

## BOARD STATEMENT

As a media organisation, the Group is dedicated to providing quality journalism and continuously playing an important role in raising awareness on the importance of adopting Environmental, Social and Governance practices in the operations of companies.

The Group has a strong commitment to Economic, Environmental, Social, and Governance (“EESG”) principles and have incorporated these into its operations.

The Group is committed to conducting its business with integrity, taking into account how its actions may affect the environment and community, while creating value for all stakeholders. To achieve this, the Group has worked with stakeholders to identify the Group’s most relevant and significant material sustainability issues and has developed initiatives to address climate change, reduce its environmental impact, promote reuse or recycling.

The Board of Directors oversees the Group’s EESG strategy and reviews the sustainability management efforts carried out by the Group’s management team. The Board constantly reminds the Sustainability Committee to review all sustainability practices to ensure they remain relevant and seek improvement of the same.

## REPORT PERIOD

This Sustainability Statement is prepared for the Group’s financial year 2022/2023. All data and activities reported are in relation to the Group’s business operations from 1 April 2022 to 31 March 2023.

## 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 2023.

## REPORTING FRAMEWORK

This Sustainability Statement is guided by the Main Market Listing Requirements of Bursa Malaysia Securities Berhad and the Environmental, Social and Governance Reporting Guide outlined in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

The Group’s sustainability reporting is also guided by Bursa Malaysia Securities Berhad’s Sustainability Reporting Guide, the Global Reporting Initiative’s Sustainability Reporting Guidelines, and the FTSE4Good Bursa Malaysia Index’s environmental, social, and governance (ESG) factors. This sustainability statement also makes reference to the United Nations’ Sustainable Development Goals (SDGs).

To understand the Group’s overall financial and non-financial performance for the financial year 2022/2023, this Sustainability Statement should be read in conjunction with this Annual Report.

This Sustainability Statement has not undergone any external assurance.

# Sustainability Statement

## FEEDBACK

Your input on the quality of our reporting and sustainability efforts is highly valued. We appreciate your comments and suggestions as they allow us to continuously enhance our practices. If you have any feedback, kindly send it to:

Email: [corpcom@mediachinese.com](mailto:corpcom@mediachinese.com), or convey 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.

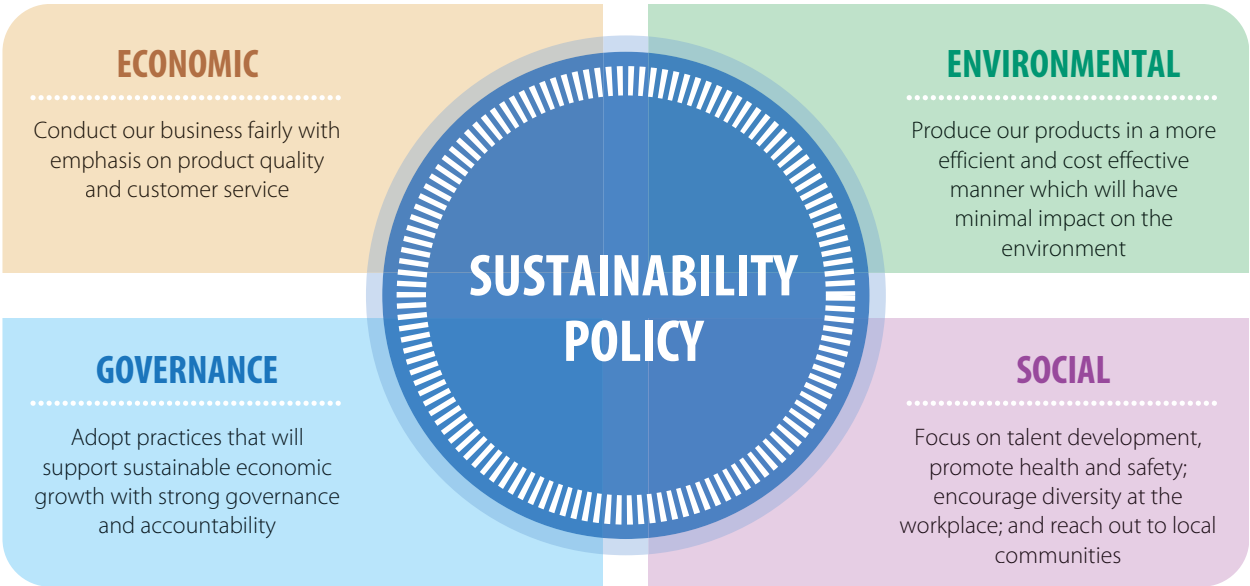
## OUR APPROACH TO SUSTAINABILITY

### Our Sustainability Policy

The Group's Sustainability Policy provides a foundation for its journey towards sustainability.

This policy guides the Group in reducing the environmental impact of its operations through the reduction of materials used in production, promoting ethical and responsible business practices, prioritising the well-being of employees, and positively impacting the communities it operates.

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



## Sustainability Governance

The Group has established a Sustainability Committee that is led by the Group Chief Executive Officer and made up of Executive Directors.

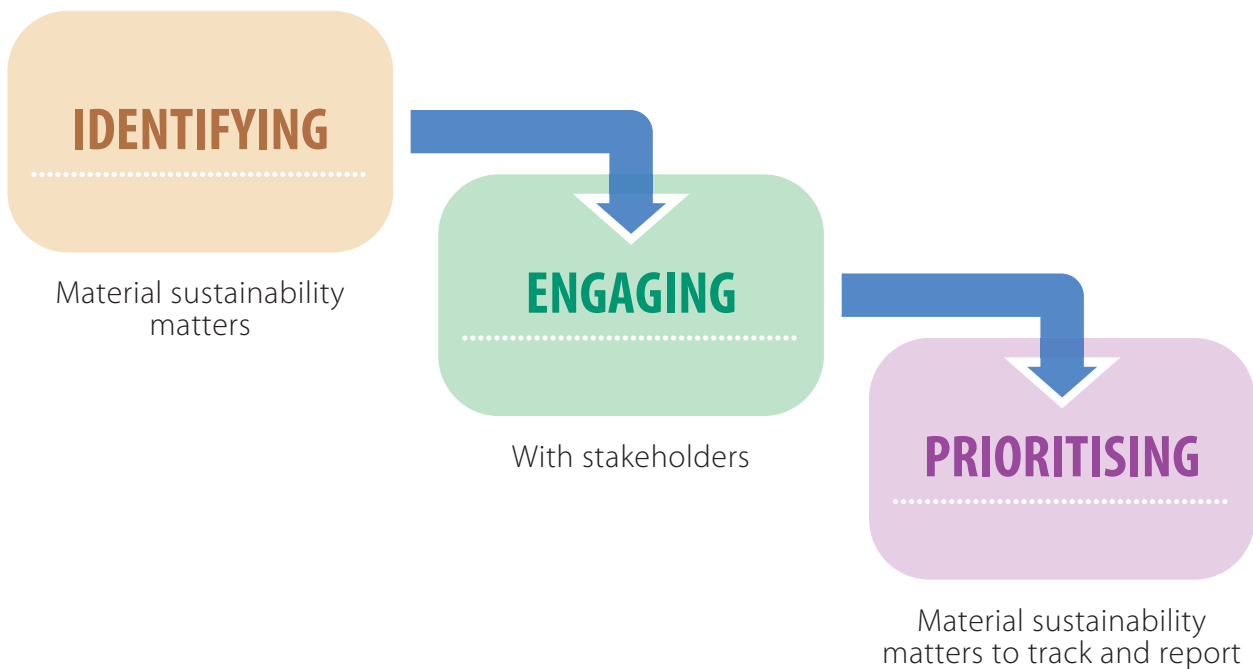
This committee is responsible for promoting and implementing sustainable practices in order to create long-term value for the Group. It oversees the Group's sustainability initiatives, leads the reporting process, ensures that the Group meets regulatory requirements, and monitors the Group's progress towards its five-year EESG goals.

The committee is supported by key departmental representatives and business unit heads. These individuals are responsible for helping implement sustainability plans and practices, as well as monitoring, evaluating and reporting the progress and impact of the Group's EESG initiatives and practices at an operational level.

## DETERMINING OUR MATERIAL SUSTAINABILITY MATTERS





### Material Sustainability Matters

We take our responsibility towards the environment and society seriously and believe in conducting our business in a sustainable and responsible manner. Our material sustainability matters are chosen based on their impact to our business and stakeholders. These material sustainability matters were identified through a thorough analysis of internal and external factors, including feedback from our stakeholders.



