MST GOLF®

Sustainability Policy

THIS POLICY APPLIES TO:

- MST Golf Group Berhad
  (Registration No.: 199301009307 (264044-M))

- MST Golf Sdn Bhd
  (Registration No.: 198901011987 (189294-P))

- MST Golf Management Sdn Bhd
  (Registration No.: 200101013452 (549209-A))

- MST Golf Arena Sdn Bhd
  (Registration No.: 199801015399 (471528-D)

- MST Golf (Singapore) Pte Ltd
  (Registration No.: 200002124N)

- Unless otherwise specified, any other companies that may become subsidiaries of MST Golf Group Berhad after the effective date of this document.

ADOPTION & REVISION HISTORY:

Rev.	Effective Date	Description	Approved by
0	1 April 2023	Formal Adoption	Board of Directors

(SEE NEXT PAGE FOR POLICY)

1. INTRODUCTION

1.1. MST Golf Group Berhad ("Company") and its subsidiaries listed on the cover page of this document (collectively including the Company, "Group") are committed to doing their part to practice sustainability, uplift people, and balance its business growth and climate needs.

2. VISION

2.1. The Group's vision for sustainability is to become a sustainable company that balances the needs of the environment, people, and business.

3. OBJECTIVES

3.1. The Group's board of directors ("Board") adopts this Sustainability Policy ("Policy") to provide fundamental structure and principles for the Group to achieve its sustainability vision and objectives.

3.2. The Group's sustainability objectives are embodied in the Group's sustainability taglines as follows:

3.2.1. **Better Business**
The Group aims to provide balanced value to its stakeholders, to operate with accountability, fairness and integrity, and to provide assurance as such to the stakeholders.

3.2.2. **Better Environment**
The Group aims to eliminate or minimise the environmental impact of it operations and promote environmental awareness and initiatives among stakeholders.

3.2.3. **Better People**
The Group aims to give back to its community and help to improve the livelihood and wellbeing of its stakeholders.

4. STRATEGIES

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

4.1.1. Establishing a clear sustainability reporting line that includes a Sustainability Committee.

4.1.2. Upholding and promoting its "Better Business", "Better Environment" and "Better People" taglines.

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

4.1.4. Assessing the materiality of sustainability matters to better focus the Group's resources on those that are most relevant and impactful.

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

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

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

5. SUSTAINABILITY REPORTING LINE & RESPONSIBILITIES

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

Board

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Sustainability Committee

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Heads of Department

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Employees

5.2. The Board has the overall responsibility to ensure that the strategic plan and direction of the Group supports long-term value creation and includes strategies on economic, environmental and social considerations underpinning sustainability *(Board Charter)*.

5.3. The Sustainability Committee is responsible to:

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

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

5.4. Heads of department of the Group are responsible to:

5.4.1. Drive the implementation of sustainability programs and initiatives within their respective department.

5.4.2. Coordinate and ensure effective sustainability data collection.

5.4.3. Provide feedback to the Sustainability Committee with regard to sustainability matters for the effective implementation of sustainability programs and initiatives as well as data collection.

5.5. Every employee of the Group is responsible to adhere to this Policy, and ensure other stakeholders as well as their subordinates also adhere to this Policy.

6. BETTER BUSINESS

6.1. The following are sustainability matters that fall under the "Better Business" tagline:

6.1.1. Supply chain management
Supply chain management involves coordinating, managing, and optimizing the Group's network of suppliers, manufacturers, and distributors to ensure that the Group's products are sourced, managed, and delivered in a socially and environmentally responsible manner.

6.1.2. Building golf industry
Building the golf industry involves the Group's active role and participation to create economic, social, and environmental impact in the golf industry and widen the golf market. This includes measuring the Group's impact towards the golf industry, such as supplying golf products, services, and infrastructure to consumers, creating job opportunities, attracting new golfers, developing golf talent, and creating a robust golf culture and community in the region.

