SUSTAINABILITY STATEMENT

SUSTAINABILITY STATEMENT

SUSTAINABILITY HIGHLIGHTS

Community Development & Social Impact

In Financial Year ("FY") 2024, Star Education Fund disbursed **RM5.78** million in scholarships benefitting **81** students.

RM335,866.80 was disbursed through the Star Medical Fund Programme, an increase of **94.14%** compared to FY2023.

Championing Workplace Diversity & Inclusion:

- **54.72%** of new hires were female.
- **61.32%** of new hires were under **30.**

Energy Efficiency & Emissions Reduction

Energy use was reduced by **4.99%**, from **24,459.88 Gigajoule (GJ)** in FY2023 to **23,237.64 GJ** in FY2024.

Reducing Carbon Footprint Through Smarter Operations:

- Scope 2 emissions were reduced by **16.21%**.
- Began Scope 3 reporting for FY2024.

Waste & Water Efficiency

Reduced waste generation by **11.63%,** from **279.49 Metric Tonnes (MT)** in FY2023 to **246.99 MT** in FY2024.

Reduced water consumption by **17.74%,** from **11.33 Megalitres (ML)** in FY2023 **to 9.32 ML** in FY2024.

Improved newsprint yielded **403.27** pages per kg in FY2024 compared to **399.20** pages per kg in FY2023.

Media Leadership & Audience Engagement

- 988 radio maintained its position as the **No.1** Chinese-language radio station in Peninsular Malaysia, according to Nielsen Consumer and Media View. In 2024, 988 recorded **2.1** million weekly listeners in Wave 1 and **1.90** million in Wave 2, 2024, based on the GfK Radio Audience Measurement.
- Suria reached **3.32** million weekly listeners.

OUR REPORTING PRACTICE

GRI 2-1, 2-2, 2-3, 2-5, 2-6, 2-14, 2-24

ABOUT THIS SUSTAINABILITY STATEMENT

This Statement provides an overview of Star Media Group's sustainability objectives, strategies and performance across Economic, Environmental, Social and Governance ("EESG") dimensions for FY2024. It outlines key issues identified through our materiality assessment, details our progress in advancing sustainability initiatives and reaffirms our commitment to sustainable development. Acknowledging the interconnected nature of our operations and supply chain, we are committed to progressively embedding sustainability initiatives across our entire business operations.

As a leading media organisation, we recognise our responsibility in shaping societal narratives, fostering transparency and driving meaningful change. Our approach integrates ESG principles into the core of our business, including within our supply chains. Long-term success is achieved not only by delivering high-quality content but by adhering to ethical practices that drive sustainable development, protect the environment, promote social equity and uphold strong governance standards.

This Statement also details our EESG initiatives, their environmental and social impacts, and significance to both our internal and external stakeholders. It addresses key challenges encountered in implementing sustainability initiatives over the past year and offers insights into future areas of focus.

Through this statement, we reaffirm our ongoing commitment to embedding sustainability in every aspect of our operations, contributing to a more sustainable and equitable future. We encourage stakeholders to review this Statement alongside our Annual Report to better understand how sustainability is integrated into our business strategy and operations.

This Statement includes forward-looking statements based on current expectations, beliefs and assumptions about future events related to the Group's sustainability goals, targets, strategies and actions. These statements are subject to risks, assumptions and uncertainties, which may cause actual outcomes to differ materially. As such, these statements do not constitute guarantees, as targets, strategies and future plans are subject to unforeseen risks, industry shifts and changes in regulations, standards and conditions that may arise after the preparation of this Statement.

REFERENCES

In this Statement, references to Star Media Group ("SMG"), 'the Company', 'the Group' and 'we' refer to Star Media Group Berhad and its subsidiaries.

SCOPE AND BOUNDARIES

This Statement primarily covers SMG, which has 26 subsidiaries, consisting of domestic and overseas subsidiaries. Out of the 26 subsidiaries, only five (5) active units (see list below) consisting of segments from the Print, Digital and Events are included in this Sustainability Statement. Together, these five (5) subsidiaries significantly account for the Group's revenue.

For the purposes of this sustainability report, inactive or dormant subsidiaries are excluded. As to the boundary of this Sustainability Statement, we have only considered the following active subsidiaries, as they constitute the major activity and significant revenue contributor to the Group. The five (5) subsidiaries are:

- **StarProperty Sdn. Bhd.**
- **I.Star Ideas Factory Sdn. Bhd.**
- **Rimakmur Sdn. Bhd.**
- **Star RFM Sdn. Bhd.**
- **Magnet Bizz Sdn. Bhd.**

Our aim is to provide insights into our core operations, with the intention of presenting a more holistic view of our EESG activities moving forward.

SUSTAINABILITY STATEMENT

While we have not established specific sustainability targets for FY2024, we remain focused on strengthening our sustainability strategy and are committed to introducing measurable goals in the near future. This Statement discloses relevant initiatives, performance metrics and key efforts to the best of our ability as part of our ongoing commitment to environmental and social responsibility.

All data presented in the Sustainability Statement has been sourced carefully and validated by the respective business units. This Statement has been reviewed and approved by our Group Chief Executive Officer ("Group CEO") to ensure accuracy and alignment with the Group's operations and sustainability goals. Moving forward, we are committed to enhancing our data collection and reporting practices to improve accuracy and transparency.

BOARD'S RESPONSIBILITY STATEMENT

The Board of Directors acknowledges its responsibility for overseeing the preparation of this Sustainability Statement. We ensure it accurately reflects the Group's commitment to sustainable development and provides a fair, transparent and balanced account of our environmental, social and governance ("ESG") performance. The Board fulfils this responsibility by considering recommendations from the Sustainability Steering Committee and conducting a thorough review of this Sustainability Statement, ensuring effective oversight of the Group's sustainability reporting.

REPORTING GUIDELINES AND STANDARDS

This Sustainability Statement has been prepared with reference to the Global Reporting Initiative ("GRI") Sustainability Reporting Standards Update 2021 and incorporates relevant frameworks to address key economic, social and governance matters. It also aligns with the United Nations Sustainable Development Goals ("UN SDGs"). Furthermore, this statement follows the guidelines outlined in:

- Bursa Malaysia Bhd's Main Market Listing Requirements;
- Securities Commission Malaysia's Malaysian Code on Corporate Governance ("MCCG") 2021;
- Bursa Malaysia's Corporate Governance Guide 4th Edition; and
- Bursa Malaysia's Sustainability Reporting Guide 3rd Edition.

The GRI Content Index is available on pages 237 to 239 of this Annual Report.

AVAILABILITY

This Statement is publicly available on our website at www.starmediagroup.my.

STATEMENT OF ASSURANCE

This Statement has been prepared using data and information gathered through our established internal controls, ensuring accuracy, consistency and reliability. In strengthening the credibility of the Statement, the following indicators have undergone independent assurance:

1. Supply Chain Management;
2. Emissions Management;
3. Community/ Society.

The assurance process focused on verifying the credibility and accuracy of these key metrics, enhancing stakeholder confidence in our sustainability reporting. This Statement has also been reviewed by the Audit Committee and endorsed by the Board. The independent limited assurance report can be found on page 143 of this Annual Report.

REPORTING PERIOD

In line with our annual reporting cycle, this Statement covers the period from 1 January 2024 to 31 December 2024.

FEEDBACK

We welcome your comments and feedback. Please direct them to:

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OUR JOURNEY: FURTHER ADVANCING SUSTAINABILITY PERFORMANCE

GRI 2, 3

"Dear stakeholders, we are pleased to present SMG's eighth Sustainability Statement, reaffirming our commitment to fostering partnerships and driving positive change. Sustainability success goes beyond delivering quality content - it is about shaping a future where ethical business practices, environmental stewardship, social equity and sound governance drive meaningful change. Together, we are building a more resilient and sustainable tomorrow."

At SMG, sustainability is a key pillar of our business as we forge ahead as a responsible and innovative news and media organisation. While we paid attention to creating sustainable internal operations using renewable energy sources and various other initiatives, we also focused on external social impact initiatives. For instance, in FY2024, we reached significant milestones in our sustainability journey. We launched the Asia ESG Positive Impact Consortium ("A-EPIC") in June and the ESG Summit 2024 in November. The A-EPIC was officiated by the honourable Prime Minister Dato' Seri Anwar Ibrahim with more than 500 participants attending the event. The ESG Summit was also hugely successful, bringing together over 300 participants from diverse sectors to discuss and drive ESG progress. These initiatives deepen our engagement, raise our commitment by contributing directly or indirectly to social impact, reinforce our dedication to elevating ESG awareness and expand regional collaboration on sustainability development.

As we continue to navigate an increasingly dynamic landscape, we stay ahead by embedding sustainability at the core of our strategy. This ensures that our impact extends beyond business to stakeholders, communities and future generations.

Our vision - to lead with integrity, make a meaningful difference and shape a responsible media landscape – drives us to commit to ethical reporting, sustainable innovation and authentic connections with our audiences across multiple platforms. Guided by our EESG framework, we uphold ethical practices while championing sustainable growth.

In FY2024, we intensified our focus on key sustainability priorities, namely strengthening stakeholder engagement, fostering a culture of innovation and deepening accountability to deliver long-term value. For us, sustainability is not measured by financial success alone but by the legacy we leave behind, the standards we elevate and our ability to create positive change for our people, the planet and the communities we serve.

PROGRESSING TOWARD SUSTAINABLE ECONOMIC IMPACT

GRI 2-24, 201, 203, 205

We recognise that sustainable growth demands innovation, foresight and strategic action. At SMG, we integrate ESG principles into our business strategy, ensuring that our evolution strengthens both economic resilience and social responsibility.

We have diversified our portfolio and expanded our reach, reinforcing our market position across print, digital, radio, events and property development. Notable assets such as The Star, mStar, Majoriti, 988, Suria, the A-EPIC and flagship initiatives like the ESG Positive Impact Awards ("ESG PIA"), the Star Outstanding Business Awards ("SOBA") and the Star Property Real Estate Developer Awards have further cemented our leadership in Malaysia's media landscape. Our integrated approach leverages the strengths of our diverse platforms to drive engagement, broadening our revenue streams and providing valuable content to our audiences. Events like A-EPIC and ESG PIA continue to highlight the importance of ESG leadership, celebrating organisations that drive meaningful impact while setting industry benchmarks. These events create greater awareness on sustainable business practices and promote ESG principles as a cornerstone of business excellence.

Our commitment to ESG integration was demonstrated by the discontinuation of Suria 7 and Majoriti 7 in June 2024 and December 2024, respectively, resulting in the reduction of our carbon footprint from 2025 onwards with an estimated combined newsprint saving of 37 metric tonnes. Since FY2022, we have also published StarESG Monthly Pullouts and expanded ESG-focused coverage to promote awareness and foster positive change in the business community and society.

To maintain operational excellence, we adhere to the highest standards of integrity, transparency and accountability. Close engagement with investors, employees, suppliers and regulators ensures our ESG efforts align with stakeholders' needs and expectations. This collaborative approach reinforces our leadership role in the media industry while advancing our sustainability goals.

ADVANCING ENVIRONMENT STEWARDSHIP FOR A SUSTAINABLE FUTURE

GRI 2, 3

Minimising our environmental footprint remains a priority. In FY2024, we focused on reducing Scope 3 emissions, particularly in business travel and employee commuting, while optimising energy management through targeted infrastructure upgrades.

We replaced the defective analog meters with Digital Power Meters ("DPM") at Menara Star and faulty DPMs with new units at Star Media Hub to enhance energy monitoring and upgraded all the fluorescent light to energy-efficient LED fixtures in key areas. These improvements contributed to a 4.99% reduction in energy consumption, from 24,459.88 GJ in FY2023 to 23,237.64 GJ in FY2024.

Our supply chain management was further strengthened by introducing a Vendor ESG Survey Form to assess our suppliers' environmental practices, focusing on waste reduction, energy efficiency and water conservation. Local sourcing remains a priority, with 86.12% of our total procurement spending directed towards local vendors, up from 78.77% in FY2023.

Resource efficiency improved as waste generation decreased by 11.63%, from 279.49 MT in FY2023 to 246.99 MT in FY2024, while water consumption fell by 17.74%, from 11.33 megalitres to 9.32 megalitres. Our newsprint yield improved to 403.27 pages per kg in FY2024, from 399.20 from the year before, reflecting our ongoing commitment to material efficiency and meticulous management practices.

Looking ahead, we will continue to refine our environmental data collection and emissions monitoring to identify areas for further improvement and set more ambitious sustainability targets.

ENRICHING SOCIAL WELL-BEING AND EMPOWERING COMMUNITIES

GRI 401, 403, 404, 413

At SMG, we believe in creating a positive and lasting social impact by fostering an inclusive workplace while empowering communities through impactful initiatives.

As an employer, we uphold fair labour practices, talent development and employee well-being. In FY2024, we conducted a noise risk assessment at Star Media Hub, our main printing plant, supported by mandatory hearing conservation training and annual audiometric testing. Gender diversity and youth employment remain as key focus areas, with 54.72% of new hires being female while the proportion of hires under 30 increased to 61.32% from 45.81% in FY2023.

We continued to expand access to education through the Star Education Fund, awarding RM5.78 million in scholarships to 81 deserving students in FY2024. Meanwhile, our Newspaper-in-Education ("NiE") and Bright Roving Ambitious Talents ("BRATs") programmes have strengthened English language proficiency and nurtured the next generation of journalists.

Through Star Foundation, our charitable arm, we remain committed in supporting and delivering sustainable, meaningful and impactful social initiatives, covering areas of education, environment and social welfare for Malaysians. In FY2024, we contributed a total of RM582,571.80, with 459 beneficiaries.

Our media platforms also championed media causes, with 988 and Suria integrating CSR-driven content into their programming, actively supporting initiatives that promote sustainability and community welfare.

ADVANCING ETHICAL AND TRANSPARENT GOVERNANCE PRACTICES

GRI 2-27, 205, 418

Strong governance is at the core of our sustainability efforts. We uphold ethical practices, transparency and compliance with industry standards and regulations. Our zero-tolerance policy on corruption continues to yield results, with zero confirmed incidents of corruption in FY2024.

Data privacy and security remain key priorities, with zero substantiated complaints and zero data breaches recorded in FY2024. Our robust risk management frameworks and governance policies safeguard stakeholder interests and ensure operational integrity.

We uphold responsible journalism, adhering to the National Union of Journalists ("NUJ")'s Code of Professional Conduct, Printing Presses and Publications Act 1984 and the Communications and Multimedia Act 1998. Our internal Standard Operating Procedures ("SOPs") and processes reinforce our corporate commitment to adhere to relevant Malaysian laws for the media industry and dedication to responsible journalism, accurate, timely and ethical reporting practices for all our print, online products and broadcast services.

CONCLUSION

GRI 2-22

Our continued inclusion in the FTSE4Good Bursa Malaysia Index reaffirms our commitment to sustainability. We remain active members of the CEO Action Network, collaborating with peers to drive sustainability advocacy, capacity building and performance improvements.

We will continue refining our ESG initiatives to create long-lasting positive impacts for our stakeholders, employees and the broader community. As the ESG landscape evolves, we are committed to continuously enhancing our policies, integrating sustainability deeper into our corporate DNA and contributing to a more sustainable future.

We trust that this Sustainability Statement provides meaningful insights into our journey, progress and the impact we have achieved over the past year.

SUSTAINABILITY GOVERNANCE

GRI 2-9, 2-11, 2-12, 2-13, 2-14, 2-21, 2-23, 2-24

EMBEDDING SUSTAINABILITY INTO OUR CORE OPERATIONS

Sustainability governance is central to our operations and long-term value creation. We are committed to integrating ESG principles across all aspects of our business strategy. Our governance framework ensures that sustainability is embedded at every level of the organisation, with clearly defined roles and responsibilities aligned with global best practices and domestic regulatory requirements.

GOVERNANCE STRUCTURE AND OVERSIGHT

SMG's Board of Directors provide strategic direction and ensure accountability for the Group's sustainability performance. The Board is supported by the Sustainability Steering Committee ("SSC"), chaired by the Group CEO, which serves as the primary decision-making body for sustainability initiatives.

The SSC is composed of six (6) stakeholders, namely the Group CEO, the Company Secretary, the Heads of Finance, Print, Group People as well as Corporate Communication and Social Impact. Together, they ensure that ESG considerations are effectively integrated into operational decision-making.

The SSC is further supported by the Sustainability Working Committee ("SWC"), a cross-functional team responsible for implementing and monitoring sustainability initiatives. This includes identifying key ESG issues, setting performance targets where applicable, and reporting progress. The SWC works closely with external stakeholders, including regulators, NGOs and industry experts, to ensure our efforts align with evolving sustainability standards and stakeholder expectations.

In alignment with this, SMG's sustainability governance framework includes the Internal Audit ("IA") department, which is responsible for conducting internal audits. Operating as an independent function, the IA department provides critical oversight, transparency and accountability within our organisational structure.

The illustration and table below provides a summary of our sustainability governance structure and the roles of key stakeholders. As this structure has been established based on our current governance maturity and the aspirations we aim to achieve in the near future, we will continuously review and update the governance framework and its responsibilities to support our evolving sustainability agenda.

SUSTAINABILITY STATEMENT

LEVEL/ PERSONNEL	ROLES AND RESPONSIBILITIES
Board of Directors	• Oversees the overall sustainability agenda of SMG. • Reviews and approves sustainability strategies, priorities and targets proposed by the SSC. • Seeks information and provides oversight on ESG risks and opportunities, and how it is managed. • Provides advice and feedback to the Sustainability Steering Committee. • Reviews the adequacy and completeness of the sustainability statement recommended by the Sustainability Steering Committee, as well as approves the sustainability statement for disclosures.
Other Board Level Committees	• Includes sustainability-related considerations in discussions pertaining to each committee's respective focus areas. • 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. • Collaborates, discusses and consults with relevant Board Committees on sustainability 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. • Oversees SMG's sustainability strategies and performance against established sustainability targets. • Provides guidance on the accuracy, relevancy, timeliness and consistency of EESG disclosures, related management approach and its reporting metrics. • Provides advice on the EESG control environment, recommended reporting metrices and EESG governance structure. • Oversees the integration of sustainability matters in business operation, risk management and internal control processes. • Coordinates and monitors the development and implementation of sustainability-related strategies, initiatives, and actions, as well as collects and reviews progress reports on sustainability initiatives from the Sustainability Working Committee.
Sustainability Working Committee	• Takes ownership of sustainability activities and projects, as well as the data owner to drive integration of sustainability practices and procedures in respective departments. • Holds accountability for identifying and managing sustainability related issues, activities and projects within their department, with a commitment to escalating periodic reports to the Sustainability Steering Committee. • Collates and consolidates sustainability information to generate analytics and reports to Sustainability Steering Committee, other Board level committees and the Board.

INTEGRATION OF SUSTAINABILITY INTO OPERATIONS

In FY2024, SMG implemented several targeted initiatives to further integrate sustainability into our operations:

- **Evaluating New Print Products:** We evaluated new print products against sustainability objectives, leading to the discontinuation of Majoriti 7 and Suria 7 to reduce environmental impact.
- **Streamlining StarBiz7:** We consolidated StarBiz7 into The Star's Saturday business pullout, receiving positive feedback from readers and partners.
- **Employee CSR Initiative:** We launched the Employee CSR Initiative to engage employees in community and environmental initiatives.
- **Electric Vehicle (EV) Allowance:** We introduced an EV allowance for employees to encourage sustainable commuting practices and encourage more employees to switch to EV, with the aim of reducing carbon footprint.

PERFORMANCE MONITORING AND REPORTING

The SWC conducts periodic reviews of sustainability initiatives and provides updates to the SSC and Board of Directors, when required (if applicable). Notable achievements in 2024 include:

- Zero incidents of corruption or data breaches.
- Successful integration of sustainability-linked Key Performance Indicators ("KPIs") into the performance metrics for key staff.
- Positive outcomes from employee engagement in the Employee CSR Initiative and other initiatives.
- Ongoing compliance with international and domestic sustainability reporting standards, including the Global Reporting Initiative (GRI) Standards and Bursa Malaysia Bhd's guidelines.

DATA PRIVACY AND SECURITY

In 2024, SMG strengthened its data governance framework by expanding SOPs to include all personnel handling sensitive information, including interns and contract workers. Quarterly risk assessments guided the implementation of enhanced cybersecurity controls, maintaining our zero-incident record for data privacy.

Key initiatives in FY2024 included:

- **IT Usage and Security Policy (June 2024):** We introduced enhanced password protocols and restricted login attempts to improve user authentication.
- **Data Loss and Cyber Incident Playbooks**: We updated our playbooks to address emerging cybersecurity threats.
- **IT Infrastructure Library ("ITIL") Training:** We conducted ITIL training sessions for 70 participants from the Technology department.

ANTI-CORRUPTION INITIATIVES

Our anti-corruption framework made significant progress in FY2024. Board members and key executives of SMG actively participated in these initiatives. Anti-corruption clauses were embedded in all major contracts to reinforce transparency and ethical accountability. Our Whistleblowing Policy, a key element of our governance framework, provides secure channels for employees and stakeholders to report unethical behaviour, strengthening trust and integrity within the organisation.

WHISTLEBLOWING POLICY

The Whistleblowing Policy is integral to SMG's commitment to ethical governance. It provides a secure, confidential platform for reporting unethical behaviour and reinforces our commitment to transparency and accountability. Key features include:

- Clear reporting channels, including access to the Head of Internal Audit and/or the Chairman of the Audit Committee.
- Protections against retaliation for whistleblowers acting in good faith.

The policy is a basis of our corporate governance, aligning with the highest standards of ethical conduct.