# Sustainability Statement

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

AREA	MATERIAL SUSTAINABILITY MATTERS	LINK TO GRI	LINK TO SDGs
<b>ECONOMIC</b> 	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
	Data Privacy and Security	GRI 418	SDG 16
<b>ENVIRONMENTAL</b> 	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
<b>SOCIAL</b> 	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 & Training	GRI 404	SDGs 4, 8
	Community Investment	Non-GRI	SDGs 1, 3, 4, 8, 10, 11
<b>GOVERNANCE</b> 	Governance Structure	GRI 102	SDG 16
	Corporate Governance	GRI 102	SDG 16

## UNITED NATIONS SUSTAINABILITY DEVELOPMENT GOALS (UN SDGs)





The Group strives to align to 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.

## STAKEHOLDERS ENGAGEMENT




We recognise the value of engaging with stakeholders to comprehend their needs and views on EESG issues.

In order to develop effective EESG strategies and measures, the Group actively seeks feedback from stakeholders to ensure alignment with their expectations.

We utilise various modes of communication to reach our stakeholders, including customers, shareholders, suppliers, regulators, employees, and local communities. The table below outlines these communication channels in detail.

Stakeholders	Expectations/Key Concerns of Stakeholders	Our Response	Mode of Engagement
 <p>Customers</p>	<ul style="list-style-type: none"> <li>Understand and/or meet customer needs</li> <li>Quality of products and services</li> <li>Reliability of media content</li> <li>Privacy protection</li> </ul>	<ul style="list-style-type: none"> <li>Provide credible and high-quality content, products and services</li> <li>Engage with customers on multi-platforms and channels</li> <li>Balanced reporting</li> <li>Organise engagement activities to promote customer satisfaction and loyalty</li> </ul>	<ul style="list-style-type: none"> <li>Meetings</li> <li>Social media platforms and websites</li> <li>Events held for readers and advertisers</li> <li>Customer satisfaction surveys</li> <li>Networking lunches/dinners</li> <li>Contract negotiations</li> <li>Awards</li> </ul>
 <p>Shareholders and investors</p>	<ul style="list-style-type: none"> <li>Provide opportunities for shareholders to engage with management</li> <li>Allow shareholders to gain a better understanding of the Group's strategy, business and operations</li> <li>Corporate governance</li> <li>The Group's business outlook</li> </ul>	<ul style="list-style-type: none"> <li>Deliver consistent return on shareholders' investment in the form of dividends</li> <li>Practise good corporate governance</li> <li>Strive for sustainability and long term growth</li> <li>Timely update of the Group's business outlook to the investing community</li> </ul>	<ul style="list-style-type: none"> <li>Annual general meetings</li> <li>Announcements to Bursa Malaysia Securities Berhad and The Stock Exchange of Hong Kong Limited</li> <li>Quarterly Reports, Interim and Annual reports</li> <li>Circulars and press releases</li> <li>Regular updates on the corporate website</li> <li>Analyst briefings</li> </ul>
 <p>Suppliers and business partners</p>	<ul style="list-style-type: none"> <li>Fair and open procurement</li> <li>To provide opportunities for mutual benefit</li> </ul>	<ul style="list-style-type: none"> <li>Meet or exceed quality standards</li> <li>Fair and ethical procurement process</li> <li>To pursue mutual benefits objectives and work towards growth and profitability</li> </ul>	<ul style="list-style-type: none"> <li>Product presentations</li> <li>Regular supplier meetings and progress updates</li> <li>On-going product evaluation and performance review</li> <li>Factory visit</li> </ul>
 <p>Industry peers</p>	<ul style="list-style-type: none"> <li>Require the Group's business units to express various concerns and issues faced by the industry</li> </ul>	<ul style="list-style-type: none"> <li>Actively participate in industry forums and dialogues</li> <li>Share ideas to understand each other's perspectives and to improve the industry</li> </ul>	<ul style="list-style-type: none"> <li>Meetings</li> <li>Memberships of trade associations</li> <li>Participate in industry forums and dialogues</li> <li>Industry networking events</li> </ul>

# Sustainability Statement

Stakeholders	Expectations/Key Concerns of Stakeholders	Our Response	Mode of Engagement
Regulators 	<ul style="list-style-type: none"> <li>Require the Group to comply with laws and regulations</li> </ul>	<ul style="list-style-type: none"> <li>Comply with regulations</li> <li>Corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>Communication</li> <li>Compliance with applicable reporting requirements</li> </ul>
Employees 	<ul style="list-style-type: none"> <li>Understand and align with the Group's goals and strategies, and update on corporate developments</li> <li>For greater employees satisfaction</li> <li>Fair compensation</li> <li>Career progression and talent development</li> <li>Diversity</li> <li>Workplace health and safety</li> </ul>	<ul style="list-style-type: none"> <li>Implement human resource policies and practices that promote a safe and equitable work environment for all employees</li> <li>Provide competitive remuneration benefits</li> <li>Provide training and career development opportunities</li> <li>Provide work-life balance</li> <li>Provide platforms for staff to submit suggestions and feedbacks to management</li> </ul>	<ul style="list-style-type: none"> <li>Corporate events</li> <li>Internal communications</li> <li>Company lunches/dinners and gatherings</li> <li>Training</li> <li>Occupation Safety and Health Committee</li> <li>Social activities</li> <li>Performance review</li> </ul>
Local communities 	<ul style="list-style-type: none"> <li>Responsible corporate citizen</li> <li>Contribute towards the well-being of the communities in which the Group operates</li> </ul>	<ul style="list-style-type: none"> <li>Through our charitable foundations and various business units, we actively participate by making contributions, both financial and non-financial, to the communities</li> </ul>	<ul style="list-style-type: none"> <li>Press releases</li> <li>Social media platforms</li> <li>Community events</li> </ul>

## OUR PERFORMANCE — ECONOMICS

### The Group understands the significance of economic sustainability in maintaining its long-term stability and success

As a reputable provider of news, information and advertising solutions, the Group is committed to conducting its business with integrity and providing high-quality products and services to its readers and advertisers. The Group prioritises quality and credibility of its products and services while ensuring a positive user experience for its advertisers and readers.

The Group continues to be innovative in its integrative marketing solutions, making branding, event marketing, and content distribution even more effective and impactful.

Our emphasis on digital-first content and e-commerce has contributed positively to our financial results and enhanced our presence in the digital space.

The Group believes that sustainable growth through ongoing improvements is a vital aspect for it to succeed.

#### (i) Economic Performance

For the financial year ended 31 March 2023, the Group recorded a turnover of US\$132,655,000 and a profit before income tax of US\$1,707,000.

The table below shows the economic values generated, retained and distributed by the Group for the year ended 31 March 2023.

Economic Value Generated (a)	US\$140,601,000
Economic Value Distributed (b)	US\$144,015,000
Economic Value Retained (c)	US\$(3,414,000)

*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 15 to 18 of this Annual Report.

# Sustainability Statement

## (ii) Procurement Practices/Supply Chain Management — B5

The Group's main raw materials include newsprint, ink, printing plates and chemicals, with newsprint being the most important. The Group follows a robust procurement policy and has a well-established supply chain management system in place.

In accordance with its Procurement Policy of identifying a new supplier, the Group conducts basic due diligence and selects suppliers based on a fair and impartial process, considering not only pricing but also the adoption of green practices by the supplier. The Group's supplier selection process also includes measures to prevent bribery and conflicts of interest.

The Group takes environmental and social risks into account when selecting and evaluating suppliers and considers compliance with environmental laws and human rights practices. Annual evaluation of its suppliers is carried out to ensure the Group only maintains suppliers that provide good quality goods and services at optimum prices.

The Group evaluates the environmental and social impact of its production and supply chains. It also continuously monitors local government policies and considers adopting industry best practices for purchasing environmentally friendly products and services.

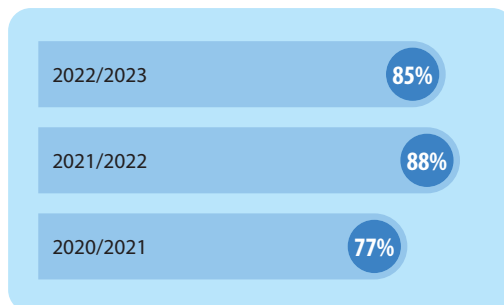
The Group supports local procurement of goods and services in its operations as this creates economic benefits for the communities where it operates and reduces transportation emissions.

