

BOARD STATEMENT

In 2021, the COVID-19 pandemic continued to impact businesses and investments worldwide. The COVID-19 pandemic and global warming have prompted many governments around the world to prepare for any future pandemics and mitigate risks arising from climate change.

Moving forward, the global push to transition into greener economies will be a major force driving business decisions. Hence, governments are likely to enact new regulations to encourage sustainability. In this connection, integrating Economic, Environmental, Social and Governance (EESG) practices into business strategies will have to be a priority for companies.

Adding to this, there is a significant increase in the demand for green investments as investors seek to scrutinise corporates' EESG practices which are believed to have positive correlations with their financial performance.

The Group embarked on its sustainability journey in 2018. Since then, the Group is committed to driving responsible and sustainable business practices throughout the organisation. The Group believes in delivering shareholder value by embedding sustainability practices into its business strategies and operations.

During the financial year in review, the Group established a Sustainability Committee which is composed of members of the Group Executive Committee with defined terms of reference. The Sustainability Committee together with the support from management shall assist the Board in fulfilling its responsibilities for managing the Group's EESG risks and opportunities and implementing the sustainability strategies and related long-term plans.

Furthermore, the Group has established appropriate and effective management policies and internal control systems for EESG matters.

REPORTING PERIOD

This sustainability statement is for the Group's financial year 2021/2022. All data and activities reported are in relation to the Group's business operations from 1 April 2021 to 31 March 2022.

SCOPE OF REPORTING

This sustainability statement covers the Group's business activities in Malaysia and Hong Kong, which represented the Group's major sources of revenue for the financial year ended 31 March 2022.

REPORTING FRAMEWORK

The sustainability statement has been prepared in accordance with the Main Market Listing Requirements (MMLR) of Bursa Malaysia Securities Berhad and the Environmental, Social and Governance Reporting Guide as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

The Group's disclosures are also guided by Bursa Malaysia Securities Berhad's Sustainability Reporting Guide, the core principles of the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines and the environmental, social and governance (ESG) factors used by the FTSE4Good Bursa Malaysia Index. This report includes references to the United Nations (UN) Sustainable Development Goals (SDGs).

For a comprehensive overview of the Group's financial and non-financial performance for the financial year ended 31 March 2022, this sustainability statement should be read together with the Group's Annual Report 2021/22.

There is no external assurance for this sustainability statement.

Sustainability Statement

FEEDBACK

Feedback from our stakeholders is vital for us to continually improve our reporting and sustainability practices. We welcome your views, comments or feedback, which may be directed to:

Email: corpcom@mediachinese.com, or conveyed to the directors at the following addresses:

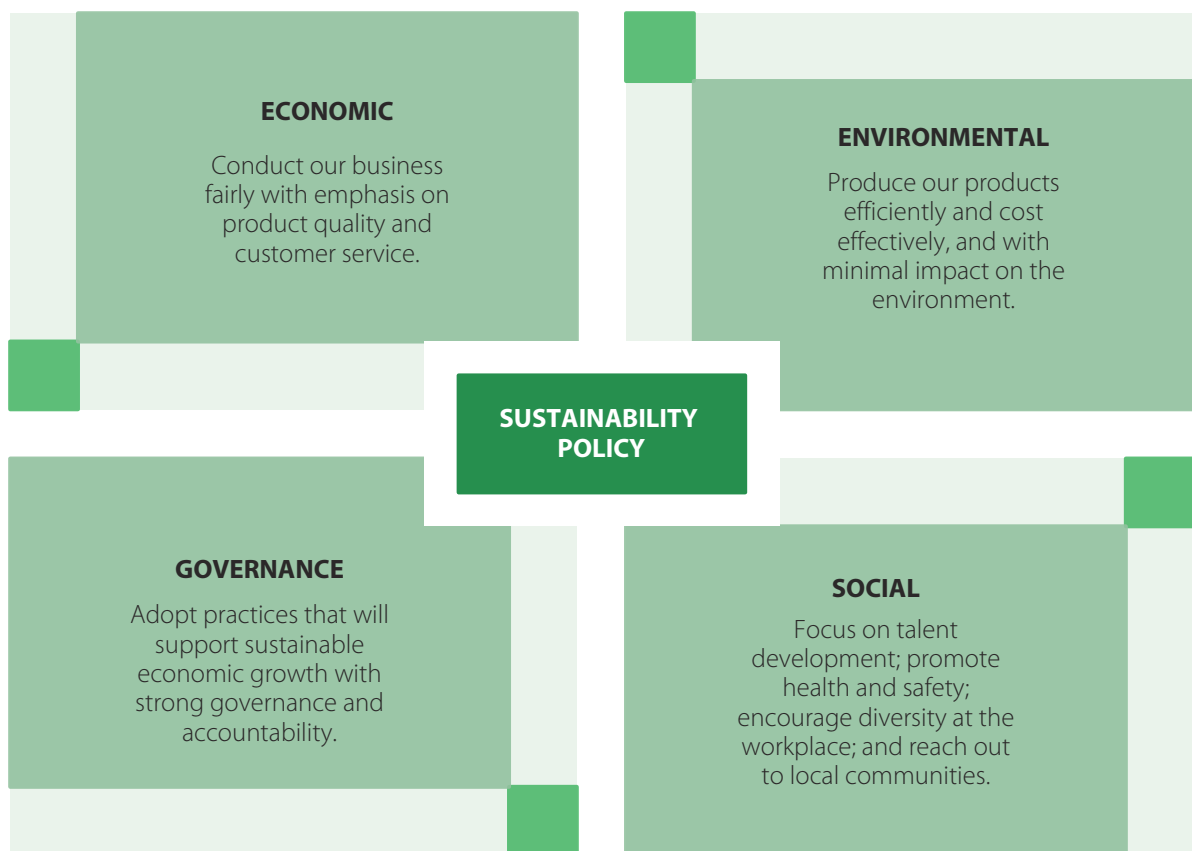
- (a) Malaysia head office: No. 78, Jalan Prof. Diraja Ungku Aziz, Seksyen 13, 46200 Petaling Jaya, Selangor Darul Ehsan, Malaysia, or
- (b) Hong Kong head office: 15th Floor, Block A, Ming Pao Industrial Centre, 18 Ka Yip Street, Chai Wan, Hong Kong.

OUR APPROACH TO SUSTAINABILITY

Our Sustainability Policy

The Group's Sustainability Policy sets the basis for its sustainability journey. It steers the Group toward reducing the impact of its operations on the environment by reducing the materials used for its production; conducting its business ethically and responsibly; promoting the well-being of its employees, and making a difference in the communities in which it operates.

