

萬華媒體

One Media Group Limited
萬華媒體集團有限公司

Stock Code 股份代號：426

Environmental, Social and
Governance Report 2024/25
二〇二四至二〇二五年
環境、社會及管治報告

萬華 媒體

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

BOARD STATEMENT

Extreme heatwaves, flooding and snowstorms have been on the rise globally. These extreme weather events are the result of climate change. Hong Kong too is not spared the impact of climate change with its black rain and typhoon events. As such, for the year in review, the Group had taken steps to improve its climate change practices and disclosure including updating its risk register with climate change risks and its impact. The Group led by its board of directors will continuously review and improve its sustainability practices to manage, adapt and try to reduce the impact of its operations on the environment.

ABOUT THIS REPORT

This report documents how the Group integrate its environmental, social and governance (ESG) practices into its strategy and operations. The Group is committed to ensuring that it continues to provide updates on its material matters accurately.

REPORT SCOPE AND PERIOD

This report covers the Group's business operations in Hong Kong for the period from 1st April 2024 to 31st March 2025.

REPORT STANDARDS

This report is prepared in accordance with the ESG Reporting Guide set out in Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("ESG Reporting Guide").

During the preparation of this report, the Group has applied the Reporting Principles stated in the ESG Reporting Guide, namely:

- a) Materiality — this is described in the Stakeholders Engagement section of this report;
- b) Quantitative — in respect of the quantitative data disclosed for emissions and/or energy consumption, notes are inserted to explain the standard and conversion method used;
- c) Balance — this report provides an unbiased picture of the Group's performance and avoids any selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report reader; and
- d) Consistency — this report provides the standards used and where there are any inconsistencies an explanation will be provided.

For the Group's governance practices, please refer to the Corporate Governance Report in the Annual Report.

FEEDBACK

We welcome your views, comments or feedback on our report in order to improve further. These comments or feedback may be directed to board of directors of the Company via email at corpcom@omghk.com or to the head office of the Company at 16th Floor, Block A, Ming Pao Industrial Centre, 18 Ka Yip Street, Chai Wan, Hong Kong.

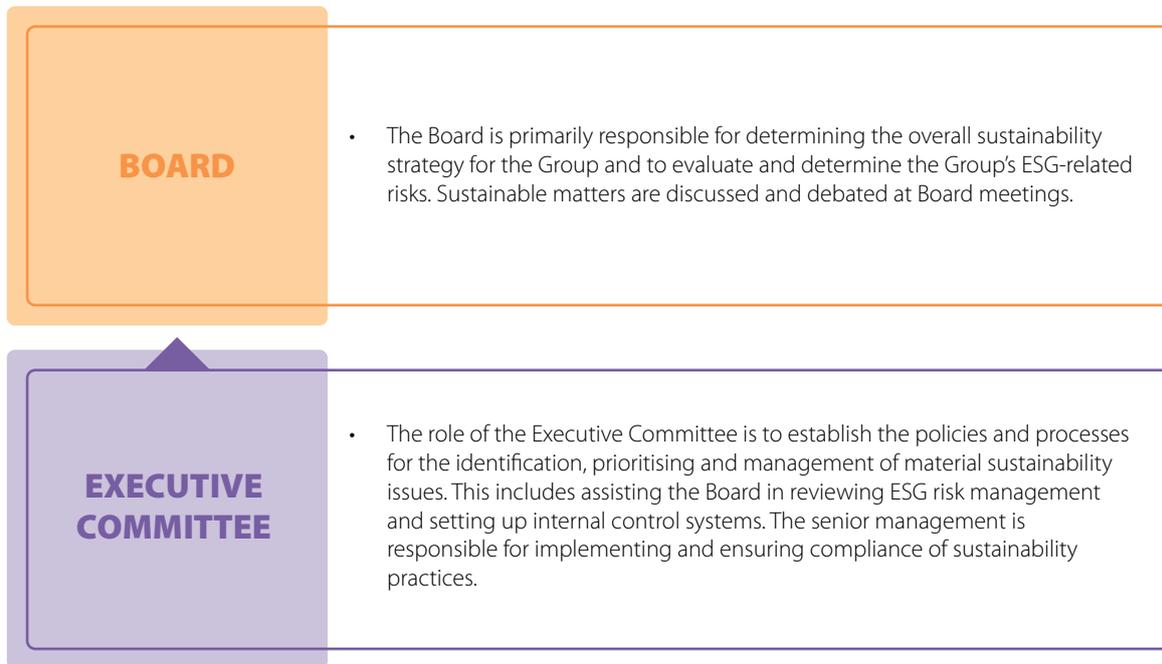
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