During the year ended 31 March 2023, the Group had business dealings with a total of 9,575 suppliers, of which 8,373 and 1,047 were based in Malaysia and Hong Kong respectively. About 85% of the Group's total procurement, which amounted to approximately US\$44,400,000, was from local suppliers in Malaysia and Hong Kong.

The number of suppliers by geographical region:

	2022/2023	2021/2022**	2020/2021**
Malaysia	8,373	7,407	7,610
Hong Kong	1,047	1,023	1,026
Asia	93	86	86
Europe	38	42	36
America	20	19	19
Australia	4	3	4
	9,575	8,580	8,781

### % of procurement from the local suppliers:



Note: \*\* Restated

## (iii) Product Responsibility — B6, 6.1, 6.2 and 6.4

We take our responsibility as a news provider very seriously.

We understand that the news we report can have a significant impact on society, which is why we prioritise providing high-quality, trustworthy, and impartial content to our readers and customers.

Our editorial departments implement rigorous procedures and guidelines to ensure accuracy and fairness, and the Group has processes in place to protect privacy and intellectual property rights.

The Group maintains strict quality assurance processes across all operational departments to ensure consistent quality. It stays up-to-date with media industry advancements and is committed to ongoing improvement and growth.

We adhere to the advertising and marketing guidelines set by Malaysia's Association of Accredited Advertising Agents and Hong Kong's Trade Descriptions Ordinance, ensuring that our advertising practices are ethical and responsible.



Our top priority is customer satisfaction, and we have established processes to handle any customer complaints promptly and professionally.

During the financial year 2022/2023, there were no material non-compliance with laws and regulations by the Group, nor did it receive any complaints from its customers on its products or have any products that needed to be recalled.

#### **(iv) Data Privacy and Security — B6.5**

The Group is dedicated to preserving the privacy of its customers and ensuring the security of their data.

We strictly comply with privacy laws and regulations, such as the Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong) and the Personal Data Protection Act 2010 in Malaysia.

We have implemented various measures to protect personal information collected from our customers. We train our employees to maintain the confidentiality of customer information.

We have also put in place a data backup system to minimise the risk of data loss. To prevent unauthorised access, we have implemented robust security measures, including firewalls, anti-virus software, and anti-spam solutions.

The Group regularly reviews its information security controls to ensure the effectiveness of its privacy and data protection processes.

For the year in review, the Group was not aware of any data breaches or loss of any data managed by the Group.

#### **(v) Intellectual Property Rights — B6.3**

The Group is committed to safeguarding and protecting its intellectual property rights and ensuring compliance with copyright laws. It recognises that these rights are integral to its continued success and growth in the media industry.

To further protect its brands and content, the Group has registered all its trademarks, including watermarks in photos and videos, and utilises technology to prevent unauthorised copying of its news articles. By taking these measures, the Group is dedicated to preserving its intellectual property rights and maintaining its client base.

As such, the Group has established processes to protect its own intellectual property rights and ensure that its content does not infringe any third parties' intellectual property rights, including review processes by responsible key personnel before publishing or distributing any creative content.

In addition, the Group provides training to its employees to ensure compliance with copyright laws, with a particular focus on the roles and responsibilities of responsible personnel in this area. The Group also utilises licensed software and anti-virus software on all office equipment.

#### **(vi) Anti-Corruption — B7**

The Group places a strong emphasis on honesty and integrity in its day-to-day operations. As such, it has established strict policies to prevent bribery and corruption in all of its business operations.

An Anti-Bribery and Corruption Policy ("ABC Policy") has been adopted together with a Code of Conduct and Ethics that adheres to the Prevention of Bribery Ordinance in Hong Kong and the Malaysian Anti-Corruption Commission Act 2009.

The Group's directors and employees have participated in anti-corruption training that focused on fostering a culture of integrity and compliance with relevant laws and regulations.

# Sustainability Statement

Apart from the 11 training sessions organised by the Legal Department in Malaysia, the departmental heads have constantly reminded the employees about the pertinent points of the Group's ABC Policy. In addition, we also organised 2 in-house briefings for our employees in Hong Kong. Relevant materials, internal memos and email reminders have been circulated to the employees regularly to raise their awareness about the Group's zero-tolerance approach to bribery and corruption.

A total of 1,369 employees, representing 52.4% of the total workforce, have attended anti-corruption training workshops or programs organised by the Group or other relevant organisations. The training covered topics relating to legal requirements, prohibited conduct and expected ethical behavior, as well as the Group's internal policies and rules on anti-corruption. The majority of trained employees were non-executives, followed by executives and managers. The Group will work towards increasing the number of employees in all categories for anti-corruption training.

<b>Trained Employees Breakdown by Category of Staff</b>	<b>2022/2023</b>	<b>2021/2022</b>	<b>2020/2021</b>
— Non-executives	963	586	452
— Executives	243	166	69
— Managers	163	143	105
<b>Total Number of Trained Employees</b>	<b>1,369</b>	<b>895</b>	<b>626</b>

<b>% of Employees Trained</b>	<b>2022/2023</b>	<b>2021/2022</b>	<b>2020/2021</b>
— Non-executives	36.9%	21.0%	15.2%
— Executives	9.3%	6.0%	2.3%
— Managers	6.2%	5.1%	3.5%
<b>% of Employees Trained</b>	<b>52.4%</b>	<b>32.1%</b>	<b>21.0%</b>

The Board has reviewed the Group's risk management framework and internal control activities to ensure that necessary actions have been taken to rectify any inadequacy or weaknesses identified.

Approximately 77% of the Group's operating companies have been assessed regarding corruption-related risks during the year under review. The Internal Audit Function reviewed compliance on the implementation status of the Group's ABC Policy, conducted due diligence audit on vendor selection, and payment and expenses claim procedures, among other tasks.

The Group has also implemented anti-bribery due diligence procedures on suppliers, including requiring confirmations of non-involvement in bribery and corruption.

All employees are required to comply with anti-bribery laws, declare their non-involvement in bribery and corruption, and adhere to the Group's ABC Policy. A whistleblowing mechanism is also in place, allowing employees to report any illegal practices without fear of retaliation. Compliance is maintained through internal control system, internal audits, and anti-corruption training.

No penalties, fines, or legal cases related to corruption were incurred during the reporting period and there were no instances of non-compliance with the Group's ABC Policy. The Group will continue to prioritise and invest in anti-corruption training to reduce the risk of corruption.

## (vii) Code of Conduct and Ethics

The Group is a responsible business that operates with high ethical standards and is guided by its robust Code of Conduct and Ethics ("The Code"). The Code sets the bar for the Group's corporate and individual conduct and requires its directors and employees to act with integrity, professionalism, and exemplary behaviour.

The Code covers important topics such as equal opportunity, anti-bribery, anti-corruption, conflicts of interest, fair competition, confidentiality and insider trading. It is supported by comprehensive policies and procedures to ensure compliance among the Group's employees. A copy of the Code can be found on [www.mediachinesegroup.com](http://www.mediachinesegroup.com).

## (viii) Whistle-blowing — B 7.2

The Group has implemented a whistle-blowing policy that allows its directors, employees, and any third parties to report any suspected or actual improprieties relating to the Group.

If a director has a concern, they can bring it to the attention of the Board’s Chairman or the Group CEO. Employees can raise their concerns to their immediate supervisor, department head, the Group CEO, or the Chairman of the Audit Committee via email at [wbac@mediachinese.com](mailto:wbac@mediachinese.com).

The policy ensures that no one will face retaliation or discrimination for reporting a violation or suspected violation in good faith. The Group makes every effort to maintain the confidentiality of the whistle-blower’s identity.

### TARGETS AND PROGRESS

OBJECTIVES FOR ECONOMIC SUSTAINABILITY	PROGRESS IN 2022/2023
To ensure the long-term sustainability and profitability of the Group, while delivering value to our investors. We strive to meet the annual budget set by the Group	For the financial year ended 31 March 2023, the Group recorded a turnover of US\$132,655,000 and a profit before income tax of US\$1,707,000.
To provide accurate and truthful content that informs and enlightens our audience	The Group has not received any complaints from its readers on inaccurate or fake reporting.
To achieve zero breaches of personal data protection regulations	During the year, the Group was not aware of any breach or complaint of data breach.
To safeguard and protect intellectual property rights and ensure compliance with copyright regulations	No legal suits relating to copyright infringement were filed during the financial year 2022/2023.
To maintain a corruption-free workplace, ensuring the continued trust and confidence of our stakeholders	In the past year, around 52.4% of the total workforce underwent anti-corruption training. Additionally, approximately 77% of the Group’s operating companies had been assessed with corruption-related risks during the same period.  Throughout the reporting period, the Group was not subjected to any fines, penalties, or settlements concerning corruption, and there were no instances of staff being disciplined or terminated due to their non-compliance with the Group’s Anti-Bribery and Corruption Policy.
To adopt environmentally and socially responsible practices in all procurement activities across the Group	We put a strong emphasis on partnering with suppliers who prioritise environmental and social responsibility. We actively search for sustainable products and work closely with suppliers to encourage responsible manufacturing practices. By engaging stakeholders, we gather valuable feedback and collaborate to improve our procurement practices and create positive impact throughout our entire operations.
To prioritise local procurement and strive to maintain a local spend of over 85% to support local suppliers	For the year ended 31 March 2023, the Group’s procurement from suppliers in Malaysia and Hong Kong accounted for 85% of its total procurement.

