BOARD STATEMENT

The frequency and intensity of natural disasters, along with loss of assets and livelihoods, are increasing, primarily due to extreme weather events such as floods, wildfires and droughts. At Media Chinese International Ltd ("MCIL"), we believe that we must take the necessary steps to reduce the impact of our operations on the environment. As such, sustainability is embedded in our business strategy, guiding our operations, governance, and long-term vision. We are dedicated to promoting environmental responsibility, social justice, and ethical business practices, aligning our efforts with global sustainability goals, including helping build awareness of the importance of reducing global warming.

Our Sustainability Commitments

- **Operational Responsibility and Environmental Stewardship**
  We integrate sustainability into our operations by minimising our environmental impact, reducing our carbon footprint, and promoting responsible resource use. Through collaboration with industry stakeholders, we actively address sustainability challenges and drive practical solutions.

- **Strong Governance**
  Our Board of Directors oversees our Economic, Environmental, Social, and Governance ("EESG") strategy, ensuring sustainability remains a core business priority. The Sustainability Committee continuously evaluates and enhances our sustainability practices, incorporating best practices in risk management and regulatory compliance.

- **Transparent Reporting**
  In line with evolving global and regional sustainability standards, we are implementing IFRS S2 — Climate-related Disclosures to help manage the Group's climate-related risks and opportunities and to enhance the relevant disclosures in our reporting. Our reporting aligns with the Malaysia National Sustainability Framework and the Hong Kong Stock Exchange ("HKEX") listing requirements on climate disclosures, reinforcing transparency and accountability.

- **Continuous Improvement**
  Sustainability is a continuous journey, and we remain committed to improving our EESG practices. By integrating sustainability into our journalism, operations and corporate governance, we strive to drive long-term positive impact for our communities and stakeholders.

REPORTING PERIOD

All data and activities reported were for the period from 1 April 2024 to 31 March 2025.

SCOPE OF REPORTING

This Sustainability Statement covers the Group's business activities in Malaysia and Hong Kong, which represented the Group's major source of revenue for the financial year ended 31 March 2025.

Sustainability Statement

REPORTING FRAMEWORK

This Sustainability Statement is aligned with key regulatory requirements, global standards, and best practices to ensure clarity, comparability, and relevance for our stakeholders.

As part of our efforts in developing sustainability initiatives as well as the climate related disclosures, we are guided by the following frameworks and guidelines:

• Sustainability Reporting Guide, 3rd Edition issued by Bursa Malaysia Securities Berhad

• Hong Kong Stock Exchange ESG Reporting Code (Appendix C2) under the Hong Kong Listing Rules

• Related Global Reporting Initiative (GRI Standards)

• International Financial Reporting Standards (IFRS S2)

• Malaysia National Sustainability Reporting Framework

• United Nations' Sustainable Development Goals (SDGs)

For a comprehensive view of the Group's financial and non-financial performance for the financial year 2024/2025, we encourage stakeholders to read this statement together with our Annual Report 2024/2025.

Assurance and Verification

This Sustainability Statement has not been subjected to external assurance. However, our Internal Audit Function has conducted an internal review on selected sustainability data. This internal review on sustainability data gathering process was approved by the Audit Committee, reinforcing our commitment to data integrity and governance.

FEEDBACK

We value and invite feedback from our stakeholders regarding this Sustainability Statement. Your comments and suggestions are invaluable to us as they help us improve our practices continuously.

If you have any comments, please feel free to reach out to us via email at corpcom@mediachinese.com. or directly 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.

APPROACH TO SUSTAINABILITY

Our Commitment to Sustainable Value Creation

Our Sustainability Policy is designed to ensure responsible business practices, transparency, and long-term value creation. This policy, built on the four pillars of Economic, Environmental, Social and Governance ("EESG"), aligns stakeholder considerations with value-creating opportunities.

We regularly review and update our approach to align with evolving best practices and regulatory expectations.

- Economic

  We operate with integrity, honesty, and transparency, prioritising product quality, customer satisfaction, ethical sourcing, and responsible supply chain management.

- Environmental

  We integrate environmental stewardship into our operations, actively managing climate-related risks and opportunities. Our commitments include reducing greenhouse gas ("GHG") emissions, promoting environmental awareness, and advancing a circular economy.

- Social

  We foster an inclusive, safe, and diverse workplace while engaging with communities to create a positive social impact. Our approach includes fair labour practices, employee well-being initiatives, and contributions to local development.

- Governance

  We uphold high ethical standards and robust corporate governance to drive sustainable growth and stakeholder trust. The Board, through its Sustainability Committee ("SC"), oversees our sustainability strategy, performance, and reporting.

OUR SUSTAINABILITY FRAMEWORK

Governance Structure

Our Board of Directors has ultimate responsibility for overseeing our efforts in developing, integrating and managing our sustainability material matters. This includes approving strategies to reduce our environmental impact and address climate risks, as well as overseeing the identification, assessment, management, and disclosure of sustainability risks and opportunities including climate-related risks.

The Board receives regular updates (at least semi-annually) on the Group's sustainability performance from the SC.

These reports cover climate-related financial impacts, progress toward our climate targets, and alignment with external frameworks like IFRS S2.

Sustainability Committee: Driving Our Climate Strategy

The SC is central to our sustainability efforts. Chaired by our Group Chief Executive Officer ("GCEO"), the SC comprises four Executive Directors who are also members of the Group Executive Committee. The SC is supported by the Sustainability Working Committee which is made up of senior executives from various business units, bringing diverse expertise and perspectives to the table.

Sustainability Statement

The SC meets at least semi-annually to:

- Set sustainability strategy and targets.

- Monitor the Group's progress toward achieving the set targets.

- Ensure climate-related risks and opportunities are effectively integrated into Board-level discussions and decision-making.

- Review and approve annual sustainability reports, including climate-related disclosures.

Sustainability Working Committee: Putting Strategy into Action

The Sustainability Working Committee ("SWC") supports the SC and is chaired by an Executive Director with direct responsibility for the day-to-day management of sustainability-related matters. The SWC comprises senior executives from operations, finance, procurement, production, and other relevant business units.

Meeting bi-monthly, the SWC:

- Implements our sustainability initiatives including climate-related initiatives.

- Translates our strategic direction into concrete actions.

- Monitors progress toward our environmental targets, with a focus on data quality and effective sustainability management.

- Reports to the SC at least semi-annually on implementation, progress against targets, and emerging sustainability risks and opportunities.

Amongst others, the SWC tracks key metrics, including Scope 1, 2, and 3 GHG emissions, energy efficiency improvements, and renewable energy adoption.

Climate-Related Risk Management: Integrating Climate into Our Risk Framework

Our Enterprise Risk Management framework, overseen by the Audit Committee, has initiated the integration of climate-related risks into our overall risk assessment and management processes. The Audit Committee updates the Board, on a quarterly basis, on the effectiveness of the Group's risk management processes.

Board Competency and Training: Staying Ahead of the Curve

Our Board possesses the necessary skills and knowledge for effective climate governance, including an understanding of climate science, the ability to assess the implications of climate risks, and the capacity to evaluate mitigation and adaptation strategies. We provide ongoing training to ensure the Board remains at the forefront of climate governance. The training in 2024 covered scenario analysis, the IFRS S2 framework, and the latest developments in climate disclosures.

Future trainings will address advancements in climate modelling, sector-specific transition risks, and the implications of new regulations, equipping the Board to navigate the evolving landscape of climate governance.

Executive Remuneration: Aligning Incentives with Sustainability

The Remuneration Committee works with the Board to align executive compensation with the Group's EESG performance. Currently, the annual bonus for Executive Directors is partly based on the Group's overall EESG performance.

Moving forward, the Remuneration Committee plans to develop and implement specific, measurable, achievable, relevant, and time-bound (SMART) climate-related performance targets for inclusion in the executive remuneration framework. These targets will align with our climate strategy and will be disclosed in accordance with the guidelines of IFRS S2 in the subsequent reporting period. Potential metrics include Scope 1, Scope 2 and Scope 3 GHG emissions reductions, renewable energy adoption, and energy efficiency improvements.

Below is MCIL's Sustainability Governance structure:
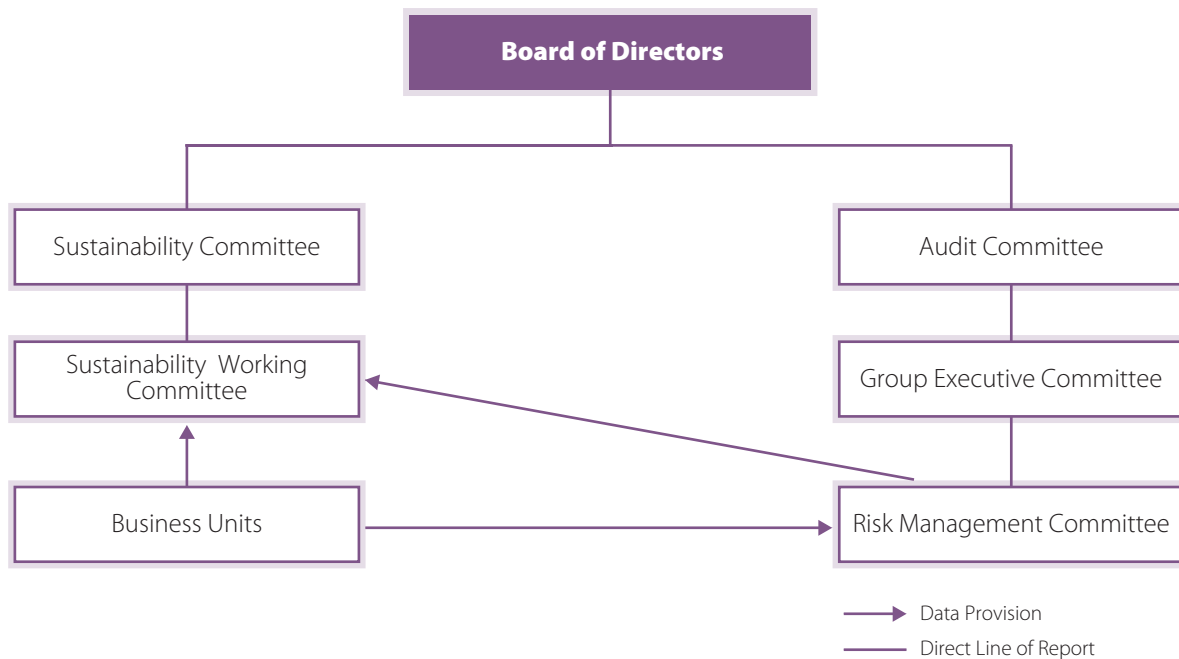
RECOGNITION FOR ESG EXCELLENCE

MCIL received a Gold Award at The Edge Malaysia ESG Awards 2024 in the telecommunications and media category. This prestigious award, presented by *The Edge Malaysia* in partnership with Bursa Malaysia and FTSE Russell, is a recognition of the Group's outstanding achievements in Environmental, Social, and Governance practices.