LOOKING AHEAD

In FY2025, SMG will continue to build on its sustainability governance efforts, addressing emerging challenges and opportunities. Our priorities include:

- Expanding ESG-linked KPIs across all business units.
- Implementing a comprehensive data privacy training programme for all employees.
- Strengthening alignment with international sustainability standards to enhance transparency and stakeholder confidence.

Through our dedication to sustainability governance, SMG aims to foster a resilient, responsible organisation that delivers long-term value to our stakeholders and contributes positively to society and the environment.

STAKEHOLDER ENGAGEMENT

GRI 2-27, 2-29

FOCUSING ON STAKEHOLDER ENGAGEMENT FOR SUSTAINABLE GROWTH

Engaging with stakeholders is integral to understanding their views on EESG matters. By actively seeking feedback, we enhance our sustainability initiatives, ensuring they align with the priorities of those who matter most to us. These ongoing dialogues allow us to address key sustainability concerns effectively and refine our approach as a Group. Where needed, we adjust our stakeholder engagement framework to better respond to their needs and foster greater collaboration in shaping our strategies.

FREQUENCY: ● Ongoing ◆ Annually ▲ Periodic ■ At least twice a year ★ Bi-Annually ⬢ When needed

SHAREHOLDERS/ ANALYSTS

WHO THEY ARE

Institutional and retail investors, and related stakeholders who hold shares in SMG or assess its financial performance.

ENGAGEMENT PLATFORMS

- Regular shareholder communications/ announcements on Bursa Malaysia including quarterly financial results ●
- Annual General Meetings ◆ / Extraordinary General Meetings ⬢
- SMG's website updates ●
- Annual Report and circular/ statement to shareholders ◆

WHY WE ENGAGE

To ensure transparency, build trust, and maintain investor confidence by providing timely and accurate updates on the company's financial and strategic directions.

KEY INTERESTS

- Economic Performance
- Group's Business Direction/ Strategy

HOW SMG ADDRESSES

- Disclosure in reports and announcements released to Bursa Malaysia
- On-demand response to inquiries and meeting requests

GOVERNMENT/ REGULATORS AND POLICYMAKERS

WHO THEY ARE

Local and national government agencies, regulatory bodies, and policymakers influencing media and business regulations.

ENGAGEMENT PLATFORMS

- Attendance/ participation in the Group's events ●
- Meetings/ discussions ●
- News/ information content dissemination platform (through ministries) ●

WHY WE ENGAGE

To foster compliance with laws and regulations, maintain good governance, and build partnerships that support the media's role in public and private sector initiatives.

KEY INTERESTS

- Business Ethics (Regulation and Compliance)
- Public/ Private Partnerships
- Strong Relationships

HOW SMG ADDRESSES

- Public-private partnerships

FREQUENCY: ● Ongoing ◆ Annually ▲ Periodic ■ At least twice a year ★ Bi-Annually

CUSTOMERS (BUSINESS)

WHO THEY ARE

Advertisers, corporate clients and business partners utilising SMG's advertising, and promotional platforms.

ENGAGEMENT PLATFORMS

- Meetings/ discussions ●
- Roadshows/ product presentations ●
- Attendance/ participation in the Group's events ●
- Customer service channels (email and call centre) ●
- Social media (Facebook, Instagram, LinkedIn, X, TikTok, YouTube) ●
- Regular communications via email blasts and monthly newsletters ●
- Sponsorships/ donations ●
- Networking lunches/ dinners/ gatherings ●
- Customer satisfaction surveys ●
- Supplier registration ●
- Training programmes and workshops ●

WHY WE ENGAGE

To understand their business needs, provide effective advertising solutions and ensure long-term client satisfaction, and retention.

KEY INTERESTS

- Occupational Health & Safety
- Procurement
- Knowledge Sharing
- Anti-Competitive Practices
- Corruption and Instability
- Diversity and Equality
- Privacy & Data Security

HOW SMG ADDRESSES

- Data-driven solutions
- Refer Material Topics 'Procurement Practices' and 'Occupational Health and Safety'

CUSTOMERS (CONSUMER)

WHO THEY ARE

Individual subscribers, readers and users of SMG's print, digital, and on-air platforms.

ENGAGEMENT PLATFORMS

- Loyalty programme (for those who subscribe to SMG services) ●
- Reader feedback system (to improve quality of articles) ●
- Star Daily news email alerts ●
- Networking lunches/ dinners/ gatherings ●
- Customer service channels (email and call centre) ●
- Social media (Facebook, Instagram, LinkedIn, X, TikTok, YouTube) ●
- Regular communications via email blasts and monthly newsletters ●
- Customer satisfaction surveys ●
- Attendance/ participation in the Group's events ●
- Meetings/ discussions ●
- Network gatherings ●
- Media engagements (press conference) ●
- Training programmes and workshops ●
- Sponsorships/ donations ●

WHY WE ENGAGE

To deliver quality content that meets audience expectations, improve user experience and build loyalty through continuous engagement.

KEY INTERESTS

- The Star cover price vs. no. of pages (content)
- Content direction/ balanced reporting
- Subscription packages
- Product safety & quality
- Business ethics
- Product innovation
- Privacy and data security
- Access to finance
- Opportunities in nutrition & health
- Community investment

HOW SMG ADDRESSES

- Stringent fact-checking processes
- Refreshed editorial system
- Responsive editorial direction

SUSTAINABILITY STATEMENT

FREQUENCY: ● Ongoing ◆ Annually ▲ Periodic ■ At least twice a year ★ Bi-Annually

SUPPLIERS AND INDUSTRY PEERS/ PARTNERS

WHO THEY ARE

Suppliers, technology vendors, industry peers and collaborative partners in the media ecosystem.

ENGAGEMENT PLATFORMS

- Visit to suppliers for due diligence ◆
- Meetings/ discussions ●
- Networking lunches/ dinners/ gatherings ●
- Supplier assessment ★
- Supplier registration ●
- On-site visit to office/ plants/ sites (visiting SMG office and vice versa) ●
- Attendance/ participation in the Group's events ●

WHY WE ENGAGE

To ensure sustainable supply chain practices, foster innovation and strengthen relationships that drive mutual growth, and operational excellence.

KEY INTERESTS

- Group's Business Direction/Strategy
- Procurement
- Knowledge Sharing
- Electronic waste
- Environmental compliance
- Occupational health & safety
- Opportunities in renewable energy
- Supply chain labour standards and environmental commitments
- Economic performance
- Business ethics
- Anti-Competitive practices
- Corruption and instability
- Financial system instability
- Product innovation

HOW SMG ADDRESSES

- On-site visit to HQ and printing plant
- Refer to Material Topics 'Procurement Practices' and 'Occupational Health and Safety'

EMPLOYEES

WHO THEY ARE

Full-time, part-time and contract employees across all departments within SMG.

ENGAGEMENT PLATFORMS

- Performance appraisals ◆
- Employee engagement communications ●
- Town hall sessions ▲
- Union meetings ■
- COVID-19 alerts and updates ●
- Regular communications via email blasts and monthly newsletters ●
- Training programmes and workshops ●
- Employee feedback forms ●
- Attendance/ participation in the Group's events ●

WHY WE ENGAGE

To cultivate a motivated and skilled workforce by addressing their needs, providing development opportunities, and fostering a positive workplace culture.

KEY INTERESTS

- Human capital development
- Equal employment opportunities
- Employment benefits and welfare
- Business ethics/ governance
- Diversity and equality
- Occupational health and safety
- Corporate developments

HOW SMG ADDRESSES

- Diverse workforce
- Training and development programmes
- Career planning and development
- Code of Ethics
- Refer to Material Topics 'Occupational Health and Safety' and 'Diversity and Equal Opportunity'

FREQUENCY: ● Ongoing ◆ Annually ▲ Periodic ■ At least twice a year ★ Bi-Annually

LOCAL COMMUNITIES

WHO THEY ARE

Communities in areas where SMG operates, including underserved groups and NGOs.

ENGAGEMENT PLATFORMS

- Regular communications via email blasts and monthly newsletters ●
- Customer service channels (email and call centre) ●
- Social media (Facebook, Instagram, LinkedIn, X, TikTok, YouTube) ●
- Community-focused initiatives, including site visits to NGOs ●
- Sponsorships/ donations ●
- Media engagements (press conferences) ●
- Attendance/ participation in the Group's events ●

WHY WE ENGAGE

To contribute to societal well-being, support community development initiatives and uphold corporate social responsibility through impactful programmes and partnerships.

KEY INTERESTS

- Education
- Social Assistance
- Funding
- Publicity
- Business Ethics
- Community Investment

HOW SMG ADDRESSES

- Education workshops and activities
- Star Education Fund scholarships
- Social assistance including medical funding support via Star Foundation
- Awareness building through editorial campaigns
- Refer to Material Topic 'Local Community'

DRIVING IMPACT: OUR MATERIAL SUSTAINABILITY PRIORITIES

GRI 2-24, 3-1, 3-2

MATERIALITY ASSESSMENT

Materiality assessment is a systematic and strategic process that enables the Group to evaluate and prioritise potential sustainability matters most relevant to our operations and stakeholders. This is an ongoing process – continuous engagement with key stakeholders, including investors, employees, suppliers and regulators, ensures material issues are reassessed periodically to reflect changing conditions, emerging risks and evolving expectations (for more information, refer to the Stakeholder Engagement section on pages 78 to 81). The insights from this process guide the Group in aligning sustainability initiatives with stakeholder expectations while addressing key risks and opportunities, thereby supporting long-term value creation for both the Group and its stakeholders.

In FY2022, we conducted a comprehensive materiality assessment and due to the stability of our business model and operating context in subsequent years, we have retained the same material topics. Notably, we have further refined our carbon emissions reporting by including Scope 3 emissions—specifically from business travel and employee commuting. This enhancement reflects our commitment to providing a more detailed view of our environmental impact, particularly as indirect emissions gain increasing significance in sustainability efforts. A full-scale materiality assessment is planned for FY2025 to determine if any updates to our material topics are needed.

With the introduction of the National Sustainability Reporting Framework ("NSRF"), Bursa Malaysia Bhd's recent adjustment of Common Sustainability Matters from 11 to nine (9) as at 23 December 2024, we have chosen to continue disclosing Emissions Management and Waste Management as material matters. These indicators remain integral to our sustainability goals, including reducing newsprint usage and enhancing the customer experience by investing in Artificial intelligence ("AI") in the coming years. This decision underscores our commitment to environmental responsibility while aligning with stakeholder expectations.

Looking ahead, we remain committed to refining our materiality assessment to reflect evolving global standards, stakeholder priorities and industry trends. By integrating these updates, we aim to enhance business resilience, sustainability performance and transparency, ensuring we remain at the forefront of sustainable development.

The results of our most recent materiality assessment are illustrated in the materiality matrix, highlighting the significance of each sustainability issue based on its importance to stakeholders and its impact on the Group from an EESG perspective.

The following infographics explain the steps taken in our materiality assessment process.

STEP 1 UNDERSTAND THE ORGANISATION'S CONTEXT

We began by evaluating our purpose, values and business strategies while considering our relationships with suppliers and other key stakeholders. This step involved assessing broader sustainability challenges and adhering to Bursa Malaysia's guidelines. This foundational understanding enables us to adapt our material topics and sustainability initiatives to address critical issues and drive long-term value.

STEP 2 IDENTIFY ACTUAL AND POTENTIAL IMPACTS

We identified both actual and potential impacts across economic, environmental and social dimensions, including human rights. By evaluating these impacts in both the short and long term, we ensure immediate challenges are addressed while proactively mitigating potential risks. These impacts may stem from our operations, business relationships and broader value chain. Continuous engagement with internal and external stakeholders, including experts and third-party assessments, deepens our understanding and enhances our ability to manage these impacts.

STEP 3 ASSESS ACTUAL AND POTENTIAL IMPACTS

We assessed the identified impacts by evaluating their significance to our sustainability objectives and stakeholders. For negative impacts, we consider both the severity and likelihood of occurrence, prioritising those that pose immediate risks to our operations, reputation or stakeholders. For positive impacts, we assessed their potential scale, scope and likelihood, ensuring we maximise opportunities that align with our long-term sustainability goals. This focused approach allows us to allocate resources efficiently to address the most pressing challenges and opportunities.

STEP 4 PRIORITISE THE MOST SIGNIFICANT IMPACTS FOR REPORTING

We prioritised material topics based on their relevance to stakeholders and alignment with our strategic objectives. Topics were grouped into broad sustainability themes and ranked by significance, ensuring we address key issues first. We reviewed selected topics to ensure no critical areas were overlooked and approved the final list to align with our strategic priorities. This ensures our reporting focuses on the most important issues and provides transparency for the Group, stakeholders and the wider community.

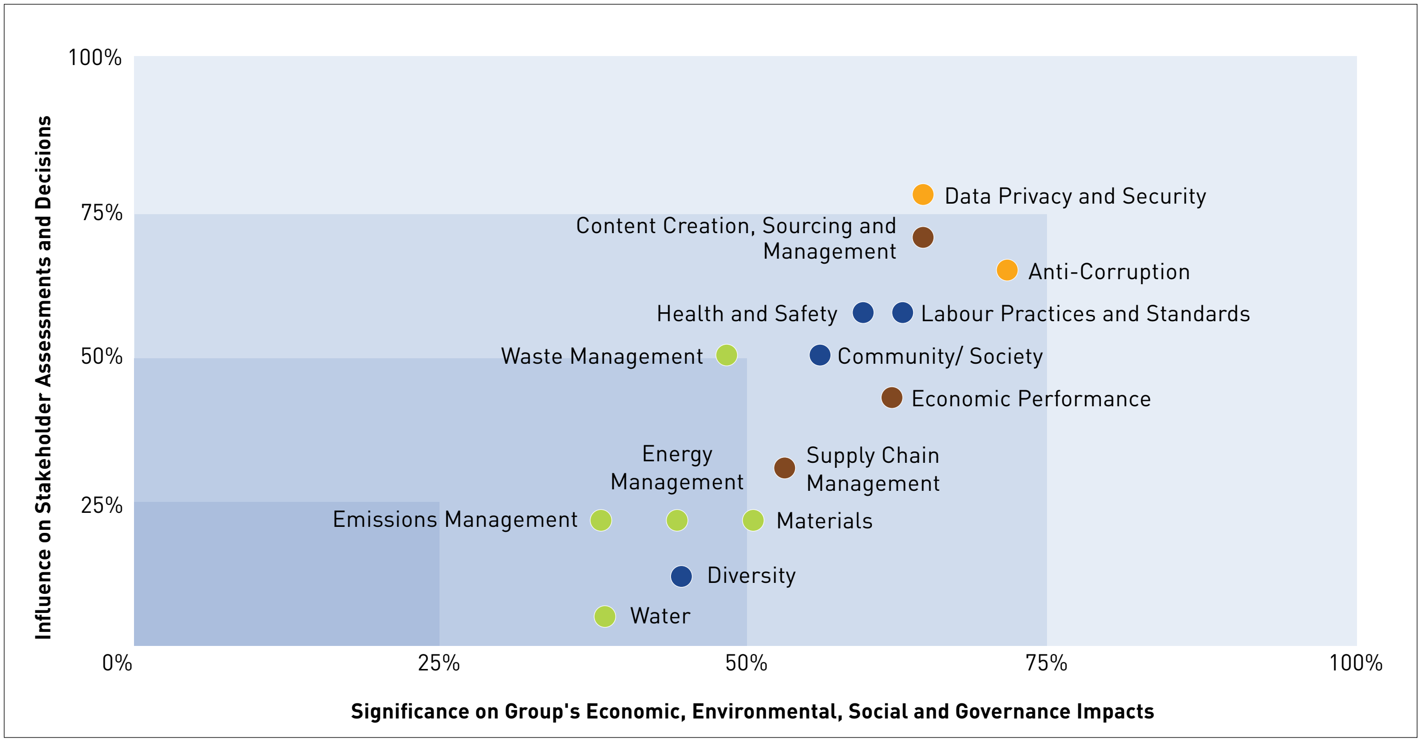
SUSTAINABILITY STATEMENT

MATERIALITY MATRIX OF STAR MEDIA GROUP

The Materiality Matrix below illustrates the 14 material matters identified by the Group in FY2022, which we deem as still relevant in FY2024, are critical to the business and have the potential to significantly influence stakeholders. These material matters will be continuously monitored, assessed and managed to ensure alignment with our sustainability strategy and governance framework. They are regularly reported on and integrated into decision-making processes, in line with Bursa Malaysia's regulatory guidelines.

The Materiality Matrix prioritises matters based on their significance to stakeholders and their impact on the Group's operations.

- High-Priority Matters: Data Privacy and Security, Content Creation, Sourcing and Management, and Anti-Corruption are identified as critical for driving long-term value and addressing stakeholder concerns.
- Moderately Critical Matters: Labour Practices and Standards, Community/ Society and Health and Safety, remain essential for operational resilience and social impact.
- Lower-priority matters are monitored for trends and evolving relevance.



Economic
- Content Creation, Sourcing and Management
- Supply Chain Management
- Economic Performance

Environmental
- Emissions Management
- Energy Management
- Materials
- Waste Management
- Water

Social
- Community/ Society
- Diversity
- Health and Safety
- Labour Practices and Standards

Governance
- Anti-Corruption
- Data Privacy and Security

This prioritisation ensures that resources are effectively allocated to areas that align with both stakeholder expectations and business objectives.

While all 14 material matters are actively managed, those positioned in the top-right quadrant of the Materiality Matrix were prioritised in FY2024 due to their substantial impact on the Group's EESG performance and their importance to our stakeholders. Based on the materiality assessment, the top six (6) material matters for FY2024 are listed below:

Data Privacy and Security

With increasing cyber threats and data breaches, safeguarding digital systems and assets is paramount. We continuously review and enhance our data protection policies and procedures to ensure the confidentiality and security of personal, sensitive and confidential information.

Content Creation, Sourcing and Management

As a media powerhouse, we uphold stringent editorial standards to ensure content is accurate, transparent and credible across all platforms, enabling informed decision-making by stakeholders.

Anti-Corruption

We maintain a zero-tolerance approach to corruption and bribery. Our robust policies and measures ensure that both our content and operations remain transparent, unbiased and in accordance with the highest ethical standards.

Health and Safety

We prioritise compliance with occupational health and safety regulations to create a secure environment for employees and the public, safeguarding the wellbeing of employees across all our operations.

Community/ Society

Aligned with our vision to be the leading and innovative media group, we remain committed to give back to the community, championing the causes we believe in, through a series of impact-driven social initiatives, in supporting education, economic development and community engagement.

Labour Practices and Standards

We are committed to respecting human rights, upholding fair and ethical work practices, fostering an inclusive and supportive positive working environment for employees, ensuring their wellbeing and satisfaction across the Group.

ALIGNING OUR EFFORTS WITH THE NATIONAL COMMITMENT TO THE UN SDGS

The United Nation's Sustainable Development Goals ("UN SDGs"), established in 2015, represent a collective framework for global sustainability efforts by 2030. As a responsible corporate entity, we play a pivotal role in supporting both national and global objectives, contributing to the wellbeing of the planet, people and global peace.

Our commitments are focused on driving economic growth, conserving the environment, promoting social wellbeing and upholding sound governance practices across our value chain.

SUSTAINABILITY STATEMENT

GRI 2-23, 2-24, 2-27, 2-28

CONTENT CREATION, SOURCING AND MANAGEMENT

Building Trust: Enhancing Accuracy and Accountability in Content

WHY IT MATTERS

As Malaysia's leading media group, our reputation has been built over several decades of unwavering commitment to delivering accurate, reliable content that earns the trust of our readers and shapes public discourse. This responsibility is guided by ethical principles, including source protection and sensitivity to the 3Rs: Race, Religion and Royalty. By adhering to these standards, we ensure our reporting remains fair, impartial and respectful, even in the face of complex societal dynamics.

Our portfolio includes some of Malaysia's most iconic and trusted brands, spanning print, digital, radio, events and property development. Notable assets within the Group include The Star, The Star Online ("TSOL"), mStar, Majoriti, 988, Suria and flagship events such as the Asia ESG Positive Impact Consortium, the ESG PIA, the SOBA and the Star Property Real Estate Developer Awards, among others. These platforms allow us to engage diverse audiences while remaining steadfast in our mission to deliver insightful, reliable news.

Through meticulous content creation, ethical sourcing and responsible management, we uphold the highest standards of journalistic integrity. While implementing these rigorous processes presents challenges, our commitment to accuracy and accountability strengthens our reputation as a trusted media entity. This ensures that we remain a reliable and respected source of news in Malaysia.

OUR APPROACH

Content Guidelines for Print and Online Media

The Group adheres to strict content guidelines for both print, online and digital media, ensuring that every piece of content is created with the utmost care, accuracy and ethical responsibility. Our editorial teams follow a rigorous process for fact-checking, verification and maintaining the credibility of sources.

In response to the increasing role of AI in media, AI tools have been integrated to enhance efficiency in specific tasks, such as suggesting headlines, translating content and posting on social media platforms. However, AI is only a tool used to support editorial workflows and journalists are explicitly prohibited from using it to write articles. Editorial integrity remains paramount and human oversight ensures that all content upholds the highest ethical standards.

SUSTAINABILITY STATEMENT

Our key content creation principles include:

- Adherence to house style and editorial standards.
- A structured process for selecting and compensating columnists and contributors based on their expertise and relevance to the audience.
- Strict editorial guidelines for fact-checking, multi-layered verification and the right of response.
- A robust editorial review process involving at least two (2) layers of copy-clearing and scrutiny before any content is published, whether online or in print.
- Oversight of sensitive 3Rs issues by a dedicated task force, led by the Chief Content Officer.
- Proactive engagement with our internal legal team or panel of lawyers to assess potential defamation risks and ensure compliance with legal standards.
- Strict protection of vulnerable audiences, particularly children, through anonymity and careful language.
- Strategic use of AI to enhance efficiency, without compromising human editorial judgment.

