

SUSTAINABILITY STATEMENT (Cont'd)

FY2026 Employee Engagement: Fostering Culture and Well-being

Promoting Diversity, Equity and Inclusion ("DEI")

April 2025

World Earth Day Group Wide Tree Sapling Initiative



February 2026

Chinese New Year Celebration



Employee involvement in Corporate Social Responsibility ("CSR") programmes, including charity, environmental and education initiatives, further supports engagement while reinforcing a culture of shared responsibility. These efforts contribute to workforce stability, collaboration and sustained engagement across operations.

Community Engagement Initiatives

Community engagement is guided by the CSR Policy, which defines principles for programme selection, funding and monitoring. Community programmes are aligned with defined focus areas, including:

Education

Youth
Development

Community
Well-being

Environmental
Stewardship

Employee-supported
Social
Initiatives

These initiatives support the Group's long-term strategy by strengthening talent pipelines, enhancing community relationships, and maintaining its social licence to operate.

Education and youth development remain a key priority. In FY2026, SAMEE Group supported underprivileged students through the Titian Harapan (Bridge of Hope) Programme, providing academic assistance, scholarships, and back-to-school support. The Group also supported vocational and diploma-level students through sponsorships aimed at strengthening technical education pathways and workforce readiness.

FY2026 Community Engagement: Building a Sustainable Future

Environmental Stewardship

April 2025

Program Lestari Hijau at Anjung Indah Balik Pulau
– Collaboration with the Penang State Forestry Department
to commemorate World Earth Day



SUSTAINABILITY STATEMENT (Cont'd)

FY2026 Community Engagement: Building a Sustainable Future

Environmental Stewardship

March 2026

Gopeng River Cleaning



April 2026

Juru River Cleaning



Social Responsibilities and Advocacy

July 2025

Blood Donation Campaign



August 2025

Seberang Perai Sustainable Community Awards 2025
(Main Sponsor & Co-organiser)



February 2026

Titian Harapan



Engagement with schools, educational institutions, government agencies, and community partners further supported initiatives such as career talks, educational workshops, and hands-on learning sessions to enhance student exposure to technical and engineering-related fields. Continued collaboration with academic institutions also enabled knowledge sharing, research partnerships, and long-term talent development.

Beyond education initiatives, SAMEE Group contributed to community well-being and environmental awareness through programmes such as environmental restoration activities, sustainability awareness campaigns, and community volunteer programmes, contributing to improved educational access, environmental awareness and community well-being.