Sustainability Statement

ENGAGING OUR STAKEHOLDERS

The Group is dedicated to fostering an open and transparent communication with our stakeholders, which enable us to address their concerns and gain valuable insights, refine our goals and practices to drive sustainable growth and to build trust with the stakeholders.

The Group uses various channels of communication to reach out to its stakeholders as shown in the table below.

Key Stakeholders	Engagement Platforms	Areas of interest/concerns	Our response
Customers	• Meetings • Social media platforms and websites • Events held for readers and advertisers • Customer satisfaction surveys • Networking lunches/dinners • Contract negotiations • Awards	• Understand and/or meet customer needs • Quality of products and services • Reliability of media content • Privacy protection	• Provide credible and high-quality content, products and services • Engage with customers on multi-platforms and channels • Balanced reporting • Organise engagement activities to promote customer satisfaction and loyalty • Adhere to personal data protection regulations
Employees	• Corporate events • Internal communications • Company lunches/dinners and gatherings • Training • Occupation Safety and Health Committee • Social activities • Performance review	• Understand and align with the Group's goals and strategies, and update on corporate developments • For greater employee satisfaction • Fair compensation • Career progression and talent development • Diversity • Workplace health and safety • Work-life balance	• Implement human resource policies and practices that promote a safe and equitable work environment for all employees • Provide competitive remuneration benefits • Provide training and career development opportunities • Provide work-life balance • Provide a platform for staff to submit suggestions and feedback to management
Shareholders and investors	• Annual general meetings • Announcements to Bursa Malaysia Securities Berhad and The Stock Exchange of Hong Kong Limited • Quarterly Results Announcements, Interim and Annual reports • Circulars and press releases • Regular updates on the corporate website • Analyst briefings	• 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 • Sound risk control • MCIL's business outlook	• Generate consistent returns in the form of dividends and share price appreciation • Practice good corporate governance • Strive for sustainability and long-term growth • A timely update on the Group's business outlook for the investing community • Optimisation of risk management and internal control • Regular disclosure of information on the websites of the stock exchanges and the Company

Key Stakeholders	Engagement Platforms	Areas of interest/concerns	Our response
Suppliers and business partners	• Product presentations • Regular supplier meetings and progress updates • On-going product evaluation and performance review • Factory visit	• Fair and open procurement • To provide opportunities for mutual benefit • Efficient procurement process	• Meet or exceed quality standards • Fair and ethical procurement process • To pursue mutual benefits objectives and work towards growth and profitability
Industry peers	• Meetings • Memberships of trade associations • Participate in industry forums and dialogues • Industry networking events	• the Group's concerns and issues faced by the industry	• Active participation in industry forums and dialogues • Share ideas to understand each other's perspectives and to improve the industry
Regulators	• Communication • Compliance with applicable reporting requirements	• Require the Group to comply with laws and regulations	• Comply with regulations • Corporate governance
Community	• Press releases • Social media platforms • Community events	• Responsible corporate citizen • Contribute towards the well-being of the communities in which the Group operates	• Through our charitable foundations and various business units, we actively participate in the community by making both financial and non-financial contributions, as well as sponsoring various initiatives

Materiality Assessment: Identifying Our Key Sustainability Focus Areas

To ensure that our sustainability efforts are targeted and effective, our strategy is rooted in a comprehensive materiality assessment that had been conducted to help us identify and prioritise the core EESG issues critical to both the Group's success and the interests of our stakeholders.

Our assessment process evaluated potential sustainability topics based on their business impact (financial, operational, risk), stakeholder priorities, industry relevance, and the regulatory environment. We consider both how our operations affect society and the environment ('inside-out') and how these sustainability factors influence our business ("outside-in").

Sustainability Statement

The following are key material sustainability matters measured by the Group:

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	GRI 303	SDG 12
	Anti-Corruption	GRI 205	SDG 16
	Data Privacy and Security	GRI 418	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
	Climate Change	GRI 302, 305	SDG 13
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

ALIGNMENT WITH UNITED NATIONS SUSTAINABILITY DEVELOPMENT GOALS (UN SDGs)

The Group understands the importance of incorporating the United Nations Sustainability Development Goals (UN SDGs) into its strategies and business operations to play its part in helping the global nation achieve the UN SDGs. In this Sustainability Statement, the Group's material sustainability matters are linked to the UN SDGs as shown in the table above.

ECONOMIC — SUSTAINING ETHICAL BUSINESS OPERATIONS

Driving Economic Performance

Economic sustainability is crucial for maintaining the Group's long-term success and sustainable growth. We believe in creating and equitably distributing economic value among our diverse stakeholders, while also recognising and nurturing initiatives that positively impact the communities we serve.

In the financial year ended 31 March 2025, the Group reported a turnover of US$157.5 million and a loss before income tax of US$7.5 million.

Economic Value Generated grew to US$163.2 million in the financial year 2024/2025, up from last year's US$154.3 million, indicating our increased business activities. At the same time, Economic Value Distributed increased to US$174.2 million from US$170.5 million, reinforcing our ongoing commitment to our stakeholders.

We also achieved an improvement in the Economic Value Retained which was negative US$11.1 million for the financial year 2024/2025, compared to a negative US$16.2 million in the previous year. This improvement highlighted our focused efforts to enhance financial performance and build long-term economic resilience.

Further details of the Group's financial performance can be found under the Management Discussion and Analysis section on pages 16 to 19 of this Annual Report.

Building a Responsible Supply Chain

By integrating sustainability into our procurement lifecycle, MCIL is building a resilient supply chain that upholds ethical and environmentally sound practices.

We maintain a robust procurement policy and a well-defined supply chain management system. Our comprehensive Sustainable Procurement Policy ensures that our procurement teams uphold an ethical culture. This policy mandates that suppliers adhere to ethical business practices, including minimising environmental impacts and safeguarding human and workers' rights. This framework is complemented by our Code of Conduct and Ethics, and Anti-Bribery and Corruption Policy.

We are actively engaging our suppliers to improve our overall supply chain sustainability:

- We have incorporated a Supplier Assessment Questionnaire into our vendor evaluation form for all new suppliers' pre-qualification process, to raise awareness across our supply chain.

- Suppliers with transactions exceeding RM50,000 are required to meet minimum sustainability requirements, focusing on ethical dealings, health and safety, environmental management, and human rights principles.

- Our Procurement Department conducts periodic assessments and reviews of major suppliers according to evaluating criteria such as pricing, quality, certifications, sustainability policies, and track record.

We advocate for supporting local businesses and driving economic growth in the communities where we operate. This approach enhances livelihoods of local communities and reduces transportation emissions.

Sustainability Statement

During the year ended 31 March 2025:

• We had business dealings with a total of 6,418 suppliers, of which 5,250 and 982 were based in Malaysia and Hong Kong, respectively.

• Approximately 64.0% of our total procurement, amounting to US$45,710,000, was from local suppliers in Malaysia and Hong Kong.

• We have successfully met our target of procuring more than 50.0% of goods and services locally.

The number of suppliers by geographical region:

	2024/2025	2023/2024*	2022/2023
Malaysia	5,250	5,595	4,346
Hong Kong	982	1,198	1,047
Asia	121	160	130
America	34	37	28
Europe	18	46	46
Australia	13	15	6
Total	**6,418**	**7,051**	**5,603**
Proportion of spending on suppliers from Malaysia and Hong Kong	**64.0%**	**75.0%**	**85.0%**

* Restated

Enhancing Product Quality

Responsible Media Platform

MCIL takes its responsibility as a leading news provider in Malaysia and Hong Kong very seriously. We understand that accurate, timely, and credible news reporting is essential for countering disinformation and fostering a well-informed society.

Our commitment to ethical content creation is governed by our editorial policy and standard operating procedures (SOPs), which outline the principles and processes that govern news content on all our platforms.

These guidelines emphasise:

• Fact-checking of information from all sources.

• Incorporating multiple viewpoints into our reporting.

• Careful handling of sensitive topics such as race, royalty, and religion, with additional review by our legal team and experienced editors before publication.

• Clear SOPs and guidelines to govern the ethical use of Artificial Intelligence ("AI") for news gathering and publication, ensuring responsible and transparent integration of AI technologies.

We share the community's concerns regarding misinformation and disinformation on the internet and social media. Our newspapers have highlighted the pervasive influence of unregulated misinformation and the emotional toll of online scams, exclusion, and bullying on the communities we serve.

We recognise the impact of advertising on the communities and are committed to ethical and responsible advertising practices. We adhere to the advertising and marketing guidelines set by Malaysia's Association of Accredited Advertising Agents and Hong Kong's Trade Descriptions Ordinance.

We have implemented a Customer Complaint Policy for both editorial and non-editorial customers to address any complaints promptly and professionally. We also actively seek feedback from our readers through various channels, including letters to the editor, emails, social media, and market research. All content-related feedback is handled by the relevant desk heads, while technical issues are addressed through our customer support channels.

During the financial year 2024/2025, we had no material non-compliance with laws and regulations, received no material complaints about our products and services, and did not need to recall any of our products.

Protecting Creativity and Innovation — Intellectual Property

We place a strong emphasis on protecting our key IP assets through registration and robust internal processes outlined in our Intellectual Property Policy. These assets, including copyrights, patents, trademarks, and other forms of intellectual property, are fundamental to our continued success.

Our protective measures include:

• Registering the IP assets.

• Adding watermarks to photos and videos.

• Employing technology to prevent unauthorised copying of our news articles.

Respecting third-party rights

We are equally committed to preventing infringement of third-party intellectual property rights within our media companies. We ensure that all software and anti-virus software on our office equipment are properly licensed.

Zero Tolerance for Bribery and Corruption

We maintain a zero-tolerance stance against bribery and corruption, as outlined in our Anti-Bribery and Corruption ("ABC") Policy. This policy is regularly reviewed to ensure alignment with the Malaysian Anti-Corruption Commission (MACC) Act 2009 and the Prevention of Bribery Ordinance in Hong Kong. A copy of the ABC Policy is accessible on our website at www.mediachinesegroup.com.