6.1.3. Responsible retail practice
Responsible retail practice involves our ethical and sustainable approaches in the Group's retail-base businesses like retail stores, indoor golf arenas, tech shops, and golf academy. These include approaches for marketing, visual merchandising, goods and services offered and their impacts, staff integrity, highlighting and promoting sustainability in stores, and managing the Group's environmental resources and waste.

6.1.4. Golf product life cycle management

The Group implements systems and procedures to manage the distribution, sales, and disposal of golf products and their packaging, in such ways to minimize negative environmental impacts while maximizing economic and social benefits. While the development, design, and manufacturing of golf products are also important factors in the management of golf product life cycle, the Group has very limited access to these processes and thus shall only focus on the distribution, sales, and disposal processes.

6.1.5. Anti-bribery, anti-corruption, and anti-money laundering

Anti-bribery, anti-corruption, and anti-money laundering involves mitigating and regulating the Group's risks associated with bribery, corruption, and money laundering. This includes setting up policies, conducting training, and measuring incidences of policy violation.

6.1.6. Data security and privacy

Data security and privacy involves the policies, procedures, and practices to safeguard the collection, storage, use, and disclosure of personal data in compliance with legal and ethical standards, to minimize cybersecurity attacks and breaches and data loss, and to ensure the protection of stakeholder's privacy rights.

6.1.7. Group culture and internal operations

Group culture and internal operations refer to the shared values and beliefs, and processes that shape the working environment and operations towards performance, productivity, and employees' well-being. This includes improving communication channels, upgrading internal processes and systems, conveying company mission, vision, and values, promoting sustainability culture, and enhancing leadership skills among employees.

7. BETTER ENVIRONMENT

7.1. The following are sustainability matters that fall under the "Better Environment" tagline:

7.1.1. Greenhouse gas emissions

Greenhouse gas emissions refers to the various strategies, policies, and actions to track and decrease the amount of greenhouse gases released by the Group's operations. This includes measuring and tracking greenhouse gas emissions, setting greenhouse gas emission reduction goals, and implementing solutions to reach such goals.

7.1.2. <u>Proper waste management</u>
Proper waste management involves the various strategies, policies, and actions to effectively sort, treat, and dispose waste. This includes setting up waste bins, sourcing for reputable and ethical recyclers, training employees on proper waste management, measuring and tracking waste data, and implementing policies, target, and goals to regulate proper waste management habits.

7.1.3. <u>Efficient water use</u>
Efficient water use refers to the practice of using water resources in a sustainable and efficient manner, by minimizing waste, reducing consumption, and implementing technologies and strategies that optimize water use. This includes measuring and tracking water use, training employees on water use practices, and implementing policies, strategies, and goals to regulate good water use habits.

7.1.4. <u>Efficient energy use</u>
Efficient energy use involves using energy resources in a sustainable and efficient manner, by minimizing waste, reducing consumption, and implementing technologies and practices that optimize energy use. This includes measuring and tracking energy use, training employees on energy use practices, and implementing policies, strategies, and goals to achieve efficient energy use habits.

7.1.5. <u>Climate change resiliency</u>
Climate change resiliency refers to the Group's readiness to adapt, withstand, and recover from the impacts of climate change and promoting climate awareness and preparedness among stakeholders. This includes advocating for climate change awareness and conducting risk and opportunity analysis to combat climate-related risks.

8. BETTER PEOPLE

8.1. The following are sustainability matters that fall under the "Better People" tagline:

8.1.1. <u>Community give-back and uplifting</u>
Community giveback and uplifting involves employing resources to develop and implement social and environmental initiatives and programs to create social, economic, and environmental impacts outside of the Group, advocating for good social causes, and uplifting communities in need.

8.1.2. <u>Promoting golf as a sport</u>
Promoting golf as a sport involves creating awareness, generating interest, and providing access to resources and opportunities to encourage participation in golf for individuals of all ages and skill levels.