Our SOPs guide the content team through an ethical process of information gathering, which includes research, interviews and investigations. All content undergoes rigorous fact-checking before being processed and disseminated across our various media channels. Daily news is complemented by analysis, commentaries and features, by The Star, TSOL, StarTV and our social media platforms.

Additionally, we align with several external ethical standards, including the NUJ Code of Professional Conduct. We also strive to uphold good ethical standards, especially when engaging via social media platforms, to ensure that we comply with the requirements of the Communications and Multimedia Act 1998. Our internal guidelines help us navigate complex privacy laws, protect journalistic sources, establishing online moderators, where appropriate, and ensuring that our reporting avoids offensive language and stereotypes. As a responsible media group, we pay very close attention to matters relating to racial, religious and gender discrimination in all our media products. We also adhere to laws such as the Child Act 2001 and regularly consult with civil society to steer clear of using potentially offensive terms and phrases.

In 2024, we further strengthened our ethical guidelines by fostering stronger relationships with key government bodies, including the Ministry of Communications and the Ministry of Home Affairs. This collaboration has been instrumental in enhancing source protection and addressing sensitive issues, particularly those related to race, religion and royalty ("3Rs"). These efforts ensure our content aligns with national sensitivities while maintaining editorial integrity.

MEMBERSHIPS AND ASSOCIATIONS

Our membership in several key industry associations further supports our commitment to excellence and leadership in the media and communications space. These affiliations provide access to global networks and allow us to stay ahead of emerging trends, advocate for ethical practices and foster innovation across the media ecosystem. Below are the associations the Group participated in during 2024:

1. Member of Malaysian Newspaper Publishers Association ("MNPA");
2. Member of Asia News Network ("ANN");
3. Member of World Association of Newspapers and News Publishers ("WAN-IFRA");
4. Member of Malaysian Press Institute ("MPI");
5. Member of Malaysian Retail Chain Association ("MRCA");
6. Member of Malaysian Advertisers Association ("MAA");
7. Member of Malaysian Digital Association ("MDA");
8. Member of Commercial Radio Malaysia ("CRM");
9. Council member of Communications and Multimedia Content Forum of Malaysia ("CMCF");
10. Council member of Belt and Road News Network ("BRNN");
11. Board member of International Press Institute ("IPI"); and
12. Board member of Bernama.

Staying Relevant on Radio and Social Media

Feedback from our audience is essential in keeping our content relevant. We gather insights through various channels, including letters to the editor, email, panel discussions, forums, conferences, market research and direct engagement at events such as roadshows. While this feedback does not influence editorial decisions, it helps us stay attuned to the evolving needs of our diverse audience.

Radio and social media are key to our engagement strategy.

Radio

Our radio stations, 988 and Suria play a key role in engaging with diverse communities:

988, our popular Mandarin-language radio station, has consistently ranked as the No.1 Chinese radio station in Peninsular Malaysia from FY2022 to FY2024, based on Nielsen Consumer & Media View ("CMV"), with a weekly listenership of 1.90 million. The station's programming spans music, news, entertainment and talk shows, serving the Chinese-speaking community.

Suria caters to the Malay-speaking audience with a blend of entertainment and news content. Suria enjoys a weekly audience of 3.32 million.

Both stations adhere to strict editorial guidelines while fostering listener interaction and maintaining their strong influence in the Malaysian media landscape. They ensure that all content remains up-to-date, accurate and impartial, particularly when addressing sensitive topics such as the 3Rs.

Social Media

Our online team actively manages Facebook, Instagram and TikTok, fostering real-time interaction, gathering feedback and addressing sensitive comments.

Primarily used for sharing news and promoting articles, with active moderation to remove inappropriate comments.

A platform for entertainment and lifestyle content, where the comment section is carefully monitored for relevance and positivity.

Focused on promoting radio shows and entertainment, with content overseen by the brand department to maintain consistency and relevance.

Both stations adhere to MCMC regulations and follow strict SOPs for content creation, ensuring balanced reporting and a commitment to the highest standards of journalism. This includes sourcing news from credible mainstream media outlets and following guidelines to avoid political bias or conflicts of interest.

Strengthening Our Commitment to ESG

The Group's commitment to sustainability and responsible journalism is reflected in our ESG initiatives. One of the key drivers in advancing societal impact, sustainability knowledge and promoting our core values is the introduction of Asia ESG Positive Impact Consortium, aimed at furthering efforts to promote progressive environmental, socio-economic and governance commitments. Additionally, StarESG Positive Impact events serve as a platform for thought leadership and knowledge sharing. Launched in FY2022, these events provide an opportunity for professionals, executives and stakeholders to discuss pressing ESG issues, learning from industry experts and engage in dialogue on best practices.

In FY2024, we hosted several successful ESG-focused events, including the ESG Reporting and Carbon Management Workshop in March and the ESG Summit 2024 in November, which attracted over 500 participants. In addition, ESG Academy has impacted more than 1,000 participants across industry. These events, held in collaboration with industry leaders and key sponsors, offer valuable insights into the challenges and opportunities associated with sustainability reporting and carbon management.

The Export Excellence Awards (EEA) serves as a platform to honour and recognise exceptional local exporters, whose contributions continue to play a pivotal role in driving the nation's economic growth.

In addition to these events, both 988 and Suria actively promote sustainability and corporate social responsibility initiatives through dedicated airtime and live announcements. This online effort strengthens our role in raising awareness on ESG issues, supporting meaningful causes and driving positive social impact. Both stations consistently meet the MCMC requirement on Public Service Announcements ("PSAs") by dedicating 1,600 minutes per month to amplify our commitment on matters related to public services.

OUR PERFORMANCE

While content creation, sourcing and management are primarily qualitative, we use analytical tools to monitor performance metrics such as website engagement and social media interactions. These quantitative data points allow us to continuously refine our content strategies and improve engagement.

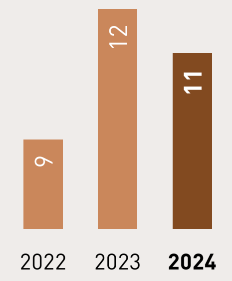
In terms of TV content, we have released at least 10 new videos in FY2024, ensuring that our viewers receive fresh, relevant and engaging material.

We prioritise curating ESG content from reputable sources, including corporate sustainability reports and publications by industry analysts. This content is enriched through collaborations with content contributors and subject matter experts, ensuring that our ESG narratives are insightful and impactful.

Number of StarESG Monthly Pullouts

StarESG Monthly Pull-Out, launched in April 2022, continues to serve as a valuable resource for our audience. This monthly pull-out serves as an informative resource, covering key developments and insights on ESG matters. The inclusion of ESG topics in our content portfolio has grown steadily over the years, reflecting our ongoing commitment to driving awareness and education on ESG as part of the national agenda. The table below provides a summary of the publication schedule:

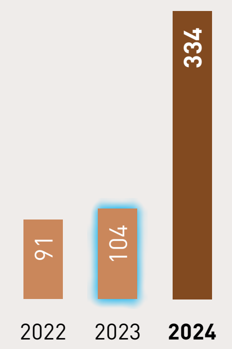
NUMBER OF PULLOUTS



Total ESG Articles Published

Our commitment to sustainability has been evident in the growing proportion of ESG-focused content in our publications:

TOTAL NUMBER OF ESG-RELATED ARTICLES



This upward trend reflects our dedication to amplifying ESG narrative and aligning with the increasing demand for sustainability-related content.

LOOKING AHEAD

As we navigate the evolving media landscape, we are committed to enhancing the integrity, transparency and relevance of our content. Moving forward, we will further integrate emerging technologies and data analytics to refine our content creation and sourcing strategies, ensuring that our reporting remains timely, accurate and aligned with the expectations of our diverse audience. We will also deepen our focus on ESG topics, amplifying the conversation around sustainability, social responsibility and governance within Malaysia's media ecosystem. By continuing to uphold the highest ethical standards and embracing innovation, we aim to reinforce our position as a leading, trusted source of information for years to come.

SUPPLY CHAIN MANAGEMENT

GRI 2-23, 2-24, 204-1

Enhancing Sustainability and Supporting Local Suppliers

WHY IT MATTERS

At SMG, we are committed to prioritising local suppliers within our procurement practices, aligning our efforts with key material ESG topics such as responsible sourcing, environmental impacts and social responsibility within the supply chain.

We recognise that sustainability must be integrated throughout our entire value chain. To strengthen governance, we introduced updated Procurement SOPs in November 2024, providing a comprehensive framework for compliance, ethical practices and adherence to the Group's Limit of Authority ("LOA") for all transactions. By fostering strong supplier relationships, we focus on driving value, quality and consistency in our procurement practices, which are integral to our sustainability goals.

We are particularly focused on our key suppliers of direct materials, such as newsprint and printing ink, ensuring they meet rigorous environmental and social standards. To streamline our efforts and enhance transparency, we have developed specific Procurement SOPs for these materials. While our processes for verifying suppliers' sustainability commitments are still evolving, we have introduced a Vendor ESG Survey Form, currently in its early phase of data collection. This survey will allow us to assess the ESG performance of our vendors, focusing on their environmental sustainability, social responsibility and governance practices. This initiative is a key part of our strategy to engage vendors and enhance their alignment with our sustainability objectives.

All suppliers must adhere to the Group's Code of Conduct and Whistleblower Policy (as detailed in our Sustainability Governance on pages 75 to 77). As part of our onboarding process, new suppliers must sign a vendor registration form to confirm their commitment to these policies and standards.

We conduct bi-annual assessments of our newsprint and warehouse vendors. While newsprint suppliers are typically overseas, we conduct on-site visits for our local warehouse vendors and ensure that all relevant certifications held by our suppliers remain valid.

Looking ahead, we plan to expand our efforts by conducting ESG surveys for high-level purchases, particularly for essential IT vendors. This initiative will focus on a large proportion of our Purchase Orders ("POs") and newsprint spending, with ESG surveys being sent for amounts over RM10,000. These steps are ongoing as we work to deepen our supplier engagement and strengthen our ESG practices, driving greater accountability within our supply chain and contributing to a more sustainable future for our industry.

SUSTAINABILITY STATEMENT

OUR APPROACH

Engaging Responsible and Certified Suppliers

We continue to uphold our commitment to responsible sourcing and prioritise suppliers who meet stringent certification standards. This remains particularly important for materials used in the printing of newspapers, such as newsprint and printing ink. Newsprint accounts for approximately 19.7% of our total purchases and is one of our largest procurement categories.

Our procurement policies emphasise sourcing from suppliers with certifications like the Forest Stewardship Council ("FSC") and the Programme for the Endorsement of Forest Certification ("PEFC"), ensuring responsible forest management and sustainable practices. These certifications reflect our commitment to mitigating environmental impacts within our supply chain and align with our broader sustainability goals.

In addition to certified suppliers, we prioritise local newsprint suppliers whose sustainability practices align with our objectives. By supporting local vendors, we reduce transportation distances, lower carbon emissions associated with logistics and improve lead times, delivery schedules and cost management, strengthening overall supply chain efficiency.

Collaborating with Our Printing Ink Supplier

We maintain regular engagement with our local printing ink supplier, conducting bi-annual meetings to review their ESG performance and ensure their operations align with our sustainability objectives. Our printing ink supplier is currently pursuing ISO 9001 certification, while its parent company holds ISO 14001 certification, demonstrating a commitment to sustainable production to minimise our environmental impact. We expect the local subsidiary to secure ISO 14001 certification in due course, reinforcing our collaborative approach to sustainable sourcing.

Supporting Government Initiatives

As part of our commitment to Malaysia's sustainability agenda, we actively support the Malaysian government's MyHijau initiative by prioritising suppliers with the MyHijau-certified products. We also seek suppliers with Green Label Certification (ISO 14024 Type I Eco–Labels) to ensure our procurement choices contribute to the broader national goal of promoting sustainable products.

In FY2024, the Group spent a total of RM5,102,959 on environmentally responsible suppliers, including those offering MyHijau-labelled products such as A4 paper, laptops and servers. This expenditure represented 14% of total supplier spending and around 12% of our overall procurement costs.

CATEGORY	SPENDING (RM)
A4 Paper	12,531
Laptop and New Servers	307,371
Local Newsprint Vendor	4,783,057

Newsprint spending decreased from 29% (RM13,740,200/ 4,665 MT) of total spending in FY2023 to 19.7% (RM8,670,140/ 3,468 MT) in FY2024, mainly due to reduced consumption and a transition to digital platforms. This reduction reflects a conscious effort to evaluate the environmental impact of suppliers and focus on more sustainable purchasing options, such as MyHijau-labelled products.

While no new collaborations or partnerships were initiated in FY2024 specifically to improve environmental and social performance, we remain focused on maintaining close relationships with existing suppliers and ensuring that they continue to meet our sustainability criteria. We actively request regular updates from our newspaper vendors regarding their certification status and commitment to sustainability. Moving forward, we aim to expand our network of sustainability-focused suppliers by proactively seeking new partnerships that align with our ESG standards.

Strengthening Procurement Practices

All new suppliers are required to undergo a comprehensive review and registration process before being engaged to supply goods and services. This ensures alignment with the Group's sustainability and ethical standards.

In FY2024, we introduced a new requirement for all departments and business units to obtain clearance from the Technology department before initiating any procurement related to technology. This mandatory clearance process ensures that all technology acquisitions align with the Group's operational needs and comply with established policies.

All our newsprint vendors are required to either publish sustainability policies on their official websites or hold the necessary certifications, ensuring their compliance with environmental regulations. This strengthens our commitment to responsible sourcing and sustainable procurement practices.

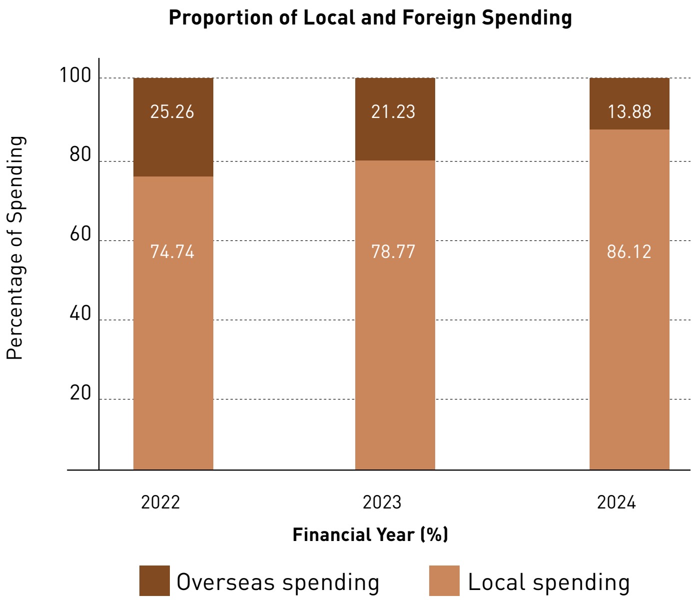
Supporting Local Vendors

There have been no changes to the Vendor Scorecards in FY2024. However, an ESG category has been introduced, which now accounts for 10% of the overall vendor assessment. While this ESG component is currently not mandatory, we are raising awareness and collecting data from our suppliers to emphasise the importance of ESG considerations. Our long-term goal is to make ESG assessments mandatory for all suppliers.

By leveraging local suppliers, we enhance our supply chain efficiency, reduce transportation distances and manage costs more effectively. This approach supports our sustainability objectives while bolstering the local economy.

OUR PERFORMANCE

The chart below illustrates the steady increase in our local procurement spending over the past three (3) financial years, underscoring our commitment to sustainable sourcing practices and supporting the local economy.



In FY2024, 86.12% of our total procurement spending was directed toward local vendors, an increase from 78.77% in FY2023. This demonstrates our continued commitment to local sourcing, with only 13.88% of spending allocated to overseas vendors, down from 21.23% in FY2023. These figures reflect our ongoing efforts to strengthen our local supply chain and reduce our dependence on overseas suppliers.

While no formal training sessions on the procurement process were conducted, on-the-job training continues to be provided. Staff act as a central resource for queries related to procurement procedures, including the Vendor Scorecard and supplier assessments. When challenges arise, collaborative solutions are developed through informal meetings, ensuring continuous support and effective communication without the need for scheduled formal training.

LOOKING AHEAD

Moving forward, we will enhance our ESG supplier evaluation process, integrating robust sustainability metrics within our procurement practices. The Vendor ESG Survey Form will be expanded to cover a broader supplier base, with a particular focus on high-value purchase such as IT equipment and critical raw materials.

Additionally, we will explore new collaborations with environmentally responsible suppliers, ensuring that our supply chain remains aligned with the highest sustainability standards. Through these initiatives, we remain committed to driving responsible procurement practices while fostering long-term resilience and sustainability within our supply chain.

SUSTAINABILITY STATEMENT

ECONOMIC PERFORMANCE

GRI 2-24, 201-1, 203-1

Delivering Stakeholder Value and Sustaining Growth

WHY IT MATTERS

Economic performance is a cornerstone of our Group's sustainability strategy, ensuring long-term value creation for stakeholders. Our ability to generate and distribute economic value supports not only our stakeholders but also our employees, suppliers, customers and the communities in which we operate.

Our revenue streams span across print and digital media, event management, broadcasting as well as property development and investment, all of which contribute to the financial resilience of our organisation. Operating costs, including payments to suppliers and service providers, drive economic activity across our value chain. Additionally, investments in our workforce, such as competitive wages, benefits and tax contributions, reflect our commitment to social responsibility. Dividends and finance costs demonstrate our dedication to delivering returns to investors, while direct and indirect tax contributions help fund critical public infrastructure and services.

Beyond financial performance, we actively invest in community development through media-driven initiatives, philanthropic efforts and strategic collaborations. Our engagement with SMEs, particularly in integrating ESG principles into their operations, further underscores our commitment to shared prosperity.

As ESG becomes a strategic pillar for the Group, we are broadening our initiatives beyond Malaysia, working with regional media partners across ASEAN. Through workshops, seminars and engagement activities, we aim to educate and connect organisations with certified service providers to develop and execute their ESG roadmaps.

Recognising the growing importance of climate-related financial risks, we are in the early stages of assessing climate-related risks and opportunities. While IFRS S2 Climate-related disclosures are not yet mandatory, we are proactively strengthening our understanding to integrate climate considerations into our long-term strategic planning.

By balancing economic performance with ESG commitments, the Group remains resilient in an evolving business landscape, ensuring sustainable growth and long-term value creation.

OUR APPROACH

Enhancing economic performance through strategic agility

At the core of our sustainability journey is a commitment to embedding sustainable practices across all operations. We are laying a strong foundation through policy development and cultural transformation, ensuring measurable progress across our supply chain.

As media remains our core business, we track financial performance through KPIs such as circulation numbers, revenue trends, audience engagement and digital metrics. Our 2024 past week readership was approximately 5.0 million according to Nielsen CMV, reinforcing our relevance in an evolving media landscape. For a comprehensive financial overview, refer to the Management Discussion and Analysis on pages 28 to 36 of this Annual Report.

Driving economic growth through content diversification

To diversify revenue streams, we continue refining our content strategy. In FY2024, Majoriti 7 was consolidated with Majoriti which is in digital formats exclusively, aligning with our digital transformation strategy. This move not only supports sustainability by reducing our carbon footprint but also improves cost efficiencies.

Similarly, StarBiz7 has been incorporated into The Star as its Business section on Saturdays, enhancing readership engagement.

These shifts in content strategy have contributed to operational efficiencies while reducing our environmental impact. While variable costs such as newsprint and ink have decreased, fixed costs related to printing infrastructure remain unchanged.

Expanding event revenue and business diversification

Our sustainability-related events experienced significant growth in FY2024 driven by successful initiatives such as the A-EPIC, ESG PIA and ESG Summit. These events reinforced our strategic focus on ESG leadership, promoting greater awareness towards sustainability and contributing to societal impact in a broader context.

We continue strengthening our digital platforms, including TSOL, mStar, Majoriti and our radio digital extensions. To further strengthen our digital capabilities, we are refining our approach to user experience and monetisation strategies, incorporating AI-driven enhancements.

Market resilience through property development and investment

The Group's property development and investment segment delivered encouraging performance in FY2024, driven primarily by stronger progress billings from the Star Business Hub project and improved property leasing income. This growth reflects our strategic focus on diversifying revenue streams and enhancing resilience amid market fluctuations. For further details, please refer to the Management Discussion and Analysis on pages 28 to 36 of this Annual Report.

Building digital capabilities for sustainable growth

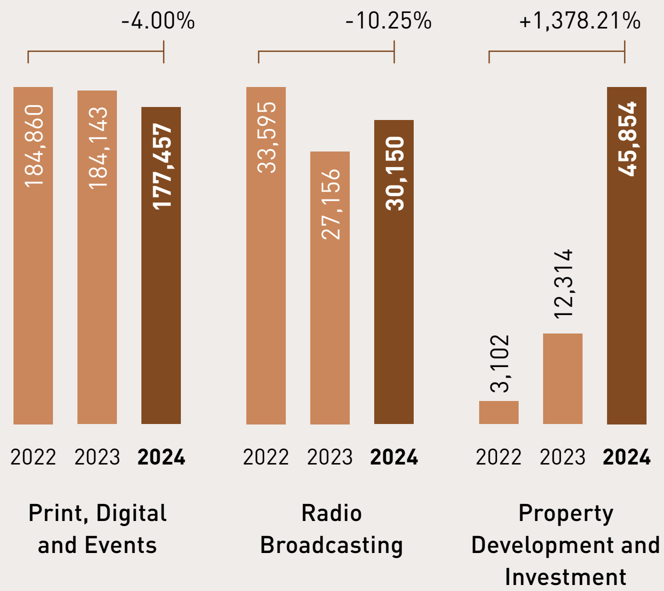
At Star, we are building digital capabilities for sustainable growth by investing in our people. Our comprehensive talent development programmes span four (4) levels from fresh graduates to senior management ensuring a strong leadership pipeline and seamless succession planning. By nurturing talent at every stage, we cultivate future-ready leaders who drive innovation and long-term success.