The ABC Policy applies to all directors, employees, and agents acting on behalf of the Group.

We reinforce ethical conduct through several initiatives:

• An annual integrity pledge for employees to confirm compliance with conflict of interest declarations.

• Mandatory anti-bribery training for all new staff in the Malaysian operations, covering anti-corruption laws, corruption pitfalls, and conflict of interest management. This training includes an online test to ensure understanding of policies and procedures.

• Annual anti-corruption refresher training sessions for staff and directors.

• Comprehensive anti-bribery training: All staff are required to complete computer-based ABC training, followed by an assessment to ensure a thorough understanding of the training materials. This is a key component of our commitment to preventing corruption.

In the financial year 2024/2025, we provided anti-corruption training to 1,450 employees, or 59.5% of our total workforce, reinforcing our commitment to maintaining a corruption-free environment.

Participation was strong across all levels, with 82.3% of management, 74.7% of executives, and 53.8% of non-executive staff attending dedicated workshops and programs. This wide-reaching engagement underscores our ongoing efforts to foster a culture of integrity and accountability throughout the organisation.

Sustainability Statement

Our suppliers are also held to the highest ethical standards through our Code of Conduct and Ethics, Sustainable Procurement Policy, and ABC Policy. Starting from January 2025, all suppliers are assessed for their ethical and sustainability practices using an evaluation form. The assessment questions cover aspects such as environment management, labour practices, sourcing origins and social responsibility practices. The suppliers are also required to declare their agreement to comply with the Group's ABC Policy.

The Board regularly reviews our risk management framework and internal control activities to address any identified weaknesses in our operations.

The Internal Audit Function assesses compliance and adherence to the Group's ABC Policy.

During the year, we assessed all operations to identify potential corruption risks.

During the year under review, one minor incident of non-compliance with the ABC Policy, unrelated to corruption, was reported to the Audit Committee. The incident was promptly addressed through internal processes, with corrective measures implemented to prevent recurrence, such as enhanced training and procedural improvement.

No penalties or fines related to corruption were imposed, and no legal cases related to corruption were instituted against the Group, and the incident had no material financial or reputational impact. The Company remains dedicated to maintaining robust governance and ensuring adherence to our ethical standards across all operations.

Cybersecurity and Protecting Data: Our Commitment to Trust and Security

Safeguarding data is vital for building and maintaining stakeholder trust.

Our IT Security Policy defines how we maintain data confidentiality, integrity, and availability; this policy is currently being implemented across the Group following successful adoption at key operating companies. Designated data owners and cross-functional teams oversee compliance.

Our security protection strategy employs multiple layers of technical safeguards. Key measures include robust IT infrastructure protection (such as firewalls, endpoint detection/response, and antivirus software), multi-factor authentication for sensitive accounts, and strict, consent-based protocols governing data handling to ensure regulatory compliance.

We maintain transparency in how data is processed and ensure all customer data is collected lawfully with appropriate consent.

We are developing a comprehensive IT security awareness training program, scheduled for mandatory annual implementation for all employees starting from April 2025. This training will emphasise individual responsibilities in protecting our digital assets.

We fully comply with Hong Kong's Personal Data (Privacy) Ordinance ("PDPO") and Malaysia's Personal Data Protection Act ("PDPA"). Regular internal audits, external security assessments, and specialist-conducted network penetration tests help us identify potential vulnerabilities and continuously improve our defences.

We are pleased to report that there were no material data breaches or incidents involving customer data loss during the financial year 2024/2025.

Integrity at Our Core — Code of Conduct and Ethics

Integrity is a core value that drives the Group's commitment to responsible business practices.

Our comprehensive Code of Conduct and Ethics ("the Code") embodies our core values and company culture. It applies to all directors, management, and employees, ensuring consistent professional conduct across all levels of our organisation.

The Code provides clear guidance on key ethical topics, including:

•   Equal opportunity

•   Anti-bribery and anti-corruption

•   Conflicts of interest

•   Fair competition

•   Confidentiality and insider trading

•   Accessibility and Commitment

The Code is readily accessible on our website at www.mediachinesegroup.com. We regularly review and update the Code to ensure it remains relevant and effective in promoting ethical behaviour throughout the Group.

Upholding Ethical Conduct: Our Whistle Blowing Commitment

Our Whistle Blowing Policy encourages all stakeholders — employees, contractors, suppliers, and others — to report any concerns regarding actual or suspected fraud, corruption, unethical behaviour, or violations of the Group's policies.

We provide clear and accessible channels for reporting concerns:

•   Directors: May raise concerns with the Board Chairman

•   Employees: Can report to their supervisor, department head, the Group CEO, or directly to the Chairman of the Audit Committee via email at wbac@mediachinese.com or whistle blowing hotline at + 603 7965 8882.

All reports are treated with utmost confidentiality, and we are dedicated to protecting whistleblowers from any form of retaliation or unfair treatment. We strive to maintain the confidentiality of the whistleblower's identity to the fullest extent possible.

A total of two reports covering three allegations were communicated through our confidential whistleblowing channels during the financial year 2024/2025. All matters raised were thoroughly investigated and reported to the Audit Committee and the Board. The investigations found that one of the allegations was unsubstantiated and for the other two cases, appropriate disciplinary actions were taken and enhancements to relevant internal control procedures were implemented.

Sustainability Statement

ENVIRONMENTAL PROTECTION

Our Approach

We recognise that safeguarding the environment is integral to our long-term success and stakeholder value. Guided by our Environmental Policy, and in line with IFRS S2, we are committed to minimising the environmental impact of our operations, mitigating climate-related risks, and fostering a resilient business model.

This dedication to environmental protection manifests through a comprehensive approach encompassing responsible resource management, pollution prevention, and proactive engagement with our employees and value chain partners. For the financial year 2024/2025, we are not aware of any non-compliance with environmental laws and regulations in Malaysia and Hong Kong.

Energy and Carbon Management

At MCIL, we recognise the critical need to address climate change and reduce our environmental impact. We are committed to achieving net-zero GHG emissions by 2050, in line with international standards and our IFRS S2 climate-related disclosures. Our energy and carbon reduction efforts are integral to our overall sustainability strategy and transition plan.

Emissions Profile and Reduction Efforts

The financial year 2024/2025 marks a significant step in our sustainability journey as we report our Scope 1, 2, and 3 GHG emissions for the first time. While we have tracked Scope 2 emissions from purchased electricity for operations in Hong Kong and Malaysia since the financial year 2016/2017, this year's report provided a more comprehensive view of our carbon footprint.

Our total emissions for the financial year 2024/2025 were 48,558 tonnes of CO_2e. The year-over-year increase was primarily due to the inclusion of Scope 1 emissions and a broader assessment of Scope 3 emissions in our reporting boundary.

Our initial comprehensive assessment revealed that Scope 3 emissions constituted the largest portion (approximately 79.3%) of our total footprint. Key contributors within Scope 3 included purchased goods and services (approximately 74.1% of Scope 3) and upstream transportation and distribution (approximately 19.3%).

Our primary focus remains on reducing emissions within our direct operational control and influence. We aim to reduce our Scope 2 emissions by 10.0% by the financial year 2026/2027, using the financial year 2021/2022 reported figure of 11,700 tonnes of CO_2e as the baseline emissions, supporting our long-term goal of achieving net-zero GHG emissions by 2050.

We are making good progress on our near-term Scope 2 target. In the financial year 2024/2025, our Scope 2 emissions were 9,860 of tCO_2-eq, a 15.7% reduction compared to the financial year 2021/2022 baseline emissions of 11,700 tCO_2-eq. Our GHG emissions intensity per facility also decreased by 3.3% year-over-year to 896 tCO_2-eq per facility. These reductions were primarily achieved through energy efficiency initiatives.

Recognising the importance of addressing our full emissions profile, we will develop and implement focused actions to reduce our Scope 1 and Scope 3 emissions in the coming years. This comprehensive approach, tackling direct emissions and value chain impacts alongside our ongoing Scope 2 initiatives, is essential to align with our ultimate aim of achieving net-zero GHG emissions by 2050.

A detailed breakdown of our Scope 1, 2, and 3 emissions for the financial year 2024/2025, compared to last two years' data where available, is presented in the Performance Review Table on page 69.

Strategic Approach and Initiatives

To align our risk management plan with IFRS S2 Climate-related Disclosures, we are implementing the following key strategies:

- **Renewable Energy Investment**

    In 2024, we completed the installation of solar panels on our Kelana Jaya office building roof, a key step in our transition to renewable energy. Pending final licensing from authorities, the system is expected to become operational by July 2025 and generate approximately 476,233 kWh of clean energy annually.

    Furthermore, the solar panel installation project at the Sin Chew building is expected to be completed in the third quarter of 2025, increasing our total solar panel coverage area to around 2,869 sq m. These initiatives help reduce our reliance on grid electricity and promote the use of renewable energy sources.

- **Energy Efficiency Measures**
    - Conduct employee green awareness campaigns.

    - Optimise printing processes for greater energy efficiency.

    - Install motion-sensor lighting, LED systems, and solar-powered street lights.

    - Optimise air conditioning and lighting systems for energy conservation.

Our energy efficiency measures resulted in a 3.5% year-on-year reduction in electricity consumption for the financial year 2024/2025, totalling 13,931,000 kWh. This led to a 3.5% improvement in energy intensity, reaching 1,266,000 kWh per facility.

Water Conservation and Responsible Use

MCIL is committed to efficient water management across our operations to mitigate the risk of water shortages and minimise our environmental impact.

Our main sources of water consumption include printing plants, staff canteens, and offices. While we do not currently face any water-sourcing issues (as we source water from local authorities), we recognise the importance of responsible water stewardship.

Our commitment to water conservation is demonstrated through the following measures:

- **Employee Awareness**

    We encourage water conservation among employees through awareness campaigns and education.

- **Leak Detection and Maintenance**

    Regular checking and scheduled maintenance of toilets, pantries, and other facilities to reduce water wastage.

- **Process Optimisation**

    We implement strategies such as recycling or reusing dampening solutions and utilising low-chemical or process-less printing plates to reduce water consumption.

- **Rainwater Harvesting**

    We utilise rainwater for cleaning purposes where feasible.

Sustainability Statement

These efforts resulted in significant water conservation in the financial year 2024/2025 during which the Group's total water consumption was 44,000 m³, with a water intensity of 4,000 m³ per facility, both showing a 9.8% reduction compared to the previous year.

We achieved a 25.0% reduction in water intensity against the baseline metric of 5,336 m³ per facility established in the financial Year 2021/2022.