The 4 pillars of the Group's Sustainability Policy are as follows:



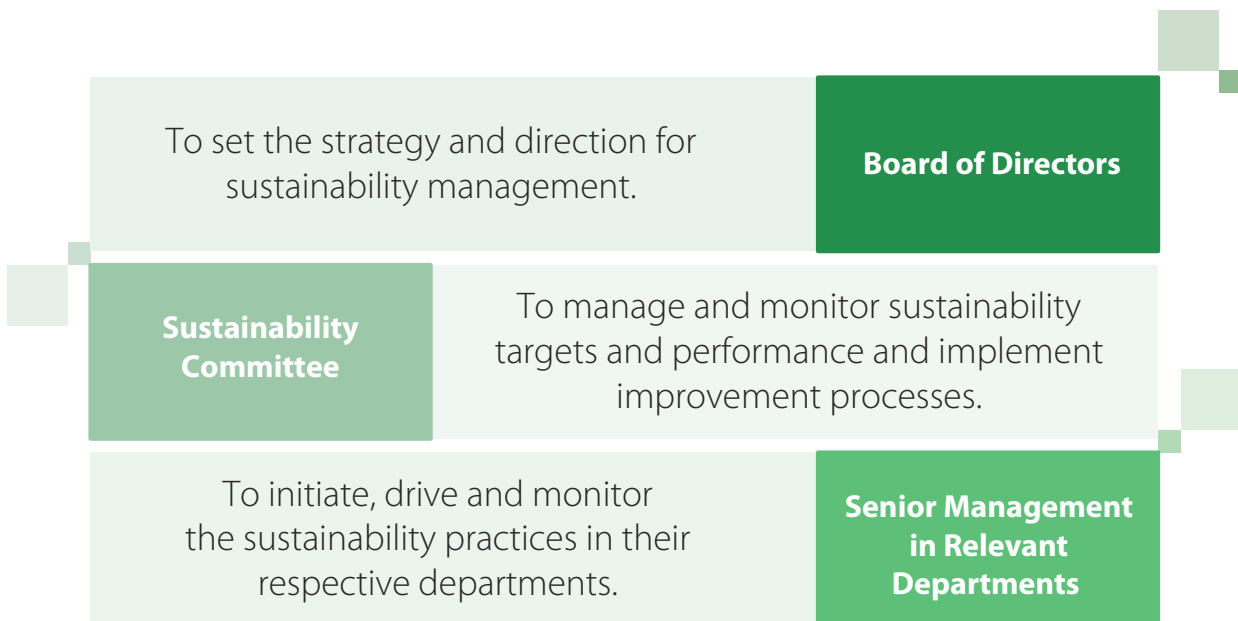
Sustainability Governance

The Sustainability Committee (the "Committee"), comprising members of the Group Executive Committee, was formed on 24 November 2021 to drive long-term value creation through good EESG practices for the Group.

Led by the Group CEO, the Committee is responsible for coordinating and supervising the implementation of the Group's sustainability initiatives, as well as leading the Group's sustainability reporting process to ensure compliance with regulatory requirements, and the Group's progress toward its 5-year EESG goals.

The Committee is supported by key departmental representatives and heads of business units in driving the sustainability plans and practices. The Committee is also monitoring and evaluating the progress and effectiveness of the EESG practices and initiatives undertaken at the operational level.

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



DETERMINING OUR MATERIAL MATTERS

Material Sustainability Matters

The Group understands the need to focus efforts on material sustainability matters that are most significant to its business and stakeholders. The Group regularly analyses its performance against key performance indicators and further evolves its strategies to fit its business needs in a bid to enhance its business operations. The Group also continuously reviews its material sustainability matters based on the feedback it obtains from its stakeholders.

After identifying the Group's material sustainability matters, the Group will then prioritise the sustainability matters that are considered most material to the Group's business operations and its stakeholders.

MATERIAL SUSTAINABILITY MATTERS



After much deliberation, it is decided that the Group's material sustainability matters remained the same as last year, as they are still relevant to its business and stakeholders, and that the Group's business activities remained largely unchanged from the previous year.

Below is a list of the Group's material sustainability matters:

AREA	MATERIAL SUSTAINABILITY MATTERS	LINK TO GRI	LINK TO SDGS
ECONOMIC 	Economic Performance	GRI 201	SDG 8
	Procurement Practices/Supply Chain Management	GRI 204	SDGs 12, 16
	Product Responsibility	Non-GRI	SDG 12
	Anti-Corruption	GRI 205	SDG 16
ENVIRONMENTAL 	Emissions	GRI 305	SDG 13
	Water and Effluents	Non-GRI	SDGs 6, 12, 13, 14
	Energy	GRI 302	SDGs 7, 12, 13
	Effluents and Waste	GRI 306	SDGs 12, 13, 14
	Materials	GRI 301	SDGs 12, 15
SOCIAL 	Employment and Labour Practices/ Diversity and Equal Opportunity	GRI 405	SDGs 1, 3, 5, 8
	Occupational Health and Safety	GRI 403	SDGs 3, 8
	Development and Training	GRI 404	SDGs 4, 8
	Community Investment	Non-GRI	SDGs 1, 3, 4, 8, 10, 11
GOVERNANCE 	Governance Structure	GRI 102	SDG 16
	Corporate Governance	GRI 102	SDG 16








United Nations Sustainability Development Goals (UN SDGs)

The Group supports the United Nations Sustainable Development Goals (UN SDGs) in its business operations. In this sustainability statement, the Group's material sustainability matters are linked to the UN SDGs as shown above.

Sustainability Statement

STAKEHOLDERS ENGAGEMENT

The Group values its stakeholders and seeks their feedback regarding its business and EESG aspects to improve its EESG performance. To formulate operational strategies and EESG measures, the Group uses various channels of communication to reach out to its stakeholders such as customers, shareholders, suppliers, regulators, employees and local communities, as shown in the table below:

STAKEHOLDERS	KEY COMMUNICATION CHANNELS	FREQUENCY	EXPECTATIONS AND CONCERNS
 Customers	<ul style="list-style-type: none"> Meetings Social media platforms and websites Events held for readers and advertisers Customer satisfaction surveys Networking lunches/dinners Awards 	<ul style="list-style-type: none"> Ongoing Ongoing Ongoing Periodic Ongoing Periodic 	<ul style="list-style-type: none"> Understand and/or meet customer needs Provide credible and high-quality content, products and services Customer satisfaction Privacy protection
 Community	<ul style="list-style-type: none"> Social media platforms Community events Financial and non-financial contributions/sponsorships 	<ul style="list-style-type: none"> Ongoing Ongoing Ongoing 	<ul style="list-style-type: none"> Contribute towards the well-being of the communities in which the Group operates
 Shareholders	<ul style="list-style-type: none"> Annual general meetings Announcements to Bursa Malaysia Securities Berhad and The Stock Exchange of Hong Kong Limited Interim/Annual reports Circulars and press releases Corporate website Analyst briefings 	<ul style="list-style-type: none"> Annual Ongoing Annual Ongoing Ongoing Periodic 	<ul style="list-style-type: none"> Provide opportunities for shareholders to engage with management Allow shareholders to gain a better understanding of the Group's strategy, business and operations Corporate governance
 Industry peers	<ul style="list-style-type: none"> Industry associations 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Share ideas to understand each other's perspectives and to improve the industry
 Regulators	<ul style="list-style-type: none"> Regular communication for updates 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Comply with regulations Corporate governance
 Suppliers and business partners	<ul style="list-style-type: none"> Product presentations Meetings 	<ul style="list-style-type: none"> Periodic Ongoing 	<ul style="list-style-type: none"> Fair and open procurement Achieve cost-efficiency Meet or exceed quality standards
 Employees	<ul style="list-style-type: none"> Corporate events Internal communications Company lunches/dinners and gatherings Training Occupation Safety and Health Committee Social activities Performance review 	<ul style="list-style-type: none"> Periodic Ongoing Periodic Ongoing Ongoing Ongoing Annual 	<ul style="list-style-type: none"> Understand and align with the Group's goals and strategies, and update on corporate developments For greater employees satisfaction, retention, productivity and work-life balance

OUR PERFORMANCE — ECONOMIC



Economic sustainability is important to ensure the sustainability of the Group's business and to deliver value to shareholders.