SUSTAINABILITY GOVERNANCE

The Group has adopted the Environmental Policy, Social Policy and Economic Policy of its parent company, Media Chinese International Limited (collectively "ESG policies"). These policies set out the scope and the stand of the Group in these areas.

The Group's governance structure for its sustainability management is as follows:

GOVERNANCE STRUCTURE

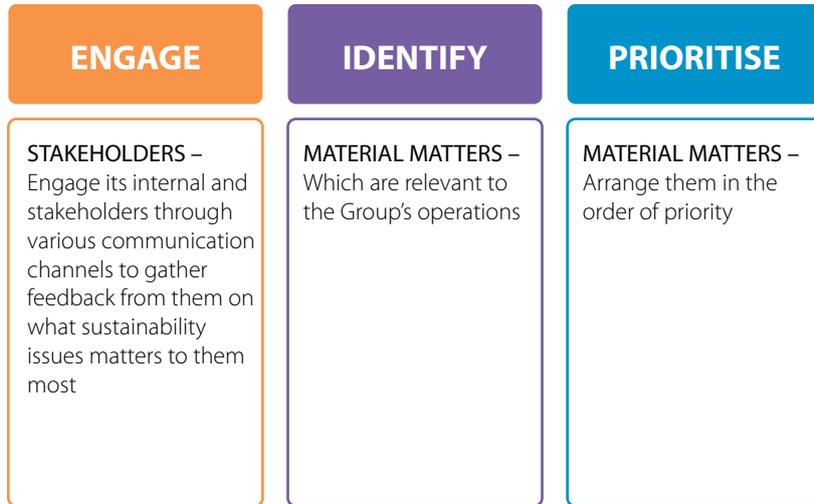


ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

MATERIAL SUSTAINABILITY MATTERS

Materiality Assessment

The Executive Committee reviews its material matters periodically to ensure that they are still relevant and to also identify any new material sustainability matters.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

MATERIAL SUSTAINABILITY MATTERS *(Continued)*

Materiality Assessment *(Continued)*

Below is the list of sustainability issues that are material to the Group's operations and our stakeholders. These material matters are tracked and measured annually.

AREA	MATERIAL MATTERS	ESG REPORTING GUIDE	
ENVIRONMENTAL 	<ul style="list-style-type: none"> • Emissions <ul style="list-style-type: none"> – Greenhouse Gas Emissions – Waste 	<ul style="list-style-type: none"> • A1 	
	<ul style="list-style-type: none"> • Use of Resources <ul style="list-style-type: none"> – Energy – Water and Effluents 	<ul style="list-style-type: none"> • A2 	
	SOCIAL 	<ul style="list-style-type: none"> • Employment and Labour Practices <ul style="list-style-type: none"> – Diversity and Equal Opportunity 	<ul style="list-style-type: none"> • B1
	<ul style="list-style-type: none"> • Health and Safety • Development & Training • Labour Standards • Supply Chain Management • Product Responsibility • Anti-Corruption • Community Investment 	<ul style="list-style-type: none"> • B2 • B3 • B4 • B5 • B6 • B7 • B8 	
	GOVERNANCE 	<ul style="list-style-type: none"> • Governance Structure • Corporate Governance 	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

MATERIAL SUSTAINABILITY MATTERS *(Continued)*

Stakeholders Engagement

The Group maintains ongoing engagement with its stakeholders to gain a deeper understanding of their needs and interests throughout the year. The table below outlines the foundations and methods of this engagement, highlighting key stakeholder interests and the Group's corresponding responses.