Responsible Resource Management and Waste Minimisation

Our Sustainability Committee, with the support of the Sustainability Working Committee, oversees the Group's material use and waste management initiatives. Guided by the principles of "Reduce, Reuse, Recycle, and Replace," we continuously involve stakeholders in resource and material use reduction and pollution prevention.

Materials Use

- Inks

    We strive to minimise our ink consumption and require our ink suppliers to comply with Environmental Management System Standards (ISO 14000 and ISO 14001) and Quality Management Standards (ISO 9000 and ISO 9001).

    We utilise ink optimisation software to achieve optimal colour with the least amount of ink.

    In the financial year 2024/2025, we used approximately 372 metric tons of ink for newspaper production with an intensity of 41 metric tons per facility. This reflected a 24.3% decrease compared to the 491 metric tons used in the financial year 2023/2024. This decrease was mainly due to a reduction in printing volume during the year.

- Newsprint

    Newsprint is essential to our operations, and we are committed to sustainable sourcing practices.

    We prioritise suppliers who are members of the Forest Stewardship Council (FSC).

    We have simplified layouts, implemented enhanced quality control measures, and prioritised regular maintenance of our printing machines to minimise paper usage and waste.

    All waste paper produced is collected by qualified contractors for recycling.

    In the financial year 2024/2025, newsprint waste collected for recycling decreased by 2.5% to approximately 1,416 metric tons, in line with reduced newsprint consumption. Our waste intensity increased marginally to 6.9% from 6.1% in the previous year.

- Plates

    To minimise plate usage, we carefully monitor consumption, control usage effectively, implement proper storage techniques to preserve plate condition, and strive for editorial accuracy to minimise errors.

    We utilise computer-to-plate (CTP) technology, eliminating the need for chemical processing or special handling. This chemical-free and non-photosensitive technology enhances our operational efficiency.

    In the financial year 2024/2025, we generated 130 metric tons of used plates, with an intensity remaining stable at 14 metric tons per facility.

Waste Management

We are committed to minimising waste generation, enhancing recycling practices, and responsible disposal of non-recyclable waste.

- General and Hazardous Waste Management

  We have established processes governing waste management and disposal, with stringent guidelines and protocols for general and scheduled waste.

  Hazardous waste is stored separately in designated areas and collected by licensed waste collectors for recycling or disposal, in compliance with regulations in Malaysia and Hong Kong. Non-hazardous waste is sold to recycling companies.

  In the financial year 2024/2025, total waste generated increased by approximately 2.9%, or 53 metric tons to 1,858 metric tons, compared to last year's 1,805 metric tons, primarily due to a 40.5% increase in waste directed to disposal.

- Office Waste Reduction

  We promote a paperless office through the widespread adoption of electronic forms, an electric photo selection system, and the recycling of paper. We reuse electronic and office equipment through repair and refurbishment, and used printer cartridges are returned to suppliers for recycling.

- Effluents

  We engage licensed contractors to collect and recycle all chemical waste generated at our printing facilities, ensuring it is diverted from the drainage system. Regular inspections and testing of discharged water are conducted in compliance with stringent regulatory standards, reinforcing our commitment to environmental safety and sustainability.

Non-hazardous Waste

The primary source of the Group's non-hazardous waste is its production activities, mainly including newsprint waste and used plates.

In the financial year 2024/2025, total non-hazardous waste generated decreased by approximately 2.4%, or 37 metric tons, to 1,546 metric tons compared to 1,583 metric tons in the financial year 2023/2024. This improvement was largely driven by a reduction in newsprint waste, resulting from lower newsprint consumption during the year.

Hazardous Waste

A total of 312 metric tons of hazardous waste were generated in the financial year 2024/2025, up from 222 metric tons in the financial year 2023/2024. The hazardous waste intensity rose to 35 metric tons per facility, a 25.2% increase from the 28 metric tons per facility reported in the previous year.

This increase was primarily attributed to the termination of our in-house waste treatment plant in January 2024. The financial year 2024/2025 was the first year showing a full-year effect of this change with all hazardous waste managed by licensed contractors.

We are closely monitoring this area and are exploring ways to improve waste management efficiency going forward.

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During the year under review, 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.

The Group uses minimal packing materials for our finished products as such we are not reporting on this.

We are committed to continuous improvement in our waste management practices and exploring innovative solutions to further reduce our environmental footprint.

Environmental Stewardship and Responsible Resource Management

We are committed to minimising our environmental footprint and promoting sustainable practices across our operations. While our business activities do not involve extensive pollution, we recognise our responsibility to ensure responsible resource management, particularly concerning paper consumption as publishers of newspapers and magazines.

Our approach to environmental stewardship is guided by the following key principles:

Sustainable Sourcing and Usage

We have implemented strict policies to ensure that all materials used in our operations are sourced responsibly and sustainably, reducing our impact on natural resources.

Compliance and Environmental Policy

We adhere to all applicable environmental laws, regulations, and international standards. Our Environmental Policy focuses on reducing the environmental impact of our operations through several key initiatives:

- **Recycled Newsprint:** We actively use fully recycled newsprint for our newspapers, reducing reliance on virgin paper.

- **Waste Recycling:** All paper waste from our printing and office operations is collected and recycled by certified recycling companies.

- **Waste Management:** We adopt best practices in waste reduction and recycling across our facilities to minimise landfill contributions.

- **Reduced Travel Emissions:** Whenever feasible, we prioritise virtual meetings to reduce travel-related emissions and lower our carbon footprint.

We continuously review and enhance our environmental practices to strengthen our sustainability performance. By embedding responsible resource management into our operations, we aim to protect the environment while creating long-term value for our stakeholders.

CLIMATE CHANGE ADAPTATION

Our Approach to IFRS S2 Reporting

Climate change is a defining challenge of our time, already causing irreversible damage to the planet and impacting modern life. The news publishing industry is undergoing a significant transformation from print to digital formats, and the effects of climate change — both risks and opportunities — will be felt across both models. These effects include physical risks to assets and operations, transition risks associated with the shift to low carbon, and exciting opportunities arising from our digital-first strategy.

We are pleased to present our first Climate-Related Disclosure ("CRD") Report. The Board of Directors oversees the integration of climate-related considerations into our business strategy and risk management. This inaugural CRD Report outlines our current understanding of the potential risks and opportunities, and our initial approach to adapting and responding to the challenges of climate change.

Reporting Entity and Scope

The CRD report covers the Group's publishing businesses in Malaysia and Hong Kong, excluding the joint ventures over which the Group does not have operational control.

First-Time Adoption of IFRS S2

As this is MCIL's first reporting period under IFRS S2, we have utilised the available transitional relief provisions, including:

• Exemption from providing comparative information for prior periods.

• Temporary exemption from full disclosure of Scope 3 GHG emissions.

• Option to provide a qualitative assessment of climate resilience instead of a full scenario analysis.

• Temporary exemption from providing industry-specific disclosures.

We are developing our internal capabilities and data collection processes to enable more comprehensive reporting, including full Scope 3 emissions disclosure, in future years.

We have conducted a climate-related scenario analysis, but are still developing a formal assessment of climate resilience.

As this is our first formal assessment, our understanding, responses, estimates, and assumptions will evolve and develop over time. Assessing climate change risks, opportunities, and impacts is an ongoing challenge with inherent uncertainties. Therefore, this report necessarily contains estimates and assumptions about future external physical and transition-related changes driven by climate change and their anticipated impacts on the Group's business.

Commitment to Future Reporting

We are committed to providing transparent and decision-useful information on our climate-related risks and opportunities. We will continue to refine our assessment methodologies, enhance our data collection, and improve the comprehensiveness of our disclosures in future reports.

GOVERNANCE: Leading Our Climate Action

Strong governance is essential for effectively managing climate-related risks and opportunities. At MCIL, we believe that climate considerations must be integrated into all levels of our organisation, from the boardroom to the frontlines.

The Sustainability Committee assists the Board in monitoring, managing, and overseeing overall climate-related risks and opportunities. The Audit Committee assists the Board in overseeing the overall risk management framework. For more details, please refer to the Sustainability Governance Structure on pages 31 to 33.

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RISK MANAGEMENT: Managing Climate-Related Risks

We recognise that effectively managing climate-related risks is crucial for protecting our business and building resilience in a changing world.

Our climate risk management process is designed to identify, assess, prioritise, monitor, and mitigate these risks, considering short-term (0–5 years), medium-term (5–15 years), and long-term (15–30 years) horizons. This process is being integrated into our broader Enterprise Risk Management (ERM) framework.

- **Identifying and Assessing Risks: A Multi-Faceted Approach**

  We take a multi-faceted approach to identifying and assessing climate-related risks. Internally, we conduct interviews and workshops with business leaders and subject matter experts from key functions like operations, supply chain, finance, and marketing to uncover specific risks and vulnerabilities. Externally, we analyse data from reputable sources like The Intergovernmental Panel on Climate Change ("IPCC") and the World Resources Institute ("WRI"), as well as industry reports and regulatory updates.

  We are also working to evaluate risks across our value chain, assessing potential vulnerabilities in our relationships with suppliers, distributors, and customers. For example, we are examining the possibility of raw material shortages due to climate-related disruptions to our suppliers' operations.

  We are developing scenario planning using IPCC Representative Concentration Pathways ("RCPs") scenarios for physical risks and Network for Greening the Financial System ("NGFS") scenarios for transition risks, supplemented by International Energy Agency (IEA) scenarios for energy-specific transition risks.

- **Prioritising Risks: Focusing on What Matters Most**

  We prioritise identified risks based on their likelihood and potential impact, using both qualitative and quantitative methods. Our risk ranking system considers financial implications, operational disruptions, regulatory challenges, and stakeholder concerns. We assess both impact and likelihood using a 5-point Risk Matrix. Likelihood ranges from *Rare* to *Almost Certain*, while impact ranges from *Insignificant* to *Catastrophic*. These assessments are based on qualitative judgments and quantitative data, where available.

  We are developing financial models to estimate the potential financial impacts of climate-related risks. These models will, in the future, simulate potential revenue loss from extreme weather events impacting our facilities, factoring in production downtime, property damage, and supply chain disruptions.

  We distinguish between physical risks (like acute risks from extreme weather events such as hurricanes, floods, and droughts, and chronic risks like sea-level rise and gradual temperature increases) and transition risks (like policy changes such as carbon pricing, technological shifts such as the rise of renewable energy, and market dynamics such as changing consumer preferences) associated with the shift to a low-carbon economy.