# Sustainability Statement

## OUR PERFORMANCE — ENVIRONMENTAL

The Group is committed to being environmentally responsible and reducing its impact on the environment.

We recognise our responsibility to preserve the environment and integrate eco-friendly practices into our business operations. Our goal is to continuously improve our environmental performance and follow local regulations and industry standards.

In view of this, we take measures to control and monitor our operations and workspaces to protect the environment.

We educate our employees on the importance of environmental protection and follow all relevant environmental laws and regulations.

During the financial year 2022/2023, we were not aware of any incidents of non-compliance with environmental laws and regulations in Malaysia and Hong Kong relating to the Group's emissions, discharges into water and land, or generation of hazardous and non-hazardous waste.

### (i) Emissions (A1)

The Group's operations do not produce significant amount of greenhouse gas (GHG) emissions. This is because we have outsourced our transportation services and do not engage in activities that result in a significant amount of direct GHG emissions. Our GHG emissions are mainly indirect (Scope 2) and come from the electricity we purchase for our offices and printing facilities in Hong Kong and Malaysia.

We calculate our GHG emissions from purchased electricity using emission factors based on the "Study on grid-connected electricity baselines" conducted by Pusat Tenaga Malaysia (2007) in Malaysia and the "Emission Factor Electricity 2021" provided by Hong Kong Electric.

The Group has established an objective to achieve net zero carbon emission by 2050. Moving forward, the Group aims to maintain or reduce its GHG emissions in the next financial year, with a baseline of approximately 936 tCO<sub>2</sub>e/facility during the financial year 2022/2023.

To achieve this emission target, we are taking proactive steps to reduce GHG emissions by implementing energy-saving measures and increasing employee awareness of environmental protection in their daily work routines.

For the financial year ended 31 March 2023, the Group succeeded in reducing its GHG emissions from purchased electricity by 5% year-on-year to approximately 10,300 tCO<sub>2</sub>e. This improvement was mainly attributed to the Group's continuing effort in reducing its electricity consumption.

The Group's emission intensity for 2020/2021 was 1,018 tCO<sub>2</sub>e/facility, which decreased to 982 tCO<sub>2</sub>e/facility in 2021/2022, and further decreased to 936 tCO<sub>2</sub>e/facility in 2022/2023. This reflected the Group's efforts to reduce its carbon footprint.

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

Co <sub>2</sub> equivalent emissions	Unit	2022/2023	2021/2022**	2020/2021
Direct GHG emissions (Scope 1)	tCO <sub>2</sub> e	–	–	–
Energy Indirect GHG emissions (Scope 2)				
— Purchased electricity	tCO <sub>2</sub> e	10,300	10,800	11,200
Emission Intensity*	tCO <sub>2</sub> e/number of facilities	936	982	1,018

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

Emission intensity is calculated as total GHG emissions divided by the number of facilities during the year.

\*\* Restated

## (ii) Use of Resources (A2)

The Group acknowledges the scarcity of resources and is committed to using them efficiently. In addition, the Group practices waste management principles of reduction, reuse and recycling to minimise impacts to the environment.

### (A) Energy Consumption

The Group is committed to increasing energy efficiency to lower GHG emissions and production costs.

Printing operations and server maintenance account for the majority of the Group's energy consumption, with the remaining energy being used in its offices.

The Group aims to maintain or reduce its total energy consumption intensity in the next financial year, with a baseline of approximately 1,362,000 kWh per facility for the financial year 2022/2023.

For the financial year ended 31 March 2023, the Group managed to reduce its electricity consumption by 3% year-on-year to approximately 14,984,000 kWh.

Adding to this, the intensity metric shows that the Group used approximately 1,475,000 kWh of energy per facility in 2020/2021, which decreased to 1,401,000 kWh per facility in 2021/2022, and then further decreased to 1,362,000 kWh per facility in 2022/2023. This indicates that the Group has been working on improving its energy efficiency and using less energy per facility over the past three years.

During the year in review, the Group has implemented several measures to reduce its energy consumption, including:

- Encouraged staff to participate in campaigns or activities that promoted a green environment. Used the information portal and message boards to post green messages to remind colleagues to conserve energy by turning off unused equipment and lights;
- Gradually replaced less efficient light bulbs with energy-efficient LED lighting;
- Optimised the printing process to ensure smooth and efficient operations, such as designing newspaper layouts that fit machine capabilities and combining sections to reduce the number of runs;
- Replaced paper reports with digital reports to reduce waste;
- Ensured that electrical motors were calibrated and tuned properly and that mechanical parts were well lubricated and in good working condition;
- Investigated any incidents of exceptionally high electricity consumption and took preventive measures to reduce energy waste;
- Set optimal temperature settings for offices and data centres;
- Used motion sensor light switch in some areas; and
- Adjusted the lighting and air conditioning in the printing plants and offices to optimum levels.

# Sustainability Statement

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

Type of Energy	Unit	2022/2023	2021/2022**	2020/2021
Indirect Energy Consumption				
— Purchased electricity	kWh	14,984,000	15,411,000	16,230,000
Intensity*	kWh/number of facilities	1,362,000	1,401,000	1,475,000

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

Intensity is calculated as total purchased electricity divided by the number of facilities for the year.

\*\* Restated

## (B) Water Consumption

The Group is committed to reducing water consumption in its printing plants, canteens, and offices, even though it currently does not have any water-sourcing issues. The Group's water source is from third parties namely the local authority responsible for supply of water in the places where it operates.

To achieve this, the Group has set a target to either maintain or reduce its total water consumption intensity in the next reporting year from a baseline of 4,909 m<sup>3</sup> per facility in the financial year 2022/2023.

The Group has taken several steps to conserve water, including encouraging employees to conserve water, recycling or reusing dampening solutions, using low-chemical or process-less printing plates, and using rainwater for cleaning purposes.

During the year ended 31 March 2023, the Group consumed approximately 54,000 cubic meters of water and managed to decrease its water consumption by 8% through these water-saving measures and the reduction in print volume.

The Group has managed to reduce its water consumption per facility over the past three years. This is evident from the fact that the Group's intensity of water consumption has decreased from 6,018 m<sup>3</sup> in 2020/2021 to 5,336 m<sup>3</sup> in 2021/2022 and further to 4,909 m<sup>3</sup> in 2022/2023. This indicates that the Group has been successful in its efforts to conserve water, which is a positive development.

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

Water	Unit	2022/2023	2021/2022**	2020/2021
Total Water Consumption	m <sup>3</sup>	54,000	58,700	66,200
Intensity*	m <sup>3</sup> /number of facilities	4,909	5,336	6,018

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

Intensity is calculated as total water consumption divided by the number of facilities for the year.

\*\* Restated

## (C) Waste

The Group produces a considerable amount of waste from its production activities, and it is committed to adhering to all environmental regulations applicable to waste management.

We prioritise the use of eco-friendly products, reduce consumption and waste, and follow the “Reduce, Reuse, Recycle, and Replace” principle to ensure that environmental resources are used efficiently.

The Group has established processes to govern the management and disposal of waste.

Hazardous waste is stored separately in designated holding areas until collected and recycled by licensed waste collectors in compliance with regulations in Malaysia and Hong Kong.

Non-hazardous waste is sold to recycling companies.

The Group aims to maintain or decrease the intensity of waste generation in the next reporting year, with the target of not exceeding the levels of the financial year 2022/2023.

During the year ended 31 March 2023, the Group was not aware of any non-compliance with relevant laws and regulations in Malaysia and Hong Kong relating to the management of hazardous and non-hazardous waste nor was it fined by any regulatory body for any non-compliance.

### (i) *Non-hazardous waste*

The primary source of the Group’s non-hazardous waste is its production activities, which mainly include used newsprint, plates and ink.