The Group plays an important role in the markets in which it operates, with its products considered by millions of readers as trusted sources for news and information, as well as for inspiration and entertainment. Because of this, the Group aims for integrity in all its business activities and delivers products and services of high quality. Further, the Group also advocates the protection of customers' data and the adoption of sound supply chain practices and ethical business practices.

(I) Economic Performance

For the financial year ended 31 March 2022, the Group recorded a turnover of US\$122,387,000 and a profit before income tax of US\$1,999,000.

The table below shows the economic values generated, retained and distributed by the Group for the year ended 31 March 2022.

Economic Value Generated (a)	US\$133,290,000
Economic Value Distributed (b)	US\$135,139,000
Economic Value Retained (c)	(US\$1,849,000)

Notes:

- (a) Refers to the revenues and other income generated by the Group
- (b) Refers to operating costs, employee wages, community investments, and payments to governments and providers of capital
- (c) Refers to Economic Value Generated minus Economic Value Distributed

Further details of the Group's financial performance can be found under the Management Discussion and Analysis section on pages 17 to 20 of this Annual Report.

Sustainability Statement

(II) Procurement Practices/Supply Chain Management — B5


Guided by its procurement policy and with sound processes and controls for procurement in place, the Group has established a sound supply chain management system. Prior to appointing any new supplier, the Group conducts basic due diligence on the prospective suppliers. The Group practises a fair and impartial selection process of suppliers where it focuses not only on the pricing but also on the quality of the products and services provided. Adding to this, the Group has embedded environmental and social considerations in its procurement process. After on-boarding, the services of the selected suppliers are monitored with an annual evaluation of the pricing, services and quality of their goods or services supplied.

The Group's procedures also include measures to prevent bribery and conflict of interest between employees and suppliers.

The Group believes that local procurement can support local economic development and create job opportunities for the local community as well as reduce emissions from transportation. Therefore, the Group takes an approach of purchasing from local suppliers where possible.

For the financial year ended 31 March 2022, the Group had business with a total of 9,519 suppliers, of which 7,407 were from Malaysia and 1,962 were from Hong Kong. About 88% of the Group's total procurement for the year was from local suppliers in Malaysia and Hong Kong totalling approximately US\$43,495,000.

The number of suppliers by geographical region:

	2022	2021	
Malaysia	7,407	7,610	% of procurement from the local suppliers 
Hong Kong	1,962	2,141	
Asia	86	86	
Europe	42	36	
North America	19	19	
Australia	3	4	

(III) Product Responsibility — B6

Being a media organisation, product responsibility is of paramount importance for the Group to maintain the trust its readers and customers have in it. The Group strives to deliver content that is credible, bias-free, accurate and of high quality.

Each publication in the Group has its own editorial policies to ensure responsible journalism. The editorial teams of the publications, headed by the editor-in-chief of each respective publication, review their publications to ensure the accuracy of the information contained. Any inaccurate information is immediately corrected in the next available publication.

As an advertising medium, the Group adheres to the Guidelines issued by Malaysia's Association of Accredited Advertising Agents and Hong Kong's Trade Descriptions Ordinance. The Group is committed to ensuring that all advertisements and marketing materials published in its publications meet legal and regulatory requirements, are appropriate for the target audience and accurately and fairly describe the products marketed. Customer satisfaction is important to the Group, hence it has customer relationship management processes in place. This ensures that consumer concerns and complaints are handled in an appropriate and timely manner.

For the financial year 2021/2022, the Group was not aware of any material non-compliance with laws and regulations in Malaysia and Hong Kong, concerning product health and safety, advertising and privacy matters relating to products and services provided by the Group, that would have a significant impact on the Group. The Group did not receive any complaints about its products or services during the year.

Adding to this, the Group did not have any sold or shipped products that need to be recalled due to safety or health reasons, and the Group was not aware of any complaints relating to products or services that would have a significant impact on the Group.

(IV) Customer Privacy Protection

The Group strives to protect the personal data it has collected during its business operations as it is aware of the importance of protecting its customers' privacy under Malaysia's Personal Data Protection Act 2010 and Hong Kong's Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong).

The Group has processes in place to protect and manage the personal information held and to prevent unauthorised access, unlawful disclosure and misuse of the information within the Group.

(V) Intellectual Property Rights

The Group respects and protects intellectual property rights. It is the Group's policy not to use infringing articles in its publications and to only use licensed software on office equipment.

The Group has adopted the following policies and procedures to prevent infringement on third-party intellectual property rights:

- Assign key personnel to review all content published by the Group before publication and, if necessary, ensure that the Group has obtained the right or permission to use the relevant content or to give proper credit to the sources;
- Enter into formal arrangements with reputable news agencies to acquire rights to publish their contents;
- Prohibit installation of unauthorised software; and
- Provide training to staff on copyright compliance.

Further to protect the rights of the Group's brands and content, it has registered all its trademarks, including watermarks in photos and videos, and employs technology to prohibit unauthorised copying of the Group's news articles.

(VI) Anti-Corruption — B7

The Group has a zero-tolerance policy regarding bribery and corruption in any aspect of its business activities.

The Group has an Anti-Bribery and Corruption Policy (ABAC Policy) in place to provide clear guidelines in respect of anti-bribery and corruption. The policy has been uploaded to the Group's website for its employees and the public to review. The policy applies to all directors and employees of the Group, and the Group calls upon third parties acting on its behalf to observe and act in accordance with the policy at all times.

The Board and the Group Executive Committee are committed to setting out processes and controls to counter any act of bribery and corruption. This policy is reviewed periodically by the Board to ensure its relevance to the Group's business operations.

Sustainability Statement

Amongst others, the ABAC Policy sets out the following:

- (a) Gifts and the exceptions to the same;
- (b) Entertainment and Corporate Hospitality — its definition and exceptions;
- (c) Money Laundering;
- (d) Facilitation Payments and Kickbacks;
- (e) Corporate Social Responsibility;
- (f) Procurement — which includes due diligence;
- (g) Prohibition in making or offering any political contribution;
- (h) Dealings with third parties; and
- (i) Consequences of breach of the ABAC Policy.

Bribery and corruption are risks that are being monitored by the Group. The Group has in place a risk management framework and would assess the nature and extent of its exposure to potential external and internal risks of corruption and bribery, including bribes made on its behalf by persons associated with it. During the assessment of the risks, the Group would take into account the characteristics of the markets in which it operates such as local culture, level of government regulation, corruption case history and sector risks, etc.

The Group also takes into consideration the likelihood of perpetration of frauds and acts of corruption during the business process and the impact of these wrongful acts on the Group's activities.

The Group has put in place the anti-bribery due diligence procedures on its suppliers, which include obtaining confirmations of non-involvement in bribery and corruption from its Malaysian suppliers.

The Group would implement the rules, policies and procedures to prevent, detect and remedy the commission of any undesirable acts based on such identified risks.

Adding to this, the internal control systems and procedures will be subject to regular audits to assure that they are effective in countering bribery and corruption.

All staff are required to make a declaration of non-involvement in bribery and corruption and agree to comply with Section 17A of the Malaysian Anti-Corruption Commission Act 2009 (MACC Act) and the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong), and the Group's Code of Conduct in particular conflict of interest and anti-bribery provision.