  Our risk assessment covers individual assets, specific business lines, and our organisation as a whole, ensuring a thorough evaluation of our exposure. We use a variety of inputs, including operational data, financial models, and scientific research, to develop a deep understanding of these risks.

- **Monitoring Risks: Staying Vigilant**

  We formally review and update our climate-related risk assessment annually. More frequent reviews may be triggered by significant changes in the external environment, like new climate science findings, major regulatory developments, or significant climate-related events affecting our operations or value chain.

  We are developing Key Risk Indicators (KRIs), such as the frequency and severity of extreme weather events in our operating regions, carbon prices, and regulatory changes related to emissions, to monitor changes in the climate risk landscape.

- Integrating with Our ERM Framework: A Holistic Approach

  Our approach to managing climate-related risks is being fully integrated into our enterprise risk management (ERM) framework. Climate risks are assessed alongside financial, operational, strategic, and compliance risks for consistency and comprehensiveness.

  The Board has defined a risk appetite that will incorporate climate-related risks, ensuring alignment with our strategic objectives.

  Climate-related risks are reported through established ERM channels to the Sustainability Committee and the Board, enabling continuous oversight and ensuring these risks are considered in key decision-making.

  Our Sustainability Working Committee works closely with Risk Management Committees, Finance, Operations, and other departments to coordinate our efforts effectively. As a result, climate-related risks are increasingly factored into decisions on capital allocation, investment planning, and business continuity strategies.

  Similarly, our capital budgeting process now requires an assessment of the carbon footprint of major projects, and we are developing processes to evaluate potential transition risks, such as the impact of future carbon pricing.

STRATEGY

- Climate-Related Risks and Opportunities: A Strategic Imperative

  We acknowledge that climate change presents both risks and opportunities for our media operations in Hong Kong and Malaysia.

  During FY2024/2025, we undertook a comprehensive climate risk assessment, to understand how climate change could affect our operations in Hong Kong and Malaysia, and to identify potential pathways for sustainable growth.

  This involved a comprehensive evaluation of our operations, value chain, and stakeholder expectations, considering both the likelihood and potential impact of various climate-related factors. Based on this assessment, we determined that the risks and opportunities outlined in this report are material to our business and warrant disclosure under IFRS S2.

- Understanding Our Climate Future: Climate Scenario Analysis

  To understand how climate change might affect our business, we have conducted a Climate Scenario Analysis (CSA). This analysis examines potential impacts under different climate pathways, drawing on established frameworks like the IPCC and the NGFS.

  We use IPCC's RCPs to model physical risks like temperature increases and extreme weather. For a broader picture, we integrate these physical risks with transition pathways from NGFS (e.g., rapid decarbonisation, current policies) to understand the effects of policy changes, market shifts, and new technologies.

  We also leverage IEA scenarios for energy market insights, complementing our overall risk management. This approach aligns with the latest scientific research and best practices recommended by the Task Force on Climate-related Financial Disclosures (TCFD).

Climate Scenarios Assessed

We focused on two key scenarios:

RCP 2.6 — A Low-Emission Future (Paris Agreement Aligned): This scenario envisions strong global climate action, limiting global temperature increase to 1.5-2°C by 2100, consistent with the Paris Agreement goals. It assumes rapid decarbonisation through ambitious policies, renewable energy expansion, and adoption of low-carbon technologies. While physical risks are minimised, we anticipate higher transition risks due to rapid regulatory and market changes, such as carbon pricing and energy transitions (as outlined in NGFS Net Zero 2050 scenarios).

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RCP 8.5 — A High-Emission Future (Fossil-Fueled Development): This scenario reflects limited climate action and continued reliance on fossil fuels, potentially leading to 3.7-4.8°C warming by 2100. This entails severe physical risks, including significant sea-level rise, extreme weather events, and ecosystem disruption.

Transition risks are initially lower due to weaker climate policies, but could increase significantly later if delayed action triggers abrupt regulatory or market shifts (similar to NGFS Current Policies or Delayed Transition scenarios).

Time Horizons

We have aligned our scenario analysis with our net-zero 2050 target and relevant climate risk timelines:

- Short-term: Now to 2030

- Medium-term: 2030 to 2035

- Long-term: 2035 to 2050

Climate Risks and Opportunities

The following tables outline the identified risks and opportunities, their anticipated impact, and our proposed mitigation actions.

Physical Risks

Risk	Site Context	Scenario Impact	Operational and Financial Impacts	Mitigation Measures
Flooding	Hong Kong site is coastal, vulnerable to sea-level rise. Malaysia sites face urban flood risk from heavy rainfall.	RCP 2.6: Low to moderate risk due to mitigated sea-level rise and rainfall. RCP 8.5: High risk by 2050 from increased storm surges and extreme precipitation.	• Infrastructure damage • Production delays • Increased insurance premium over time	• Monitor evolving climate projections and assess flood risk periodically. • Ensure current infrastructure has basic flood resilience. • Develop contingency plans for potential future flood events. • Digitise archives to minimise the impact of physical damage.
Extreme Heat	Rising average temperatures and more frequent heatwaves	RCP 2.6: Moderate risk from gradual temperature rise. RCP 8.5: High risk from frequent heatwaves, with temperatures exceeding 35°C.	• Health and safety risks for employees working outdoors or in non-air-conditioned spaces • Increasing cooling costs for facilities.	• Invest in energy-efficient cooling systems. • Implement heat stress management plans for employees. • Explore passive cooling options for buildings.
Water Stress	Growing water scarcity in operational regions	RCP 2.6: Low risk with stable precipitation. RCP 8.5: Moderate risk by 2035 from drought-driven scarcity.	• Increasing water costs. • Potential operational disruptions if water supply is restricted for non-essential uses.	• Implement water conservation measures (e.g., low-flow fixtures, water recycling). • Explore alternative water sources.

Transition Risks

Risk	Scenario Impact	Operational & Financial Impacts	Mitigation Actions
Increased Carbon Pricing	RCP 2.6: US$50–$100/tonne by 2030 RCP 8.5: High emissions drive rising carbon pricing risks	• Increase in energy costs • Profit margin pressure	• Invest in renewable energy sources. • Improve energy efficiency across operations. • Purchase carbon offsets as a last resort.
Tightened Climate-related Regulations	RCP 2.6: Stricter early rules on emissions and disclosures. RCP 8.5: Delayed but intensified regulations post-2035	• Increased administrative burden. • Potential reputational damage if targets are not met. • Potential fines or penalties for non-compliance.	• Establish robust systems for tracking and reporting climate-related data. • Engage with policymakers to stay informed of evolving regulations. • Set emissions reduction targets.
Changing Customer Preference	RCP 2.6: Rapid market shift to sustainable media. RCP 8.5: Slower but growing eco-conscious demand.	• Loss of market share to competitors with stronger sustainability credentials. • Negative brand perception. • Reduced advertising revenue from brands seeking sustainable media partners.	• Develop and promote sustainable content and services. • Communicate sustainability efforts transparently to customers. • Conduct market research to understand evolving customer expectations.
Increased Procurement Cost	RCP 2.6: Greener supply chains raise prices. RCP 8.5: Raw material volatility from climate disruptions.	• Increased operational costs. • Potential impact on profitability. • Supply chain disruptions due to climate impact on suppliers.	• Engage with suppliers to understand their climate risks and mitigation strategies. • Diversify supply chains. • Incorporating climate-related criteria into procurement processes.

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Opportunities Aligned to Climate Scenarios

Opportunity	Scenario Relevance	Business Value	Actions
Digital Transformation	RCP 2.6: Accelerated low-carbon shift favours digital media. RCP 8.5: Digital mitigates physical disruptions.	• Lower carbon footprint. • Increased efficiency and agility. • New revenue streams from digital products and services. • Enhanced audience reach and engagement.	• Accelerate the transition to digital content delivery. • Invest in digital infrastructure and technologies. • Optimise digital operations for energy efficiency. • Develop innovative digital content formats. • Enhance digital marketing and advertising capabilities.
Climate-Related Content Demand	RCP 2.6: High audience engagement RCP 8.5: Emerging interest	• Increased viewership, readership, and engagement for climate-focused content. • New advertising and sponsorship opportunities from brands seeking to align with sustainable media. • Enhanced brand reputation and audience loyalty.	• Develop a content strategy that prioritises climate and sustainability themes. • Invest in training for journalists and content creators on climate reporting. • Partner with environmental organisations and experts to produce credible and impactful content. • Promote climate-related content across all platforms.

Financial Impacts of Climate Change-Related Risks and Opportunities

Physical Risks	Our Strategy
Flood	While we have not yet completed a full financial assessment, we recognise that a significant weather event impacting our printing plants could result in decreased production capacity and revenue loss.
	In future reporting periods, we plan to disclose estimated revenue losses based on scenario analysis and historical data. Damage to infrastructure and property would also result in the incurrence of repair and replacement costs.
	Sea-level rise in Hong Kong poses a long-term risk to our Hong Kong properties, potentially requiring the relocation of facilities. Our initial assessment suggests that the costs associated with relocating the coastal printing facility could be significant, and we are undertaking further analysis to develop a financial model to estimate these costs for future reporting periods.
Water Stress	While we have not yet quantified the potential financial impacts of water stress, we recognise that increased water costs or operational shutdowns could have a material effect on our profit margins. We intend to develop metrics to track water usage and costs and disclose the potential financial impacts in future reports.
Transition Risks	
Carbon Pricing	We are currently evaluating the potential financial impacts of different carbon pricing scenarios and will disclose our findings in future reports.
Tightened Climate-Related Regulations	We are developing processes to track compliance costs and assess the potential financial impact of non-compliance.
Opportunities	
Digital Transformation	We recognise the potential for significant cost savings from digital transformation and are developing financial models to quantify these savings in future reporting periods.
Climate-Related Content Demand	We are evaluating the potential costs and benefits of this business model and will disclose our plans in future reports.

Integrating Climate Considerations into Our Strategy

The insights from our CSA are being actively integrated into our strategic planning, resource allocation, and risk management frameworks. This is an ongoing process, and we are committed to continuously improving our understanding and adapting our strategy accordingly.

- Capital Expenditure

  We are evaluating the long-term costs and benefits of investment options, considering climate-related risks and opportunities. Currently, we use flood risk assessment tools to inform decisions about new office locations, ensuring that potential flood risks are factored into our real estate choices. In the future, we intend to expand our analysis to include financial modelling to compare the costs and benefits of retrofitting existing facilities for flood resilience versus relocating to less vulnerable areas, taking into account potential climate-related impacts.