Recognising that digital transformation is key to sustainability, we have continuously invested in upskilling our workforce. Since 2020, our digital learning platform has provided access to over 50,000 courses covering technical, functional, leadership and soft skills development. Complementing this, we conduct regular in-person training on critical topics such as cybersecurity, ESG, AI and Data Management. By equipping our workforce with cutting-edge digital skills, we strengthen adaptability, enhance economic resilience and ensure Star remains at the forefront of an evolving industry landscape.

SUSTAINABILITY STATEMENT

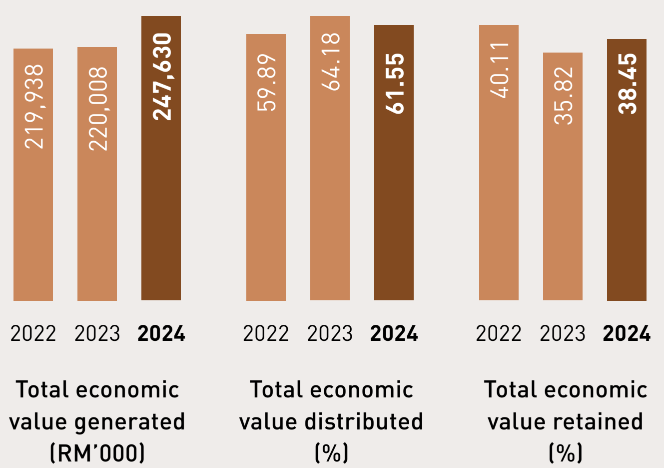
OUR PERFORMANCE

REVENUE (RM'000)



The Group's revenue stood at RM247.6 million in FY2024, predominantly driven by the property development and investment segment, and better performance from events and radio broadcasting segments. This reflects our continued economic value creation and resilience.

ECONOMIC PERFORMANCE OVERVIEW FOR THE PAST THREE (3) FINANCIAL YEARS



Note: For detailed financial performance insights, refer to the Financial Highlights section of the Annual Report.

LOOKING AHEAD

As we move into FY2025, our focus remains committed to sustainability growth, financial resilience and deepening ESG integration across our business operations. We will continue adapting our strategies to meet evolving market demands while prioritising innovation, operational efficiency and stakeholder engagement. Department-specific sustainability targets will be introduced, with regular monitoring and reporting to the Group CEO to reinforce accountability at the Board level.

Collaborations with regional partners will continue to play a crucial role in advancing ESG education and awareness. Through workshops, seminars and strategic engagements, we aim to empower more organisations to adopt and implement comprehensive ESG roadmaps, thereby contributing to a more sustainable and inclusive business ecosystem.

In property development and investment, we will focus on optimising our asset portfolio through strategic rebalancing and enhancing asset utilisation. This approach will ensure that our property strategy remains aligned with broader business objectives, enabling us to respond more effectively to market fluctuations while supporting financial resilience.

Additionally, the Group will continue investing in digital upskilling initiatives to future-proof our workforce. Building on the success of our digital learning platform, we will expand access to ensure that employees are well-equipped with the skills required to thrive in a rapidly evolving industry landscape.

By embedding these initiatives into our business strategy, we remain confident in our ability to drive economic performance and create long-term value for all stakeholders. Our focus on innovation, sustainability and collaboration will ensure that we continue building a resilient, future-ready organisation.

ECONOMIC	ENVIRONMENTAL	SOCIAL	GOVERNANCE

SUSTAINABILITY STATEMENT

GRI 305-1, 305-2, 305-3, 305-5

EMISSIONS MANAGEMENT

Reducing Emissions for a Sustainable Future

WHY IT MATTERS

As a key player in the media industry, SMG recognises that climate change is an urgent global challenge requiring immediate action. Emissions management is essential for mitigating environmental impact, ensuring business resilience and aligning with global sustainability priorities. Reducing carbon emissions not only helps to protect the planet but also safeguards the long-term viability of our operations.

Our role in emissions management reflects our responsibility to contribute to a low-carbon future while meeting the evolving expectations of stakeholders, including regulators, investors and customers. Effective emissions management enhances operational efficiency, reduces costs and strengthens our reputation as a responsible corporate citizen.

Given the growing focus on corporate sustainability, accurate measurement and continuous improvement in emissions tracking are crucial to our strategy. By addressing our carbon footprint, we aim to contribute meaningfully to national and global decarbonisation goals, setting a benchmark for sustainability within the media industry.

OUR APPROACH

Optimising Energy Use

The Group recognises the environmental impact of the media industry and is committed to reducing carbon emissions through energy-efficient production practices, and where feasible, the use of renewable energy. In FY2024, we enhanced our energy monitoring capabilities by replacing defective analog meters with DPM at Menara Star and faulty DPM with new units at Star Media Hub to enable more accurate monitoring of energy consumption. The replacements at Star Media Hub were completed on 14 March 2024 (Meter 1) and 10 June 2024 (Meter 2) at the 11kV consumer substation feeder 1 and 2. This initiative has provided valuable insights, enabling us to identify high-energy consumption areas and implement targeted energy-saving measures effectively.

Tracking GHG Emissions Across Scopes

With climate change becoming an urgent global priority, businesses and the private sector are pivotal in cutting carbon emissions. We recognise our role in this effort and remain dedicated to driving meaningful change through our sustainability initiatives. Since FY2021, we have been calculating and reporting Scope 1 and Scope 2 emissions. In FY2024, we extended our efforts to include Scope 3 emissions, focusing on business travel and employee commuting. We introduced an EV allowance for employees to encourage sustainable commuting practices as well as to reduce our carbon footprint.

Scope 1 Emissions

Our Scope 1 emissions come from the use of petrol-powered company vehicles and diesel generator sets. These emissions are calculated based on the guidelines of the GHG Protocol and the myEFD – Malaysia Emission Factor Database. We continue to explore opportunities to reduce emissions from these sources, such as optimising vehicle usage and reducing reliance on generator sets.

Scope 2 Emissions

Scope 2 emissions arise from purchased electricity and we calculated these based on the myEFD - Malaysia Emission Factor Database. To reduce Scope 2 emissions, we have made several energy-efficiency upgrades. In FY2024, we replaced high bay lights in our reel storage room with LED fixtures and completed the transition to 100% LED lighting in our administrative office.

Scope 3 Emissions

In FY2024, we began tracking Scope 3 emissions, focusing on business travel (mileage claims) and employee commuting (based on bi-annual employee declarations). Our data includes both domestic (short-haul) and overseas (medium-haul) travel. As we continue to expand our Scope 3 tracking, we are committed to improving the accuracy and granularity of this data, particularly for employee commuting. This area presents a key opportunity for further emission reductions in the future.

Improving Vendor Assessment

In FY2024, we introduced a Vendor ESG Survey Form (refer to Supply Chain Management on page 91 to enable us to engage suppliers on environmental impact practices through waste reduction, energy efficiency and water conservation. We also examine whether they hold environmental certifications such as ISO 14001- Environmental Management System and track Greenhouse Gas ("GHG") emissions.

OUR PERFORMANCE

We have implemented various strategies to optimise energy use while refining our approach to tracking and assessing overall carbon emissions. In FY2024, we achieved a reduction in diesel and electricity consumption compared to FY2022. The tables below provide a breakdown of our Scope 1, 2 and 3 emissions over the past three (3) financial years, reflecting emissions from both Menara Star and Star Media Hub in Bukit Jelutong. We remain committed to reducing our carbon footprint and continuing to leverage innovative solutions for emissions reduction.

TYPE OF EMISSIONS	2022	2023	2024	TOTAL EMISSIONS (%)
	TONNES OF CO_2e (tCO_2e)			
Scope 1	5.39	5.66	31.43	0.49
Scope 2	5,452.23	5,442.27	4,568.26	71.92
TOTAL	**5,457.62**	**5,447.93**	**4,599.69**	
Scope 3	-	-	1,752.31	27.59
TOTAL	**5,457.62**	**5,447.93**	**6,352.00**	**100.00**

SUSTAINABILITY STATEMENT

Scope 1 Emissions for the Past Three (3) Financial Years

In FY2022, data for petrol consumption was unavailable and diesel consumption was recorded at 2,000 litres. In FY2023, emissions from petrol use were 0.277 tonnes of CO_2e (tCO_2e), with diesel consumption unchanged. In FY2024, we saw a significant reduction in diesel consumption, leading to an 85.5% decrease in emissions from our generator sets. Petrol emissions increased substantially due to expansion of scope 1 coverage to include company owned vehicles which was not disclosed in prior years.

YEAR	NON-RENEWABLE ENERGY CONSUMED	AMOUNT CONSUMED (LITRES)	GHG EMISSIONS (tCO_2e)
2024	Petrol - Vehicle	12,238.45	28.39
	Diesel - Genset	290.00	0.79
	Diesel - Vehicle	833.86	2.25
2023	Petrol - Vehicle	121.95	0.28
	Diesel - Genset	2,000.00	5.39
2022	Petrol - Vehicle	N/A	N/A
	Diesel - Genset	2,000.00	5.39

Scope 2 Emissions for the Past Three (3) Financial Years

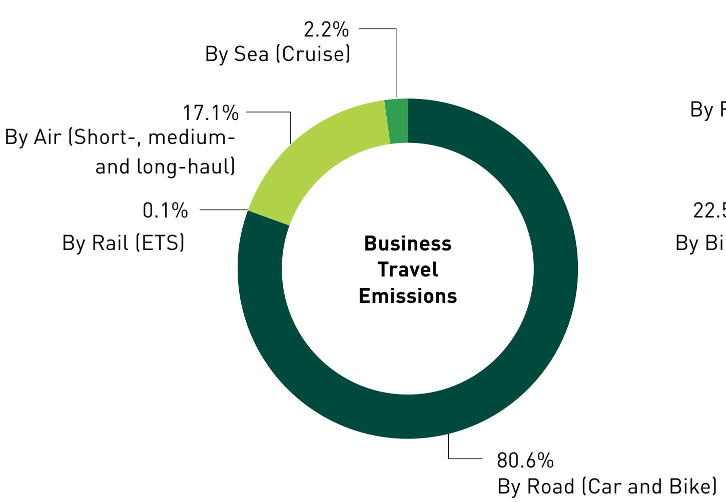
In FY2022, emissions from purchased electricity were 5,452.23 tonnes of CO_2e. This decreased to 5,442.27 tonnes in FY2023 and further reduced to 4,568.26 tonnes in FY2024, a reduction of approximately 16.21% over the three (3) years.

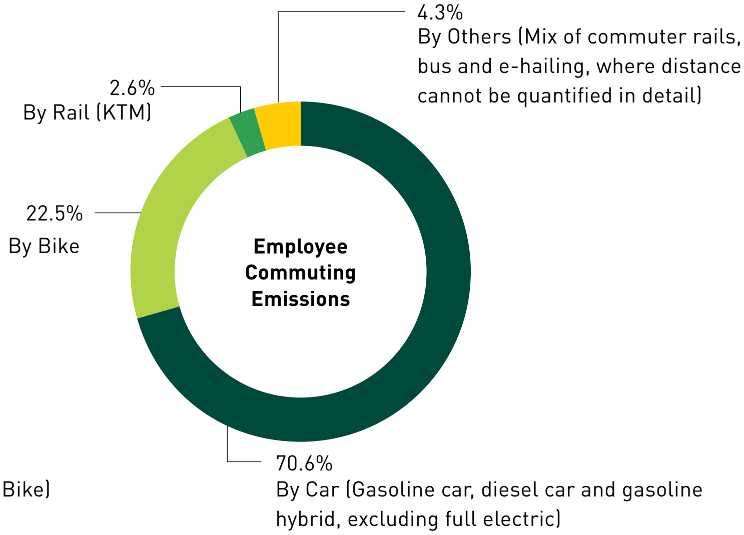
For FY2024, Scope 2 emissions accounted for a significant 71.92% of the total emissions across Scope 1, 2 and 3.

YEAR	NON-RENEWABLE ELECTRICITY, HEATING, COOLING AND STEAM PURCHASED FOR CONSUMPTION (kWh)	GHG EMISSIONS (tCO_2e)
2024	6,639,914.00	4,568.26
2023	7,179,773.00	5,442.27
2022	7,192,914.00	5,452.23

Scope 3 Emissions for the Past Three (3) Financial Years

For the first time in FY2024, we calculated Scope 3 emissions from business travel and employee commuting. These emissions accounted for 27.59% of the total emissions across Scope 1, 2 and 3.





Other Indirect (Scope 3) GHG Emissions

Business Travel (FY2024)	
By Road (Car and Bike)	236.50
By Rail (ETS)	0.29
By Air (Short-, medium- and long-haul)	50.16
By Sea (Cruise)	6.56
TOTAL (tCO_2e)	**293.51**

Employee Commuting (FY2024)	
By Car (Gasoline car, diesel car and gasoline hybrid, excluding full electric)	1,030.36
By Bike	328.22
By Rail (KTM)	37.46
By Bus	0.26
By Others (Mix of commuter rails, bus and e-hailing, where distance cannot be quantified in detail)	62.50
TOTAL (tCO_2e)	**1,458.80**

Moving forward, we aim to refine our data collection methods, particularly regarding employee commuting and enhance the accuracy of our Scope 3 reporting in FY2025. This area will be a key focus for emission reductions in the coming years. By enhancing measurement accuracy, we aim to progressively improve our environmental performance.

LOOKING AHEAD

We remain committed to reducing emissions across all three (3) scopes, actively improving our data collection methods and implementing further energy-saving initiatives. By engaging our supply chain, optimising energy use and tracking indirect emissions, we aim to lead the away in carbon emissions reduction within the media industry.

ENERGY MANAGEMENT

GRI 305-1, 305-2, 305-3, 305-5

Driving Sustainability Through Smarter Energy Use

WHY IT MATTERS

Reliable and sustainable energy is essential for business continuity, operational efficiency and environmental responsibility. With global energy security under increasing pressure, businesses must take proactive steps to reduce dependence on fossil fuels and transition towards cleaner, more efficient energy solutions.

At SMG, energy is a critical component in our daily operations, particularly in newspaper production and printing, which requires substantial power consumption. Left unmanaged, this could lead to higher carbon emissions and increased operational costs. To mitigate this impact, we have made strategic investments in renewable energy solutions, with our rooftop solar plant playing a key role in reducing our reliance on fossil fuels. Additionally, we continually evaluate energy consumption patterns to minimise wastage.

We continuously assess and optimise energy usage to minimise wastage and improve efficiency. These efforts allow us to reduce our environmental impact, enhance long-term cost saving and contribute to global climate action. By integrating smarter energy management into our business strategy, we ensure long-term sustainability while delivering value to the communities we serve.

OUR APPROACH

Long-term Strategy of the Rooftop Solar Plant

Our 500kWp rooftop solar plant, launched in FY2013, continues to be our core sustainability efforts. By generating clean, renewable energy and selling it back to Tenaga Nasional Berhad ("TNB") at the full market rate, we help offset our energy costs while positively impacting the environment.

In FY2024, we experienced a temporary reduction in financial returns due to some defective panels. These panels have since been replaced and we are closely monitoring their performance to ensure optimal energy generation. This proactive approach ensures the continued effectiveness of our solar plant and supports our long-term sustainability goals.

Energy Initiatives

Our Energy Management team has been instrumental in optimising energy usage across our operations. Through ongoing monitoring and the implementation of energy-efficient measures, we have made significant strides in reducing electricity consumption.

In FY2024, we upgraded the high bay lights in our reel storage room to energy-efficient LED fixtures, resulting in substantial reductions in electricity usage. Additionally, a full upgrade of LED lighting was completed in our administrative office. To further enhance energy efficiency, we introduced advanced digital timers and floor-specific energy metering systems, providing better visibility and control over energy usage throughout our premises. These upgrades are helping us to reduce electricity wastage while delivering cost savings.

Insights from DPM

The installation of DPM in FY2022 has been a game-changer in tracking and optimising energy consumption. These meters provide real-time, location-specific data, enabling our technical teams to quickly identify areas with high energy consumption and implement targeted energy-saving measures. This data-driven approach has allowed us to make more informed decisions and align our efforts with our long-term sustainability targets.

Scaling Renewable Energy

Currently, all energy generated by our solar initiatives is sold back to TNB. However, we are exploring the feasibility of expanding renewable energy solutions to our Menara Star office. This is part of our broader strategy to integrate advanced energy-efficient technologies across our facilities, amplifying the positive impact of our renewable energy initiatives.

A Dedicated Team Driving Progress

Our Energy Management team continues to lead the charge in energy conservation, leveraging data and innovative technologies to identify new opportunities for efficiency. Beyond lighting upgrades and operational adjustments, the team is exploring advanced solutions that could further reduce energy consumption and enhance energy generation. SMG remains committed to meeting future energy challenges while contributing to environmental preservation.

OUR PERFORMANCE

We assess the efficiency and impact of our energy initiatives through KPIs, including total energy consumption, solar energy generated and sold, savings achieved from energy-saving projects and our contribution to reducing CO_2 emissions from the TNB grid.

Energy Consumption for the Past Three (3) Financial Years

ENERGY CATEGORY	METRIC	2022*	2023*	2024
Direct non-renewable fuel consumed	GJ	73.10	77.02	434.15**
Direct renewable fuel consumed		0	0	0
Electricity, heating, cooling and steam purchased for consumption		25,894.49	25,847.18	23,903.69
Self-generated electricity, heating, cooling and steam which are not consumed		0	0	0
Electricity, heating, cooling and steam sold		(1,348.60)	(1,464.32)	(1,100.20)
TOTAL ENERGY CONSUMPTION		**24,618.99**	**24,459.88**	**23,237.64**

* Restated figures due to unit conversion error. The effect of the data restatement is now made more accurate for SMG's operations.

** Consumption has increased substantially due to expansion of Scope 1 coverage to include company owned vehicles which was not disclosed in prior years.

Solar Energy Yield for the Past Three (3) Financial Years

REPORTING INDICATORS	2022	2023	2024
Solar energy yields gross revenue (RM)	442,490.51	480,459.01	360,986.53
Total reduction of CO_2 emissions from TNB Grid system (tonne)	277.59	301.41	209.57
Total solar energy generated (kWh)	374,611.00	406,755.00	305,610.00

LOOKING AHEAD

As we move into FY2025, SMG remains committed to enhancing energy efficiency and expanding its renewable energy initiatives. Our focus will be on scaling renewable energy solutions, starting with feasibility studies to explore the implementation of solar energy at Menara Star and other facilities. This strategic expansion will further reduce our reliance on conventional energy sources while amplifying the positive environmental impact of our existing solar initiatives.

In parallel, we will continue upgrading outdated lighting systems with energy-efficient alternatives and introduce more advanced smart energy management technologies. These upgrades will ensure more precise control over energy consumption while helping to achieve significant cost savings across our operations. To optimise the performance of our rooftop solar plant, we will strengthen our monitoring systems, enabling us to maintain maximum efficiency and respond proactively to any potential issues with the solar panels.

Data-driven energy management will remain central to our strategy. Building on the success of our DPM, we will refine our analytics capabilities to implement targeted energy-saving measures more effectively. The real-time insights provided by these meters will help us identify high-consumption areas and deploy tailored solutions that improve overall energy efficiency.

Beyond technology and infrastructure, we recognise the importance of fostering a culture of energy conservation among our employees. We plan to launch targeted awareness campaigns to encourage responsible energy usage across all levels of the organisation. By promoting a shared sense of responsibility, we aim to embed energy-saving practices into our daily operations.

Through these forward-looking initiatives, SMG is dedicated to building a more energy-efficient and environmentally responsible future. Our continued investment in renewable energy and innovative energy management solutions will not only strengthen our operational resilience but also ensure that we remain a leader in sustainable business practices while contributing meaningfully to global climate action.

MATERIALS

GRI 2-24, 301-1, 301-2

Responsible Materials Use

WHY IT MATTERS

As a leading publisher of Malaysia's top English daily and other printed media, SMG recognises its responsibility to manage raw material utilisation. By prioritising sustainability, we aim to reduce the environmental footprint of material consumption while adhering to strict regulatory standards. This commitment underscores our role as a responsible corporate citizen, balancing environmental stewardship with continued business growth.

Guided by our sustainability principles, we ensure that the procurement and use of materials follow environmentally sound practices. At the same time, we strive to enhance operational efficiency, fulfilling our broader corporate responsibilities to stakeholders, regulators and the public.

OUR APPROACH

Optimising Newsprint Consumption

Newsprint remains our most significant material input and we are committed to managing its usage responsibly. We use the newsprint yield metric to measure the efficiency of material utilisation during printing operations. This is typically reported as the number of printed pages produced per kilogramme of newsprint. For FY2024, we achieved an increase in newsprint yield to 403.27 pages per kg, up from 399.20 pages in FY2023. This improvement reflects our focus on material control and demonstrates the tangible benefits of meticulous management.

In FY2024, newsprint is now allocated to the Production Unit based on actual requirements, as opposed to a single bulk lot previously. We have also made strides in reducing "end core" wastage—the sturdy tube or spool around which large rolls of newsprint are wound. By reducing the "end core," we increased print pages, leading to less waste and improved efficiency. These strategic changes enhance operational efficiency while minimising waste and conserving resources.