8.1.3. Employee health, safety and wellbeing
Employee health, safety, and wellbeing refers to the proactive measures to ensure employee's physical, mental, and emotional health, provide a safe work environment, and promote work-life balance to enhance productivity, engagement, and job satisfaction.

8.1.4. Employee diversity
Employee diversity refers to embracing the differences among individuals in the workplace, including differences in race, ethnicity, gender, age, religion, sexual orientation, physical abilities, and other characteristics, which can bring unique perspectives and experiences to the workplace and enhance organizational performance.

8.1.5. Labour standards and human rights
Labour standards and human rights refer to the ethical principles and legal frameworks that protect workers' rights and promote fair and just treatment of individuals in the workplace, including freedom from discrimination, exploitation, and abuse.

8.1.6. Customer care
Customer care refers to the process of providing timely, responsive, and effective support, assistance, and communication to customers to address their needs, concerns, and feedback, ensuring customer safety and wellbeing in the Group's premises, and enhancing overall customer satisfaction and loyalty.

9. STAKEHOLDER ENGAGEMENT

9.1. Stakeholders are individuals, organizations, and systems in which all members or participants are seen as having interests in the Group's business. The Group's stakeholders consist of:

9.1.1. Shareholders (major and minor)

9.1.2. Employees

9.1.3. Customers and clients

9.1.4. Golf industry players (brands that are not suppliers of the Group, golf courses, driving ranges, golf associations, competitors, etc.)

9.1.5. Government and regulators

9.1.6. Local communities

9.1.7. Providers of capital (banks, funds, credit unions, etc.)

9.1.8. Vendors (including suppliers, contractors, consultants, golf instructors, and other professional service providers).

9.1.9. Media

9.2. The purpose of stakeholder engagement is to:

9.2.1. Understand stakeholder needs in relation to sustainability matters so sustainability approach can be refined accordingly to better meet said needs.

9.2.2. Support and guide stakeholders so they become better aligned with the Group's sustainability culture, values, and policies.

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

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

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

9.3. The table in **Appendix A** shows the various stakeholders engagement methods, areas of interest and possible outcomes.

10. MATERIALITY ASSESSMENT

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

10.2. Materiality assessment exercise is conducted at least once a year to ensure that the assessed materiality of sustainability matters remain relevant to the prevailing objectives of the Group as well as stakeholders' interests.

10.3. The process of materiality assessment is as follows:

10.3.1. Stakeholders are first asked to rate (by way of survey questionnaires) each sustainability matter (on a scale of 1 to 5, with 5 being most important / impactful) for the following criteria:

(a) How important / impactful is the sustainability matter to the Group; and

(b) How important / impactful is the sustainability matter to the stakeholder.

10.4. Based on the average scores under criteria (a) and (b), each sustainability matter will then be plotted into the following materiality matrix:

Importance to the Stakeholder	5					
	4					
	3					
	2					
	1					
		1	2	3	4	5
		Importance to the Group				

10.5. Sustainability matters that are plotted farther right and higher up in the matrix are considered more material as they are deemed more important to both the Group and stakeholders, while sustainability matters that are plotted farther left and lower down the matrix are considered less material.

10.6. As a cut-off line, any sustainability matters that are plotted inside the blue squares (1-1, 1-2, 2-1, and 2-2) will be considered "low priority" i.e. the Group will spend minimum to no resources on these sustainability matters. All other sustainability matters (that are plotted outside the blue squares) will be considered "priority" i.e., the Group will optimize its focus and resources on these sustainability matters according to their priority ranking (more resources to the more important matters, and vice versa).

11. SUSTAINABILITY POLICIES, PROGRAMS AND INITIATIVES

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

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

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

11.1.3. Sustainable events and community activities.

11.1.4. Employee welfare and activities.

11.1.5. Sustainability risk and opportunity analysis.

11.1.6. Organisational communication.

11.1.7. Training

11.1.8. Collaboration with external organisations.

12. MEASURING THE EFFECTIVENESS OF SUSTAINABILITY POLICIES, PROGRAMS, INITIATIVES

12.1. The effectiveness of this Policy and other environmental initiatives of the Group is measured via data collection and analysis.