- Digital Investments

  We are prioritising investments in digital platform development to capitalise on the growing demand for online content. Our digital investments are guided by a clear understanding of the evolving media landscape and the opportunities presented by the shift to online consumption. We are also developing financial models to assess the return on these investments, considering potential revenue growth and reduced physical risks.

- Alignment with Business Strategy

  Our commitment to sustainability is integral to our long-term business strategy. By reducing our carbon footprint, we aim to enhance our operational efficiency, reduce costs, mitigate regulatory risks, attract and retain talent, and create new opportunities for growth in the low-carbon economy. This focus on sustainability informs our investment decisions, product development, and supply chain management.

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- **Employee Engagement in Sustainability**

  We believe every employee contributes to our sustainability journey. That's why we launched the *Nature-Inspired Workspaces* program, with a 7-hour workshop held in Malaysia to equip staff with practical skills for creating greener, healthier workplaces.

  Aligned with our EESG goals and climate resilience strategy, the workshop included hands-on activities like eco-enzyme making and kokedama crafting, helping reduce waste and bring nature into the office. Participants also explored how their actions supported the UN Sustainable Development Goals and MCIL's EESG commitments.

  Launched in March 2024 with 20 participants, we plan to expand the program in 2025 with new topics and impact tracking, empowering more employees to lead sustainable change at work.

- **Climate Resilience Planning**

  We recognise the importance of climate resilience to our long-term operational and financial stability, we are developing a formal Climate Resilience Plan.

  The purpose of this plan is to strengthen our ability to anticipate, respond to, and recover from climate-related disruptions, ensuring business continuity in a changing climate.

  Building on our completed Climate Scenario Analysis, transition plan, and climate risk target setting, the plan will define adaptation actions across infrastructure, supply chain, and operations. It will also outline timelines, assess financial impacts, and establish metrics to track progress alongside our emissions targets.

  We aim to finalise the plan by the financial year 2025/2026, with disclosures to be included in our next reporting cycle.

Metrics, Targets and Transition Plan

- **Charting Our Course to a Low-Carbon Future**

  We are committed to actively managing our climate-related risks and seizing the opportunities presented by the transition to a low-carbon economy. This commitment translates into concrete actions to reduce our emissions across all scopes (1, 2, and 3). We believe a proactive approach is essential for long-term success in a changing world.

- **Our Approach: Prioritising Action and Continuous Improvement**

  For the financial year ended 31 March 2025, we have disclosed our Scope 1 and Scope 2 emissions, along with selected categories of Scope 3 emissions, in alignment with the GHG Protocol.

  In the financial year 2024/2025, we began implementing Scope 3 emissions reporting, marking a significant step toward a more comprehensive view of our environmental impact. We are progressively expanding this reporting and aim to achieve full compliance across all relevant Scope 3 categories by the financial year 2025/2026.

  Our immediate focus remains on reducing Scope 1 and Scope 2 emissions, where we have the most direct control and can drive immediate progress toward a lower-carbon business model.

  We are also developing new indicators to better track climate-related risks and opportunities, and our overall progress toward a lower-carbon business model. This enhanced monitoring system will provide valuable insights to guide our decision-making.

• Climate-related Risk Targets

Category	Baseline/Metric	Long Term Goal	Interim Milestones	Current Progress
GHG Emission (Scope 1)	178 tCO$_2$e (FY 2024/2025)	Net Zero carbon emission by 2050.	• 2.0% annual reduction to FY 2029/2030 • 5.0% annually from FY 2030/2031 to FY 2040/2041 • 8.0% annually to reach net zero by 2050	Baseline established
GHG Emission (Scope 2)	11,700 tCO$_2$e (FY 2021/2022)	Net Zero carbon emission by 2050.	• 4.0% annual reduction to FY 2026/2027 • 5.0% annually to FY 2030/2031 • 7.0% annually thereafter	Achieved a 15.7% reduction in GHG emission against the base year FY 2021/2022.
GHG Emission (Scope 3)	38,520 tCO$_2$e (FY 2024/2025)	Net Zero carbon emission by 2050.	• 2.0% annual reduction to FY 2029/2030 • 4.0% annually from FY 2030/2031 to FY 2039/2040 • 6.0% annually thereafter	Baseline established
Water	5,336 m^3 per facility (FY 2021/2022)	Achieve a 10.0% reduction in water intensity by FY 2026/2027	• 7.0% by FY 2025/2026 • 10.0% by FY 2026/2027	Achieved a 25.0% reduction in water intensity against the base year FY 2021/2022
Waste	1,858 mt (FY 2024/2025)	Achieve a 10.0% reduction by FY 2029/2030 compared to FY 2024/ 2025 baseline.	• 2.0% reduction per year from FY 2025/2026 to FY 2029/2030 (cumulative 10% by FY 2029/2030)	Baseline established
Supplier Engagement	% of suppliers with spending over RM2 million per annum reporting carbon footprint	50.0% by FY 2029/2030	• 10.0% by FY 2025/2026; • 20.0% by FY 2026/2027; • 30.0% by FY 2027/2028; • 40.0% by FY 2028/2029; • 50.0% by FY 2029/2030.	Baseline established
Renewable Energy	% of Malaysian Operations' electricity from renewable sources	10.0% by FY 2029/2030	• 2.0% by FY 2025/2026; • 4.0% by FY 2026/2027; • 6.0% by FY 2027/2028; • 8.0% by FY 2028/2029; • 10.0% by FY 2029/2030	Installation phase
Sustainable Product Revenue	% of total revenue	20.0% by FY 2029/2030	• 8.0% by FY 2025/2026; • 10.0% by FY 2026/2027; • 12.0% by FY 2027/2028; • 16.0% by FY 2028/2029; • 20.0% by FY 2029/2030	Baseline established

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- **Transition Plan Overview**

  Our transition plan outlines a structured path toward achieving net-zero emissions by 2050. It encompasses operational, supply chain, and product-level interventions across five focus areas:

  - Energy Efficiency: Implementing energy-efficient technologies in our facilities, including replacing traditional lighting with LED systems, and upgrading insulation in our printing plants to optimise energy use.

  - Renewable Energy Sourcing: Transitioning to renewable energy sources through on-site solar installations at some of our facilities.

  - Supply Chain Engagement: We are partnering with key suppliers to reduce their carbon footprint by setting clear standards for environmental performance, including a target of 50.0% of suppliers spending over RM2 million per annum reporting their carbon footprint by FY 2029/2030.

  - Product Innovation: We are driving growth by developing and expanding our range of carbon-neutral product alternatives, such as digital subscriptions and online offerings. We are targeting 20.0% of total revenue from these sustainable products by FY 2029/2030.

  - Waste Reduction: Implementing waste reduction and circular economy initiatives, such as reducing paper consumption in our offices and implementing recycling programs for paper, plastics, and electronic waste to minimise waste sent to landfills.

- **Alignment with Regulations: Meeting Our Commitments**

  Our approach to measuring and reporting our environmental impact is designed to align with relevant environmental regulations and guidelines issued by both the Malaysian and Hong Kong governments, including Malaysia's National Sustainability Reporting Framework ("NSRF) and Hong Kong's Climate Action Plan 2050, which targets carbon neutrality by 2050. We are committed to transparent and compliant environmental reporting. This approach applies to our operations in Malaysia and Hong Kong.

SOCIAL — CARING FOR OUR PEOPLE

MCIL strives to create a workplace where we promote diversity and inclusion, uphold fair labour practices, and ensure a safe and supportive environment for all.

Diversity, Equity, and Inclusion in Our Workforce

We actively promote Diversity, Equity and Inclusion across all aspects of our operations, striving to create a workplace where every employee feels respected, and has equal opportunities to thrive. This commitment is reflected in our Social Policy.

- **Equal Opportunity and Non-Discrimination**

  The Group's Workplace Anti-Discrimination and Anti-Harassment Policy strictly prohibits discrimination based on gender, race, religion, age, or nationality in recruitment, selection, promotion, and all other employment practices.

  Robust grievance and disciplinary mechanisms are in place to protect employees from discrimination and harassment.

- **Workforce Demographics**

  As of 31 March 2025, the Group had a total of 2,437 employees in Malaysia and Hong Kong, with 74.4% based in Malaysia and 25.6% in Hong Kong. Local employees comprised 99.9% of our workforce, underscoring our commitment to developing local talent.

- Gender Equity in Leadership

  We are actively working to improve gender balance at the leadership level. The percentage of women directors was increased to 37.5% from 25.0% effective from 1 April 2025. As at 31 March 2025, women held 43.9% of managerial positions and 50.9 of executive positions out of the total number of persons in those two categories respectively.

- Workforce Composition Trends

  - Total Workforce: The number of employees decreased by 2.8% from 2,508 in the financial year 2023/2024 to 2,437 in the financial year 2024/2025, a result mainly caused by natural attrition.

  - Geographic Distribution: The workforce in Malaysia decreased by 3.4% (63 employees) to 1,814 in Malaysia, driven mainly by natural attrition. In Hong Kong, the number of employees decreased slightly by 8 to 623.

  - Employment Type: Full-time employees constituted 92.0% of the workforce, with non-permanent employees made up the remaining 8.0%.

  - Age Composition: Employees aged 30 to 50 years represented 54.9% of the workforce, with 35.8% aged above 50 and 9.3% aged 30 and under. This age distribution has remained stable year-on-year, ensuring a balanced workforce profile.

Board Diversity and Inclusion

At MCIL, we recognise that a diverse and inclusive Board of Directors is essential for effective governance, strategic decision-making, and fostering a broad range of perspectives. We are committed to enhancing diversity across multiple dimensions, including gender, age, ethnicity, and socioeconomic background.

As of 31 March 2025, our Board composition was as follows:

- Gender Diversity: 25.0% female and 75.0% male representation.

- Age Diversity: 12.5% of our Board members were aged 30-50, while 87.5% were over 50. We recognise the importance of generational diversity and actively seek to integrate younger perspectives.

Our Nomination Committee prioritises a range of attributes, including relevant skills, industry experience, cultural background, and individual perspectives, to ensure a well-rounded Board.

Workforce Stability

We actively monitor employee attrition and engagement to better understand workforce dynamics and identify opportunities for improvement.

In the financial year 2024/2025, our efforts contributed to a reduction in the overall employee turnover rate to 11.5%, down from 14.2% in the previous year.

The new hire rate during the reporting period was 9.3%, compared to 19.4% in the previous year.