These practices comply with ISO 12647-3 (Graphic technology — Process control for the production of half-tone colour separations, proofs and production prints), ensuring precision and high-quality production standards. Adherence to this internationally recognised standard provides valuable process controls and enables us to maintain a high level of quality through the mindful use of recycled newsprint materials.

Sourcing Sustainable Materials

Sustainability sourcing is a key pillar in our materials management strategy. We prioritise sustainably sourced materials, such as FSC-certified paper through close collaboration with our newsprint vendors, ensuring forestry practices are upheld. All of our suppliers comply with global sustainability standards and maintain recognised industry certifications, reinforcing our commitment to environmentally responsible practices.

Utilising Environmentally Friendly Ink

Inks are a critical component of our printing processes and we actively seek environmentally responsible alternatives. We prioritise inks compliance with ISO 2846-2 Coldset offset lithographic printing standards, which are both environmentally friendly and of high quality.

Our Malaysian ink supplier is currently in the process of securing ISO 2846-2 and ISO 9001 certifications. We maintain rigorous oversight of ink procurement, ensuring that vendors meet our stringent specifications. This approach ensures consistency in print quality while aligning with our sustainability objectives.

Our Production Unit collaborates closely with ink suppliers to evaluate colour value and transparency, ensuring compliance with ISO 12647-3 Coldset offset lithography standards. By staying updated on industry trends and new formulations, we continuously integrate innovations that enhance both quality and environmental outcomes.

Enhancing Waste Management Practices

Efficient material utilisation remains a top priority for SMG. Our Production Unit continuously monitors material usage metrics, including input-output ratios and escalates any significant issues to the Procurement Department for resolution.

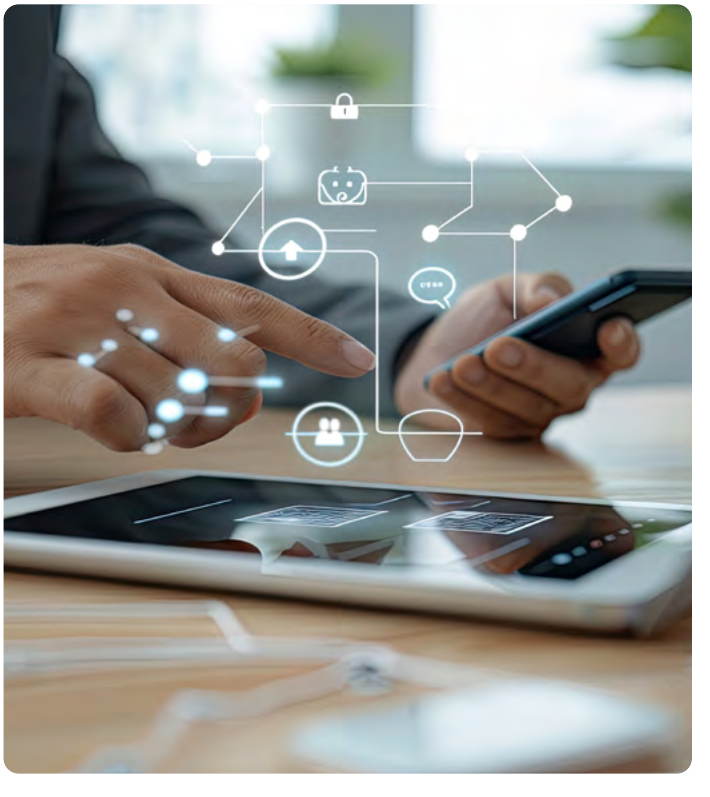
Minimising Press Run Wastage

Reducing press run wastage remains a key focus of our sustainability efforts. In FY2024, we continued to work closely with newsprint manufacturers to ensure that the materials we procure meet stringent quality requirements. By leveraging these partnerships, we maintain consistent print quality while minimising waste generated during press runs.

We have also implemented detailed KPIs to track and improve the efficiency of press operations. These KPIs include year-on-year monitoring of material usage and waste levels. Any issues affecting print quality or efficiency are promptly addressed by our Production Unit in collaboration with suppliers, ensuring a swift resolution and optimal performance.

Transitioning to Digital Platforms

As part of our ongoing efforts to reduce reliance on physical materials, SMG continues to transition to digital platforms. The shift positively impacts material consumption by reducing the volume of newsprint and other physical materials used. We are increasing our digital subscription base by running campaigns to attract more subscribers. This transition not only aligns with our sustainability goals but also diversifies our content delivery channels.



OUR PERFORMANCE

In FY2024, SMG achieved significant improvements in newsprint yield and pagination efficiency, demonstrating our unwavering commitment to sustainable practices and operational excellence.

Representation of Total Newsprint Yield for the Past Three (3) Financial Years

Our newsprint is sourced entirely from 100% recycled paper, with improved paper yield reaching 403.27 pages per kg in 2024, showcasing consistent sustainability efforts.

	2022	2023	2024
Total newsprint yield (pages/ kg)	400.89	399.20	403.27
Percentage of newspaper are printed on recycled newsprint (%)	100	100	100

LOOKING AHEAD

As we look towards the future, SMG remains committed to deepening our sustainability efforts in materials management. We will continue to prioritise the responsible use of newsprint and other critical resources, further enhancing our material yield and minimising waste. By strengthening our partnerships with vendors who share our sustainability ethos, we aim to further improve the environmental footprint of our operations.

We will also continue to expand our digital presence, reducing reliance on physical materials and exploring innovative ways to engage our audience while contributing to the reduction of waste. In addition, we are dedicated to exploring new technologies and ink formulations that further enhance both quality and environmental sustainability.

With a focus on continual improvement, we aim to not only meet but exceed industry standards, ensuring that our environmental practices remain at the forefront of the media sector. As part of this, we will continue to track and report our progress, providing transparent updates on our journey toward more sustainable media practices.

WASTE MANAGEMENT

GRI 2-24, 2-27, 306-1, 306-2, 306-3, 306-4, 306-5

Managing and Disposing of our Waste Responsibly

WHY IT MATTERS

Effective waste management is a foundation of SMG's sustainability framework, demonstrating our commitment to minimising environmental impact. By adhering to best practices across our operations, we align with global sustainability standards. Responsible waste handling safeguards natural resources, reduces pollution and supports the circular economy by promoting recycling and reuse.

Our primary objectives remain constant : reducing waste generation, enhancing recycling efforts and mitigating the environmental impact of non-recyclable waste. We are constantly exploring innovative solutions to further improve our waste management practices, ensuring that we safeguard the health of the planet for future generations.

OUR APPROACH

Responsible Recycling and Reuse Efforts

As newspaper production continues to be a core operation, we generate various types of waste, including printing plates, press spoilage, newspaper brown wrappers, side covers, end cores, paper stripping and test run spoilage. These waste types have remained stable over the years, reflecting the consistency of our production processes.

To promote responsible disposal, recyclable materials are segregated, weighed for accountability and handed over to licensed contractors for proper recycling. Additionally, where feasible, we extend the life cycle of certain materials internally. For example, cloths used in printing are deep-cleaned by contractors for reuse, significantly reducing the volume of waste sent to landfills.

Stringent Waste Disposal Practices

All scheduled waste is securely stored and disposed of in compliance with the Environmental Quality Act. Licensed contractors, approved by the Department of Environment ("DOE"), ensure that all waste is disposed of within the required 180-day period. These protocols are designed to maintain accountability and adhere to recognised best practices in waste management.

A Commitment to the Circular Economy

To integrate circular economy principles, we prioritise recycled newsprint paper in our production processes. Although no new initiatives were introduced in FY2024, the consistent use of recycled materials highlights our ongoing commitment to sustainability and resource efficiency.

Our Environmental Performance Monitoring Committee ("EPMC") plays a crucial role in driving compliance and ensuring our operations align with the DOE's Guidelines for Self-Regulation. The committee holds regular meetings to discuss waste-related concerns and discuss improvements.

Setting KPIs for Waste Management

In FY2024, we established KPIs for print waste, focusing on achieving optimal ratios of good pages versus spoilt pages. These KPIs guide our senior management in continuously improving efficiency and sustainability in our printing operations.

OUR PERFORMANCE

Total Weight of Waste Generated by Categories

In FY2024, the total waste generated by SMG was 246.99 MT, an 11.63% reduction from 279.49 MT in the previous year. This decline reflects the success of our recycling initiatives and waste management strategies.

WASTE CATEGORY	METRIC TONNES (MT)		
	2022	2023	2024
Endcore	37.53	26.31	22.95
Stripping	21.34	23.50	17.30
Wrappers	19.86	21.06	16.61
Spoilt Copies	219.44	187.84	164.37
CTP Used Plates	15.60	13.80	13.59
SW 109 Waste Containing Mercury*	0.02	0.12	0.10
SW 110 eWaste*	N/A	0.05	0.01
SW 204 Sludge	0.93	0.26	0.92
SW 305 Spent Lub Oil*	N/A	0.70	0.37
SW 322 Waste of Organic Solvents*	3.12	0.90	2.78
SW 409 Contaminated Containers	0.31	0.30	0.26
SW 410 Contaminated Cloth (Rags)	2.75	2.64	2.43
SW 411 Spent Activated Carbon	1.66	1.53	0.43
SW 417 Waste of Inks	1.03	0.48	2.71
SW 423 Spent Processing Solution*	N/A	N/A	2.16
TOTAL	**323.59**	**279.49**	**246.99**

* *Figures are restated for better accuracy and measurement standardisation.*

SUSTAINABILITY STATEMENT

Total Weight of Waste Diverted from Disposal

WASTE CATEGORY	METRIC TONNES (MT)		
	2022*	2023*	2024
Endcore	37.53	26.31	22.95
Stripping	21.34	23.50	17.30
Wrappers	19.86	21.06	16.61
Spoilt Copies	219.44	187.84	164.37
CTP Used Plates	15.60	13.80	13.59
SW 410 Contaminated Cloth (Rags)	2.75	2.64	2.43
TOTAL	**316.52**	**275.15**	**237.25**

* *Figures are restated for better accuracy and measurement standardisation.*

There has been a clear decline in the total weight of waste diverted from disposal over the past three (3) financial years, dropping from 316.52 MT in FY2022 to 237.25 MT in FY2024. This downward trend reflects the effectiveness of our recycling initiatives, particularly in reducing waste categories such as Spoilt Copies and Endcores.

Total Weight of Waste Directed to Disposal

The following table outlines the total weight of waste directed to disposal over the past three (3) financial years:

WASTE CATEGORY	METRIC TONNES (MT)		
	2022*	2023*	2024
SW 109 Waste Containing Mercury	0.02	0.12	0.10
SW 110 eWaste	N/A**	0.05	0.01
SW 204 Sludge Containing Metals	0.93	0.26	0.92
SW 305 Spent Lub Oil	N/A**	0.70	0.37
SW 322 Waste of Organic Solvents	3.12	0.90	2.78
SW 409 Contaminated Containers	0.31	0.30	0.26
SW 411 Spent Activated Carbon	1.66	1.53	0.43
SW 417 Waste of Inks	1.03	0.48	2.71
SW 423 Spent Processing Solution	N/A**	N/A**	2.16
TOTAL	**7.07**	**4.34**	**9.74**

* *Figures are restated for better accuracy and measurement standardisation.*
** *New waste data, hence prior years data are reported only if available.*

LOOKING AHEAD

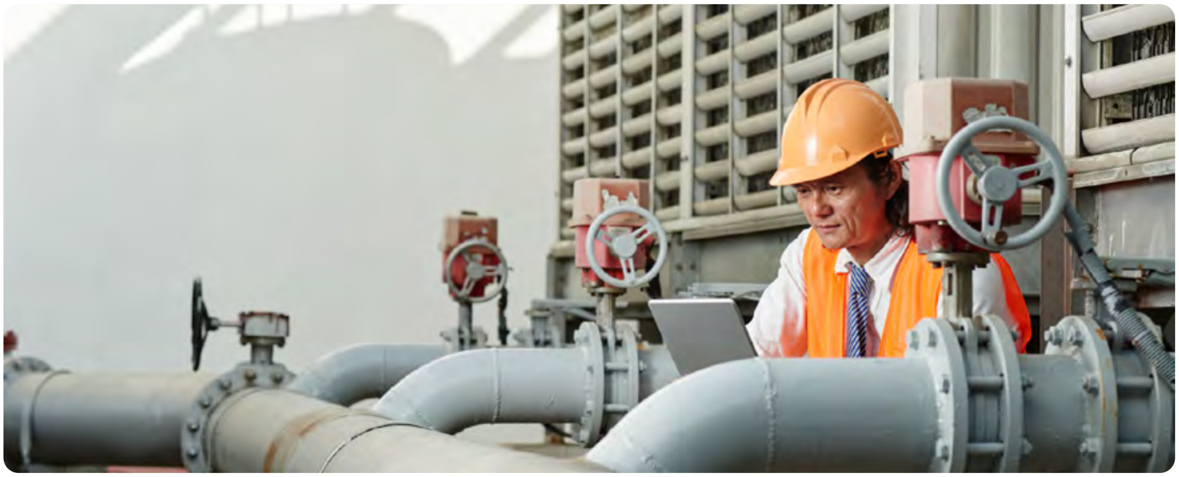
As we move forward, SMG remains committed to minimising waste generation and maximising recycling and reuse. The progress made in FY2024 reflects our ongoing dedication to enhance waste reduction strategies while reinforcing sustainable business practices.

We will focus on improving waste management practices across all operations, particularly on achieving our waste diversion targets and further enhancing recycling capabilities. The data and insights gathered from FY2024 will inform future strategies and help us set more aggressive waste reduction goals in the coming years.

WATER

GRI 2-24, 303-5

Contributing to Responsible Water Management



WHY IT MATTERS

Efficient water management is a key component of SMG's environmental stewardship. As water is a shared and finite resource, water is essential not only for our operations but also the wellbeing of the communities we serve. Sustainable water use helps minimise our environmental impact and address long-term challenges.

We monitor and optimise water usage continuously as this reflects our commitment to sustainability and operational efficiency. Although specific qualitative goals for water usage are still in development, we remain dedicated to managing consumption efficiently and with practical solutions. To support this, we continuously track and report our water usage trends.

At SMG, water consumption is primarily linked to our printing operations, with a smaller portion used for everyday domestic needs. The printing process relies on Reverse Osmosis ("RO") water and we are focused on preserving and managing this vital resource responsibly.

OUR APPROACH

Strengthening Water Management Practices

Despite occasional disruptions in water supply at our facilities, our water storage tanks are designed to maintain operations for at least three (3) days without incoming supply. Although we have not yet implemented alternative measures like rainwater harvesting, we are exploring this possibility to further enhance our sustainability efforts.

Currently, we monitor water consumption through monthly water bills from Pengurusan Air Selangor Sdn. Bhd. ("Air Selangor"). To improve accuracy, we have made significant upgrades, such as installing new water meters and replacing old, rusted G.I pipes that caused leaks. These improvements completed by our in-house maintenance team, have enhanced the accuracy of water measurements and helped reduce waste.

While a formal water usage target has not yet been established, we have seen a reduction in water consumption due to changes in workplace policies. The work-from-home arrangements from FY2021 to FY2023 resulted in lower office water usage, making it difficult to establish a reliable baseline. However, as employees returned to the office in mid-2024, water usage patterns began to stabilise. Additionally, a faulty water meter at the Star Media Hub has impacted our ability to set precise targets. Nonetheless, we remain committed to tracking trends and setting realistic water usage targets in the near future.

OUR PERFORMANCE

In FY2024, SMG's total water consumption was recorded at 9.32 megalitres, a 17.74% reduction from 11.33 megalitres in FY2023. This decline is attributed to decreased on-site activity and successful maintenance initiatives. Water consumption trends at Star Media Hub showed a consistent decrease, reflecting the effectiveness of these efforts.

Total Water Consumption

The table below illustrates our water consumption trend over the past three (3) years:

YEAR	TOTAL WATER CONSUMPTION (MEGALITRES)
2024	9.32
2023	11.33
2022	20.18

Water Consumption at Star Media Hub

Water consumption at Star Media Hub has seen significant improvements, demonstrating the effectiveness of our conservation efforts.

YEAR	WATER CONSUMPTION (MEGALITRES)
2024	2.42
2023	2.77
2022	9.80

Water Consumption at Menara Star

At Menara Star, ongoing optimisation efforts have resulted in a steady decrease in water usage.

YEAR	WATER CONSUMPTION (MEGALITRES)
2024	6.90
2023	8.56
2022	10.38

LOOKING AHEAD

As part of our ongoing commitment to sustainability, SMG will continue improving water management practices across all operations. The reduction in water consumption over the past few years reflects our proactive investments in infrastructure upgrades, maintenance and resource efficiency.

In FY2025, we will focus on further reducing water usage and exploring more innovative solutions to complement our existing water-saving measures. To further mitigate potential supply disruptions, a direct pipeline is being installed to receive water from Air Selangor tankers during interruptions and this contingency measure will be operational by FY2025. We are also committed to setting clear water consumption targets to guide our efforts and track progress effectively.


ELLING · ENGAGING
each station provides a potpourri of engaging content
that makes every encounter an
enriching experience.

COMMUNITY/ SOCIETY

GRI 2-23, 2-24, 413-1

Driving Social Impact for a Sustainable Future

WHY IT MATTERS

We believe that thriving communities are the foundation of a sustainable future. As one of Malaysia's leading media organisations, we embrace our responsibility to drive meaningful change through initiatives that extend beyond financial contributions. Our commitment is embedded in our mission to create long- term social value through four (4) key initiatives: the Star Foundation, the Star Education Fund, Newspaper-in-Education ("NiE") and the Star BRATs programme.

Our outreach efforts span Malaysia's diverse communities, ensuring that our initiatives address unique needs while delivering tangible benefits. Whether through scholarships, educational programmes or recognising impactful individuals and organisations, SMG fosters empowerment and inclusivity nationwide.

As a media organisation, we are uniquely positioned to highlight societal challenges and inspire action. Through our platforms, we shine a light on critical issues, connecting people with meaningful causes and supporting NGOs, social enterprises and educational partners to ensure the sustainability and scalability of our initiatives.

OUR APPROACH

SMG's strategy for community and societal impact is anchored in five (5) key areas: community development, education, access to basic needs and infrastructure, environmental protection, and health and wellbeing.

We align our initiatives with the specific needs of the communities we serve, ensuring that each project contributes to long-term sustainability.

1. **Empowering through Education**

   Education is at the core of SMG's community impact. Our flagship programmes, including the Star Education Fund, NiE and BRATs, provide equitable access to learning, nurture young talent and promote English proficiency.

   - **Star Education Fund:**

     The Star Education Fund remains one of SMG's flagship initiatives, empowering deserving students by providing scholarships to help them achieve their academic and professional aspirations. Since its inception, the fund has partnered with prestigious educational institutions to facilitate access to quality education for students from all backgrounds. In FY2024, we partnered with 26 higher education institutions to offer scholarships to deserving students, enabling students to pursue higher education and realise their potential.

- **NiE Programme:**

  We support the integration of real-world learning into the classroom, with 86 schools participating in 2024.

- **BRATs Journalism Programme:**

  We trained aspiring young journalists aged 14 to 22 in critical skills, with selected participants having their work published in The Star. In FY2024, participants had their work published in The Star, with plans to revive the internship initiative for top performers.

These initiatives not only uplift individuals but also contribute to the relevance of journalism in the digital era.

2. Enhancing Social Welfare

SMG's efforts in social impact are led by the Star Foundation, which manages public donations and coordinates the execution of our social initiatives. Guided by a Board of Trustees, the Foundation ensures that each programme aligns with our sustainability goals and delivers measurable outcomes.

There are four (4) programmes under Star Foundation:

Star Social Impact Grant
At least four (4) social grant recipients.

Medical Fund Programme
No target set as this is based on request.

Supporting NGOs
No target set as this is based on request.

Star Golden Hearts Award
No target set as this is an award programme.

Through continuous collaboration, innovation and community engagement, SMG remains dedicated to advocating social progress, inclusivity and sustainability.

Through the Star Social Impact Grant ("SSIG"), SMG supports initiatives that address community development, education, access to basic needs and infrastructures, environmental protection, and health and wellbeing. Since 2021, SSIG has funded transformative projects that empower individuals and communities.

All recipients of the SSIG are thoroughly evaluated and reviewed. The process includes reviewing submitted proposal forms and performing detailed research to verify the credibility and potential of each project. We review factors such as the project's environmental and biodiversity impact, feasibility, sustainability and long-term benefits. The findings are then presented during the Star Foundation Board of Trustees meeting.

Upon the completion of the 12-month project period, all grant recipients are required to submit a comprehensive impact report detailing the outcomes and success of their initiatives. The recipients are featured in The Star newspaper, both print and online, showcasing resultant positive changes.

These impact reports and stories are crucial for maintaining transparency and accountability, ensuring that the SSIG continues to drive meaningful and sustainable change in the communities it supports.

SMG also reinforces social welfare efforts through direct donations to NGOs and community projects, furthering our commitment to creating lasting social change.

3. Championing Environmental Stewardship

In collaboration with Lightup Borneo PLT, SMG tackles energy poverty by providing hydro-powered lighting solutions to rural communities, enhancing their safety and wellbeing.

4. Bridging Healthcare Gaps

Through Star Foundation's Medical Fund Programme, financial aid is provided for life-saving medical procedures, particularly for underprivileged youth. Since its inception, SMG's Medical Fund Programme has been a vital source of support for individuals requiring critical medical procedures, especially those from underprivileged backgrounds. The programme specifically assists individuals aged 21 and under who are suffering from chronic illnesses, providing them with the financial aid necessary for life-saving surgeries.