STAKEHOLDERS	METHOD OF ENGAGEMENT	KEY INTERESTS	OUR RESPONSE
Customers	• Events held for readers/followers	• Credible and quality content	• Providing updated and quality content
	• Social media and websites		
	• Awards and anniversary events	• Relevant and entertaining content	• Improving digital platform and content
	• Meetings and exhibitions	• Updated content	
Advertisers	• Events held exclusively for advertisers	• Good advertising coverage and opportunities	• Producing unique and interesting storyboards
	• Participation in events where advertisers will be present	• Effective and bespoke advertising solutions	• Improving quality of videos
	• Meetings		• Providing cross platform solutions
Community	• Social media	• Social assistance	• Carrying out reach out programs
	• Community events		• Providing free write-ups
Shareholders	• Annual general meeting	• Strategy and performance of the Company	• Strive to deliver encouraging performance for the Company
	• Announcements		
	• Website postings		

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

MATERIAL SUSTAINABILITY MATTERS *(Continued)* Stakeholders Engagement *(Continued)*

STAKEHOLDERS	METHOD OF ENGAGEMENT	KEY INTERESTS	OUR RESPONSE
Industry peers	<ul style="list-style-type: none"> Awards Meetings 	<ul style="list-style-type: none"> Development of Industry 	<ul style="list-style-type: none"> Sharing ideas and inspiring positive change
Suppliers	<ul style="list-style-type: none"> Meetings 	<ul style="list-style-type: none"> Competitive pricing Reasonable service level demands 	<ul style="list-style-type: none"> Giving feedback on products and services
Employees	<ul style="list-style-type: none"> Employee engagement events Social functions Internal communications Training and development 	<ul style="list-style-type: none"> Safe and inclusive working environment Development and training Fair labour practices 	<ul style="list-style-type: none"> Providing a safe, positive and inclusive working environment

United Nations Sustainable Development Goals

The Group understands the importance of incorporating the United Nations Sustainability Development Goals (“UN SDGs”) into its strategies and business operations to play its part in helping the global nation to meet the UN SDGs. For the year in review, the Group has identified 4 UN SDGs to align with the Group’s sustainability practices.

GOAL 3



Good Health and Well-being

GOAL 8



Decent Work and Economic Growth

GOAL 9



Industry, Innovation and Infrastructure

GOAL 16



Peace, Justice and Strong Institutions

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL



The Group's Environmental Policy outlines its commitment to conserving resources like energy and water, as well as reducing waste whenever possible, in order to lower its greenhouse gas emissions.

For the year under review, the Group is unaware of any instances of non-compliance with laws related to air and greenhouse gas emissions, discharges into water and land, or the generation of hazardous and non-hazardous waste.

(A) Emissions

(a) Greenhouse gas ("GHG") emissions reporting

The Group's Scope 1 GHG emissions arise from the vehicles used to distribute its publications to advertisers. Regarding its Scope 2 (Purchased Electricity) GHG emissions, these come from the electricity consumed for operations directly controlled by the Group in Hong Kong. The Group has established a goal to decrease its GHG emissions by 15% by 2026. The emissions data is reported below.

Total GHG Emission as at 31st March 2025

Scope	Unit	2024/2025	2023/2024	2022/2023
Scope 1	t/CO ₂ e	9.63	10.57	12.42
Scope 2	t/CO ₂ e	165.79	189.87	262.89
Total GHG Emissions Intensity	t/CO ₂ e	1.93	2.28	2.67

Note:

- (a) The intensity is derived from the calculation of Total GHG Emission divided by number of employees. Number of employees for the year in review was 91 (2024: 88).
- (b) The "Emission Factor Electricity" supplied by Hong Kong Electric Company is used for calculating GHG emissions.

(b) Waste

The Group's operations do not generate any hazardous waste.

The Group had disposed its waste in accordance with the relevant laws in Hong Kong.

The Group's non-hazardous waste primarily consists of paper generated from its offices and unsold publications that are returned. To minimize waste, the Group encourages employees to reduce printing or use duplex printing when possible. Additionally, the Group monitors the return rate of unsold copies and adjusts the print quantity accordingly. The waste is then disposed of by selling it to vendors who collect paper for recycling.

The Group outsources the printing and distribution of its publications because it is more cost-effective. As a result, the Group does not monitor data on material consumption, waste disposal, fuel usage, or greenhouse gas emissions associated with these activities.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL *(Continued)*

(A) Emissions *(Continued)*

(b) Waste *(Continued)*

As outlined in its Environmental Policy, the Group is committed to reducing waste and raising environmental sustainability awareness among the public, including its business partners. In selecting a service provider, the Group gives priority to those who can establish and implement effective waste management policies. Additionally, the Group encourages its service providers to use eco-friendly raw materials in their production processes and to responsibly manage waste, including recycling as much as possible.