#### Newsprint

The Group is fully committed to protecting the environment, and as such, we take various measures to ensure that our operations have minimal impact to the environment. For instance, we source some of our newsprint from paper mills that are members of either the Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC). These mills adhere to environmentally friendly manufacturing processes.

Furthermore, we work closely with recycling companies to collect and recycle all newsprint waste generated from our printing operations. We also maintain close ties with newsprint manufacturers to ensure that we use the most efficient products possible and minimise press run wastage.

We believe in providing timely and constructive feedback to our suppliers whenever relevant issues arise. For any severe newsprint quality issues that are causing downtime or affecting print quality, our Procurement Department will address the issue with the manufacturer in question.

During the printing process, we exercise stringent supervision and control to ensure the efficient use of newsprint. Additionally, we regularly maintain our printing machines to keep them in good condition and prevent multiple starts and stops, which can increase start-up waste.

Given that the costs of newsprint are substantial, we have put in place key performance indicators to monitor paper waste continuously. This approach has allowed us to identify areas where we will reduce waste and save on operating costs.

In the current financial year, we collected around 1,103 metric tons of newsprint waste for recycling. The intensity of newsprint waste in 2022/2023 was 4.1%, which was higher than the 3.6% in 2021/2022. The increase can be attributed to a reduction of 11% in newsprint consumption as compared to the previous year.

# Sustainability Statement

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

Indicator	Unit	2022/2023	2021/2022**	2020/2021
Newsprint waste collected for recycling	mt	1,103	1,100	1,144
Intensity*	mt/total newsprint used	4.1%	3.6%	3.7%

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

\*\* Restated

## Plates

The Group strives to reduce the usage of plates. As such, we closely monitor and control the usage of plates, and store them in a suitable environment to preserve their condition.

In line with our environmental commitment, we have adopted the computer-to-plate technology, which eliminates the need for chemical processing or special handling. This technology is chemical-free, non-photosensitive, and allows for faster, more accurate, and repeatable results. Moreover, it removes the dependence on darkroom conditions and minimises variables in exposure, chemical stability, and manual intervention, which further enhances our efficiency.

We also strive to minimise mistakes through our editorial team's efforts, further reducing our usage of plates. By implementing these measures, we can significantly reduce our environmental footprint while ensuring high-quality printing operations.

Total weight of used plates generated in the current year was 131 mt, which was slightly higher than the previous year's figure of 129 mt. The intensity of used plates generated per facility in 2022/2023 was 15 mt, which was higher than the previous year's intensity of 14 mt. The increase was partly due to more print runs as a result of the Malaysian national elections in November 2022.

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

Type of waste	Unit	2022/2023	2021/2022	2020/2021
Used plates	mt	131	129	144
Intensity*	mt/number of facilities	15	14	16

Note: \* Number of facilities for the year in review was 9.

Intensity is calculated as the total plates used divided by the number of facilities for the year.

## Inks

The Group places a high priority on sustainability, and we are committed to using environmentally friendly inks in all our printing plants. To ensure our ink suppliers share this commitment, we require that they comply with both the Environmental Management System Standards ISO14000 and ISO14001 and the Quality Management Standards ISO9000 and ISO9001.

In addition to selecting responsible ink manufacturers, we also strive to minimise our environmental impact by using ink optimisation software. This technology allows us to achieve the optimal colour while using the least amount of ink necessary, further reducing our environmental footprint.



We also maintain regular communication with our ink suppliers to stay up-to-date with the latest developments in ink formulations. By staying informed of new technologies and innovations, we can identify cost-effective and environmentally friendly alternatives to our current ink solutions.

During the year ended 31 March 2023, the Group used approximately 555 mt of inks for the production of its newspapers and other publications, and the intensity was 62 mt per facility.

The fact that the amount of used inks generated decreased over the past three years indicated that we are making progress in reducing ink usage. This is a positive step towards reducing waste and promoting environmental sustainability.

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

Type of waste	Unit	2022/2023	2021/2022	2020/2021
Used inks	mt	555	586	590
Intensity*	mt/number of facilities	62	65	66

Note: \* Number of facilities for the year in review was 9.

Intensity is calculated as the total inks used divided by the number of facilities for the year.

#### Packing Materials

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

#### (ii) *Hazardous/Scheduled waste*

At our printing operations, we take responsible measures to manage all hazardous/scheduled waste, such as contaminated rags, waste ink, and chemical waste. Our primary goal is to minimise the environmental impact of our waste.

To achieve this, we store and monitor our waste in covered and labelled containers that comply with local environmental laws. We take the safe disposal of our waste seriously and engage licensed waste contractors who follow best practices for waste management.

We also recognise the importance of recycling and have taken steps to reduce our environmental footprint. Rather than disposing of contaminated rags and replacing them with new ones, we have appointed a contractor that can deep clean these rags. This way, they can be returned and reused by our production team.

A total of 182.64 mt of hazardous waste were generated during the year ended 31 March 2023 as compared to 192.08 mt in the prior year.

The hazardous waste intensity for the current year was 22.83 mt per facility, representing a 5% decrease compared to last year's 24.01 mt per facility.

# Sustainability Statement

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

Code	Hazardous Waste	Unit	2022/2023	2021/2022	2020/2021
SW305	Spent lubricating oil	mt	6.96	4.39	5.0
SW322	Non-halogenated organic solvent	mt	41.02	29.39	29.52
SW410	Contaminated rags	mt	14.59	18.33	17.82
SW417	Waste of inks	mt	2.69	3.71	3.26
SW423	Spent solution from photographic waste	mt	117.38	136.26	137.71
Total hazardous waste		mt	182.64	192.08	193.31
Intensity*		mt/number of facilities	22.83	24.01	24.16

Note: \* Number of facilities for the year in review was 8 (confined to the production facilities in Malaysia only).

Intensity is calculated as the total hazardous waste generated divided by the number of facilities for the year.

### (iii) Effluents

As part of the Group's effort to reduce the potential impact on the environment, we have set up systems to treat the chemical waste produced at some of our printing facilities. These systems are to ensure that any water that is released through our drainage system is safe for the environment.

At the same time, we maintain our practice to regularly check and test the water that is being released to ensure all the safety and environmental guidelines are fully adhered to.

### (iii) The Environment and Natural Resource (A3)

As a publisher of newspapers and magazines, we recognise that our operations consume a lot of paper, which has a significant impact on natural resources. To address this, we have implemented strict policies to ensure that we source and use materials responsibly and sustainably, to minimise this impact.

Our commitment to adopting environmentally responsible material utilisation is demonstrated by our ongoing initiative to use fully recycled newsprint for our newspapers.

We are committed to adopt the best practices in waste management, such as minimising waste production and adopting recycling practices.

In addition, the Group continues to have operational meetings virtually whenever possible to reduce travelling.

### (iv) Climate Change (A4)

Our Group is aware of the potential risks and opportunities that come with the effects of climate change on our businesses and customers. The Group has conducted a risk assessment on climate change to identify its impact on the Group's business and operations.

We acknowledge the risk that public opinion may shift towards digital news consumption due to concerns over the carbon footprint of physical newspapers, which could result in reduced revenue for the Group.

Additionally, the production and distribution of physical newspapers may become more expensive or unsustainable in certain regions due to the increase in costs. Further, bad weather will also impact physical distribution of newspapers.

However, we also see opportunities arising from changing attitudes towards print media, as this could accelerate the migration to digital versions of our products and potentially lead to higher profits over time.

To address the risks associated with climate change, we have set a goal to reduce our carbon emissions and adopt energy-efficient practices in our operations. We are also looking for opportunities to use low-carbon and regionally sourced materials in our procurement processes.

We are prepared to manage any physical impacts resulting from adverse weather conditions or changes in regulations and policies related to climate change. We will continue to monitor trends, policies, and regulations related to climate change and assess the effectiveness of our actions in addressing these challenges.

Overall, we are committed to doing our part to address the impact of climate change on our business operations and implementing sustainable practices for the future.