To ensure compliance from all directors and employees, the Group organises anti-bribery and corruption talks and training for its directors and employees from time to time. During the year, 3 training sessions were held on the Group's ABAC Policy and the MACC Act for the Group's employees in Malaysia and a talk on anti-corruption by the Independent Commission Against Corruption was arranged for its employees in Hong Kong.

The Group has in place a whistle-blowing policy that provides a secured whistle-blowing channel for its employees to report directly to the Chairman of the Board or Chairman of the Audit Committee.

During the reporting period, the Group has not paid any fines, penalties or settlements concerning corruption and no staff has been disciplined or dismissed due to non-compliance with the Group's ABAC Policy. The Group was not aware of any non-compliance by the Group of any relevant laws and regulations relating to bribery, extortion, fraud and money laundering. For the year in review, there were no legal cases regarding corrupt practices brought against the Group.

(VII) Code of Conduct and Ethics

The Group is a responsible business that adheres to ethical standards with a clear robust Code of Conduct and Ethics. The Group's Code of Conduct and Ethics sets the standards for its corporate and individual conduct, in which its directors and employees are required to behave ethically and maintain a high level of professionalism and exemplary corporate conduct.

The Code of Conduct and Ethics includes standards for equal opportunity, anti-bribery and corruption, conflicts of interest, share dealings and fair competition, among other topics. Many of the topics in the Code of Conduct and Ethics are supported by detailed policies and procedures for the Group's employees.

(VIII) Whistle-blowing

The Group's whistle-blowing policy applies to its directors, employees and also third parties who have dealings with the Group. Directors may refer or address their concerns to the Board's Chairman or the Group Chief Executive Officer, and employees may address their concerns to their immediate superior, department head, the Group Chief Executive Officer or the Audit Committee's Chairman at wbac@mediachinese.com. No individual will suffer any act of retaliation or be discriminated against for reporting in good faith on violations or suspected violations. The Group's whistle-blowing policy provides that every effort will be made to keep confidential the identities of the whistle-blowers.

OBJECTIVES FOR ECONOMIC SUSTAINABILITY	PROGRESS IN 2021/2022
<ul style="list-style-type: none"> To ensure that the Group's business is sustainable and brings value to the investors. Target to meet the annual budget set by the Group. 	The Group recorded a turnover of US\$122,387,000 and a profit before income tax of US\$1,999,000 for the financial year 2021/2022.
<ul style="list-style-type: none"> To deliver content that is true and accurate. 	The Group was not aware of any material non-compliance with laws and regulations in Malaysia and Hong Kong concerning product health and safety, advertising and privacy matters relating to products and services provided by the Group that would have a significant impact on the Group.
<ul style="list-style-type: none"> Zero incidents of PDPA Breaches 	During the year, the Group was not aware of any breach of the relevant privacy policy.
<ul style="list-style-type: none"> Zero incidents of corruption 	During the reporting period, the Group did not pay any fines, penalties or settlements concerning corruption and no staff was disciplined or dismissed due to non-compliance with the Group's ABAC policy.
<ul style="list-style-type: none"> Incorporate sustainability principles into the Group's procurement practice 	The Group's purchasing department used its best efforts to procure materials from sustainable sources managed or operated by environmentally reputable suppliers.
<ul style="list-style-type: none"> Maintain local procurement and spend above 85% to support local suppliers 	The Group's suppliers from Malaysia and Hong Kong accounted for 88% of its total procurement which was an increase of 11% if compared to the previous year.

OUR PERFORMANCE — ENVIRONMENTAL



The Group has an Environmental Policy that aims to reduce the environmental impact caused by the Group's operation through conservation of energy, and reduction of greenhouse gas (GHG) emissions and waste. The Group is committed to creating and building awareness among its stakeholders on the importance of environmental protection in achieving sustainable development.

The Group, led by the Board of Directors, regularly assesses its environmental risks and takes preventive measures to mitigate those risks while complying with the relevant environmental laws and regulations.

For the year in review, the Group was not aware of any non-compliance with any laws in Malaysia and Hong Kong relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

(I) Emissions (A1)

Considering the Group's business nature, the impact of its operations on GHG emissions is not significant.

Since the Group outsources its transport tasks and does not have any activities that result in a significant amount of direct GHG emissions, the Group's GHG emissions are primarily energy indirect emissions (Scope 2) generated from the use of purchased electricity for its printing plants and offices in Malaysia and Hong Kong. The Group is actively adopting energy-saving measures as well as other measures to reduce GHG emissions.

The Group used the emission factor based on the 2007 report by Pusat Tenaga Malaysia titled "Study on grid-connected electricity baselines" in Malaysia and "Emission Factor Electricity 2019" provided by Hong Kong Electric to estimate its GHG emissions from purchased electricity.

For the financial year ended 31st March 2022, the Group succeeded in reducing its CO₂ emission from purchased electricity by 4% year-on-year to approximately 10,700 tonnes. This improvement was mainly due to the Group's continuing effort in reducing its usage of purchased electricity.

A summary of the Group's GHG emission performance for the past 3 financial years is as follows:

CO ₂ equivalent emissions	Unit	2021/2022	2020/2021	2019/2020
Direct GHG emissions (Scope 1)	tCO ₂ e	–	–	–
Energy Indirect GHG emissions (Scope 2)				
— Purchased electricity	tCO ₂ e	10,700	11,200	13,100
Intensity*	tCO ₂ e/number of facilities	973	1,018	1,191

Note: * Number of facilities for the year in review is 11.

Intensity is calculated as total GHG emissions divided by the number of facilities for the year. This is the first year the Group is reporting on intensity.

(II) Use of Resources (A2)

The Group has established relevant policies and procedures to improve energy efficiency and optimise the use of resources in all of its business operations.

(A) Energy Consumption

The Group aims to achieve higher energy efficiency which will reduce GHG emissions and operating costs.

The usage of electricity by the Group's production process in its printing plants contributes to most of the Group's consumption of electricity. The balance is from the usage in its offices.

The Group's efforts to reduce energy consumption include:

- Provide signs to remind staff to switch off the lights and equipment that are not in use;
- Purchase and use energy-efficient products and services;
- Ensure smooth, efficient and low wastage operations by optimising the printing process, such as designing newspaper layouts within machine capabilities, combining/printing a few sections together to reduce the number of runs etc.;
- Ensure electrical motors are properly calibrated and tuned, and mechanical parts are properly lubricated and in good working conditions;
- Investigate incidents of exceptionally high consumption of electricity, followed by preventive measures; and
- Set optimal temperature settings for offices and data centres.

For the financial year ended 31 March 2022, the Group managed to reduce its electricity consumption by 6% year-on-year to approximately 15,337,000 kWh. A significant part of the saving was attributed to the business disruptions caused by the pandemic.

A summary of the Group's energy consumption for the past 3 financial years is as follows:

Type of Energy	Unit	2021/2022	2020/2021	2019/2020
Indirect energy consumption				
— Purchased electricity	kWh	15,337,000	16,230,000	18,499,000
Intensity*	kWh/number of facilities	1,394,000	1,475,000	1,681,000

Note: * Number of facilities for the year in review is 11.

Intensity is calculated as total electricity usage divided by the number of facilities for the year. This is the first year the Group is reporting on intensity.