12.2. The Group collects the following data for the measurement of **environmental aspects**:

12.2.1. Fuel consumption by vehicles owned or leased by the Group.

12.2.2. Monthly energy and water consumption in the Group's premises.

12.2.3. Business travel and employee commuting.

12.2.4. The amount of renewable energy consumed.

12.2.5. Percentage of water recycled and reused.

12.2.6. The number of reusable bags sold, and the number of paper bags used.

12.2.7. The total weight of each recycling waste category collected in the Group's premises, i.e., total waste diverted from disposal, and the total weight of general waste collected, i.e., total waste directed to disposal.

12.2.8. The amount of paper purchased, and documents printed across all printers in the Group's premises.

12.2.9. The amount of paper used for retail store point-of-sales displays.

12.2.10. The percentage of 'green' products sold in stores and the sales percentage of such products.

12.2.11. The number of suppliers with green pledges.

12.2.12. The proportion of spending on local suppliers.

12.2.13. The percentage and number of unsold products by product type and the percentage of aging stock for each product type each year.

12.2.14. The number of training hours in environmental-related matters and the percentage of employees trained on environmental-related issues.

12.2.15. The number of sustainability-driven community activities and their related outcomes, the total volunteering hours, the number of external social enterprises / NGOs funded, and the total amount invested for external target beneficiaries.

12.2.16. The number of sustainability newsletters released.

12.3. The Group collects the following data for the measurement of **social aspects**:

12.3.1. Total number and percentage of employees trained in safety and health.

12.3.2. The number of work-related injuries per year, work-related fatalities per year, and total lost time from work due to poor health and safety.

12.3.3. Budget allocation for employee health mitigation plans.

12.3.4. The number of safety and health training hours for each employee and the total number of training and training hours provided by the Group.

12.3.5. The number and percentage of employees by gender, age group, ethnicity, and disability for each employee category and the number and percentage of directors by gender, age group, ethnicity, and disability.

12.3.6. The total number of employee turnover and the rate of employee turnover, sorted by age group, gender, employee category, and disabilities.

12.3.7. The number of golf academy students, the number of golf teaching and fitting professionals hired, the number of product SKUs sold, the number of golf brands sold, and the number of golf events.

12.3.8. The number of junior clinics and the number of amateur and professional golf tournaments co-hosted by the Group.

12.3.9. Number and rate of customer injuries.

12.3.10. Percentage of contract or temporary employees.

12.3.11. Ratio of foreign to local hire of low-skilled workers.

12.3.12. Number of sponsored golf players and amount sponsored to golf players.

12.4. The Group collects the following data for the measurement of **governance aspects**:

12.4.1. The percentage and number of employees that have received training on the anti-bribery and anti-corruption policies by employee category, the percentage of operations assessed for corruption-related risks.

12.4.2. The percentage of employees trained in human rights policies or procedures concerning aspects of human rights relevant to the Group's operations, the percentage of existing and new suppliers assessed for human rights policies and practices, the number of grievances about human rights issues, the number of child labour incidents, the number of forced labour incidents.

12.4.3. The number of incidents of cyber-attacks and the number of substantiated complaints concerning breaches of customer privacy and losses of customer data.

12.5. The above data forms an essential part of the Group's sustainability report which the Groups is required by regulations to publish annually.

13. ALLOCATING ADEQUATE RESOURCES

13.1. The Group ensures adequate resources to ensure this Policy is effectively implemented. This includes:

13.1.1. Appointing a suitable and qualified personnel to lead the Sustainability Committee.

13.1.2. Allocating sufficient manpower and infrastructure for the collection of sustainability data to measure the effectiveness of the Group's sustainability policies, programs and initiatives, as well as to prepare and publish the obligatory sustainability report.