## TARGETS AND PROGRESS

OBJECTIVES FOR ENVIRONMENTAL SUSTAINABILITY	PROGRESS IN 2022/2023
Achieving carbon neutrality by 2050	The Group has implemented measures that led to a 5% decrease in our greenhouse gas emissions.
By 2027, we aim to achieve a 10% decrease in energy intensity	<p>For the financial year ended 31 March 2023, the Group managed to reduce its electricity consumption by 3% year-on-year to approximately 14,984,000 kWh.</p> <p>The Group's energy usage per facility has decreased over the past three years from 1,475,000 kWh in 2020/2021 to 1,401,000 kWh in 2021/2022, and further down to 1,362,000 kWh in 2022/2023, this indicates our efforts to improve energy efficiency and reduce consumption.</p>
Our target is to reduce 10% in water intensity by 2027	<p>During the reporting period, the Group managed to reduce its water consumption by 8% compared to the previous year, with a total consumption of 54,000 cubic meters.</p> <p>The Group's water consumption per facility has decreased over the past three years as evidenced by a reduction in water consumption intensity from 6,018 m<sup>3</sup> in 2020/2021 to 4,909 m<sup>3</sup> in 2022/2023.</p>
Ensure adherence to waste management regulations set forth by local authorities	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.

# Sustainability Statement

Our goal is to reduce the quantity of waste we produce and to increase the volume of materials that we recycle

- In the financial year 2022/2023, we were able to recycle approximately 1,103 metric tons of newsprint waste. However, the intensity of newsprint waste increased from 3.6% in the previous year to 4.1% due to a reduction of 11% in newsprint consumption.
- There was a slight increase in used plates, with a total of 131 mt compared to 129 mt in the previous year. The intensity of used plates generated per facility also increased slightly to 15 mt in 2022/2023, from 14 mt in the previous year, but was lower than the intensity in 2020/2021, which was 16 mt per facility.
- During the year ended 31 March 2023, the Group utilised 555 mt of inks for producing its newspapers, resulting in an intensity of 62 mt per facility.

There has been a decrease in the amount of used inks generated over the past three years, which is a positive indication of the Group's efforts to reduce ink usage and promote environmental sustainability.

- The Group generated 182.64 mt of hazardous waste, which was lower than the 192.08 mt in the previous year.

Accordingly, the intensity of hazardous waste generated per facility was reduced to 22.83 mt, reflecting a 5% reduction from 24.01 mt in the previous year.

## OUR PERFORMANCE — SOCIAL

Similar to any other businesses, our success depends on the contribution of our employees.

Our main priority is to create a workplace that inspires, practises inclusiveness and diversity and rewards our employees. We prioritise promoting welfare and rights, health and safety, talent development, diversity in the workplace, and upholding labour standards and anti-child labour practices.

We also recognise our responsibility to make a positive impact on the communities in which we operate. Every year, we conduct various initiatives in Malaysia and Hong Kong to demonstrate our commitment to contribute to the local communities we operate in.

### (I) Employment and Labour Practices — B1

#### (i) Our Workforce

The workforce is categorised based on gender, employment type, age group and geographical location, as illustrated below.

Employees by geographical location	2022/2023	2021/2022	2020/2021
Malaysia	1,981	2,150	2,255
Hong Kong	631	635	712
	2,612	2,785	2,967

As at 31 March 2023, we had 2,612 employees in Malaysia and Hong Kong, which was 6% less than the previous year. The decrease was mostly due to natural attrition, and adjusting our workforce to better match our business requirements.

Employees by gender	2022/2023	2021/2022	2020/2021
Male	1,299	1,393	1,480
Female	1,313	1,392	1,487
	2,612	2,785	2,967

The Group has a gender-balanced workforce with the ratio of male to female employees remained relatively stable at 50:50 in the past three years.

Employees by age group	2022/2023	2021/2022	2020/2021
Age 25 and under	105	99	136
26 to 49	1,639	1,829	1,973
Age 50 and above	868	857	858
	2,612	2,785	2,967

In terms of age group, the majority of employees fell within the age range of 26 to 49 years old (63%), followed by employees aged 50 and above (33%) and employees aged 25 and under (4%).

# Sustainability Statement

<b>Employees by employment categories and gender</b>	<b>2022/2023</b>	<b>2021/2022</b>	<b>2020/2021</b>
Managers			
— Male	169	184	211
— Female	132	130	141
Executives			
— Male	167	181	207
— Female	167	178	209
Non-Executives			
— Male	963	1,028	1,062
— Female	1,014	1,084	1,137
	2,612	2,785	2,967

In the year 2022/2023, it was observed that about 44% of all managers were female, with 132 women out of a total of 301 managers. Similarly, 50% of all executives were female, with 167 women out of a total of 334 executives.

<b>Employees by type of employment</b>	<b>2022/2023</b>	<b>2021/2022</b>	<b>2020/2021</b>
Permanent	2,451	2,660	2,831
Non-permanent	161	125	136
	2,612	2,785	2,967

The number of permanent employees decreased over the past 3 years, while the number of non-permanent employees showed some fluctuations. Overall, there was a decline in the total number of employees.

<b>The attrition rate of employees by gender (% of total number of employees)</b>	<b>2022/2023</b>	<b>2021/2022</b>	<b>2020/2021</b>
Male	4.2%	5.0%	3.5%
Female	6.0%	7.0%	4.6%
Overall	10.2%	12.0%	8.1%

<b>The attrition rate of employees by age group</b>			
Age 25 and under	1.6%	1.1%	0.4%
26 to 49	5.9%	8.0%	5.0%
Age 50 and above	2.7%	2.9%	2.7%
Overall	10.2%	12.0%	8.1%

Overall, there has been an increasing turnover trend for employees aged 25 and under, a fluctuating trend for employees aged 26 to 49, and a stable trend for employees aged 50 and above for the last three years.

(ii) **Employment Benefits, Diversity, Equal Opportunity and Anti-discrimination**

Our Group believes in providing a work place that is fair, safe, inclusive and free from discrimination and harassment.

We embrace diversity and are committed to ensuring that our workplace is free from any kind of discrimination on the basis of race, religion, gender, nationality, age, family status, or disability. This commitment is clearly stated in our Code of Conduct and echoed in our Board Diversity Policy.

We also have a policy in place to protect our employees from sexual harassment. If anyone experiences any concerns regarding sexual harassment, they can report it to their manager or the Human Resources Department. All reports will be treated with the utmost confidentiality.

Some of the salient employment benefits of the Group are:

<b>Welfare and Benefits</b>	<b>Description</b>
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, notebook subsidies, camera subsidies, meal subsidies, housing loan interest rate 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.

(iii) **Recruitment, Promotion and Dismissal**

In our recruitment, we review our candidates based on skills, qualifications, abilities, and aptitudes in addition to other factors.

Our performance evaluation system ensures that our employees receive an annual review based on pre-set performance targets. If an employee is underperforming, we provide them with a performance improvement plan to allow them to improve. We only proceed with dismissal if the employee fails to make a substantial improvement, and we ensure that all dismissal processes are reasonable and compliant with applicable legal requirements. For promotion of employees, we prioritise leadership and management skills.

We believe in nurturing our employees' talents, providing career opportunities, and, therefore, prioritising internal redeployment and promoting potential employees to fill any vacancies within the Group. We evaluate various factors, such as work performance, leadership qualities, and collaboration skills, to determine promotion criteria that ensures the most suitable candidates are selected. By doing so, we aim to create a thriving environment where employees can grow and excel in their roles.

(iv) **Work-life balance**

We understand the significance of work-life balance for our employees, and we are dedicated to creating an environment that supports them in achieving it.

To achieve this, we provide our employees with various wellness and sports programs that assist them in maintaining a healthy work-life balance. In addition, we arrange company dinners and festive celebrations that encourage social bonding in the workplace.

(v) **Employee Engagement**

The Group recognises the importance of employee engagement in building team spirit and improving working relationships hence employees are encouraged to share their opinions with management regarding matters that impact their interests and the Group's business.

Below are some employee engagement communication channels:

- The intranet for company-wide updates and information
- Newsletters to keep employees informed of important news and events
- Face-to-face meetings with management to discuss issues or concerns
- Programs focused on specific key events, such as changes in Group policies or work processes
- Social gatherings such as the annual dinner, Christmas dinner, and departmental dinners foster a positive and inclusive work culture



(vi) **Health and Safety — B2**

The Group places a high priority on ensuring the safety, health, and well-being of its employees. We are dedicated to creating a work environment that prioritises wellness and workplace safety.

We have implemented internal policies and procedures that are guided by the Occupational Safety and Health Management Systems standards. Our Safety Manual and Work Instructions provide clear guidelines for operations and work environments, while safe operating procedures have been established for all high-risk activities. Furthermore, our contractors are required to comply with our high safety standards.

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.

Notwithstanding COVID-19’s transition to endemic status, the Group still takes the necessary health and safety measures to prevent the spread of COVID-19 in our workplace, for example by encouraging the employees to wear masks.