Each application undergoes rigorous due diligence by SMG's Star Foundation team, followed by consultations from a panel of doctors. All cases are then reviewed by the Board of Trustees before approval. Once approved, a pre-surgery story is published to raise additional funds for the procedure.

In FY2024, RM335,866.80 was disbursed to five (5) recipients, improving healthcare access and transforming lives. The programme also strengthened governance, incorporating independent medical reviews to ensure transparency and accountability. Through impactful storytelling, we amplify the voices of beneficiaries, raising awareness and fostering greater community support.

OUR PERFORMANCE

1. Star Foundation

1.1 Star Social Impact Grant

Since its launch, SSIG has been instrumental in supporting impact-driven projects that align with our sustainability goals.

In FY2024, the SSIG awarded RM134,000 to three (3) exceptional organisations:

IDEAS Autism Centre
RM50,000 to enhance educational resources for 67 children with autism, fostering inclusion and developmental progress.

Women Of Will
RM50,000 to empower 25 women farmers through micro-loans and entrepreneurial training, promoting financial independence.

Lightup Borneo PLT
RM34,000 to fund hydro-powered lighting systems for rural villages, benefitting 150 villagers across 30 households.

ORGANISATION	GRANT AMOUNT (RM)	NUMBER OF INDIVIDUALS BENEFITTING FROM THE INVESTMENT	KEY OUTCOMES
IDEAS Autism Centre	50,000	67 children	Improved education and inclusivity
Women Of Will	50,000	25 women	Economic empowerment through skills training
Lightup Borneo PLT	34,000	150 individuals	Hydro lighting for rural villages
TOTAL	**134,000**	**242**	

In total, over the past three (3) years, SSIG has awarded RM514,000, benefitting 1,796 individuals. While the total grant amount decreased in FY2024, the impact of each initiative remains profound, helping to build a more equitable and sustainable Malaysia.

YEAR	GRANT AMOUNT (RM)	NUMBER OF INDIVIDUALS BENEFITTING FROM THE INVESTMENT
2024	134,000	242
2023	200,000	1,333
2022	180,000	221

Impact

The reduction in the SSIG grant amount from RM200,000 in FY2023 to RM134,000 in FY2024 reflects the Star Foundation's ongoing commitment to carefully evaluating and optimising resources to achieve maximum impact. Unlike a fixed annual target, the SSIG grants are tailored to meet the specific needs and feasibility of each project. This approach ensures that funds are allocated efficiently, targeting initiatives that promise the most effective outcomes.

SUSTAINABILITY STATEMENT

1.2 Medical Fund Programme

In FY2024, Star Foundation disbursed RM335,866.80 through the Medical Fund Programme, benefitting five (5) recipients—a significant increase compared to previous years. The allocation of funds follows a case-by-case approach, with each case reviewed by at least two (2) internal medicine practitioners and a specialist in the relevant field. This ensures impartiality and reinforces the programme's commitment to transparency and accountability.

YEAR	DISBURSEMENT (RM)	NUMBER OF RECIPIENTS
2024	335,866.80	5
2023	173,000	2
2022	222,991	6

Impact

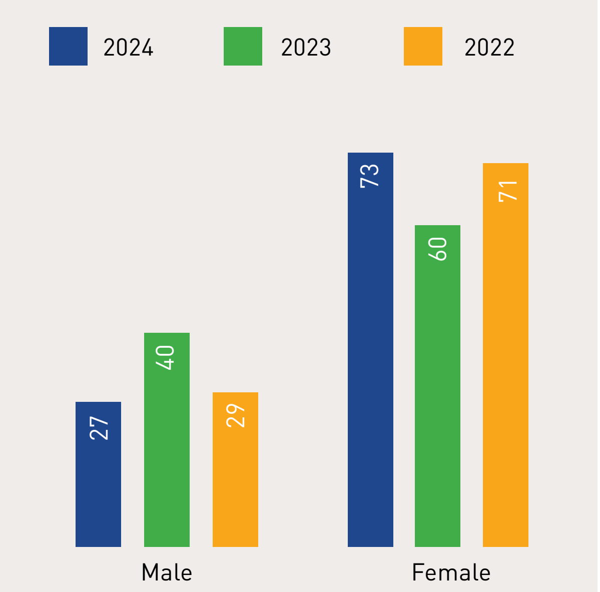
The Medical Fund Programme in FY2024 saw a 94.14% increase in funds disbursed compared to FY2023. This growth enabled Star Foundation to provide critical medical support to underprivileged youth, transforming lives through access to healthcare. The programme's storytelling approach has also fostered public awareness, rallying community support and encouraging solidarity among Malaysians. By assessing each case individually, the programme continues to direct resources where they are needed most, ensuring that the impact is maximised for each recipient.

1.3 Star Education Fund

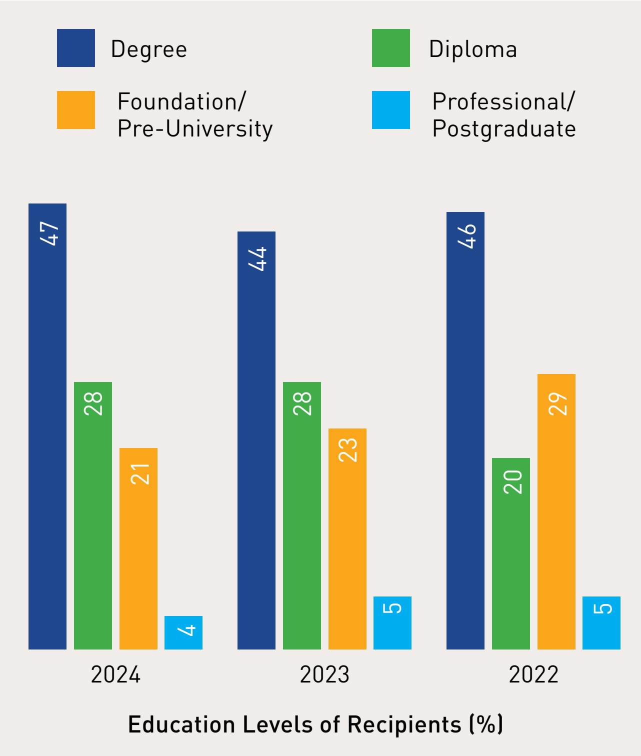
In FY2024, the fund awarded RM5.78 million worth of scholarships to 81 students, surpassing its target of 80 recipients. This achievement was made possible through SMG's strong collaboration with 26 higher education institutions. Looking ahead to 2025, SMG plans to continue expanding the offerings, with an estimated total scholarship value of RM6 million for 80 students. Over the past three (3) years, the Star Education Fund has supported 235 students, empowering them to pursue higher education and shape Malaysia's future.

Scholarship Amount and Number of Recipients for the Past Three (3) Years

YEAR	SCHOLARSHIP AMOUNT (RM mil)	NUMBER OF RECIPIENTS
2024	5.78	81
2023	5.76	78
2022	5.94	76



Gender of Recipients (%)



Impact

The Star Education Fund continues to be a beacon of opportunity, enabling students to overcome financial barriers and pursue their education without hindrance. Through this initiative, SMG equips beneficiaries with the qualifications and skills necessary to succeed in today's job market, contributing to Malaysia's socio-economic development and building a skilled workforce for the future.

1.4 Star Golden Hearts Award ("SGHA")

The SGHA serves as a platform to celebrate and recognise the unsung heroes of Malaysia—individuals and organisations whose selfless acts of kindness and dedication have made a profound impact on their communities. In FY2024, SGHA marked its 10th anniversary under the theme "The Power of One, the Strength of Many," reflecting a decade of inspiring stories and transformative actions.

A panel of judges rigorously evaluated over 500 nominations, selecting 10 winners whose contributions addressed critical social and environmental issues. Each winner received a RM15,000 prize to support their continued efforts in creating positive change.

The SGHA continues to be a source of inspiration, showcasing the power of unity and kindness in making Malaysia a better place. By recognising these heroes, SMG not only honours their contributions but also inspires others to engage in acts of kindness, fostering a spirit of compassion throughout the nation.

SGHA 2024 Winners

WINNER	CONTRIBUTION
RIMAU	Safeguards critically endangered Malayan Tigers through conservation efforts.
Reef Check Malaysia	Protects and conserves Malaysia's marine ecosystems.
Silatul Rahim Bin Dahman	Advocates for equal rights and participation for the blind and visually impaired.
WWF-Malaysia Orang Asli Anti-Poaching Team	Combats poaching and conserves the Malayan Tigers through anti-poaching efforts and community partnerships.
Food Aid Foundation	Rescues surplus food to feed the needy, provide emergency relief and empower individuals.
Prof. Dr. Thong Meow Keong	Pioneers genomic medicine and advocates for equity in genetic healthcare.
APE Malaysia	Restores wildlife habitats through community-based conservation projects.
WWF-Malaysia Sarawak Wildlife Conservation Team	Protects Sarawak's ecosystems through collaborative environmental efforts.
Turtle Conservation Society of Malaysia	Protects and restores freshwater turtle populations through research and education.
Search and Rescue Dogs Malaysia	Deploys trained dogs for life-saving missions during disasters and emergencies.

Impact

The SGHA 2024 highlighted the power of individuals and organisations in driving change. The 10 winners represent a diverse range of causes—from wildlife conservation to disaster relief—and demonstrate the strength of collective action in tackling Malaysia's most pressing challenges. SGHA continues to inspire Malaysians to contribute to the wellbeing of their communities and the protection of the environment, reinforcing SMG's commitment to sustainability and responsible stewardship.

SUSTAINABILITY STATEMENT

1.5 SMG Employee CSR Initiative

In FY2024, SMG revitalised its corporate social responsibility ("CSR") programme, rebranding it as the SMG Employee CSR Initiative. This new focus empowers SMG employees to take an active role in giving back to the community, engaging in impactful initiatives that address pressing social and environmental issues. Six (6) key activities were organised throughout the year, in partnership with various NGOs and social enterprises:

E-Waste Collection Drive 2.0
Partnered with Highstead Sdn. Bhd. for a one-day drive to promote responsible e-waste disposal. The total amount of e-waste collected was 351.64 kg, which was equivalent to 540.1 kg of GHG (CO_2 reduction).

'Food for Soul' Ramadhan Food Distribution
Collaborated with PERTIWI Soup Kitchen to distribute food to 250 individuals during Ramadhan.

Brown Bag Sharing Session: 'Sustainability Made Easy'
Hosted a session on sustainability with ESGright Sdn. Bhd., educating 62 SMG employees on eco-friendly practices.

'Beat Plastic Pollution: Act Now!'
Organised a plastic waste collection drive with KLOTH, raising awareness about plastic pollution. The total amount of plastic waste collected during the drive was 78 kg.

Pre-Loved Item Collection Drive
Encouraged employees to donate pre-loved items, supporting KLOTH's social enterprise and promoting sustainable fashion. A two (2) hours awareness sharing session was conducted, educating 52 SMG employees and a total of 463.2 kg of pre-loved items was collected, which is equivalent to 1,035 kg of GHG (CO_2 reduction).

Gift of Love Year-End Gifting Project
Distributed gifts to 32 children at the Our Kids Are Special centre, spreading joy during the festive season.

Impact

The SMG Employee CSR Initiative has been instrumental in cultivating a culture of volunteerism within the company. In FY2024, the six (6) CSR activities not only addressed critical social and environmental issues but also educated employees on sustainable practices. These efforts have created a lasting impact, benefitting vulnerable communities and the environment, and laying the foundation for continued growth in employee-led social responsibility.

1.6 Donations to NGOs

SMG recognises the essential role of NGOs in addressing the needs of underserved communities across Malaysia. Through the Star Foundation, SMG has consistently provided financial support to enable NGOs to continue their work in improving the lives of vulnerable groups.

1.6.1 Supporting NGOs Programme 2024

In FY2024, the Star Foundation disbursed RM112,705 under the Supporting NGOs Programme, which directly supported five (5) impactful organisations:

Pertubuhan Kebajikan Anak-Anak Yatim Jaz
Provided 13 laptops valued at RM16,257.

Selangor Family Aid Association
Repaired the roof structure of its female ward, costing RM27,648.

Persatuan Insan Istimewa Cheras Selangor
Repaired the roof structure of its home, with an expenditure of RM26,500.

Home for the Aged, Simee Care Centre
Sponsored six (6) units of Mobilis Commode Chairs worth RM10,800.

Persatuan Mobiliti Selangor dan Kuala Lumpur
Donated a hydraulic lift, costing RM31,500.

Donations to NGOs over the Past Three (3) Years

YEAR	TOTAL AMOUNT DISBURSED (RM)	NUMBER OF INDIVIDUALS BENEFITTING FROM THE INVESTMENT	NOTABLE CONTRIBUTIONS
2024	112,705	212	Supported five (5) NGOs under the Supporting NGOs Programme, including infrastructure repairs and essential equipment donations.
2023	45,000	85	Aid to the National Kidney Foundation, ORKIDS and Home for the Aged (CWS) Simee, focusing on health and education.
2022	230,000	4,820	Supported multiple NGOs with a focus on education, social welfare and environmental initiatives.

Impact

Through financial support and targeted donations, SMG continued to empower NGOs to better serve communities in need. These donations directly impact organisations providing essential services, ensuring that vulnerable groups receive the help and resources they need to thrive.

1.7 Other CSR Initiatives

Additionally, SMG's radio station, 988, conducted its own CSR initiative in FY2024, to connect audiences towards meaningful causes. A one-time donation of RM20,000 was distributed equally between Pertubuhan Kebajikan Orang Tua Cacat dan Kurang Upaya Taman Connaught, Kuala Lumpur and Home for The Aged (CWS) Simee, Ipoh, Perak. This contribution was tied to a campaign that linked charitable giving with revenue generated from ticket sales. Additionally, Suria donated to Pusat Jagaan Kanak-Kanak Yatim/ Miskin Rukayah during Hari Raya Qurban to kids of Pusat Jagaan Kanak-Kanak Yatim/ Miskin Rukaiyah, demonstrating a shared commitment to supporting vulnerable groups.

LOOKING AHEAD

In 2025, SMG will continue to enhance its community-driven initiatives, particularly in education, healthcare and social impact. We aim to expand our Star Education Fund Scholarship Programme through partnerships with more educational institutions, providing deserving students with access to quality education and empowering them to realise their full potential, while enhancing the reach and support provided by our Medical Fund Programme to benefit more individuals in need. Through the Star Social Impact Grant, we will support at least four (4) impactful projects that focus on sustainability and social change.

SMG remains committed to environmental conservation, with plans to foster greater collaborations that raise awareness and inspire action. We will build on our partnership with NGOs and social enterprises to explore new opportunities to address critical environmental challenges, promoting sustainable solutions for local communities.

Employee engagement will remain a key focus, as we continue to cultivate a strong culture of volunteerism through the SMG Employee CSR initiative. By encouraging greater participation, we aim to strengthen community bonds and increase our social impact. Through collaboration, innovation and strategic partnerships, SMG is dedicated to building a more inclusive and empowered Malaysia.

DIVERSITY

GRI 2-23, 2-24, 2-26, 202-2, 405-1

Fostering a Diverse Work Culture

WHY IT MATTERS

At the heart of our operations, SMG believes that fostering diversity and ensuring equal opportunities are key drivers of sustainable growth. A diverse workforce—encompassing varied perspectives and experiences—empowers us to make well-informed decisions and develop innovative solutions for our stakeholders. By embracing inclusivity, we not only meet the evolving needs of our diverse customer base but also contribute positively to society.

Our commitment to diversity is reflected in our continuous efforts to cultivate a culture where every employee, regardless of background, feels valued and empowered. We prioritise merit-based recognition and fair compensation, fostering a transparent and equitable work environment. This approach strengthens trust and collaboration across the organisation, benefitting both employees and the broader SMG community.

We view an inclusive workplace as both a business imperative and a moral responsibility—one that fosters long-term success and sustainable growth.

OUR APPROACH

A Framework for Fairness and Equity

To ensure fairness and equity remain at the core of our operations, SMG's Group Recruitment Policy establishes a strong foundation for diversity and non-discrimination. The policy upholds a merit-based hiring process, ensuring equal opportunities for all candidates—regardless of gender, age, race, ethnicity, disability or other protected characteristics. It also sets clear guidelines for job advertisements and selection procedures, reinforcing our commitment to a diverse and inclusive workplace.

Leadership Diversity

In FY2024, our Nomination Committee continued its efforts to enhance diversity at the leadership level. Regular reviews of the Board's composition ensure alignment with our diversity objectives, focusing on, among others, ethnic representation, skill diversity and leadership capabilities.

Beyond professional credentials, the Board evaluates candidates based on leadership qualities, interpersonal skills and their ability to foster strategic relationships. For example, Tan Sri Wong Foon Meng, our Chairman, a former Dewan Negara President, exemplifies strong leadership in guiding the Board while fostering collaboration. Similarly, Tan Sri Johan Bin Jaaffar, a distinguished journalist and former Media Prima Chairman, brings invaluable experience, a strong industry reputation and extensive networks that contribute to SMG's growth. His deep understanding of Malay culture and values further enhances the Board's ability to navigate diverse perspectives.

While we acknowledge that the Board has yet to meet the MCCG's 30% women representation target, we remain committed to achieving this milestone by actively seeking qualified female candidates. Recognising the value of both experience and fresh perspectives, the Board welcomed a new member under 50 in 2024. As we prioritise skills and experiences in boardroom appointments, we also aim to provide opportunities for younger talent, ensuring a sustainable pipeline of future leaders.

Safeguarding Inclusivity

SMG remains committed to protecting employees against discrimination through robust grievance mechanisms and a comprehensive Whistleblowing Policy. Established in 2011 and amended in 2018, this policy encourages employees and stakeholders to report misconduct, fraud or corruption confidentially and without fear of retaliation. This aligns with Malaysia's Whistleblower Protection Act 2010, reinforcing our culture of integrity and transparency.

These reporting mechanisms ensure that any perceived bias, misconduct or unfair treatment is promptly addressed. All complaints are taken seriously and, when necessary, escalated to the Audit Committee, underscoring our zero-tolerance stance on discrimination.

As we move forward, SMG remains dedicated to embedding diversity, inclusivity and equity into all aspects of our operations. We will continue tracking diversity metrics and engaging with department leaders to assess progress and gather feedback.

OUR PERFORMANCE

We uphold the highest standards of fairness and impartiality in employee treatment, using annual performance reviews to identify areas for improvement. In FY2024, we maintained a diverse workforce across various age and gender demographics, reflecting our commitments to an equitable workplace.

Gender and Age Diversity

Our workforce remains balanced across gender and age groups, with steady increases in female representation at managerial and executive levels. However, non-executive and technical roles continue to be male-dominated, reflecting broader industry trends.

Number of Employees by Gender and Age Group for Each Employee Category and Functions

YEAR	2022						2023						2024					
AGE GROUP	CATEGORY OF EMPLOYEES																	
	MANAGERIAL		EXECUTIVE		NON-EXECUTIVE / TECHNICAL STAFF		MANAGERIAL		EXECUTIVE		NON-EXECUTIVE / TECHNICAL STAFF		MANAGERIAL		EXECUTIVE		NON-EXECUTIVE / TECHNICAL STAFF	
	NUMBER OF EMPLOYEES																	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Under 30 years old	3	3	26	74	16	13	2	5	32	71	23	23	3	2	35	73	23	25
30-50 years old	65	91	109	125	122	59	76	95	109	122	123	61	80	92	104	112	113	56
Over 50 years old	46	50	37	29	53	19	61	57	35	28	46	19	60	50	32	30	46	14
TOTAL	**114**	**144**	**172**	**228**	**191**	**91**	**139**	**157**	**176**	**221**	**192**	**103**	**143**	**144**	**171**	**215**	**182**	**95**

M - Male
F - Female

Ethnic Diversity

SMG's workforce reflects Malaysia's multi-ethnic landscape, with representation from various communities. While groups like the Iban and Kadazan remain underrepresented, our hiring decisions are strictly merit-based. Moving forward, we will explore initiatives to enhance representation from underrepresented groups.