14. POLICY REVIEW

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

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APPENDIX A

STAKEHOLDERS ENGAGEMENT METHODS, AREAS OF INTEREST AND POSSIBLE OUTCOMES

Stakeholders	Possible Engagement Methods	Potential Areas of Interest	Possible Outcomes
Category: Shareholders **Specifically:** Shareholders of MST Golf Group Berhad	• Materiality Study • Annual General Meetings (AGMs) • Extraordinary General Meetings (EGMs) • Corporate website (Dissemination of information and disclosure of materials on website) • Investor relations enquiry platform • One-on-one meetings • Group meeting • Company presentation deck • Investors non-deal roadshow • Site visits • Conferences • Annual, quarterly, and sustainability reports • Investor days/briefing by senior management • Media releases • Corporate events	• Ensuring return on investment • Financial performance • ESG performance • Embed sustainability considerations into business practice • Environmental practices and management • Business strategy, development and • partnerships • Operational performance • Innovation and staying ahead of emerging competition in the industry • Human capital management • Brand management • Ensuring good business conduct • Corporate governance strategies • Transparent and accurate disclosure • Stakeholder health and safety • Customer relationship management • Data privacy and security	• Materiality assessment • Annual report • Sustainability report • Active communication with shareholders and investors • Timely updates of business performance and strategies • Timely updates of financial performance and key financial data • Timely updates on ESG progress • Timely updates on corporate governance and policy • Timely updates on business events • New brand enhancement and business expansion strategies • New sustainability/ESG practices and strategies • Awards and accolades • Safe and healthy working environment • Improved trust and image in the MST Golf brand

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STAKEHOLDERS ENGAGEMENT METHODS, AREAS OF INTEREST AND POSSIBLE OUTCOMES

Stakeholders	Possible Engagement Methods	Potential Areas of Interest	Possible Outcomes
Category: Customers **Specifically:** • Ilovegolf members • Non-members • Wholesale customers • Event customers • Academy students • Corporate merchandise customers	• Materiality Study • Customer satisfaction surveys • Improvement feedback forms • Events and activities • Loyalty programmes • Physical branches • Digital touchpoints and in-app communication (Dissemination of information and disclosure of materials on MST Golf Super App, e-commerce website, corporate website, and social media platforms) • Dedicated consumer hotline or customer service platforms • Sales reps • Marketing & sales promotions • Brand communication through advertising • Campaigns	• Good customer service levels • Meeting customers' satisfaction • Customer service platforms • Data privacy and security • Loyalty rewards • Loyalty programme activities • Sales events and activities • Product quality and safety • Product offerings • Service offerings • Customer health, safety, and well-being • Fair and reasonable product pricing • Social and community engagement • Environmentally friendly packaging • Process efficiency • Competitive pricing and experience throughout physical/digital journey	• Materiality assessment • Improved customer service • Better customer experience in both digital and physical platforms • Improved understanding and participation in company's ESG journey and initiatives. • Better community outreach and more social impact • Clear customer service and communication platforms • Timely updates on events and product and service offerings • Improved customer safety • Better data security and governance • Launching of innovative products, service, and experiences • Fulfilling consumers' demand for safe and quality products • Improved accessibility of products through extensive distribution network coverage • Improved trust and image in the MST Golf brand

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STAKEHOLDERS ENGAGEMENT METHODS, AREAS OF INTEREST AND POSSIBLE OUTCOMES