Each year, the Group conducts health and safety training to raise awareness and promote health and safety practices in the workplace. Below is a summary of the data on number of training and number of staff trained:

	<b>2022/2023</b>	<b>2021/2022</b>
Number of participants	193	113

For the year ended 31 March 2023, the Group conducted eight health and safety training courses as shown below.

- Noise Occupation Noise Exposure and Hearing Conservation Program
- Basic Occupational First Aid CPR AED Training
- First aid training
- OSHC at workplace
- Fire squad training
- Green Technology for scheduled Waste Management Training
- Essential Fire Fighting and Emergency Response Plan and Preparedness Training
- Hearing Conservation Program

Additionally, we conducted an annual safety audit and monthly safety inspections, yielding satisfactory results.

During the current financial year, the number of workplace accidents was 5 against 10 in the previous year, and all accidents were in Malaysia and were non-fatal. The Group thoroughly investigated and reported these incidents to relevant authorities and implemented measures to prevent their recurrence.

# Sustainability Statement

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

	2022/2023	2021/2022	2020/2021
Number of accidents	5	10	10
Number of work related fatalities	0	0	0
Rate of fatalities	–	–	–
Loss of days due to injury	187	186	416
Lost Time Incident Rate (“LTIR”)	0.19	0.36	0.34

LTIR measures the frequency of incidents in which employees are injured and cannot work for a period of time. The decrease in LTIR from last year’s 0.36 to 0.19 in the current year indicated an improvement in our efforts to providing a safe and secure working environment.

## (vii) Development and Training — B3

In light of the technological shift in the media industry, it is paramount for the Group to reskill our employees with the essential digital knowledge. To this end, we are dedicated to providing our staff with comprehensive training programs aimed at equipping them with the appropriate skillsets to effectively navigate the dynamic media landscape.

The Group is guided by its “Employee Training and Development” policy in training and development of its employees. This includes carrying out an annual training needs analysis for the employees to identify the training required.

In addition, annual performance reviews are conducted to ensure that the efficiency of the Group is maintained.

In the financial year ended 31 March 2023, around 52.9% of the Group’s staff engaged in external and internal training programmes held by the Group.

The percentage of employees trained by gender:

	% of Employees Trained		
	2022/2023	2021/2022	2020/2021
— Male	24.3%	7.0%	7.6%
— Female	28.6%	9.8%	8.3%
% Total Employees Trained	52.9%	16.8%	15.9%

The percentage of employees trained by employment category:

	% of Employees Trained		
— Non-executives	28.0%	9.5%	6.7%
— Executives	11.2%	2.6%	3.5%
— Managers	13.7%	4.7%	5.7%
% Total Employees Trained	52.9%	16.8%	15.9%

For the financial year ended 31 March 2023, the average number of hours of training completed per employee analysed by gender is as follows:

	Average Training Hours Completed		
	2022/2023	2021/2022	2020/2021
Male	7.1	5.8	6.5
Female	4.4	4.0	6.1
Average training hours per employee	5.6	4.8	6.3

The average training hours completed per employee by employment category:

	Average Training Hours Completed		
	2022/2023	2021/2022	2020/2021
Non-Executive	5.3	3.9	7.0
Executive	5.9	5.9	5.1
Manager	7.5	5.9	6.1

**(viii) Labour Standards — B4**

The Group is fully committed to upholding the laws related to labour standards, such as the Employment Act 1955 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.

We enforce strict ethical labour practices, guided by our internal policies and procedures, which prohibit the employment of children, underage workers, forced or unpaid labour, and any form of coercion, including harassment or bullying. We ensure that our employees' remuneration complies with the statutory minimum wage requirements and is competitive in the market.

The Group also complies with the relevant local laws that protect the rights of workers to bargain collectively.

In Malaysia, we have collective agreements with trade unions for Sin Chew Media Corporation Berhad, Nanyang Siang Pau Sdn. Bhd. and The China Press Berhad. We engage in frequent dialogues with the unions to stay informed about any issues that may be affecting our employees.

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.

# Sustainability Statement

## (II) Community Investment — B8

The Group is committed to contributing to community and making a positive impact on the lives of those in need. Its community investment efforts focuses on areas that align with its values, namely Knowledge Building, Education, Humanitarian Assistance, and Medical Aid.

We have two charitable organisations, Yayasan Sin Chew and Yayasan Nanyang Press, which raise and manage funds for social causes. We also encourage our readers to donate through charity appeals in our newspapers, and we promote awareness of social issues through our editorial coverage of fundraising events.

During the financial year ended 31 March 2023, the Group's newspaper titles contributed over US\$3,540,000 worth of pagination to support charity appeals.

### (i) Nurturing Talent and Knowledge Building

We are passionate about promoting education and learning, especially among young people. Our Newspapers in Education Program (NIE) in Malaysia aims to promote literacy and critical thinking skills among teachers and students. We organise various initiatives including teacher and student workshops, annual contests, and events to promote education and learning.

For instance, our National NIE Quiz and Sin Chew Online Quiz are popular events that attract thousands of students to test their knowledge and gain valuable insights. We also hold events like the NIE Scrapbook Design Competition, New Life in School Short Film Competition, and Primary School Poster Design Contest, which encourage students to showcase their talents in different fields.

We also offer programs to support aspiring young journalists, such as the Sin Chew Daily's Young Cadet Reporter Program, which provides guidance, mentorship, and opportunities to write and submit articles for publication.

### (ii) Promoting Education

The Group believes that education is important not only for personal growth but also for nation building.

For the past 19 years, *Sin Chew Daily* has worked with higher education institutions to provide full scholarships for talented students who face financial challenges. In the 2022/2023 academic year, *Sin Chew Daily Education Fund* awarded scholarships worth RM3 million to 55 students.

Apart from scholarships, *Sin Chew Daily* also runs the Sin Chew Daily Readers Study Aid Project, which supports students in need. In the financial year under review, the program disbursed almost RM900,000 to 23 students, with each recipient receiving up to a maximum of RM60,000 in financial aid.

*Sin Chew Daily* has partnered with The Hai-O Group to organise the "Ai Hua Jiao" (愛華教) charity concert campaign to raise funds for Chinese primary schools. Despite the challenges posed by the COVID-19 pandemic, the campaign which started in 2010 continued to achieve remarkable success and raised RM15.3 million in 2022/2023.

In 2022, *Sin Chew Daily* and *Guang Ming Daily* joined hands with Eonsave to organise four charity performances, raising RM11.0 million for five Chinese primary schools and the UTAR Hospital.

Another community-driven initiative is the Tiger Sin Chew Chinese Education Charity Concert, which has been running since 1994 to support the development of Malaysian Chinese education through fundraising. In 2022, the concert raised RM19.7 million, which will be used to fund school construction projects.

In addition to promoting education, *Sin Chew Daily* also works with other organisations to promote responsible healthcare practices. For instance, it launched the "Do It Right" Campaign in partnership with Caring Pharmacy and the School of Pharmacy at the University of Malaya. The campaign aims to educate the public on the importance of appropriately disposing of unused medicines.

Yayasan Nanyang Press runs various programs to support individuals with learning disabilities. Its “Dream House for the Hidden Stars” program provides art, music, and dance classes to help students develop skills that will enable them to become self-sufficient in the future. In 2022, at least 228 students benefited from the program, and Yayasan Nanyang Press contributed RM241,260 to support the program’s funding.

To support youth education and development, Yayasan Nanyang Press donated a van worth RM144,500 to Montfort Youth Centre Melaka. The Montfort Youth Centre is a charitable organisation that serves underprivileged and at-risk youth, providing them with a safe and supportive environment in which to grow and learn.

*Guang Ming Daily’s* “Guang Ming Charity Fund” provides financial support for the construction of buildings in Chinese primary schools and independent Chinese high schools in Penang. A total of RM180,000 was provided as financial support for this cause.

*Ming Pao* had organised the 15th Hong Kong Cup Diplomatic Knowledge Contest to raise students’ interest in international affairs and knowledge of Hong Kong’s foreign policy.

### (iii) Humanitarian Assistance

The COVID-19 pandemic has affected the financial situation of non-governmental organisations (NGOs) due to a decrease in public donations. To help address this issue, Yayasan Sin Chew has provided financial aid totalling RM4.13 million to 242 NGOs, orphanages, and old folks’ homes across Malaysia.

Yayasan Sin Chew is committed to its ongoing “We Care-Sponsor-a-Child” program and has allocated RM750,000 to support 250 families in need. The program aims to help vulnerable students from underprivileged families.

The Yayasan Nanyang Press has been proactive in responding to the challenges brought about by the COVID-19 pandemic. One of its initiatives to address the adverse impact of the pandemic is the “Help the Helpless” project. This project aims to assist the most vulnerable members of society, particularly the B40 families who are struggling to make ends meet during these difficult times.