Number of Employees by Gender for Each Ethnic Group

YEAR	2022						2023						2024					
ETHNICITY	CATEGORY OF EMPLOYEES																	
	MANAGERIAL		EXECUTIVE		NON-EXECUTIVE / TECHNICAL STAFF		MANAGERIAL		EXECUTIVE		NON-EXECUTIVE / TECHNICAL STAFF		MANAGERIAL		EXECUTIVE		NON-EXECUTIVE / TECHNICAL STAFF	
	NUMBER OF EMPLOYEES																	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Malay	18	20	75	93	78	31	29	26	80	89	84	36	30	27	78	87	84	37
Chinese	63	93	63	93	29	25	72	101	55	91	23	27	73	88	56	84	22	21
Indian	25	26	31	37	81	29	30	26	37	35	78	31	30	24	35	40	69	28
Orang Asli	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Iban	1	-	-	1	-	1	1	-	-	1	-	1	1	-	-	1	-	1
Kadazan	1	1	-	1	-	1	1	1	1	1	1	2	1	1	-	-	1	2
Others	6	4	3	3	3	4	6	3	3	4	6	6	8	4	2	3	6	6
TOTAL	114	144	172	228	191	91	139	157	176	221	192	103	143	144	171	215	182	95

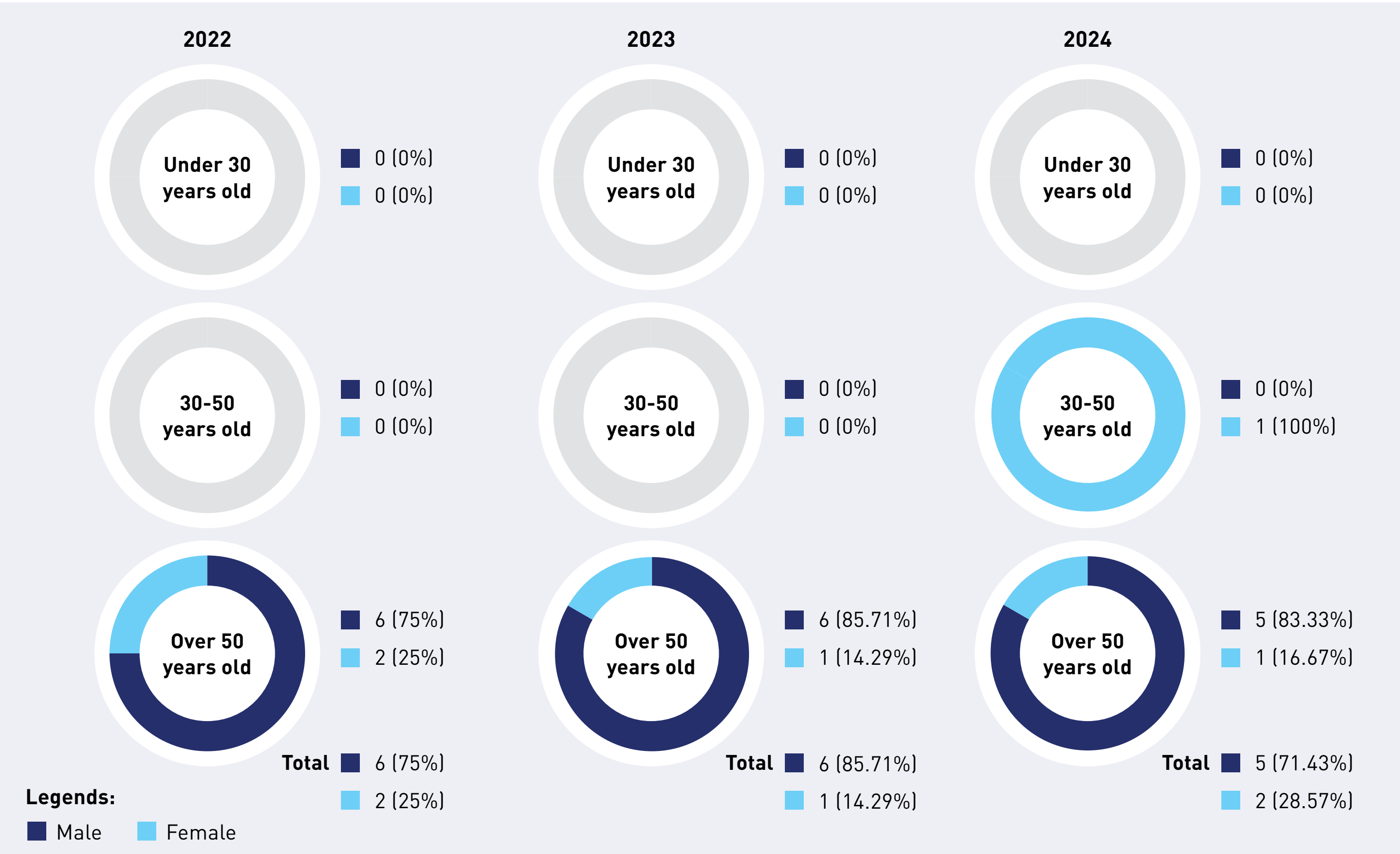
M - Male
F - Female

Employees with Disabilities

The representation of employees with disabilities has remained unchanged from FY2022 to FY2024, with one (1) visually impaired female employee in the non-executive/ technical staff category. SMG remains open to expanding opportunities for persons with disabilities.

Board Composition

The Board comprises leaders with diverse expertise in business strategy, finance and media. In FY2024, we enhanced age diversity with the appointment of Ms Tee Chew Lay (under 50), addressing an existing gap from previous years.



LOOKING AHEAD

SMG remains determined to foster a diverse, inclusive and equitable workplace. By nurturing a multi-ethnic and multi-generational workforce, we aim to bring together varied perspectives that reflect Malaysia's vibrant community and support stronger decision-making throughout the organisation.

We are dedicated to expanding opportunities for underrepresented communities while maintaining our merit-based approach to hiring. Strategic outreach initiatives will be strengthened to attract talent from communities such as the Iban, Kadazan and persons with disabilities. Simultaneously, we will reinforce our inclusive workplace policies to ensure every employee—regardless of background—feels valued, respected and empowered to thrive.

Employee engagement and awareness of diversity, equity and inclusion will be a key focus moving forward. By promoting educational initiatives and fostering a culture of belonging, we aim to create an environment where inclusivity is second nature and equity drives sustainable success. Together, these efforts will help SMG build a workplace where diversity flourishes and all employees can contribute meaningfully to our shared goals.

HEALTH AND SAFETY

GRI 2-23, 2-27, 403-1, 403-2, 403-4, 403-5, 403-6, 403-9

Fostering a Safe Working Environment

WHY IT MATTERS

Health and safety are fundamental to our sustainability efforts. By maintaining a safe, supportive work environment, we empower employees to focus on their responsibilities without unnecessary risks. We recognise the potential consequences of health and safety violations on our operations and reputation, which is why we are committed to adhering to all relevant regulations and continuously improving our practices.

As part of our commitment, we actively participate in industry safety initiatives by sending members of our Safety and Health Committee to periodic Safety Conferences. These engagements ensure our team remains well-informed on current Occupational Safety and Health ("OSH") issues.

OUR APPROACH

A Framework to Drive Compliance Excellence

Health and safety remain a top priority. Employees and contractors are encouraged to report unsafe acts, conditions or accidents to uphold workplace safety.

Our OSH Policy is prominently displayed across facilities and reviewed annually at Menara Star OSH Committee meetings. Additionally, all departments working with contractors must issue a Permit to Work and contractors are required to complete Safety Induction training before commencing work.

To maintain a safe environment for all employees, we align with industry best practices, enforce strict safety controls and uphold strong governance standards.

Strict Adherence to Regulatory Standards

We comply with a comprehensive range of laws and regulations, including but not limited to:

- **Occupational Safety and Health (Amendment) Act 2022 ("OSHA")**
- **Environmental Quality ("EQ") Act 1974 and its regulations**
- **Fire Services Act 1988**
- **Factories and Machinery Act 1967**

Our policies are continuously updated to reflect the latest OSHA amendments, enhancing employee protection and employer obligations. We also adhere to the MS 1722:2011 Occupational Safety and Health Management Systems standards, ensuring regular updates to Safety Manuals and Work Instructions, alongside periodic workplace reviews.

Mitigating Risks and Enhancing Workplace Safety

We have implemented stringent SOPs for high-risk tasks identified through Hazard Identification, Risk Assessment and Risk Control ("HIRARC") assessments. Our fire extinguishers, water sprinklers and hydrants undergo regular maintenance.

To mitigate noise-related risks, we conducted noise risk assessments with consultant support. This included annual hearing conservation training and audiometric testing for employees in high-noise environments. Heavy machinery, including hoisting systems and pressurised vessels, undergoes annual certification in compliance with Department of Safety and Health ("DOSH") regulations, overseen by our Facilities and Engineering departments with support from the Building and Property Services teams.

Addressing Workplace Risks and Machinery Compliance

In FY2024, we conducted a noise risk assessment, supported by mandatory hearing conservation training and audiometric testing for relevant employees at Star Media Hub. Employees working in noisy environments are equipped with hearing protectors and undergo annual testing.

We also ensured compliance with machinery regulations, engaging external consultants to oversee the maintenance and certification of pressurised vessels, hoisting systems, and other equipment under DOSH guidelines.

Health and Safety Training Initiatives

In FY2024, we continued offering training programmes to enhance workplace safety and ensure compliance with evolving standards. These included:

- **Annual Audiometric Testing** to monitor employees' hearing health
- **Chemical Safety Training** on hazardous material handling
- **Scheduled Waste Management Training**
- **Safety Induction Programmes** for new employees and contractors
- **Hearing Conservation Awareness Sessions** for employees at Star Media Hub

We also ensured that each subsidiary maintained the required number of trained OSH representatives, in line with legal requirements.

Enhancing Accessibility for Differently-Abled Individuals

We remain committed to inclusivity, continuously improving access and safety for differently-abled individuals at our facilities. This includes the installation and maintenance of ramps, chairlifts in auditoriums and accessible toilets at all business locations, fostering a safe and inclusive environment for all employees and visitors.

Strong Governance of Health and Safety Initiatives

OSH committees are active at all facilities with over 40 employees, ensuring balanced representation between management and employee. These committees help implement health and safety policies effectively.

Emergency Response Teams ("ERTs") are stationed at two (2) key facilities, providing rapid responses in emergencies. The Star Media Hub ERT comprises 42 members, organised into specialised teams such as Security, Technical, Chemical Spillage, Warden, Firefighting and First Aid. The team undergoes regular internal training and participates in OSH committee discussions to ensure alignment with company policies.

To reinforce safety awareness, we conduct regular sessions for employees on health and safety policies and best practices, demonstrating our ongoing commitment to a secure workplace.

OUR PERFORMANCE

Zero Workplace Fatalities

We are pleased to report zero workplace fatalities for the third consecutive years, reflecting our strong safety culture and commitment to employee wellbeing.

Number of Workplace Fatalities

EMPLOYEE CATEGORY	TOTAL HOURS WORKED			TOTAL NUMBER OF DAYS WORKED			TOTAL NUMBER OF FATALITIES		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Management	463,518	533,001	520,073	54,531.50	62,706.00	61,185.00	0	0	0
Executive	739,606	717,600	709,984	87,012.50	84,423.50	83,527.50	0	0	0
Non-Executive/ Technical Staff	479,241	498,132	484,465	58,983.50	61,308.50	59,626.50	0	0	0
TOTAL	**1,682,365**	**1,748,733**	**1,714,522**	**200,527.50**	**208,438.00**	**204,339.00**	**0**	**0**	**0**

Injuries and Lost Time Incident Rate

While we observed an increase in injuries and lost time incidents in FY2024, these were primarily minor. This underscores the need to reinforce our safety protocols and cultivate a culture of vigilance and responsibility. In response, we have conducted thorough investigations and shared findings with relevant departments to implement corrective actions.

To enhance workplace safety, our leadership is actively driving safety awareness initiatives and expanding the deployment of OSH Coordinators across key locations for real-time oversight.

Total Number of Injuries and Lost Time Incident Rate

EMPLOYEE CATEGORY	TOTAL HOURS WORKED			TOTAL NUMBER OF DAYS WORKED			TOTAL NUMBER OF INJURIES			TOTAL NUMBER OF CASES/ INCIDENTS RESULTING IN LOST WORKDAYS			LOST TIME INCIDENT RATE		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Management	463,518	533,001	520,073	54,531.50	62,706.00	61,185.00	0	0	0	0	0	0	0	0	0
Executive	739,606	717,600	709,984	87,012.50	84,423.50	83,527.50	0	0	0	0	0	0	0	0	0
Non-Executive/ Technical Staff	479,241	498,132	484,465	58,983.50	61,308.50	59,626.50	2	0	7	0	0	6	0.83	0.40	2.89
TOTAL	**1,682,365**	**1,748,732**	**1,714,522**	**200,528**	**208,438**	**204,339**	**2**	**0**	**7**	**0**	**0**	**6**	**0.83**	**0.40**	**2.89**

Health and Safety Training Participation

Although attendance at Health and Safety Standards Training sessions declined in FY2024, we are committed to increasing the frequency and accessibility of these programmes in the coming year. Strengthening training participation will further improve our safety performance and ensure a safer workplace for all employees.

Number of Trainings and Employees Covered

EMPLOYEE BY CATEGORY	NUMBER OF HEALTH & SAFETY STANDARDS TRAININGS ATTENDED		
YEAR	2022	2023	2024
Management	4	11	8
Executive	5	8	8
Non-Executive/ Technical Staff	30	50	9
General Workers	-	-	-
TOTAL	**39**	**69**	**25**

LOOKING AHEAD

We will further strengthen our health and safety initiatives by enhancing training accessibility, increasing proactive risk assessments and refining safety protocols across all operations. We are committed to fostering a culture of continuous improvement, ensuring that all employees and contractors remain safe, informed and engaged in maintaining a secure workplace. Our goal is to achieve sustained improvements in safety performance, reinforcing our dedication to a healthier, safer work environment for all.

LABOUR PRACTICES AND STANDARDS

GRI 2-7, 2-16, 2-23, 2-25, 401-1, 404-1

Investing in our Workforce

WHY IT MATTERS

Our employees are the driving force behind SMG's continued success and essential to maintaining the high standards of our content, offerings and services. We recognise that fostering a supportive and harmonious working environment is key to attracting, nurturing and retaining top talents, which in turn drives our long-term growth and sustainability.

A supportive, inclusive and rewarding work environment enhances employee satisfaction, productivity and engagement, aligning our workforce with the Group's vision and mission. By prioritising professional development, labour practices and ethical standards, we strengthen our position as a responsible employer while fostering a culture of trust and excellence.

OUR APPROACH

Meaningful Engagement and Union Collaboration

Our collaboration with the NUJ and the National Union of Newspaper Workers ("NUNW") is instrumental in shaping fair labour practices that benefit all employees, including non-unionised staff.

Feedback gathered during Collective Agreement ("CA") negotiations, often communicated verbally, plays a crucial role in enhancing workplace conditions and employee benefits. Our Group People department, alongside input from Heads of Departments ("HODs"), ensures that concerns are managed effectively and thoughtfully.

During these discussions, we carefully consider employee concerns, such as medical benefits and insurance costs, balancing their needs with the financial sustainability of the organisation. This collaborative approach fosters trust and mutual respect, ensuring that resolutions are equitable for all parties involved.

Whistleblowing and Supply Chain Integrity

We uphold a zero-tolerance policy for unethical labour practices, including forced or unpaid labour. The Whistleblowing Programme ("WBP") enables employees and stakeholders to report concerns confidentially without fear of reprisal, reinforcing transparency and accountability within the Group.

While no cases were reported under our WBP in FY2024, we remain confident that our policies and processes meet the necessary standards.

Training and Professional Development

Workforce development remains a key priority. In FY2024, our training initiatives focused on four (4) core areas: leadership, technical skills, personal growth and functional expertise.

Post-training evaluations allow us to continuously refine and enhance our programmes to align with both organisational needs and employee aspirations. These training sessions complement our career progression frameworks and performance appraisals, ensuring employees have ample opportunities for professional growth.

Ethical Labour Practices

We are committed to ethical labour practices, guided by the principles of the International Bill of Human Rights and the Universal Declaration of Human Rights by the United Nations. Our internal policies strictly prohibit coercion, harassment or bullying in any form. Employees can report such incidents through our Grievance Procedure, which allows escalation to their superior or to the Group People department. All grievances are thoroughly investigated and resolved within a specified timeframe, ensuring a safe and respectful workplace for all.

Through these efforts, we continue to cultivate a workplace where employees are empowered to reach their fullest potential in an environment of mutual respect and dignity.

OUR PERFORMANCE

At SMG, we value our employees' contributions and remain committed to fostering a work environment that promotes work-life balance and professional development. Our initiatives prioritise employee wellbeing while ensuring long-term business success.

Employee Training

In FY2024, the number of trained employees increased across all categories, with a notable rise in management training. In FY2023, the number of trained management employees stood at 173, increasing to 513 in FY2024. Total training hours also saw a significant rise of 257.48%, from 2,006 in the same period. This increase reflects our focus on equipping leaders with essential skills in Data Analytics, Digital Marketing, Advertising and AI to stay ahead in a rapidly evolving digital landscape.

Total Hours of Training by Employee Category

YEAR	2022		2023		2024	
EMPLOYEE BY CATEGORY	NUMBER OF EMPLOYEES	TOTAL HOURS OF TRAINING	NUMBER OF EMPLOYEES	TOTAL HOURS OF TRAINING	NUMBER OF EMPLOYEES	TOTAL HOURS OF TRAINING
Management	273	4,271	173	2,006	513	7,171
Executive	341	4,673	441	5,384	297	4,777
Non-Executive/ Technical Staff	112	1,763	263	3,501	82	1,057
TOTAL	**726**	**10,707**	**877**	**10,891**	**892**	**13,005**

Employee Distribution

Between FY2022 to FY2024, the percentage of permanent, contractors and temporary staff experienced marginal fluctuations. While the proportion of permanent employees remained dominant, contractor hires declined slightly, reflecting a shift towards long-term workforce sustainability.

Percentage of Employees Based on Employee Working Period

YEAR	2022		2023		2024	
EMPLOYEES' WORKING PERIOD	NUMBER	%	NUMBER	%	NUMBER	%
Permanent	857	82.09	911	83.65	897	84.38
Contractors (including all workers who are not employees but whose work and/or workplace is controlled by the company)	83	7.95	77	7.08	53	4.99
Temporary Staff	104	9.96	101	9.27	113	10.63
TOTAL	**1,044**	**100**	**1,089**	**100**	**1,063**	**100**

Employee Turnover and Hiring Trends

Employee turnover varied across various categories, working periods and age groups. In FY2024, turnover rates among non-executive/ technical staff declined, while turnover in management increased.

Hiring trends indicate a steady increase in executive level staff, rising from 56.04% in FY2022 to 64.15% in FY2024, while participation among non-executive/ technical staff declined. The hiring of new employees continues to align with our evolving business needs, ensuring workforce optimisation.

SUSTAINABILITY STATEMENT

Total Number of Employee Turnover by Employee Category

YEAR	2022		2023		2024	
RATE OF EMPLOYEE TURNOVER BY CATEGORY	NUMBER	%	NUMBER	%	NUMBER	%
Management	43	24.57	29	27.36	38	34.86
Executive	105	60.00	51	48.11	58	53.21
Non-Executive/ Technical Staff	27	15.43	26	24.53	13	11.93
TOTAL	175	100	106	100	109	100

Total Number of Employee Turnover by Employee Working Periods

YEAR	2022		2023		2024	
EMPLOYEES' WORKING PERIOD	NUMBER	%	NUMBER	%	NUMBER	%
Permanent	158	90.29	95	89.62	103	94.50
Contractors (including all workers who are not employees but whose work and/or workplace is controlled by the company)	17	9.71	11	10.38	6	5.50
Temporary Staff	-	0.00	-	0.00	-	0.00
TOTAL	175	100	106	100	109	100

Total Number of Employee Turnover by Age

YEAR	2022		2023		2024	
RATE OF EMPLOYEE TURNOVER BY AGE	NUMBER	%	NUMBER	%	NUMBER	%
Under 30 years old	59	33.71	38	35.85	35	32.11
30-50 years old	99	56.57	54	50.94	54	49.54
Over 50 years old	17	9.72	14	13.21	20	18.35
TOTAL	175	100	106	100	109	100

Total Number of New Hire Employees by Employee Category

YEAR	2022		2023		2024	
EMPLOYEE BY CATEGORY	NUMBER	%	NUMBER	%	NUMBER	%
Management	41	22.53	41	26.45	27	25.47
Executive	102	56.04	73	47.10	68	64.15
Non-Executive/ Technical Staff	39	21.43	41	26.45	11	10.38
TOTAL	182	100	155	100	106	100

Total Number of New Hire Employees by Employee Working Period

YEAR	2022		2023		2024	
EMPLOYEES' WORKING PERIOD	NUMBER	%	NUMBER	%	NUMBER	%
Permanent	159	87.36	136	87.74	86	81.13
Contractors (including all workers who are not employees but whose work and/or workplace is controlled by the company)	23	12.64	19	12.26	20	18.87
TOTAL	182	100	155	100	106	100

Total Number of New Hire Employees by Age

YEAR	2022		2023		2024	
RATE OF NEW EMPLOYEE HIRES BY AGE	NUMBER	%	NUMBER	%	NUMBER	%
Under 30 years old	96	52.75	71	45.81	65	61.32
30-50 years old	78	42.86	77	49.67	39	36.79
Over 50 years old	8	4.39	7	4.52	2	1.89
TOTAL	182	100	155	100	106	100

Employee Diversity and Retention

In FY2024, 54.72 % of new hires were female, continuing our commitment to gender diversity. Additionally, the proportion of new hires under 30 years old increased from 45.81% to 61.32% in FY2024, demonstrating our investment in young talent and focus on long-term organisational development.

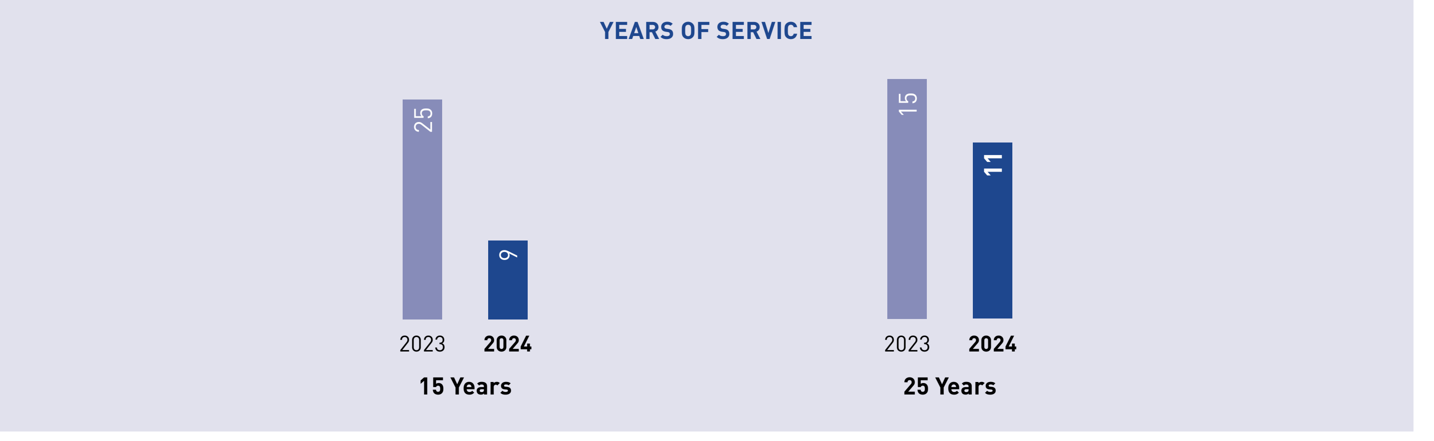
We also take pride in recognising our long-serving employees, with 11 employees reaching 25 years of service in FY2024, underscoring our appreciation for their dedication and commitment.