In the year under review, the total waste intensity had 554kg per employee which was maintained as the same level when compared to last year.

Total Waste as at 31st March 2025

Waste	Unit	2024/2025	2023/2024	2022/2023	Landfilled	Recycled
Hazardous	kg	N/A	N/A	N/A	N/A	N/A
Non-Hazardous	kg	50,398	47,879	61,518	0%	100%
Total Waste Intensity	Kg/employee	554	544	597		

Number of employees for the year in review was 91 (2024: 88).

(B) Use of Resources

The Group's Environmental Policy places emphasis on the importance of conserving energy and water and puts in place processes to reduce the use of energy and water.

(a) Electricity

The Group's energy consumption comes from its office operations. The Company encourages its employees to be mindful of energy use by turning off lights and office equipment when not in use. The Group is committed to maintaining its electricity consumption by 2026.

The Group's electricity usage for the financial year ended 31st March 2025 had reduced by 10% from 279,220 kWh to 251,201kWh reported last financial year.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL *(Continued)*

(B) Use of Resources *(Continued)*

(b) Water

The Group has no issues sourcing water suitable for its needs, as it purchases water from the Water Supplies Department in Hong Kong. Water is used in the office primarily for cleaning and drinking, resulting in minimal consumption. The Group aims to maintain water usage for its office operations by 2026. Additionally, the Group regularly encourages employees to conserve water through campaigns and notices.

The Group's total consumption of water for the financial years ended 31st March 2024 and 2025 were 151 m³ and 160 m³, respectively. The water consumption for the year in review had increased marginally by 6%.

Total Use of Resources as at 31st March 2025

Type of Resources	Unit	2024/2025	2023/2024	2022/2023
Electricity	kWh	251,201	279,220	370,271
Total Electricity Intensity	kWh per employee	2,760	3,173	3,595
Water	m ³	160	151	251
Total Water Intensity	m ³ per employee	1.76	1.72	2.44

(i) Number of employees for the year in review was 91 (2024: 88).

(c) Use of Packaging Material

The Group outsources its printing and packing functions to third parties hence it does not monitor the amount of packaging material used.

(C) The Environment and Natural Resources

The Group's Environmental Policy outlines its commitment to minimizing its environmental impact. By shifting to technology for designing and delivering advertisement solutions and services, the Group has reduced its operational environmental footprint. The transition of readers to digital content has also led to a decrease in the production of printed copies. Additionally, the Group's management now conducts most of its meetings virtually to minimize travel.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL *(Continued)*

(D) Climate Change

The Group is committed to take steps to transition to a low carbon economy. Taking into account the company's financial sustainability, stakeholders' interests and the changes in the disclosure standards in Hong Kong and globally, the Group has taken initial steps to develop its climate-related disclosures in alignment with the International Financial Reporting Standard ("IFRS") Sustainability Reporting Standards issued by the International Sustainability Standards Board ("ISSB").

The Group will commence reporting based on the four pillars: Governance, Strategy, Risk Management and Metrics and Targets as prescribed by Task Force on Climate-related Financial Disclosures (TCFD) and IFRS S2.

Pillar	Activities
Governance	The Board has the overall responsibilities in overseeing the climate related risk and opportunities and it is assisted by the Executive Committee. The Executive Committee is responsible to assess the Group's climate-related risks and opportunities, including providing recommendations on the subject to the Board of Directors.
Strategy	As part of its ongoing review on all the ESG risks and opportunities, the Group will continue to evaluate and analyse the potential impacts of climate risks and opportunities, on its activities. This will enable the Group to assess the extent of its impacts and design a suitable resilient strategy associated with climate change relevant to our business and operations.
Risk Management	<p>The Group is currently reviewing the identified ESG risks, including climate-related risks, to assess the severity and ways to mitigate these risks. The Group has in place a risk management process where risks must be identified, assessed and managed and then integrated into the overall risk management framework for the Group.</p> <p>For the year in review, the Group has identified some physical and transition risks arising from unpredictable extreme climate events such as extreme heat, heavy rainfall, floods, which could potentially impact the Group's operations and assets, and transitional risks associated with the societal and economic transition towards a low-carbon future, such as carbon taxation.</p>
Metrics and Targets	<p>At the Group, we currently track our climate-related performance using the following metrics:</p> <ul style="list-style-type: none"> • Scope 1 and Scope 2 GHG Emissions • Energy consumption (kWh) • Waste generated (kg) • Water consumption (m³) <p>As we work towards setting more refined targets, we are committed to:</p> <ul style="list-style-type: none"> • Set baseline for GHG emissions • Initiate measurement of Scope 3 • Seek ways to reduce, reuse and recycle waste generated throughout the Group • Maintain current water consumption • Increase awareness on water conservation initiatives • Maintain current and improve overall electricity consumption