Through the project, the Yayasan Nanyang Press has provided a total of RM746,702 in support of 7,861 B40 families. The aid provided included various essential items such as food, face masks, face shields, hand sanitisers, gloves, personal protective equipment (PPE), and pulse oximeters.

Yayasan Sin Chew has also demonstrated its commitment to supporting underprivileged communities during these challenging times through its “We Care” project. The foundation has donated RM588,000 to provide financial assistance to over 294 families in need, including those who were jobless, underprivileged, part-time workers, and single mothers.

Both foundations have also organised various events to support the elderly and orphanages. These events have brought joy and entertainment to those in need, and the foundations have generously contributed funds to ensure their success.

Moreover, the foundations have also extended their support beyond Malaysia’s borders. In June 2022, Yayasan Sin Chew, together with Buddha’s Light International Association (“BLIA”) and Fo Guang Shan Malaysia, sent a consignment of medical supplies worth US\$54,046 to Sri Lanka to address the shortage of essential supplies such as food, medicine, fuel, and electricity.

In response to the devastating floods affecting Pakistan in September 2022, Yayasan Sin Chew and Fo Guang Shan Malaysia launched a humanitarian aid operation. They collected goods worth over RM800,000, weighing a total of 15 tons, to assist the flood victims in Pakistan.

Similarly, during the flood disaster that affected Johor in March 2023, Yayasan Sin Chew collaborated with Fo Guang Shan Malaysia and BLIA to provide meals and emergency care packages to the affected families.

# Sustainability Statement

While Yayasan Nanyang Press and Than Hsiang Mitra Welfare Center also collaborated with Hai-O Raya Berhad and the Federation of Malaysian Electrical Appliances Dealers' Association to offer flood relief aid amounting to approximately RM1.2 million to 430 flood victims in Johor.

*Guang Ming Daily* organised three successful charity concerts in 2022. The "70th Movie Songs Charity Concert" raised over RM310,000 for the Bukit Mertajam District Volunteer Fire Rescue Association, the "Hokkien Golden Melody Concert" raised RM600,000 to support the construction of a new building for the Basketball Association Seberang Prai, Penang, and the "Love in Melaka Charity Concert" raised RM333,000 to purchase a new ambulance for the St John Ambulances in Kawasan Hang Tuah Jaya, Melaka. The funds raised will support these organisations in providing essential services to the local communities.

The efforts of these foundations demonstrate their commitment to extending humanitarian aid to those in need, both within Malaysia and beyond. They are making a positive impact on the lives of individuals and communities, and inspiring others to participate in charitable activities to share love and happiness with those in need.

#### (iv) Medical Assistance

The Group is also dedicated to helping people who have medical needs but insufficient funds to seek treatment. The Group uses its media platforms to share their stories and raise funds from the public and corporate entities.

Both Yayasan Sin Chew and Yayasan Nanyang Press manage the public donations for this cause. These foundations not only support surgical procedures but also provide follow-up treatments until the patients are fully recovered and able to work for a living.

Last year, Yayasan Nanyang Press and Yayasan Sin Chew collected a total of RM4.3 million from readers to provide medical assistance to 229 underprivileged patients.

Yayasan Nanyang Press also provided subsidies for dialysis treatments and donating eight dialysis machines to two dialysis centers. The foundation's contribution of RM636,000 towards this initiative has benefited 132 patients in need in the financial year under review.

Furthermore, Yayasan Nanyang Press also donated RM153,000 worth of far-infrared therapy equipment and ultrasound imaging systems to three non-profit dialysis centers. This generous donation has helped a total of 157 patients receive necessary medical care and treatment.

In collaboration with Umedic Healthcare Sdn Bhd, the Guang Ming Charity Fund donated 100 units of Automated External Defibrillators (AEDs) to Chinese primary schools and charitable organisations for emergency use. The total contribution made by the Guang Ming Charity Fund was RM500,000. This initiative aims to provide better emergency medical support to those in need, and the donation of AEDs is a significant step towards achieving this goal.

## Readers and Advertisers

The Group is committed to engaging with its readers and advertisers, and meeting their needs. To this end, the Group employs various platforms, such as social media, digital channels, and print publications, to gather feedback from them.

*Sin Chew Daily* through its project, the “Sin Chew Daily Experience Day for Members”, allowed members to visit the newsroom, observe preparations for the general election, and interact with senior media personnel.

*Sin Chew Daily* also interacts with its readers and advertisers by hosting events such as the “2022 Four Seasons Chinese Culture Event — Songhe Night,” a dinner celebrating filial piety and respect for the elderly and the prestigious “Sin Chew Business Excellence Awards”.

*Sin Chew Daily* and Life Magazines jointly organised various events, such as the “Malaysia Health and Wellness Expo” and the “Malaysia Health and Wellness Brand Awards 2022”, the latter seeks to recognise outstanding health brands in the industry.

*Guang Ming Daily* celebrated its 35th anniversary with events aimed at thanking its stakeholders and fostering closer relationships with them. Its “Guang Ming Warrior Awards” recognised individuals who have made exceptional contributions to society.

*Nanyang Siang Pau* continued with its well known business award events such as the “Golden Eagle Award 2022”, which honours high-performing Malaysian enterprises based on their financial performance and corporate governance.

In November 2022, *China Press* organised “The Reunion” for its “China Press Pink Club” members, which was attended by over 100 women entrepreneurs. The event was held to provide a platform for members to network, exchange ideas, and gain new insights into the latest trends in their respective industries.

*Ming Pao Daily* hosted two events — the “Ming Pao Awards for Excellence in Finance 2023” and the “Mingpao.com Excellence in Living Smart Awards 2023”. It also hosted the Ming Pao Symposium 2022 — “Hong Kong New Position: An International Cultural Exchange Centre” an event where senior government officials and business leaders were invited to share their insights of how Hong Kong can become an “International Cultural Exchange Centre”.

## Investors and Shareholders

The Group communicates with its investors and shareholders through regular updates on financial results via press releases and corporate announcements on a quarterly, half-yearly, and annual basis.

The Group also engages with shareholders during annual general meetings.

To ensure effective communication with shareholders, the Group has established a shareholders’ communication policy. This policy outlines the rights of shareholders and can be found in the Corporate Governance Overview Statement on pages 61 to 84 of this Annual Report.

Additionally, the Group’s website provides detailed information on the process for shareholders to propose a director nominee.

# Sustainability Statement

## TARGETS AND PROGRESS

### OBJECTIVES FOR SOCIAL SUSTAINABILITY

### PROGRESS IN 2022/2023

(i) Attract, develop and retain the talented team and people	The attrition rate for the Group decreased to 10.2% from 12.0% last year. The highest decrease being recorded for employees aged 26 to 49.
(ii) Zero incidents of unlawful discrimination against employees	During the year, the Group was not aware of any unlawful discrimination against employees.
(iii) Continue to provide training programmes for employees to upgrade their skills	Approximately 52.9% of the Group's workforce participated in various training programs funded by the Group.
(iv) Compliance with labour standards	The Group complies with all relevant laws and regulations of employment in Malaysia and Hong Kong.
Zero fatality rate	In the current financial year, there were five workplace accidents, which was lower than the previous year's ten accidents. All the incidents were non-fatal and had minimal impact on productivity.
Maintain 100% compliance with health and safety laws and regulations	No incident of non-compliance with health and safety laws and regulations was noted.
Foster engagement with the local communities in which the Group operates and increase its positive social impact on the communities	Throughout the year, the Group's charity organisations and publication titles raised over US\$14,695,000 in cash and in-kinds for various charitable and community initiatives.  This significant contribution strengthens the Group's relationships with the local communities in which it operates.

## GOVERNANCE

The Group places great importance on responsible governance practices and accountability, which help to promote sustainable economic growth. To foster an ethical culture, we have implemented a Code of Conduct and an Anti-Bribery and Corruption Policy across the Group.

Compliance with relevant laws and regulations is crucial for our business to operate effectively. Failure to comply with these laws and regulations may result in fines, suspension, or revocation of our licenses.

To ensure compliance, we have established a comprehensive compliance framework at the group level to monitor key compliance risks and ensure appropriate processes and controls are in place. Any significant instances of non-compliance must be reported to the management immediately.

To better understand our corporate governance practices, please refer to the Corporate Governance Overview Statement on pages 61 to 84 and the Statement on Risk Management and Internal Control on pages 86 to 91 of this Annual Report.