Sustainability Statement

Talent Acquisition and Retention

We recognise that a skilled, engaged, and diverse workforce is fundamental to our long-term success and sustainability. Our talent acquisition and retention strategies are guided by principles of fairness, inclusivity, and professional growth, ensuring that we attract, develop, and retain top talent in a dynamic market.

- **Fair and Transparent Recruitment**

  We uphold fair and transparent hiring practices, prioritising qualifications, relevant experience, and teamwork capabilities. Our recruitment process is designed to provide equal opportunities for all qualified candidates, fostering a diverse and inclusive workforce.

- **Competitive Compensation and Benefits**

  We are committed to offering competitive remuneration that reflects market conditions and individual contributions. In full compliance with statutory wage requirements, we provide a total rewards package that supports employee well-being, engagement, and long-term career satisfaction.

Employee Well-being and Sustainable Benefits

At MCIL, we recognise that our employees are our greatest asset. As part of our commitment to sustainability and corporate responsibility, we prioritise their well-being, work-life balance, and long-term financial security.

Our comprehensive benefits program is designed to attract, retain, and empower talent while fostering an inclusive and supportive workplace.

- **Holistic Leave Benefits**

  We provide a range of leave options to support employees' personal and family responsibilities, including annual leave, sick leave, maternity/paternity leave, marriage leave, and compassionate leave. These policies enhance work-life balance and overall well-being.

- **Comprehensive Healthcare**

  We invest in our employees' health by offering access to quality healthcare services. Benefits include consultations and treatment with designated General Practitioners (GPs) and dental surgeons, annual eye examinations for computer users, periodic ENT check-ups for production and logistics staff, routine medical check-ups for eligible employees, and hospitalisation benefits.

- **Robust Insurance Coverage**

  We provide extensive insurance protection benefits, including Social Security (SOCSO) protection and Employment Insurance Scheme (EIS), Employee Compensation Insurance, Group Personal Accident Insurance, Business Travel Insurance, Group Hospitalisation and Surgical Insurance, and Group Term Life Insurance.

- **Financial Well-being Support**

  We offer various subsidies and allowances to ease financial burdens, such as parking and petrol subsidies, mobile device and usage subsidies, notebook and digital camera loans, meal subsidies, housing loan interest rate subsidies, travel allowances, and club membership subsidies (subject to eligibility).

- **Retirement Security**

  In Malaysia, we provide retirement benefits in the form of contributions to the Employees Provident Fund (EPF) on top of the statutory employer contribution, reinforcing our commitment to employees' long-term financial stability. In Hong Kong, we made contributions to the Mandatory Provident Fund (MPF) to support employees' retirement planning.

- Education and Professional Development

  We encourage continuous learning by providing paid leave or time off for examinations related to employees' professional growth, fostering career advancement and personal development.

  Our employee benefits program is reviewed regularly to remain competitive, sustainable, and aligned with best practices. Further details are outlined in the Employee Handbook and individual employment contracts. By embedding well-being and sustainability into our workplace policies, MCIL upholds its responsibility as a forward-thinking and inclusive employer.

Empowering Employee Growth

We are committed to empowering our employees through continuous professional and personal development, ensuring their growth aligns with the Group's strategic objectives. Guided by our Training and Development Policy, we provide structured learning opportunities tailored to both general competencies and specific job requirements.

Our Human Resources teams collaborate with department heads to conduct training needs analyses, drawing insights from performance appraisals and employee feedback. This approach ensures that our programs remain responsive to evolving workforce needs.

Additionally, we conduct post-training evaluations to continuously enhance the effectiveness and quality of our offerings.

Our commitment to human capital development was evident in our diverse training portfolio this year, aimed at empowering employees at all levels and preparing our workforce for the future:

- Foundation Building

  Structured induction programs ensured new team members were effectively onboarded and aligned with our company values.

- Leadership Excellence

  We invested in leadership development programs to enhance the strategic and people management skills of our managers and executives.

- Capability Uplift

  Extensive upskilling programs focused on deepening technical expertise and role-specific competencies. Recognising the evolving technological landscape, this included significant initiatives in Artificial Intelligence (AI) literacy and application, ensuring our teams are equipped for future challenges and opportunities.

  Our investment in employee training continues to yield positive results. In the financial year 2024/2025, 73.2% of employees participated in training activities (up from 67.5%), with average training hours increasing to 6.5 hours per employee from 4.3 hours in last year. The total training hours reached 15,958 in the financial year 2024/2025, a 47.6% increase year-over-year.

  This significant investment reflects our commitment to employee growth and development.

Investing in Future Leadership

We recognise succession planning as a strategic priority, ensuring the continuity, stability, and long-term resilience of our Group. To maintain a strong leadership pipeline, we identify critical positions within the Group and develop high-potential talent to facilitate seamless transitions as employees retire or pursue new opportunities.

As part of our talent management strategy, we conduct annual performance reviews to systematically identify emerging leaders. These individuals undergo targeted development programs designed to equip them with the necessary skills and experience for future leadership roles.

Sustainability Statement

Promoting a Safe, Inclusive, and Respectful Workplace

We are committed to fostering a workplace culture built on fairness, safety, inclusivity, and respect, ensuring an environment free from discrimination and harassment.

We uphold a zero-tolerance policy for discrimination of any kind, including but not limited to race, religion, gender, nationality, age, family status, or disability. This commitment is clearly outlined in our Code of Conduct and Ethics and reinforced by our Board Diversity Policy.

To safeguard our employees, we have established a comprehensive Workplace Anti-Discrimination and Anti-Harrassment Policy that specifically address sexual harassment and other forms of workplace misconduct. Employees experiencing such concerns are encouraged to report them to their manager or Human Resources office, where all reports are treated with the utmost confidentiality.

Additionally, we promote transparency and ethical accountability by encouraging employees to report suspected improprieties, misconduct, or malpractice through our whistle blowing channels.

By ensuring a safe, supportive, and ethical work environment, we reinforce our commitment to high moral standards, integrity, and inclusivity across the Group.

Fostering Employee Engagement

We believe that engaged employees are essential to our success. We actively encourage our team members to share feedback with management on matters concerning their well-being and the Group's performance.

To promote open communication and address employee concerns, we implement a variety of engagement initiatives throughout the year, including:

- Intranet — Providing company-wide updates and important information.

- Newsletters — Keeping employees informed about key developments and upcoming events.

- Face-to-face meetings — Facilitating direct dialogue between employees and management.

- Workshops and training sessions — Addressing significant events, such as changes in Group policies or work processes.

- Social gatherings — Promoting a positive and inclusive work culture through events like annual dinners, Christmas celebrations, and departmental gatherings.

These initiatives help strengthen employee connections, ensure that their voices are heard and valued, and foster a workplace culture built on engagement, trust, and collaboration.

Supporting Work-Life Balance

We recognise that work-life balance is essential to our employees' well-being, productivity, and overall job satisfaction. As outlined in our Social Policy, we are committed to fostering a supportive work environment that enables employees to thrive both personally and professionally.

To promote holistic well-being, we offer wellness and sports programs designed to support employees' physical and mental health. Additionally, we actively discourage excessive working hours, reinforcing our commitment to a healthy, balanced, and sustainable workplace.

Prioritising Health and Safety

The health and safety of our employees are fundamental to our sustainability commitments. We take a proactive approach by ensuring strict compliance with industry standards, implementing effective risk control measures, and maintaining strict health and safety protocols to safeguard workplace well-being.

To the best of our knowledge, there were no instances of material non-compliance with relevant health and safety laws and regulations in Malaysia and Hong Kong that had a significant impact on the Group during the reporting year.

- Health and Safety Governance

  We have established comprehensive Standard Operating Procedures (SOPs) for critical operational activities, including working at heights, handling heavy or hazardous materials, and operating forklifts, providing clear guidelines for a safe work environment.

  To further protect our workforce, we provide work-related injury compensation insurance and encourage a strong culture of safety awareness, requiring employees and contractors to promptly report any safety violations, hazards, or accidents.

  In Malaysia, our Occupational Safety and Health Committee (OSHC), established under the Malaysian Occupational Safety and Health Act, actively identifies hazards, implements risk mitigation measures, and disseminates safety information. The committee provides ongoing training and safety reminders to ensure compliance with workplace health and safety procedures.

  In Hong Kong, our Safety Committee, established under the Factories and Industrial Undertakings (Safety Management) Regulation, oversees the implementation of a safety management system at our printing plant. The committee conducts regular safety reviews, provides safety education, organises meetings and seminars, and ensures the proper use of personal protective equipment (PPE).

- Workplace Safety Measures

  All our facilities are equipped with essential fire safety measures, including fire hydrants, sprinklers, extinguishers, and alarm systems, which are regularly maintained and inspected.

  We conduct noise risk assessments for employees exposed to high noise levels, alongside annual hearing conservation training and audiometric testing.

- Health and Safety Training Initiatives

  In the past year, we invested in health and safety training for 201 employees, covering key areas such as:

  - First aid training

  - Occupational safety and health trainings

  - Fire squad training

  - Essential fire fighting and emergency response preparedness training

  - Hearing conservation program

  - Chemical handling training

Sustainability Statement

- **Workplace Safety Performance**

  We are pleased to report that we have had zero work-related fatalities for the past three years, including the current reporting year.

  However, we deeply regret that a total of 13 workplace accidents occurred during the financial year 2024/2025, all within our printing plants. This is an increase from 7 incidents in the previous year. We have conducted thorough investigations, reported these incidents to the relevant authorities, and implemented corrective actions to prevent recurrence.

  The increase in our Lost Time Injury Rate (LTIR) from 0.28 to 0.53 highlighted the need for enhanced safety measures. We are committed to strengthening our safety procedures, enhancing preventive measures, and implementing targeted initiatives to reduce workplace hazards and improve safety across our operations.

  By prioritising workplace safety, we aim to foster a culture of continuous improvement, ensuring a safer working environment for all employees.

Upholding Labour Standards and Human Rights

We are unwavering in our commitment to upholding fair labour standards and respecting human rights. We strictly adhere to the Employment Act 1955 and the Industrial Relations Act 1967 in Malaysia, as well as the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and the Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong) in Hong Kong.

We prioritise hiring residents and enforce a zero-tolerance policy against child or forced labour. Our Human Resources teams conduct thorough verification of all applicants' identification documents during recruitment process to ensure compliance with legal working-age requirements.

All employees are required to sign an employment contract, confirming their voluntary agreement to work under fair and lawful terms. Our staff manuals clearly outline standardised procedures for resignation, dismissal, and retirement, safeguarding against any form of forced labour.