(B) Water Consumption

The Group does not have any issue in sourcing water as it purchases water from governmental water companies in Malaysia and Hong Kong. Most of the Group's water consumption is for the production process at its printing plants.

The Group has implemented the following measures to achieve its goals of reducing waste and pollution:

- Encourage all employees to develop the habit of conserving water;
- Recycle or reuse dampening solutions in the printing process;
- Use chemical-free or low-chemical printing plates; and
- Installed facilities to harvest and store rainwater for cleaning purposes.

For the financial year ended 31 March 2022, the Group's water usage decreased by 11% from approximately 66,200 m³ to approximately 59,000 m³. Besides the Group's water conserving efforts, these savings were also attributed to the impact of the pandemic on its operations during the year under review.

A summary of the Group's water consumption for the past 3 financial years is as follows:

Indicator	Unit	2021/2022	2020/2021	2019/2020
Total water consumption	m ³	59,000	66,200	67,260
Intensity*	m ³ /number of facilities	5,364	6,018	6,115

Note: * Number of facilities for the year in review is 11.

Intensity is calculated as total water usage divided by the number of facilities for the year. This is the first year the Group is reporting on intensity.

(C) Waste

Most of the Group's waste is generated from its production activities. The Group is committed to caring for the environment and optimising production costs when selecting the types of materials. As such, it would use environmentally friendly products and minimise consumption and wastage. The Group emphasises the importance of waste reduction by implementing the principle of "Reduce, Reuse, Recycle and Replace" to mitigate environmental impact and conserve environmental resources.

The Group has established guidelines governing the management and disposal of hazardous waste, where non-hazardous waste is sold to recycling companies whilst hazardous waste is collected by licensed chemical waste collectors in compliance with the relevant regulations in Malaysia and Hong Kong. Hazardous waste is stored in separate holding areas pending collection and will be recycled where possible by the waste collectors.

(i) *Non-hazardous waste*

The Group's non-hazardous waste is mainly generated from its production activities. They consist mainly used newsprint and plates.

Newsprint

The Group is committed to environmental protection hence most of the newsprint used by the Group is environmentally friendly recycled paper supplied by reputable manufacturers, most of which are members of the Forest Stewardship Council and they adhere strictly to the manufacturing process that creates minimal impact on the environment.

During the printing process of the newspapers, the Group exercises stringent supervision and control on the efficient use of newsprint. Adding to this, the Group's printing machines are maintained regularly to ensure that they are in good condition to prevent multiple starts and stops as these increase start-up waste. The Group has put in place key performance indicators to monitor paper waste continuously as the costs of newsprint are substantial and any savings in its usage will reduce the Group's operating costs.

During the year, approximately 1,112 mt of newsprint waste was collected for recycling and the intensity was 3.7%.

A summary of the Group's newsprint waste for the past 3 financial years is as follows:

Indicator	Unit	2021/2022	2020/2021	2019/2020
Newsprint waste collected for recycling	mt	1,112	1,144	1,763
Intensity*	mt/total newsprint used	3.7%	3.7%	3.9%

Note: * Intensity is calculated as total newsprint waste divided by total newsprint used for the year.

Plates

The Group strives to reduce the usage of plates and, as such, stringent supervision and control on the efficient use of plates have been exercised. The Group stores the plates in a suitable environment to preserve the condition of the plates. Additionally, the editorial team is mindful of minimising mistakes to reduce the usage of plates.

During the year, approximately 129 mt of plates were used and the intensity was 14 mt.

A summary of plates used in the past 3 financial years is as follows:

Type of waste	Unit	2021/2022	2020/2021	2019/2020
Used plates	mt	129	144	155
Intensity*	mt/number of production facilities	14	16	17

Note: * Number of production facilities for the year in review is 9.

Intensity is calculated as total plates used divided by the number of facilities for the year. This is the first year the Group is reporting on intensity.

Sustainability Statement

Inks

The Group uses environmentally friendly inks in its printing plants. All inks used are supplied by manufacturers that comply with the Environmental Management System Standards ISO 14000 and ISO 14001 as well as the Quality Management Standards ISO 9000 and ISO 9001. The Group also uses ink optimisation software to achieve optimum colour with the minimal use of inks.

During the year ended 31 March 2022, the Group used approximately 586,000 Kg of inks for the production of its newspapers and other publications, and the intensity was 65,000 Kg.

A summary of the inks used by the Group in the past 3 financial years is as follows:

Type of waste	Unit	2021/2022	2020/2021	2019/2020
Used inks	Kg	586,000	590,000	674,000
Intensity*	Kg/number of production facilities	65,000	66,000	75,000

Note: * Number of production facilities for the year in review is 9.

Intensity is calculated as total inks used divided by the number of facilities for the year. This is the first year the Group is reporting on the intensity.

Packing Materials

The Group uses minimal packing materials for its finished products and is therefore not reporting on this item.

(ii) *Hazardous/Scheduled waste*

The Group's printing operations generate hazardous or scheduled waste such as contaminated rags, waste ink, chemical waste, etc. The hazardous waste is collected and treated by licensed waste collectors regularly to avoid adverse impacts on the environment.

A total of 192.08 mt of hazardous waste was generated in the year under review as compared to 193.30 mt in the prior year, and the intensity was approximately 24.01 mt.

A summary of hazardous waste generated in the past 3 financial years is as follows:

Code	Hazardous Waste	Unit	2021/2022	2020/2021	2019/2020
SW 305	Spent lubricating oil	mt	4.39	5.00	5.14
SW 322	Non-halogenated organic solvent	mt	29.39	29.52	35.22
SW 410	Contaminated rags	mt	18.33	17.82	22.92
SW 417	Waste of ink	mt	3.71	3.26	5.10
SW 423	Spent solution from photographic waste	mt	136.26	137.71	149.20
Total hazardous waste		mt	192.08	193.30	217.58
Intensity*		mt/number of production facilities	24.01	24.16	27.20

Note: * Number of production facilities for the year in review is 8, which consists only of the production facilities in Malaysia.

Intensity is calculated as total hazardous waste divided by the number of facilities for the year. This is the first year the Group is reporting on the intensity.

(iii) *Effluents*

To minimise the environmental impact as well as comply with the laws relating to the environment, the Group has installed wastewater treatment facilities at some of its printing plants to treat certain chemical waste before it is released back into the environment. Sampling and monitoring of the discharge are performed periodically to ensure that the waste is safe to be discharged into the drainage system.

(III) The Environment and Natural Resources (A3)

The Group has an Environmental Policy which aims to reduce its impact on the environment and ensures its business operations do not cause any substantial impact on the environment and natural resources. Further, the COVID-19 pandemic has accelerated the consumption of news digitally and the Group has intensified its adoption of technology to launch new digital products to ride on the change in the demands of readers and advertisers. The Group has reduced much of its business travelling and most meetings are now conducted virtually. These measures will reduce the carbon footprint of the Group.

(IV) Climate Change (A4)

The Group is aware of the importance of addressing the impact of climate change on its business operations. Hence, the Group intends to identify the climate-related risks, ways to mitigate the impact and implement ways to manage the same. Climate-related risks have been divided by the Task Force on Climate-related Financial Disclosures into (1) risks related to the transition to a lower-carbon economy and (2) risks related to the physical impacts of climate change.

For the transition risks, the Group may face financial and legal risks if there are changes to the laws or policy which may impose requirements to encourage the reduction of carbon emissions or the need to pay for greener energy. For physical impacts, adverse climate changes may impact the Group's supply chain or the distribution and sales of its publications.

