committed to attain zero cases of workplace corruption, we will undertake and continue our effort in improving our governance structure, organisational policies and procedures, internal reporting line, performance measurement, as well as relevant external disclosure policies and procedures.

In ensuring a transparent and ethical business conduct, we will concentrate our efforts to implement and practice sound internal control and risk management practices, ensure compliance with legal and regulatory requirements, while upholding high standards of integrity in our business conduct. We will also ensure that our organisational policies, measures and culture adopted within the Group uphold our zero-tolerance stance towards corruption and bribery, as well as exhibit professionalism and integrity in conducting businesses.

SMG's anti-corruption programme is designed to satisfy the "adequate procedures" defence available to commercial organisations under Section 17A of the Malaysian Anti-Corruption Commission Act 2009, and is structured around the five T.R.U.S.T. principles set out in the Guidelines on Adequate Procedures issued pursuant to Section 17A(5):

- **Top-Level Commitment** – the Board and Key Management Team will visibly and consistently champion a zero-tolerance culture towards corruption.
- **Risk Assessment** – periodic assessment of corruption risks across SMG's operations and value chain.
- **Undertake Control Measures** – proportionate policies, procedures and an established whistleblowing channel for reporting suspected corrupt practices, with escalation routes independent of management.
- **Systematic Review, Monitoring and Enforcement** – periodic review of the adequacy of controls by Internal Audit, with findings reported to the Audit Committee and Management.
- **Training and Communication** – mandatory anti-corruption training and awareness communications for all Directors, employees and relevant stakeholders.

Data Privacy and Security

In the era or digitalisation, we are always in the pursuit for digital adoption through multiple channels, that will enable us to optimise operational performance and provide mobility and scalability of offerings to stakeholders.

Concurrent with our digitalisation efforts, it is incumbent on us to ensure the data within our repository is well protected. It is our aim to achieve and maintain zero breaches of data, protect intellectual property rights and ensure compliance with copyright regulations. Hence, we will concentrate our efforts to continuously strengthen our organisational policies, procedures, culture and awareness that will enable us to safeguard our data, digital systems and assets against external cyber threats to ensure preservation of personal, sensitive and confidential information.

ANNEXURE 1

Reference to national and international standards, directives, frameworks and affiliations

SMG draws upon and bases its sustainability aspirations, principles and activities on the following standards, directives, frameworks and affiliations (non-exhaustive):

- National Sustainability Reporting Framework (NSRF), issued by the Securities Commission Malaysia (24 September 2024)
- ISSB IFRS Sustainability Disclosure Standards 1: General Requirements for Disclosure of Sustainability-related Financial Information
- ISSB IFRS Sustainability Disclosure Standards 2: Climate-related Disclosures
- UNSDGs
- GRI Standards
- Bursa Malaysia's MMLR
- Bursa Malaysia's Sustainability Reporting Guide (3rd Edition), as enhanced and aligned with the NSRF's mandatory IFRS-based disclosure requirements
- Malaysian Anti-Corruption Commission Act 2009, Section 17A, and the Guidelines on Adequate Procedures
- MCCG
- Bursa Malaysia's Corporate Governance Guide (4th Edition)
- Employment Act 1995 (amended 2022)
- MPI
- MNPA
- WAN-IFRA, primarily in World Editors Forum and World Editors Forum (Asia Chapter)
- Asia News Network
- International Press Institute