



**MAGNUM BERHAD**  
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## **Magnum Sustainability Policy**

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At “Magnum Group” (Magnum Berhad and its subsidiaries), we believe responsible and sustainable business practices are key to long-term success. Sustainability is embedded in our operations, ensuring a balance between economic growth, environmental care, social responsibility, and strong governance.

Aligned with Bursa Malaysia’s Economic, Environmental, Social, and Governance (“EESG”) framework and the United Nations Sustainable Development Goals (“SDGs”), we integrate sustainability into our strategy to drive value creation and support our vision for sustainable growth.

We are committed to addressing climate change by reducing carbon emissions, minimising pollution, managing waste, and promoting sustainability across our supply chain. In line with Malaysia’s climate goals, we aim for carbon neutrality by 2040 and Net Zero emissions by 2050.

Magnum Group upholds high governance standards, reduces environmental impact, and supports communities while ensuring a safe, inclusive workplace. We foster sustainability awareness among our employees, customers, partners, vendors and other stakeholders, embedding responsible practices into our business. Through open communication and ongoing engagement, in accordance with this Policy (hereinafter defined), we encourage responsible environmental behaviour at all levels, ensuring that sustainability remains a shared priority while complying with all applicable laws. We continuously improve our systems to track, measure, and enhance sustainability performance, ensuring meaningful impact and long-term progress.

### **Purpose and Scope of Application**

The Magnum Sustainability Policy (“Sustainability Policy” or “Policy”) integrates sustainable development into our operations, aiming to minimise environmental

impact, foster social responsibility, and uphold strong governance. This Policy applies to all employees and subsidiaries of Magnum Group.

Magnum Group encourages our partners, vendors, and other stakeholders to adopt, or work towards adopting, similar sustainability initiatives. We are committed to collaborating with them on their journey towards more sustainable practices.

## Our Vision, Mission, and Core Values

At Magnum Group, our vision is to inspire hope in our community through passion and innovation. We are dedicated to our mission of making gaming an enjoyable, responsible, and meaningful lifestyle experience by delivering innovative solutions that engage and uplift the communities we serve.

Our core values guide our every decision and action:



This Policy is created to ensure sustainability remains central to our business, reinforcing our commitment to responsible practices. It serves as an ethical compass, upholding our vision, mission, and values while driving positive impact for our stakeholders.

## Responsibilities

It shall be the responsibility of the Board of Directors, Executive Directors ("ED") of Magnum Berhad and their immediate appointee(s), as well as the ESG Committee to establish and maintain policies and procedures and to bring these procedures into effect and to ensure effective implementation of these policies and procedures across Magnum Berhad and its subsidiaries.

## **Our Commitment**

Magnum Group is committed in achieving a balance among our economic aspirations, environmental commitments, and social and governance responsibilities.

### **1. Economic**

At Magnum Group, we are committed to delivering resilient economic performance and shared prosperity by ensuring our operations remain economically sustainable, innovative, and value-driven. We aim to:

- a) Create positive economic impact by strengthening business continuity and resilience across all operating entities.
- b) Uphold ethical and environmentally responsible procurement practices while supporting vendors to ensure their long-term sustainability and relevance in our operating locations.
- c) Drive digital innovation alongside responsible gaming to engage and safeguard our customers.
- d) Contribute to national economic development through local sourcing, job creation, and tax contributions that support the broader economy.

### **2. Environment**

Magnum Group is committed to minimise our environmental footprint and promoting responsible resource management by adopting proactive environmental strategies that align with national climate goals and international best practices. We aim to minimise our environmental footprint by monitoring our GHG emissions through Scope 1, 2 and 3, guided by science-based methodologies. We strive to:

- a) Minimise greenhouse gas ("GHG") emissions and improve energy efficiency to support global efforts in tackling climate change, in line with the goals of the Paris Agreement. Transition towards renewable energy sources where viable.
- b) Ensure the efficient and responsible use of energy and water and reduce the resultant impacts of inefficient use as well as promote good environmental practices across the supply chain, where practicable.
- c) Implement waste management strategies including recycling and responsible disposal.

- d) Prioritise selecting energy and water-efficient appliances when replacing old ones, as part of our efforts to reduce environmental impact. Support initiatives that preserve biodiversity and ecosystem conservation.
- e) Educate and empower behaviour that supports the building of environmentally sustainable practices among our employees.
- f) Encourage our supply chain to conduct their operations in an environmentally-responsible manner.

### **3. Social**

We are dedicated to contributing to the well-being of our employees, customers, and communities by fostering a culture of inclusivity, safety, empowerment, and social contribution. We believe that a sustainable business is built on strong human capital, community relationships, and customer trust. We strive to:

- a) Uphold human rights, fair labour, and non-discriminatory practices in our workplace as stated in our Code of Conduct. Each employee is free to provide feedback or raise any grievances related to their employment.
- b) Promote diversity, equity, and inclusion across our workforce.
- c) Comply with all applicable labour, employment, and human rights legislation, including, but not limited to, laws against forced labour, laws to enforce minimum wages and laws to observe minimum age for employment.
- d) Ensure a safe work environment by collaborating with relevant authorities and organisations to address both global and local health and safety issues, including but not limited to COVID-19, HIV/AIDS, Tuberculosis, and Malaria.
- e) Enhance customer protection and responsible gaming initiatives by adhering to the World Lottery Association ("WLA") standards.
- f) Invest in employee well-being, training, and development.
- g) Support charitable causes and local communities through the MagnumCares Corporate Social Responsibility ("CSR") programme where we create positive impacts in the community, focusing on community enrichment & well-being and the environment.

### **4. Governance**

Integrity and transparency form the foundation of our operations. We commit to upholding the highest standards of corporate ethics and accountability across all facets of our business. Our governance framework is designed to

ensure clear oversight, responsible decision-making, and stakeholder confidence.

Magnum Group aims to establish and maintain good corporate governance in sustainability procedure and practices, ensuring that our Group's Code of Conduct governs business activities with integrity, transparency, and accountability.

- **Group Risk Management Committee**

The Group Risk Management Committee, composed of members of the Board, provides strategic direction and oversees sustainability-related risks and activities.

- **ESG Committee**

A dedicated committee comprising of the Executive Directors and senior management, is responsible for identifying, addressing and, reporting on the implementation of sustainability strategy and initiatives. The ESG Committee reports to the Group Risk Management Committee.

- **Working Group**

Consists of Head of Departments/company under Magnum Berhad and responsible for executing sustainability initiatives. The working group reports to the ESG Committee.

## **Policy Review and Continuous Improvement**

This policy will be reviewed at least once every 2 years by our Group Risk Management Committee and ESG committee to ensure alignment with evolving regulations, industry best practices, and stakeholder expectations.

## **Related Documents**

- Code of Conduct
- Code of Conduct for Business Partners
- Anti-Bribery and Anti-Corruption Policy
- Whistleblowing Policy
- Labour Rights Policy Statement

This Policy has been approved by the Board of Magnum Berhad on 23 April 2025.