OBJECTIVES FOR ENVIRONMENTAL SUSTAINABILITY	PROGRESS IN 2021/2022
• Net Zero carbon emission by 2050	The Group strives to reduce its impact on the environment wherever possible and has succeeded in reducing its GHG emissions by 4%.
• 10% reduction in energy intensity by 2027	The energy intensity was reduced by 6%.
• 10% reduction in water intensity by 2027	The water intensity was reduced by 11%.
• Comply with the local authorities' regulations regarding waste management	During the year, the Group was not aware of any material non-compliance with the relevant environmental law and regulations in Hong Kong and Malaysia.
• Reduce overall waste generation and increase recycling streams	The hazardous wastes generated by the Group were collected and treated by licensed collectors. Total hazardous waste generated in the financial year 2021/2022 was down by 0.6% against the previous year.
• Procure newsprint from suppliers with sustainable newsprint fibre sources	All newsprint used by the Group's printing plants is supplied by reputable paper mills, most of which are members of the Forest Stewardship Council.
• Use inks and plates that comply with internationally accepted safety standards	All inks and plates used are supplied by manufacturers who comply with the Environmental Management System Standards ISO 14000 and ISO 14001 as well as the Quality Management Standards ISO 9000 and ISO 9001.

OUR PERFORMANCE — SOCIAL



Building a positive, inclusive and safe working environment for its employees is at the forefront of the Group's operational priorities. The Group strives to put in place processes to promote welfare and rights, health and safety, talent development, diversity in the workplace and uphold labour standards and anti-child labour.

The Group's success depends greatly on its people as its business relies on the expertise, creativity, passion and commitment of its people. Hence, people play a key role in helping the Group achieve its strategic goals. The Group has established relevant policies to provide a working environment that attracts, motivates, develops and retains talented people.

Further, the Group is also cognizant of its duty to contribute positively to the communities in which it operates. As such, each year the Group will carry out numerous initiatives for the communities in Malaysia and Hong Kong.

(I) Employment and Labour Practices — B1

(i) Diversity, Equal Opportunity and Anti-discrimination

Providing a workplace that is safe and inclusive is one of the primary goals of the Group. Hence, the Group is dedicated to promoting diversity and providing equal opportunity in all aspects of employment. It is committed to maintaining a workplace that is free from discrimination against any individual based on race, creed, religion, gender, nationality, age, family status, or disability, and will not tolerate any form of discrimination or prejudice in the workplace.

The Group also has an anti-sexual harassment policy in place to protect employees against sexual harassment. Any concerns about sexual harassment may be reported to the individual's immediate superior or to the Human Resources Department and will be treated with the utmost confidentiality.

The Group ensures that its employees' remuneration complies with the statutory minimum wage requirements and is competitive in the market.

Summary of the Group's employee welfare and benefits:

Welfare and Benefits	Description
Leave	The Group provides employees with annual leave, sick leave, marital leave, compassionate leave, maternity/paternity leave and various other kinds of leave benefits.
Healthcare	Employees can seek consultation and treatment from a Group-appointed GP and dental surgeon, annual eye examination for computer users and annual ENT examination for staff in the production and logistic departments, and annual medical check-ups for eligible employees.
Insurance Coverage	The Group has taken out a variety of insurance policies for its eligible employees, including Social Security (SOCSO), Employment Insurance Scheme (EIS), Employee Compensation Insurance, Group Personal Accident Insurance, Business Travel Insurance, Group Hospitalisation and Surgical insurance, and Group Term Life insurance.
Subsidies and Allowances	Parking and petrol subsidies, mobile phone device and usage subsidies, meal subsidies, housing loan interest subsidies and club membership subsidies for eligible employees.
Retirement Benefits	In the form of Employees Provident Fund contributions for eligible employees in Malaysia, and Mandatory Provident Fund contributions for employees in Hong Kong.
Education Assistance	Paid leave and/or time-off on the date of examination for courses related to work.

Performance management and performance evaluation are prescribed in the Group's "Employee Training and Development Policy". The Group keeps track of the performance of its employees to achieve an efficient organisation. An annual performance evaluation is conducted to evaluate employees based on key performance targets set for each individual employee. For non-performing employees, the Group would offer them a chance to improve through a structured performance improvement plan. If such an employee still fails to make considerable improvement, the Group then considers dismissal following the applicable legal requirements.

The Group ensures it complies with the relevant applicable laws, rules and regulations in the jurisdictions within which the Group operates concerning discrimination of gender, disability, family status and race including ensuring its human resource practices comply with labour laws in Malaysia and Hong Kong.

For the year in review, the Group was not aware of any non-compliance with the relevant laws and regulations in Malaysia and Hong Kong that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

Our Workforce

The number of employees in Malaysia and Hong Kong for the financial years ended 31 March 2022 and 2021 are 2,785 and 2,967 respectively. The drop of 6% in its total employees was mainly due to natural attrition and better alignment of the manpower resources with business needs.

The diversity of employees in Malaysia and Hong Kong by gender, age and employment categories is presented below:

Employees by gender

Gender	2021/2022	%	2020/2021	%
Female	1,392	50	1,487	50
Male	1,393	50	1,480	50

Employees by employment categories and gender for 2021/2022

	Female	%	Male	%
Manager	130	41	184	59
Executive	178	50	181	50
Non-Executive	1,084	51	1,028	49

Employees by age group

Age	2021/2022	2020/2021
Age 25 years and below	99	136
26 to 49 years	1,829	1,973
50 years and above	857	858

Employees by types of employment

Type of Employment	2021/2022	2020/2021
Permanent	2,660	2,831
Contract	125	136

The attrition rate of employees by gender

Gender	2021/2022	2020/2021
Female	7.0%	4.6%
Male	4.9%	3.5%

The attrition rate of employees by age group

Age	2021/2022	2020/2021
Age 25 years and below	1.1%	0.4%
26 to 49 years	8.0%	5.0%
50 years and above	2.9%	2.7%

Employee Engagement

Employee engagement is necessary to build team spirit and improve the working relationship among employees. As such, the Group encourages employees to share their views with management on matters relating to employee interests and the conduct of the Group's business.

Different channels are used by the Group for employee communication including:

- The intranet;
- Newsletters;
- Face-to-face communications with management;
- Programs relating to specific key events such as major changes in Group policies or work processes; and
- Annual dinner, Christmas dinner and departmental dinners.

(ii) Development and Training — B3

Employees are a cornerstone of the Group. With the constant advancement of technology that changes the way media content is published and consumed, the Group has to ensure that its employees are equipped with the necessary skills to keep abreast of the latest digital media development to attain growth in its performance.

Hence, the Group has adopted an "Employee Training and Development" policy which outlines how the Group can achieve its development and training objectives. Each year as part of its annual performance review process, a training needs analysis is carried out to identify the training needs of its employees. The results of such training needs are then analysed and planning for training is carried out following such results.

The total number of employee training hours for the year ended 31 March 2022 was 2,226 hours as opposed to 2,960 hours in the previous year.

Training activities include:

- Organise online training courses and seminars for the employees to attend;
- Short-term internships for editorial staff; and
- Arrange for employees to attend professional training courses at the expense of the Group.