For further information on our metrics, please refer to the material topics disclosed under the "Environmental" section of this Report.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL *(Continued)*

Climate Change Risks

For the year in review, the Group had identified and prioritised three major climate physical risks relevant to its operations: Flooding from extreme rainfall, drought and extreme heat from extreme weather event. The table below shows the major climate physical risks and transition risks that were identified and the mitigation measures to be taken by the Group. Studies of other climate physical risks and their implications on the Group are in progress, the results will be reported in future sustainability disclosures.

Physical Risks	Potential Impacts	Mitigation Measures
Extreme Rainfall and Flooding	<ul style="list-style-type: none"> • Disruption in operations • Infrastructure damage • Reduce customer demand • Supply Chain disruption 	<ul style="list-style-type: none"> • Assess and enhance our infrastructure to endure extreme weather conditions. Adaptation strategies may involve raising crucial facilities, reinforcing against climate-related risks. • Identify and engage alternative suppliers to minimize supply chain disruptions due to climate impacts in specific regions. • Develop and regularly update a comprehensive business continuity plan that addresses climate-related risks, including contingency measures for extreme weather events.
Extreme Heat	<ul style="list-style-type: none"> • Pose health risk to employees • Reduce productivity of employees 	<ul style="list-style-type: none"> • To mitigate extreme heat's impact on employees, establish policies for heat stress awareness, hydration, shade, and adjusted work schedules. • Provide appropriate PPE, monitor heat stress, and develop an emergency response plan. Promote communication and health checks to ensure safety.
Transition Risks Regulatory Changes — new laws, new taxes	<ul style="list-style-type: none"> • Increase costs of compliance 	<ul style="list-style-type: none"> • Develop energy and carbon emissions targets and reduction plans for the Group. • Continuous monitoring of the latest regulations and trends.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

SOCIAL



The Group's Social Policy sets out its commitment to be a responsible employer. The Group believes in building and retaining talent by focusing on talent development, health and safety and encouraging diversity at the workplace.

(A) Employment and Labour Standards

Employment

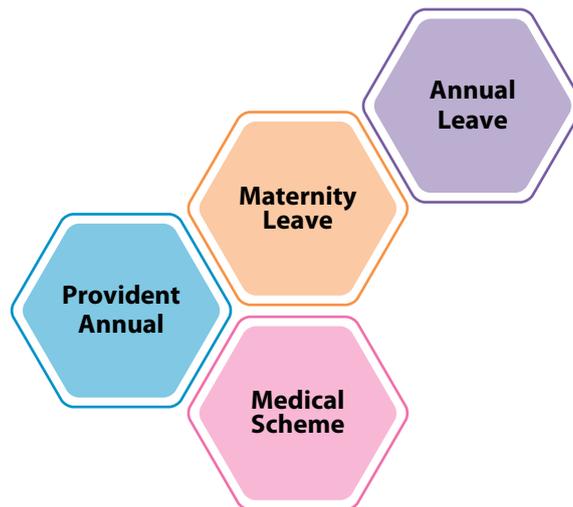
The success of the Group's business relies heavily on the creativity and expertise of its employees. To motivate its staff to produce high-quality and engaging content, the Group is dedicated to fostering a positive and inclusive work environment. As the media industry has shifted towards prioritizing technology for content delivery, the Group consistently offers relevant development and training programs to attract and retain talent.