Stakeholders	Possible Engagement Methods	Potential Areas of Interest	Possible Outcomes
Category: Employees **Specifically:** • HQ/Managerial employees • Retail employees (Includes Arena) • Warehouse employees	• Materiality Study • Employee engagement programmes and initiatives • Empowerment and training sessions • Individual or group meetings • Regular electronic communications (email/newsletters) • Townhalls • Employee engagement survey • Annual dinner • Performance appraisal review • Corporate events • Recreational activities • Cultural, sports, well-being, and appreciation events	• Training, learning and career development • Fair remuneration, compensation, and benefits • Employee health, safety and well-being • ESG direction and guidance • Work-life balance • Supportive and conducive workplace environment and culture • System innovation • Company culture, diversity and inclusion • Corporate governance practices • Corporate communication • Organisational updates • Participation and involvement in company culture improvement programs • Community and social engagement projects • Senior leadership • Rewards and recognition • Company's financial performance	• Materiality assessment • Participation and buy-in with ESG initiatives • Career advancement and ability to reach individual potential • Boosting earning potential of employees with training and development • Safe and healthy workplace environment • Improved employee job satisfaction • Better health and wellbeing • Timely updates of business performance and strategies • Timely updates of financial performance and key financial data • Timely updates on ESG progress • Timely updates on corporate governance and policy • Timely updates on business events

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STAKEHOLDERS ENGAGEMENT METHODS, AREAS OF INTEREST AND POSSIBLE OUTCOMES

Stakeholders	Possible Engagement Methods	Potential Areas of Interest	Possible Outcomes
Category: Golf industry players **Specifically:** • Golf brands • Golf courses • Driving ranges • Amateur and professional golfers • Golf associations • Golf media • Competitors	• Materiality Study • Active collaboration • Golf events and activities • ESG campaigns • Dedicated technical, commercial, or customer service platforms • Sales representatives • Company presentation deck • Digital and social channels (Dissemination of information and disclosure of materials on MST Golf Super App, e-commerce website, corporate website, and social media platforms) • Innovation programmes • Corporate or business alliance and networking events • Regular meetings • Roadshows • Workshops, conferences, and seminars • Press releases/interviews • Annual General Meeting • Corporate advertisements	• Business opportunities • Job opportunities • Campaign and sales event partnerships • Skill development in golf and sports • Social and environmental responsibility • ESG activities, opportunities, and partnerships • Agreeable contracts and terms • Regulatory compliance • Business performance and strategy • Risk management • Innovation programmes • Economic development	• Materiality assessment • Active communication with golf industry players • Creating shared impact through ESG campaigns and collaborations. • Better community outreach and more social impact • Timely updates on events and collaboration opportunities • Stronger, more collaborative golf industry • Better golfers • Strengthen job prospect in golf industry • Fulfilling consumers' demand for innovative services and experiences • Improved trust and image in the MST Golf brand

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STAKEHOLDERS ENGAGEMENT METHODS, AREAS OF INTEREST AND POSSIBLE OUTCOMES

Stakeholders	Possible Engagement Methods	Potential Areas of Interest	Possible Outcomes
Category: Government and Regulators **Specifically:** • Securities Commission • Bursa Malaysia • Auditors • Gov't agencies • Statutory bodies • Local councils • Ministry of Youth and Sports	• Materiality study • Formal meetings and engagement sessions • Compliance audits • Site visits • Tours and familiarization trips • Regulatory training, seminars, demonstrations • Report submissions • Dialogues • Company presentation deck • Active collaboration and partnerships • Industry and regulatory conferences • Charity events • Digital correspondence (email, dissemination of information and disclosure of materials in corporate website) • Parliamentary sessions	• Good corporate governance practices • Fair labour practices • Ethics and integrity • Compliance with policy, laws, and regulations • Transparent and accurate disclosure • ESG progress and initiatives • Social impact and economic development • Awards and accolades • Workplace health and safety risk management • Crisis management • Environmental, water, and energy management • Waste management • Greenhouse gas emissions (GHG) • Standard operating procedures for disease outbreaks. • Data privacy and security	• Materiality assessment • Annual report • Sustainability report • Timely updates on important corporate information • Close engagement with regulators and governmental bodies • Maintaining good business ethics and integrity • Good corporate governance structure and culture • Compliance with laws, policies, and regulations • Adherence to sustainable practices • Active industry collaboration • Clear standards and operating procedures to mitigate risks and maintain standards • Improved trust and image in the MST Golf brand