Total Number of New Hire Employees by Gender

YEAR	2022		2023		2024	
RATE OF NEW EMPLOYEE HIRES BY GENDER	NUMBER	%	NUMBER	%	NUMBER	%
Male	72	39.56	73	47.10	48	45.28
Female	110	60.44	82	52.90	58	54.72
TOTAL	182	100	155	100	106	100

SUSTAINABILITY STATEMENT

Total Number of Recipients of Long Service Award



Human Rights and Workplace Ethics

We are pleased to report zero substantiated complaints regarding human rights violations for the past three (3) financial years, reflecting our continued commitment to ethical labour practices and workplace integrity.

Number of Substantiated Complaints Concerning Human Rights Violation

YEAR	2022	2023	2024
Number of complaints	0	0	0

LOOKING AHEAD

SMG remains dedicated to enhancing our labour practices and standards. Our priorities include expanding training programmes to bridge skill gaps, strengthening our engagement with employees and unions, and refining policies to align with global best practices. We will continue to uphold ethical labour standards, foster a diverse and inclusive workforce, and ensure a workplace where employees feel valued and empowered to excel. By staying committed to those principles, we reinforce our role as a responsible employer, driving sustainable growth for the future.

ECONOMIC | ENVIRONMENTAL | SOCIAL | GOVERNANCE

GOVERNANCE

SUSTAINABILITY STATEMENT

GRI 2-16, 2-23, 2-24, 2-26, 205-1, 205-2, 205-3

ANTI - CORRUPTION

Strengthening Ethical Integrity and Transparency

WHY IT MATTERS

Ethical integrity is the foundation of our operations and reputation. Corruption erodes trust, damages stakeholder relationships and exposes the business to significant risks. We adopt a zero-tolerance approach to all forms of corruption, ensuring compliance with the Malaysian Anti-Corruption Commission ("MACC") Act 2009, Section 17A, alongside relevant regulatory frameworks.

By prioritising anti-corruption measures, we strengthen stakeholder confidence and contribute to a more sustainable corporate ecosystem, ensuring transparency and accountability for employees, partners and customers alike.

OUR APPROACH

Strengthening Anti-Corruption Measures

SMG's Anti-Corruption Policy ("ACP") is a core component of our governance framework. In FY2024, we strengthened its implementation through targeted training, continuous monitoring and proactive engagement. New employees underwent comprehensive onboarding sessions, including ACP training and signed declarations reaffirming their commitment to ethical practices. Existing employees received monthly refresher updates to reinforce awareness.

Training was tailored to different employee groups based on their levels of responsibility, ensuring relevance and effectiveness. The Group People department oversees governance efforts, managing policy adherence, gift declarations and potential risks.

Anti-corruption clauses were embedded into contracts with stakeholders, reinforcing our shared commitment to compliance. While we have not yet appointed a dedicated Anti-Corruption Officer, our current governance structure effectively monitors and mitigates risks, ensuring compliance with our policies.

Encouraging Ethical Reporting through Whistleblowing

As a publicly listed company, SMG upholds transparent and ethical corporate practices, ensuring accurate reporting of financial and operational matters for shareholders, financial markets and stakeholders.

Our WBP encourages Board members, employees and external stakeholders to report any suspected fraud, corruption or resource abuse.

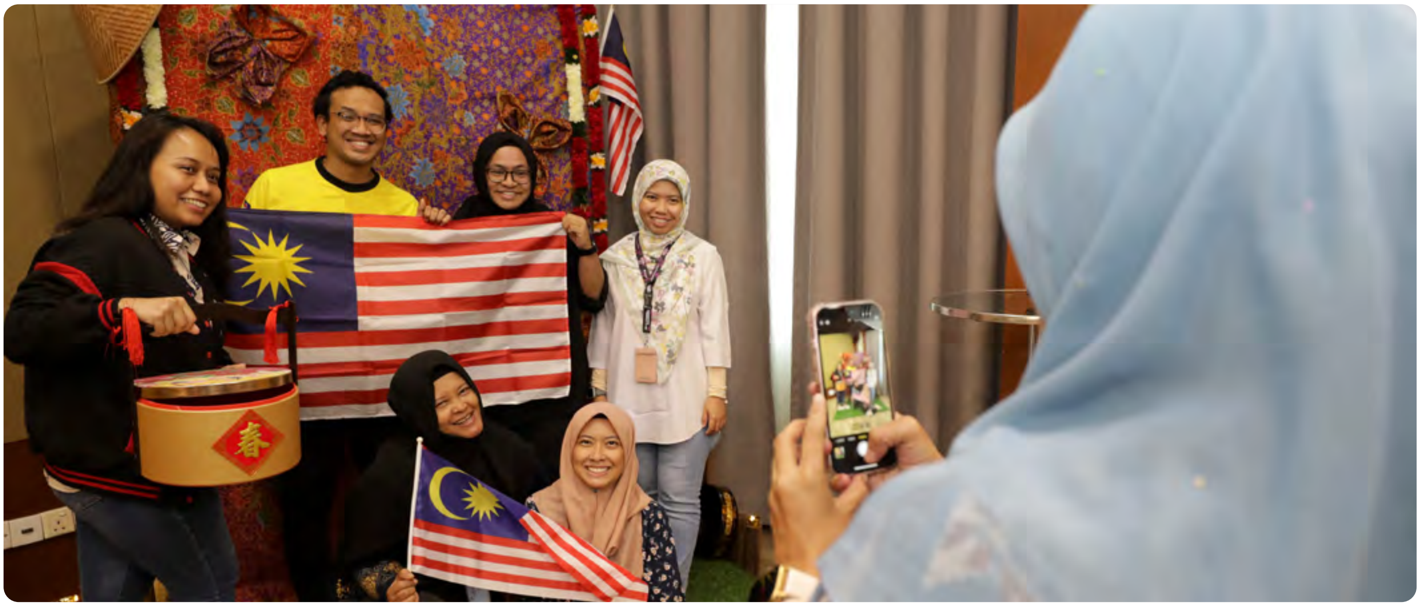
The policy encompasses a broad range of misconduct, including fraudulent financial reporting, misappropriation of funds, misrepresentation, endangerment of public safety, bribery and violations of company policies. Operating separately from employee grievance mechanisms, it ensures a focused approach to addressing ethical concerns. Whistleblowers are protected from retaliation, provided reports are made in good faith and while anonymity is not permitted in order to prevent false claims, confidentiality is strictly maintained. Reporting channels are clear and accessible, allowing concerns to be directed to the Head of Internal Audit and/or the Chairman of the Audit Committee via post or email, ensuring transparency and traceability in the process.

OUR PERFORMANCE

We recorded zero confirmed incidents of corruption in FY2024, maintaining our track record from previous years. This achievement reflects the strength of our governance structures and the engagement of our employees.

In FY2024, our anti-corruption initiatives marked several significant milestones. The Board fully participated in these initiatives as all Directors have read and signed the policy. This underscores our commitment to embedding ethical governance at the highest levels. Additionally, anti-corruption clauses were integrated into contractual agreements further solidifying our commitment to ethical practices with stakeholders, reinforcing mutual trust.

While overall training participation declined, this reflects the completion of extensive foundational training initiatives in prior years. We have made a strategic pivot towards onboarding and targeted training for roles to maintain high ethical standards. Continuous monthly updates have proven effective in sustaining awareness and adherence to anti-corruption policies across the workforce.



Key Performance Indicators – Anti-Corruption Training

YEAR	DIRECTORS/ EMPLOYEES CATEGORY	TOTAL DIRECTORS/ EMPLOYEES	DIRECTORS/ EMPLOYEES TRAINED	TRAINING PERCENTAGE (%)
2024	Board Members	7	1	14.29
	Management	287	2	0.70
	Executive	386	57	14.77
	Non-Executive/ Technical Staff	277	5	1.81
2023	Board Members	6	1	16.67
	Management	296	103	34.80
	Executive	397	188	47.36
	Non-Executive/ Technical Staff	295	199	67.46
2022	Board Members	8	0	0
	Management	258	82	31.78
	Executive	400	220	55
	Non-Executive/ Technical Staff	282	82	29.08

Percentage of Employees Trained

YEAR	TOTAL DIRECTORS/ EMPLOYEES TRAINED	OVERALL TRAINING PERCENTAGE (%)
2024	65	6.79
2023	491	49.40
2022	384	40.51

Confirmed Corruption Cases

YEAR	NUMBER OF CONFIRMED INCIDENTS	ACTIONS TAKEN
2024	0	N/A
2023	0	N/A
2022	0	N/A

LOOKING AHEAD

SMG is committed to continually enhancing our anti-corruption framework. We will focus on promoting the use of our whistleblowing mechanism to ensure that employees feel supported and empowered to report any misconduct. Expanding targeted training initiatives, particularly for key leadership and high-risk roles, will remain a priority. Additionally, we aim to strengthen compliance monitoring and governance processes, reaffirming our dedication to ethical business practices.

By fostering a culture of integrity, transparency and accountability, we continue to build trust with our stakeholders and contribute to a sustainable corporate ecosystem.

DATA PRIVACY AND SECURITY

GRI 2-23, 2-24, 2-27, 418-1

Upholding Trust Through Data Protection

WHY IT MATTERS

Data privacy and security form the foundation of our operations. In an increasingly digital landscape fraught with cyber threats, our responsibility extends beyond mere legal compliance—it is about preserving the trust that our stakeholders place in us. With access to sensitive information such as user profiles, personal data and financial records, we recognise that safeguarding against unauthorised access and cyber threats is critical. Any security lapse could have significant consequences for both the Group and our stakeholders. Upholding robust data protection standards is therefore not just a legal obligation but a fundamental part of our commitment to responsible operations and fostering trust-based relationships.

Our compliance with Malaysia's Personal Data Protection Act ("PDPA") 2010 underscores this commitment. By aligning our practices with global best standards, we ensure not just compliance but the continued confidence of our stakeholders.

OUR APPROACH

Strengthening Policies and Governance

SMG has established rigorous policies and SOPs to safeguard customer data and prevent security breaches. These policies encompass key areas such as Data Principles, Governance, Management, Accessibility, Security, Inventory, Encryption and Destruction.

Key updates in FY2024 include enhanced user authentication measures, stronger password protocols and restrictions on failed login attempts to prevent unauthorised access. These measures align with PDPA's security principles, which mandate concrete steps in securing personal data. Notably, our cybersecurity framework successfully blocked multiple hacking attempts in FY2024, ensuring no breaches occurred and protecting our stakeholders' data.

Additionally, we expanded our SOP coverage to include interns and contract workers, ensuring that all individuals interacting with personal data adhere to the same high standards. This comprehensive approach minimises the risk of data breaches.

Our data protection best practices include:

- **Data Minimisation:** Limiting access to personal data to only those who need it for their work.
- **Data Security:** Implementing strong security measures such as encryption and access controls while ensuring personnel handling personal data are well-trained in security best practices.
- **Data Confidentiality:** Protecting personal data from unauthorised disclosure or misuse.

Policies and SOPs on Data Privacy in Use at SMG

POLICY/ SOP	LAST UPDATED
IT Usage and Security Policy	June 2024
IT Usage and Security Policy (For Tech)	July 2024
SMG Data Centre Security Policy	2024
Technology SOP	2024
Data Management Procedures	2024
Data Loss Playbook	2024
Cyber Incident Playbook	2024

Comprehensive Risk Mitigation

Our risk management strategy includes proactive measures to identify and mitigate data privacy risks. We conduct quarterly Risk Assessments which are reviewed by the Risk Committee, allowing us to anticipate and address potential vulnerabilities. These assessments inform targeted controls that continuously enhance our data protection framework. Additionally, we regularly review and update our security protocols in response to emerging threats and regulatory changes.

A designated panel comprising senior management and relevant stakeholders reviews our SOPs annually or as needed to ensure they remain aligned with industry best practices and regulatory requirements. Collaborations with external consultants for penetration testing in FY2024, further reinforce our security measures.

As part of our ethical commitments, SMG does not share personal data with third parties for marketing or sales purposes unless explicit consent is given, ensuring our stakeholders' privacy is always respected.

Employee Awareness and Training

Recognising that employees are the first line of defense in safeguarding data, SMG invests in ongoing training programmes to equip our staff with the skills and knowledge necessary to manage data responsibly. These programmes focus on compliance with data privacy laws, adherence to internal policies and effective response protocols.

In FY2024, 70 Technology department staff members received ITIL training. We also conducted multiple phishing simulations targeting 135 employees across IT staff, C-level executives, General Managers, Group People and Finance teams.

OUR PERFORMANCE

We are pleased to report that in FY2024, we achieved zero substantiated complaints and zero data breaches. To enhance our threat detection capabilities further, we deployed vulnerability management tools and conducted external penetration tests, strengthening our systems' defenses.

Our adherence to stringent data management policies has enabled us to maintain our yearly target of keeping customer data-related complaints below 5% of total complaints. These outcomes reflect our commitment to upholding high standards of data protection and operational efficiency.

We have maintained our target of keeping customer data-related complaints below 5% of total complaints since we began reporting data privacy and security in FY2022. Looking ahead, we aim to further reduce this percentage to 4% by FY2025 and 3% by FY2026, based on trends in customer service data tracked through our CRM system.

YEAR	2022	2023	2024
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0

LOOKING AHEAD

As data privacy continues to evolve, SMG remains committed to continuous improvement. In FY2025, we plan to introduce a more comprehensive data privacy training programme for all employees, covering data protection principles, security best practices and incident response strategies.

We will continue our established practices regarding user data privacy, maintaining transparent communication on how personal data is handled. We are committed to complying with the Personal Data Protection (Amendment) Act 2024. Strengthening our cybersecurity framework, adopting cutting-edge technologies and fostering a culture of vigilance will remain top priorities as we continue to uphold stakeholder trust in an increasingly complex digital environment.

By staying ahead of emerging threats and reinforcing our data protection measures, SMG will continue to set high standards in data privacy and security, ensuring the resilience of our operations and the trust of our stakeholders.

INDEPENDENT LIMITED ASSURANCE REPORT

Independent Limited Assurance Report on Subject Matter Information in Star Media Group Berhad's Sustainability Statement 2024

We, Grant Thornton Consulting Sdn Bhd ("Grant Thornton") were engaged by Star Media Group Berhad ("SMG") to provide limited assurance on selected Common Sustainability Matters ("CSMs") ("Subject Matter Information") as reported by SMG in its Sustainability Statement for the financial year ended 31 December 2024 ("Sustainability Statement").

Limited Assurance Conclusion

Based on the work we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information presented in the Sustainability Statement has not been prepared, in all material respects, in accordance with the Reporting Criteria.

This conclusion is to be read in the context of what we say in the remainder of this report.

Subject Matter Information

The scope of our work was limited to assurance over selected CSMs reported in SMG's Sustainability Statement, as presented below.

Underlying Subject Matter	Units	Reporting Location (Page Reference)
Community/ Society		
a) Total amount invested in the community where the target beneficiaries are external to the listed issuer; and	Currency	Page 114-122 of the Annual Report/ Sustainability Statement
b) Total number of beneficiaries of the investment in communities	Number	Page 114-122 of the Annual Report/ Sustainability Statement
Supply Chain Management		
a) Proportion of spending on local suppliers	Percentage %	Page 91-93 of the Annual Report/ Sustainability Statement
Emissions Management		
a) Scope 1 emissions;	Tonnes CO_2-eq	Page 98-101 of the Annual Report/ Sustainability Statement
b) Scope 2 emissions; and	Tonnes CO_2-eq	Page 98-101 of the Annual Report/ Sustainability Statement
c) Scope 3 emissions (only for category 6: business travel and category 7: employee commuting)	Tonnes CO_2-eq	Page 98-101 of the Annual Report/ Sustainability Statement

Our assurance is with respect to the year ended 31 December 2024 Subject Matter Information only and we have not performed any procedures with respect to earlier periods or any other information included in the SMG's Sustainability Statement and, therefore, do not express any conclusion thereon.

Independent Limited Assurance Report on Subject Matter Information in Star Media Group Berhad's Sustainability Statement 2024 (cont'd)

Reporting Criteria

The Subject Matter Information needs to be read and understood together with the Reporting Criteria, which SMG is solely responsible for selecting and applying.

The reporting criteria adopted for reporting the Subject Matter Information are based on SMG's internal sustainability reporting guidelines along with their definitions and calculation methodologies as disclosed within the Sustainability Statement ("Reporting Criteria").

Board of Directors and Management's Responsibilities

The Directors and Management of SMG are responsible for:
- determining appropriately selected reporting CSMs;
- the design, implementation and maintenance of internal control relevant to the preparation and presentation of Subject Matter Information that is free from material misstatement, whether due to fraud or error;
- selecting and/or establishing suitable Reporting Criteria;
- measuring or evaluating and presenting the Subject Matter Information in accordance with the Reporting Criteria; and
- the preparation of the Sustainability Statement and the Reporting Criteria and their contents.

Our responsibilities

We are responsible for:
- planning and performing the engagement to obtain limited assurance about whether the Subject Matter Information has been prepared in accordance with the Reporting Criteria;
- forming an independent limited assurance conclusion, based on the work we have performed and the evidence we have obtained; and
- reporting our limited assurance conclusion to SMG.

Our Quality Management and Independence

Our firm applies Malaysian Approved Standard on Quality Management, ISQM 1, *Quality Management for Firms that Perform Audits and Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the By-Laws *(on Professional Ethics, Conduct and Practice)* of the Malaysian Institute of Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Independent Limited Assurance Report on Subject Matter Information in Star Media Group Berhad's Sustainability Statement 2024 (cont'd)

Assurance standards and level of assurance

We performed a limited assurance engagement in accordance with the approved standard for assurance engagements in Malaysia, International Standard on Assurance Engagements 3000 (Revised), *"Assurance Engagements other than Audits and Reviews of Historical Financial Information"* ("ISAE 3000 (Revised)"), and in respect of the greenhouse gas emissions information included within the Subject Matter Information, in accordance with International Standard on Assurance Engagements 3410, *"Assurance Engagements on Greenhouse Gas Statements"* ("ISAE 3410"). These standards require that we plan and perform this engagement to obtain limited assurance about whether the Subject Matter Information is free from material misstatement.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks which vary in nature from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not report a reasonable assurance conclusion.

Work performed

Considering the circumstances of the engagement our work included, but was not restricted to:

- assessing the suitability of the Reporting Criteria as the basis of preparation for the Subject Matter Information;
- conducting interviews with management and relevant staff at group level and selected business unit level concerning sustainability strategies and policies for material issues, and the implementation of these across the business operations;
- assessing the risk of material misstatement of the Subject Matter Information, whether due to fraud or error, and responding to the assessed risk as necessary in the circumstances;
- conducting interviews with relevant management of SMG and examining selected documents to obtain an understanding of the processes, systems and controls in use for measuring or evaluating, recording, managing, collating and reporting the Subject Matter Information;
- conducting interviews with sites, selected on the basis of a risk analysis including the consideration of both quantitative and qualitative criteria;
- performing analytical procedures for consistency of data with trends and our expectation;
- performing selected limited substantive testing including agreeing a selection of the Subject Matter Information to corresponding supporting information;
- considering the appropriateness of a selection of selected unit conversion factor calculations and other calculations used by SMG to prepare the Subject Matter Information including by reference to widely recognised and established conversion factors;
- considering the organisational boundary of SMG for the reporting of Subject Matter Information;
- evaluating the overall presentation of the Subject Matter Information; and
- reading the Sustainability Statement and narrative accompanying the Subject Matter Information in the Sustainability Statement with regard to the Reporting Criteria, and for consistency with our findings.

INDEPENDENT LIMITED ASSURANCE REPORT

Independent Limited Assurance Report on Subject Matter Information in Star Media Group Berhad's Sustainability Statement 2024 (cont'd)

Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different but acceptable evaluation and measurement techniques that can affect comparability between entities over time. Non-financial information is subject to more inherent limitations than financial information given the nature of the underlying characteristics of the subject matter and the methods used to determine such information.

In addition, due to the inherent limitations of any internal control structure, it is possible that errors or irregularities in the information presented in the Sustainability Statement may occur and not be detected. Our engagement is not designed to detect all weaknesses in the internal controls over the preparation and presentation of the Sustainability Statement, as the engagement has not been performed continuously throughout the period and the procedures performed were undertaken on a test basis.

Intended use of this report

This limited assurance report, including our conclusion, has been prepared solely for the Board of Directors of SMG in accordance with the terms of the letter of engagement between us. Our work has been undertaken so that we might state to SMG those matters we are required to state to them in an independent limited assurance report and for no other purpose. We have not considered the interest of any other party in the Subject Matter Information.

To the fullest extent permitted by law, we do not accept nor assume responsibility and deny any liability to any party other than SMG for our work or this report, or for the conclusion we have reached.

Our report is released to SMG on the basis that it shall not be copied, referred to or disclosed, in whole (save for inclusion in the SMG's Sustainability Statement 2024) or in part, without our prior written consent.

Grant Thornton Consulting Sdn Bhd
Kuala Lumpur
Date: 9 April 2025