For the year under review, the Group is not aware of any instances of non-compliance with relevant laws and regulations in Hong Kong that significantly impact the Group in areas such as compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other employee benefits and welfare.

(i) *Employment policies and practices*

To ensure consistency in dealing with employment matters, the Group has in place human resource policies on remuneration, dismissal, recruitment and promotion, working hours, rest periods, disciplinary practice, and other benefits and welfare.

KEY STAFF BENEFITS



The Group is committed to fostering goodwill and camaraderie among its employees. To achieve this, employee engagement events such as Christmas parties and team dinners are organized.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

SOCIAL (Continued)

(A) Employment and Labour Standards (Continued)

Employment (Continued)

(ii) Diversity and Equal Opportunity

The Group's Social Policy outlines its commitment to creating a work environment that supports diversity and inclusion, promotes equality, and upholds anti-discrimination practices within its workforce. It emphasizes fair treatment of employees in areas such as recruitment, career development, and compensation, irrespective of gender, age, race, religion, or other aspects of diversity.

Total workforce by Gender, Employment Type, Age Group and Geographical Region

	2024/2025	2023/2024	2022/2023
Total number of employees	91	88	103
Gender			
Male	49	46	56
Female	42	42	47
Age Group			
25 and below	7	7	13
26–49	51	48	56
50 and above	33	33	34
Geographical Region			
Hong Kong	87	83	98
Taiwan	4	5	5
Employment Type			
Permanent	87	85	100
Contract	4	3	3

Employee Turnover Rate by Gender, Age Group and Geographical Region

	2024/2025 Turnover Rate	2023/2024 Turnover Rate	2022/2023 Turnover Rate
All employees	21	38	34
Gender			
Male	9%	19%	10%
Female	14%	24%	23%
Age Group			
25 and below	9%	8%	4%
26–49	13%	24%	24%
50 and above	1%	11%	5%
Geographical Region			
Hong Kong	22%	43%	33%
Taiwan	1%	0%	0%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

SOCIAL *(Continued)*

(B) Health and Safety

The Group is committed to providing a safe working environment. As such, the air conditioners are cleaned up on regular basis and the office spaces are inspected regularly to ensure the working environment safe.

For the year in review, the Group had carried out regular safety inspections and trainings such as maintenance of the lifts and fire extinguishers and organising fire drills.

Human Resources Department cooperated with Labour Department in Hong Kong to provide seminars relating to health and safety to employees.

The Group is unaware of any instances of non-compliance with relevant laws and regulations in Hong Kong regarding the provision of a safe environment and the protection of employees from occupational hazards for the financial year ending 31st March 2025.

Number and rate of work-related fatalities

	2024/2025	2023/2024	2022/2023
Number of work related fatalities	Nil	Nil	Nil
Rate of fatalities	Nil	Nil	Nil
Loss days due to injury	Nil	Nil	Nil

(C) Development and Training

The Group's Training and Development Policy outlines its commitment to ensuring that all employees have access to learning, development, and training opportunities that enable them to acquire the necessary knowledge and skills to effectively perform their roles within the organization.

Recognizing that upskilling is essential to meet the evolving needs of its readers and advertisers, the Group offers both internal and external training programs. Additionally, annual performance reviews and appraisals are conducted as part of the Group's employee development initiatives to monitor and assess employee performance.

The total number of training hours for the year ended 31 March 2025 was 82 hours. These training activities included both internal and external courses paid by the Company and were with the purposes to improve employees' knowledge and skills for discharging duties at work.

Average Training Hours completed by employees (by Gender and Employee Category)

	2024/2025	2023/2024	2022/2023
Gender			
Male	5.6	5.1	3.6
Female	1.4	2.3	1.0
Category			
Senior management	20	14	37
Middle management	–	4	1

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

SOCIAL *(Continued)*

(C) Development and Training *(Continued)*

Percentage of employees trained (by Gender and Employee Category)

	2024/2025	2023/2024	2022/2023
	%	%	%
Gender			
Male	61	73	83
Female	39	27	17
Category			
Senior management	26	32	83
Middle management	–	50	1
Others	74	18	16

(D) Labour Standards

The Group complies with relevant labour laws in Hong Kong, including the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong). The Group's Social Policy prohibits the use of child or forced labour.