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STAKEHOLDERS ENGAGEMENT METHODS, AREAS OF INTEREST AND POSSIBLE OUTCOMES

Stakeholders	Possible Engagement Methods	Potential Areas of Interest	Possible Outcomes
Category: Local Communities **Specifically:** • NGOs, e.g., Special Olympics Malaysia, Dignity • Local schools and students • Marginalized communities	• Materiality Study • Collaboration and partnerships • Sponsorships or charity events • ESG and Corporate Social Responsibility (CSR) programmes • Community engagement and outreach programs • Leadership programmes • Employee volunteerism • Websites and social media platforms (Dissemination of information and disclosure of materials) • Corporate ads • Company presentation deck • Meetings, dialogue, and knowledge exchange events with community representatives	• Monetary support and sponsorships • Availability of products, services and solutions for families, small businesses, and the wider community • Economic and social empowerment • Stimulating local economies • Inclusion and diversity • Job opportunities • Environmental responsibility • Promotion of good health and quality of life • Mentorship, education, and training • Skill development in sports and leadership • Humanitarian support and disaster relief • Furthering NGO's own good causes	• Materiality assessment • Partnering with local communities to achieve ESG goals • Undertake empowerment programmes, volunteerism and donations to amplify good causes • Providing job, working, or experiential opportunities to local communities • Providing humanitarian assistance and post-disaster relief • Social investment in community projects • Providing golfing opportunities to local communities • Nurturing local sports champion • Advocating active lifestyles via sports events and activities • Advocating good social causes • Supporting beneficiaries from vulnerable communities

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STAKEHOLDERS ENGAGEMENT METHODS, AREAS OF INTEREST AND POSSIBLE OUTCOMES

Stakeholders	Possible Engagement Methods	Potential Areas of Interest	Possible Outcomes
Category: Providers of capital **Specifically:** • Banks • Funds • Credit unions	• Materiality study • Formal meetings and engagement sessions • Social and compliance audits • Site visits • Tours and familiarization trips • Regulatory training, seminars, demonstrations • Report submissions • Dialogues • Active collaboration and partnerships • Industry and regulatory conferences • Digital correspondence (email, dissemination of information and disclosure of materials in corporate website)	• Financial performance • ESG performance • Ethics and integrity • Compliance with policy, laws, and regulations • Transparent and accurate disclosure • Sustainability practices and management • Business strategy, development and partnerships • Operational performance • Corporate governance strategies • Innovation • Greenhouse gas (GHG) emissions	• Materiality assessment • Improved credit score • Successful and competitive loans • Improved trust and image in the MST Golf brand • Increased ESG impact • Timely updates of business performance and strategies • Timely updates of financial performance and key financial data • Timely updates on ESG progress • Timely updates on corporate governance and policy

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STAKEHOLDERS ENGAGEMENT METHODS, AREAS OF INTEREST AND POSSIBLE OUTCOMES

Stakeholders	Possible Engagement Methods	Potential Areas of Interest	Possible Outcomes
Category: Vendors **Specifically:** • Suppliers (Golf and non-golf related) • Contractors • Consultants • Professional service providers	• Materiality study • Business development meetings • Contract and term agreements • Company presentation deck • Dedicated technical, commercial, or customer service platforms • Digital communication (email, text) • Regular meetings, dialogue, and engagement • Annual supplier assessment review and audit • Training conferences and workshops • Site visits • Company events • Annual dinner	• Sales performance • Business opportunities • Service efficiency, value, delivery, and cost • Regulatory compliance • Fair and robust procurement system • Efficient, responsible, and transparent procurement processes • Support of local businesses • ESG practices • Ethics and integrity • Workplace health and safety • Risk management • Good corporate governance • Agreeable contracts and terms	• Materiality assessment • Consistent communication with suppliers • Fair contracts • Acknowledgement of supplier code of conduct • Fair and mutual partnerships • Compliance with required policies • Provide safe and healthy workplace • Working with local suppliers