The percentage of employees trained by gender:

	Percentage of trained employees	
	2021/2022	2020/2021
Female	9.8%	8.3%
Male	7.0%	7.6%
Total trained employees	16.8%	15.9%

The percentage of employees trained by employment category:

	Percentage of trained employees	
	2021/2022	2020/2021
Manager	4.7%	5.7%
Executive	2.6%	3.5%
Non-Executive	9.5%	6.7%

The average training hours completed per employee by gender:

	Average training hours completed	
	2021/2022	2020/2021
Female	4.0	6.1
Male	5.8	6.5

The average training hours completed per employee by employment category:

	Average training hours completed	
	2021/2022	2020/2021
Manager	5.9	6.1
Executive	5.9	5.1
Non-Executive	3.9	7.0

(iii) Health and Safety — B2

The health, safety and well-being of the employees remain a key priority for the Group. Hence, the Group is committed to providing the employees with a safe and harmonious working environment by maintaining high workplace safety, wellness standards and measures.

The implementation of health and safety measures in the Group is the responsibility of the respective committees set up in Malaysia and Hong Kong. In Malaysia, an Occupational Safety and Health Committee (“OSHC”) was established according to the Malaysian Occupational Safety and Health Act to help identify hazards, implement measures to deal with the hazards and facilitate the dissemination of information to address any concerns raised. The OSHC trains and reminds the employees to follow procedures for health and safety.

In Hong Kong, a Safety Committee was set up according to the Factories and Industrial Undertakings (Safety Management) Regulation, Laws of Hong Kong to implement a safety management system and monitor the safety policy in the Group’s printing plant. As required by law, each year in addition to an annual fire drill, a safety review is conducted to evaluate the effectiveness of the safety management system and consider whether any improvements are required. A safety review report including a safety improvement plan will be prepared and submitted to the Labour Department for examination. During the year in review, a First Aid Team was set up to provide quick responses to employees’ first aid needs.

For the financial year ended 31 March 2022, the Group held health and safety training on topics such as the Standard First Aid certificate course for its employees.

The number of employees who attended health and safety training during the year in review was 113.

With the pandemic still ongoing, the Group continues to take all the necessary health and safety measures to prevent the spread of COVID-19 in its workplace. The Group has transitioned to a remote working model where possible. Apart from strengthening the sanitation of the workplaces, precautionary measures are continued such as maintaining social distancing, management meetings being held virtually where possible, mandatory mask-wearing in the office and implementing temperature checks when entering the workplace. Employees who are in close contact with COVID-19 confirmed cases will be asked to take the COVID-19 PCR test, and not allowed to come to work until a negative test is confirmed. Further, the Human Resources Department provides regular pandemic updates, and safety and health guidelines to employees such as posting infection control guidelines, safety tips and quarantine policies.

Whilst the Group respects that vaccination is an individual choice, it strongly encourages its employees to get vaccinated to protect the well-being of themselves and their colleagues. The Group pledges its support to the local government’s vaccination drive and provides all employees with access to paid vaccination leave.

During the current financial year, the number of workplace accidents was similar to the previous year. These accidents were all non-fatal and resulted in minimal productivity interference. These accidents were investigated and reported to the relevant authorities and measures have been put in place to prevent the recurrence of the same.

Number of accidents and fatalities for the past 3 financial years:

	2021/2022	2020/2021	2019/2020
Number of accidents	10	10	10
Number of work-related fatalities	–	–	–
Rate of fatalities	–	–	–
Loss of days due to injury	186	416	161

(iv) **Work-life balance**

To retain talent, the Group recognises that work-life balance is important for all employees. The Group promotes work-life balance by encouraging employees to take part in recreational activities. Over the years, the Group has organised a variety of recreational and leisure activities such as Karaoke, gymnasium and sports events.

(v) **Labour Standards — B4**

The Group is committed to adhering to the laws relating to labour standards such as, amongst others, the Employment Act and the Industrial Relations Act 1967 in Malaysia and the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong) in Hong Kong.

The Group also complies with the relevant local laws that protect the rights of workers to bargain collectively. In Malaysia, the Group has collective agreements with its in-house unions for Sin Chew Media Corporation Berhad, Nanyang Press Holdings Berhad and The China Press Berhad. The Group has frequent dialogues with the unions to understand any issues that may be faced by its employees.

The Group has a policy of not recruiting any minor or forced labour. The Group does not use any kind of child labour or forced labour.

(II) **Contribution to Community — B8**

Community Investment

The Group has been using its reach and competence as a media group to support the welfare and the lives of the communities where it operates. The Group will make charity appeals to solicit donations from readers through its newspapers, often supplemented by editorial coverage of fundraising events. For the financial year ended 31 March 2022, the Group's newspaper titles have contributed about US\$2,000,000 worth of pagination to support the charity appeals in creating awareness of pertinent social issues.

The Group's community investment policy centres on areas that reflect its values and expertise: Nurturing Talent and Knowledge Building, Promoting Education, Humanitarian Assistance and Medical Assistance.

(i) *Nurturing Talent and Knowledge Building*

Nurturing talent and knowledge building is essential for building a progressive society. Hence, the Group participates in and promotes various activities for nurturing talent and knowledge building of the young in the community.

For the year under review, many of the Group's regular activities at schools were suspended due to the pandemic as students had to take lessons online instead of in school.

Nevertheless, *Sin Chew Daily* continues to organise general knowledge quizzes online for school children such as the "National Newspaper in Education (NIE) Quiz" and the "Sin Chew Online Quiz". Donations of second-hand books are made to Chinese primary schools in Malaysia through collections from the public. These activities aim to build general knowledge and inculcate the habit of reading. They also help connect the young to the Group's brands at an early age.

Adding to this, *Sin Chew Daily* organised the "NIE Poster Design Contest 2021" on the pandemic and the "Survival Skills to Cope during a Pandemic" Short Film Competition 2021 to help students strengthen their knowledge through interactive projects.

During the year, *China Press* organised the "Young Writer's Training Program" and *Ming Pao Daily* organised the "Little Writer Program", the purposes of these activities were to stimulate students' interest in journalism and improve their essay writing skills.

Sustainability Statement

(ii) Promoting Education

The Group places importance on building an educated society and providing the right to education. To achieve this, the Group reaches out to corporates to seek sponsorship and/or carry out fundraising activities to raise funds to support the education needs of the underprivileged.

Sin Chew Daily has collaborated with higher education institutions to grant full scholarships to talented but underprivileged students to pursue tertiary education in Malaysia. In the 2021/2022 academic year, the Sin Chew Daily Education Fund provided scholarships of RM4,300,000 to 73 students.

During the year, the Sin Chew Daily Readers Study Aid Project continued to fund the education needs of underprivileged children. Approximately RM900,000 raised fund was approved for 23 students.

Meanwhile, *Sin Chew Daily* co-organised with The Organisation of Taiwan Education & Cultural, Malaysia to provide the "Sin Chew Daily University Scholarships 2021" totalling RM1,400,000 to 24 students.

Sin Chew Daily teamed up with the Embassy of the People's Republic of China in Malaysia to launch the "Study Hard Dream Big" Student Aid Programme. In 2021, the programme provided financial assistance amounted to RM100,000 to students who faced financial difficulty during the pandemic.

Yayasan Nanyang Press provided RM259,000 for its "Dream House for the Hidden Stars" program to fund the learning programs for persons with learning disabilities.