(E) Supply Chain Management

The Group's Economic Policy outlines its commitment to ethical procurement and supplier management. It has a procurement policy that defines the procedures for general and bulk procurement, authority limits, and the process for receiving goods. Before onboarding a new supplier, the Group performs due diligence. Additionally, the Group conducts annual evaluations of its suppliers to assess their quality, service, and cost-effectiveness, prioritizing those that implement environmentally friendly practices.

The total number of suppliers for the Group are as follows:

	2024/2025	2023/2024	2022/2023
Hong Kong	386	518	345
	100%	100%	100%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

SOCIAL *(Continued)*

(F) Product Responsibility

The Group aims to produce high-quality publications (distributed across all its media platforms) and provide services that fulfil the needs of its readers and customers, as outlined in its Economic Policy.

The Group's editorial policies outline the procedures to ensure the publication of accurate content in a timely manner while practicing responsible journalism. Each publication is reviewed by the editor-in-chief of the relevant editorial team to verify its accuracy. Additionally, there are established policies and procedures to address and respond promptly to any complaints from readers and advertisers.

The Group regularly gathers feedback from its readers through various channels, including social media, to create content that aligns with consumer expectations.

The Group adheres to Hong Kong laws and regulations, including the Trade Descriptions Ordinance (Chapter 362 of the Laws of Hong Kong), to ensure that its products are marketed correctly and customers are treated fairly. All disclosures and marketing materials in the Group's publications must comply with relevant legal and regulatory standards for the intended audience. Additionally, the Group takes necessary steps to ensure that products are marketed accurately and described fairly.

The Group's sales and marketing department has processes in place to manage any complaints received from advertisers to ensure that all complaints are handled properly and in a timely manner.

Employees are informed about the importance of safeguarding customer privacy in accordance with the Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong). Furthermore, the Group implements security measures and technology to protect the information it holds, preventing unauthorized access, unlawful disclosure, and misuse of personal data within the organization.

The Group also respects and safeguards intellectual property rights. Only licensed software is allowed, and employees are reminded not to install unauthorized software on office desktops or laptops.

For the year in review, the Group has not received any material complaint about its products or services and the Group is not aware of any products sold or shipped which are subject to recalls for safety and health reason and has not received any complaints on the same.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

SOCIAL *(Continued)*

(G) Anti-Corruption

The Group maintains a zero-tolerance approach towards bribery and corruption. Its Anti-Bribery and Corruption Policy (ABAC Policy) outlines the practices aimed at preventing corruption. This policy applies to its directors, employees, and individuals acting on behalf of the Group.

For the year under review, the Group is unaware of any instances of non-compliance with relevant laws and regulations in Hong Kong concerning bribery, extortion, fraud, and money laundering. Additionally, no legal cases related to corrupt practices have been filed against the Group.

Anti-Bribery and Corruption Policy includes	Gifts and the exceptions to the same
	Entertainment and Corporate Hospitality — its definition and exceptions
	Money Laundering
	Corporate Social Responsibility
	Procurement — which includes due diligence
	Dealing with third parties
	Consequences of breach of the ABAC Policy

Whistleblowing

The Group has a Whistleblower Policy in place for employees who wish to raise concerns about potential issues in financial reporting or internal control matters. The Audit Committee oversees this policy and has assigned the day-to-day management and implementation to the Company Secretary. Employees can report concerns to the Company Secretary, the Chairman of the Audit Committee, or the Chairman of the Executive Committee.

For the year in review, the Group had sent email to each department head to inform them that the Group has Whistleblower Policy that he/she can report any case concerns about possible improprieties in financial reporting or internal control matters with the Group.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

COMMUNITY INVESTMENT

The Group is committed to making a positive impact in the communities where it operates, as emphasized in its Social Policy. Its focus areas include education, knowledge development, and addressing medical and humanitarian needs. Leveraging its position as a media company, the Group aims to support and contribute to those in need.

GOVERNANCE



Building an ethical culture and carrying out its business and operation in a transparent and compliant manner is in the forefront of the Group's objectives. The Group has in place a corporate governance framework to ensure good compliance with applicable laws and regulatory requirements.

Further details on the corporate governance policies and practices of the Group are set out in the Corporate Governance Report in the Company's Annual Report 2024/2025 on pages 16 to 28.