Sin Chew Daily teamed up with Tiger Beer to organise virtual concerts to raise RM5,960,000 for 5 Chinese primary schools in Malaysia to upgrade their facilities.

Sin Chew Daily and *Guang Ming Daily* partnered with Eonsave to organise a charity concert to raise RM2,400,000 for University Tunku Abdul Rahman to fund its medical faculty's building costs.

The Group organised virtual education fairs such as the Sin Chew-E fair, *Ming Pao Daily News's* Education Expo 2021, JUMP Study & Career Fair and JUPAS Information Day.

(iii) Humanitarian Assistance

The Group through its charity bodies such as Yayasan Sin Chew, Yayasan Nanyang Press and Guang Ming Charity Fund contributes to the needs of the underprivileged in the community. The Group channels the funds raised from the readers of the Group's main publications and the public to those who are in need.

In response to the outbreak of the third wave of COVID-19 in Malaysia, the Group partnered with several charitable organisations to provide food, money and care packages to the most vulnerable in the community such as the elderly, the disabled, and women and children.

In July 2021, *Sin Chew Daily* teamed up with Nirvana Asia Group to distribute 10,000 sets of essential supplies and groceries worth about RM2,000,000 to the needy and families affected by the COVID-19 pandemic.

Through the "Help The Helpless" project, Yayasan Nanyang Press donated RM2,300,000 to provide financial assistance and food packages to more than 5,300 families who were in need to help them cope during this challenging period.

China Press responded to the "White Flag" campaign launched by the community and organised an online charity fundraising concert. With the support of 26 groups of artists from The Association of Malaysian Chinese Artistes and Singapore Artistes Association, the virtual charity concert raised RM434,420 to help the poor and needy people.

At the same time, Yayasan Sin Chew continued its ongoing “We Care-Sponsor-a-Child” Program by providing RM600,000 for 200 families to support vulnerable students experiencing the worst effects of the pandemic.

Yayasan Sin Chew continued to provide financial support amounted to RM2,435,000 to 200 NGOs, orphanages, old folks’ homes and hospices which faced difficulty in raising funds during the economic crisis caused by the COVID-19 pandemic.

Sin Chew Daily and The Selangor Federal Territory Hainan Association jointly distributed approximately 8,000 rice dumplings donated by readers to the underprivileged Malaysians to generate hope in times of uncertainty.

In December 2021, with overwhelming help from the public, Yayasan Nanyang Press and Yayasan Sin Chew together collected a total of RM2,700,000 to help the affected flood victims throughout Malaysia.

Yayasan Nanyang Press donated RM103,000 to the 2nd Chance Community Home (SCCH) project organised by the National Society of St Vincent De Paul Malaysia for the purchase of a truck to allow the residents at SCCH to utilise it to earn income.

During the year, *Guang Ming Daily* helped Bomba Sukarela Parit Buntar, Perak to raise RM260,000 to purchase a fire truck, and it also organised various activities to raise RM500,000 for old folk homes desperately in need of funding.

(iv) *Medical Assistance*

The Group is committed to helping underprivileged individuals suffering from chronic illness. Through the reporting in the Group’s publication titles, readers become aware of the needs of the individuals and respond through donations. The Group’s charity bodies i.e. Yayasan Sin Chew and Yayasan Nanyang Press are entrusted to manage public donations. During the year, the Group redirected readers’ donations amounted to RM5,800,000 to help the poor pay for medical fees ranging from transplants to major operations.

In 2021, Yayasan Sin Chew partnered with Fo Guang Shan and successfully raised RM5,000,000 to purchase personal protective equipment (PPE), ventilators, high-flow nasal cannulas and other supplies for designated hospitals and government health facilities for the treatment of COVID-19 patients in Malaysia.

The Group through Yayasan Nanyang Press provided sponsorship amounted to RM500,000 to fund its 3 dialysis centres throughout Malaysia to subsidise their costs of treating patients. Donations in form of dialysis machines worth RM751,000 were given to those selected non-profit making dialysis centres in Malaysia.

Guang Ming Charity Funds also collaborated with Umedic Healthcare Sdn Bhd to donate 100 units of Automated External Defibrillators (AEDs) to needy Chinese schools and charitable bodies for emergency use.

To educate the general public on certain health topics such as diabetes, the Group also organised talks in conjunction with medical and pharmaceutical companies.

Readers and Advertisers

The Group places primary importance on staying connected with its readers and advertisers. Constant engagement with these stakeholders provides feedback to the Group on its products and services. The Group uses several platforms such as social media, ground activities, digital platforms or its printed publications to reach out.

In 2021, *Sin Chew Daily* hosted the “Sin Chew Business Excellence Awards” which was one of the most prestigious and reputable business awards recognised by the business community in Malaysia. *Ming Pao Daily* organised two award events namely “Ming Pao Awards for Excellence in Finance 2021” and “Mingpao.com Living Smart Awards 2022”.

The Group also engages the readers through online charity concerts, online seminars that provide business operating strategies or financial information and cultural exhibitions such as the Chap Goh Mei festival.

Sustainability Statement

Investors and Shareholders

The Group engages its investors/shareholders through press releases and corporate announcements of its financial results quarterly, half-yearly and annually. It also engages its shareholders at annual general meetings.

The Group has a shareholders' communication policy. The details of shareholders' rights are set out in the Corporate Governance Overview Statement in this Annual Report on pages 57 to 80. The Group's website also provides detailed information on procedures for shareholders to propose a person to be elected as a director.

OBJECTIVES FOR SOCIAL SUSTAINABILITY

PROGRESS IN 2021/2022

<ul style="list-style-type: none"> • (i) Attract, develop and retain the talented team and people 	The Group's Human Resources Department has an appropriate system and process in place to recruit the best-qualified people and retain talents.
<ul style="list-style-type: none"> • (ii) Zero incidents of unlawful discrimination against employees 	During the year, the Group was not aware of any unlawful discrimination against employees.
<ul style="list-style-type: none"> • (ii) Continue to provide training programmes for employees to upgrade their skills 	The total number of training hours for the year ended 31 March 2022 was 2,226 hours, and 16.8% of employees attended training funded by the Group.
<ul style="list-style-type: none"> • Improve the Group's safety culture and eliminate work-related injuries, unsafe work practices and promote the health, safety and welfare of its staff 	The Group maintains a healthy and safe work environment through its Occupational Health and Safety Committee in Malaysia and the Safety Committee in Hong Kong.
<ul style="list-style-type: none"> • Zero significant non-compliance with health and safety laws and regulations 	The Group complies with relevant laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards.
<ul style="list-style-type: none"> • Compliance with labour standards 	The Group complies with all relevant laws and regulations of employment in Malaysia and Hong Kong.
<ul style="list-style-type: none"> • Foster engagement with the local communities in which the Group operates and increase its positive social impact on the communities 	The Group through its charity organisations and publication titles, as well as collaboration with various organisations and charitable bodies, has raised more than RM38,000,000 in cash and kind for a variety of charitable and community activities during the year. These contributions help the Group form stronger connections with the local communities in which it operates.

GOVERNANCE



The Group is committed to building an ethical culture within its organisation. It drives this commitment by implementing a code of conduct and ethics, and an anti-bribery and corruption policy in the Group.

Further details on the Group's corporate governance are set out in the Corporate Governance Overview Statement and Statement on Risk Management and Internal Control on pages 57 to 80 and pages 82 to 87 of this Annual Report respectively.