We fully respect and comply with local laws protecting workers' rights to collective bargaining. In Malaysia, we maintain collective agreements with trade unions for Sin Chew Media Corporation Berhad, Nanyang Siang Pau Sdn. Bhd., and The China Press Berhad, engaging in ongoing dialogue to address employee concerns.

To the best of our knowledge, there were no instances of non-compliance with relevant employment laws and regulations in Malaysia and Hong Kong that significantly impacted the Group in areas such as compensation, dismissal, recruitment, promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, or employee benefits and welfare during the reporting year.

Furthermore, we received no substantiated complaints regarding human rights violations during the year.

This reflected our steadfast dedication to fostering a fair, equitable, and respectful workplace for all.

CONTRIBUTION TO COMMUNITY

As leading publishers in Malaysia and Hong Kong, we recognise the vital role we play in fostering positive social change. We are committed to leveraging our platforms to champion worthy causes, raise awareness, and drive public attention towards issues of importance.

Our charitable arms, Yayasan Sin Chew and Yayasan Nanyang Press exemplify this commitment. These foundations are responsible for raising, managing, and disbursing funds for a variety of social initiatives. Governed by independent Boards of Trustees, they ensure responsible allocation of resources through rigorous evaluation processes, supported by our dedicated charity teams.

We actively engage our readership by making charity appeals through our publications and providing editorial coverage of fundraising events to broaden awareness of critical social issues.

Impact in Reporting Year:

- **Direct Charitable Giving**

  Our charitable organisations and publications collectively raised over RM14,390,000 in cash and in-kind donations, benefiting over 7,159 individuals across various community initiatives.

- **In-Kind Support**

  Our newspapers provided over RM5,499,000 worth of pagination to support charity appeals, amplifying their reach and impact.

- **Collaborative Fundraising**

  We partnered with organisations like Tiger Beer, Carlsberg Malaysia, Econsave, and The Hai-O Group, among others, to organise charity performances. These collaborative efforts raised over RM59,517,000, directly benefiting 33,000 students in Chinese primary schools.

Additionally, our key community investment activities for the financial year 2024/2025 included:

(i) **Nurturing Talent and Knowledge Building**

Through our Newspapers in Education (NIE) program, we actively use our newspapers to boost learning in primary and secondary schools in Malaysia. We focus on building literacy and critical thinking skills for both students and teachers with practical and engaging content.

Our popular events encourage participation and knowledge growth:

- The annual National NIE Quiz (*Sin Chew Daily*) sees over 42,000 student participants.

- The Sin Chew Online Quiz engages more than 1,200 students.

We also champion student creativity via dedicated competitions:

- NIE Scrapbook Design: Drew more than 1,000 entries from 237 schools.

- Envision the Future Short-film: Received over 130 submissions.

- NIE Primary School Poster Design: Garnered 2,500 entries.

Beyond competitions, our *Sin Chew Daily* Young Cadet Reporter Program also mentors aspiring young journalists, guiding them and providing platforms, including publication in *Sin Chew Daily*, to hone their craft.

In 2024, *Sin Chew Daily*'s Go Green School Campaign expanded to eight more secondary schools across Malaysia, strengthening our focus on environmental sustainability and agricultural education. We provided agricultural seminars and hands-on planting support, highlighted by SMJK Chung Hwa Tenom's successful vegetable harvest in Sabah. We also launched a nationwide student short video competition to spark awareness and innovation in sustainable agriculture, continuing our work to nurture future environmental leaders.

During the reporting year, *Sin Chew Daily* launched the Healthy Breakfast Campaign, a nationwide community investment initiative aimed at enhancing childhood nutrition and promoting healthier lifestyles. Implemented across 22 selected primary schools, the program reached over 25,000 students, delivering essential education on the importance of a balanced breakfast and its role in overall health and academic performance. This campaign directly contributed to the United Nations Sustainable Development Goal 3: Good Health and Well-Being.

In Hong Kong, Ming Pao Education Services support youth development by delivering vital media literacy and cultural programs, having served over 200 primary and secondary schools since its inception.

Sustainability Statement

(ii) Promoting Education

We are dedicated to expanding educational opportunities, particularly for underprivileged students, through a range of focused initiatives funded by sponsorships and fundraising efforts.

Scholarships and Financial Aid

• Sin Chew Education Fund: A cornerstone of our efforts for 21 years, this prominent scholarship program collaborates with private tertiary institutions to provide crucial financial assistance to students in need. In 2024, through collaborations with 33 institutions, the fund provided RM2,400,000 scholarships to 42 students in support of their pursuit of higher education.

• Sin Chew Daily Readers Study Aid Project: Now in its 9th edition, this project continues to support students in need. During the 2023/2024 academic year, it disbursed nearly RM1,000,000 to 19 students.

• Sin Chew Daily Taiwan Higher Education Scholarship: Offering international opportunities, this scholarship awarded RM1,000,000 in 2024 to 19 outstanding students, covering initial tuition fees for studying in Taiwan following a rigorous selection process.

• Now in its 16th year, the Guang Ming Study Assistance Program, initiated by the Guang Ming Charity Fund, continues its support for education. In 2024, a total of RM545,000 was allocated to provide year-long monthly financial aid to 527 underprivileged students.

As part of our commitment to fostering community development, *Guang Ming Daily* launched the inaugural Guang Ming Education Awards in 2024. This initiative recognised and celebrated educational excellence within Northern Malaysia, honouring 10 outstanding schools and 3 highly dedicated teachers. By acknowledging their contributions, we aim to support and motivate educators and institutions, thereby investing in the quality of education.

Our 'Dream House for the Hidden Stars' program, established by Yayasan Nanyang Press in 2013, offers free learning opportunities for children with special needs, including those with hyperactivity, autism, and Down syndrome.

This year, Yayasan Nanyang Press contributed RM228,000, benefiting 129 students. Through classes in art, music, and dance, we help these students develop valuable skills for future employment, promoting independence and reducing reliance on public support. Additionally, we support their creative talents through the 'Star Horizon Art Gallery,' a platform to showcase and sell their artwork.

Fundraising through Charity Concerts

Charity concerts are another significant channel for supporting educational development, especially for Chinese primary schools:

• "Ai Hua Jiao" (愛華教) Campaign: Through our ongoing partnership with The Hai-O Group (since 2010), 6 performances were held during the reporting year which raised RM11,487,000 for 6 schools, directly benefitting around 6,000 students.

• Econsave Partnership: In 2024, *Sin Chew Daily* and *Guang Ming Daily* collaborated with Econsave on four charity shows, raising RM9,794,000 to support four schools, benefiting approximately 4,000 students.

• Tiger Sin Chew Chinese Education Charity Concert: A collaboration with Tiger Beer and *Guang Ming Daily* since 1994, this concert raised RM19,236,000 in 2024 to fund 9 school construction projects. These projects will benefit an estimated 9,000 students, highlighting powerful community involvement.

• Top Ten Charity Campaign Co-organised by *China Press* and *Nanyang Siang Pau* and sponsored by Carlsberg Malaysia, this campaign raised RM19,000,000 during the reporting year to support Chinese culture and education, benefiting 12 vernacular schools and an estimated 14,000 students.

(iii)   **Humanitarian Assistance**

Yayasan Sin Chew and Yayasan Nanyang Press, our Group's charitable foundations, actively lead our community support efforts, often working alongside our publications. We focus on diverse initiatives designed to benefit local communities.

Below is a summary of key initiatives undertaken by the foundations during the year:

Initiatives	RM	Number of beneficiaries
Yayasan Sin Chew		
Providing funding to diverse Malaysian non-governmental organisations for core operations, infrastructure improvements, and program continuity.	3,340,000	296 NGOs
The purpose of the "We Care-Sponsor-a-Child" program is to assist vulnerable students from underprivileged families.	1,220,000	410
The "We Care" program provides financial assistance to families in need, including those experiencing joblessness, poverty (underprivileged), underemployment (part-time work), and single motherhood.	454,000	277 families
Yayasan Sin Chew partnered with BLIA and Fo Guang Shan Malaysia to organise "Blessed Upon Your Home," bringing Chinese New Year joy to neglected elderly families.	234,000	580
Yayasan Sin Chew distributed food baskets to needy Malay, Hindu, and Muslim families. This initiative aimed to spread festive warmth across diverse communities, transcending racial and ethnic boundaries.	56,000	670 families
Yayasan Nanyang Press		
We provided financial assistance to those in need, regardless of race.	693,895	79
Partnering with Than Hsiang Mitra Welfare, we delivered flood relief aid, such as mattresses, pillows, mineral water, and food, to assist those affected by the floods in Kedah.	26,292	525
We shared the joy of the Chinese New Year festivities with elderly residents of care homes and children residing in orphanages, bringing festive cheer to these communities.	186,050	2,327
We provided funding to Pertubuhan Rumah Kebajikan Warga Emas Sang Riang, Triang, to purchase RO water purification equipment and consumables.	128,000	90

(iv)   **Medical Assistance**

Our Group provides vital medical assistance to underprivileged individuals facing chronic illnesses. Requests for aid, whether from hospitals or patients directly, undergo careful assessment. This includes due diligence, consultation with our medical panel, and final approval by our foundation trustees. Once approved, we leverage our platforms to share patient stories and appeal for public and corporate donations.

We provide ongoing support, including follow-up care, until patients recover, can support themselves, or their families can take over financial responsibility. Additionally, we donate essential medical equipment, such as wheelchairs, to improve patient care.

Sustainability Statement

Our Group delivered significant medical aid in 2024:

- General Medical Aid: Yayasan Nanyang Press and Yayasan Sin Chew collectively raised RM2,049,000 from readers, assisting 83 underprivileged patients.

- Dialysis Support: Yayasan Nanyang Press provided significant dialysis support through two key contributions. Firstly, RM154,000 was contributed to subsidise treatments for 85 patients facing economic hardship at two centres. Secondly, the foundation donated 7 dialysis machines worth RM332,000, benefiting 374 patients.

- Medical equipment: Yayasan Nanyang Press donated wheelchairs and hospital beds that amounted to RM138,000 to Persatuan Bekas Polis Malaysia.

- Partnering with Kek Lok Si Charitable Hospital, *Guang Ming Daily's* "Pink Love Bright Care Program" used RM100,000 in funding to provide free, preventative breast examinations for 500 women from vulnerable communities.

(v) **Investing in Cultural Heritage: The Hua Zong Literature Award**
Our commitment to social sustainability includes nurturing cultural expression. Through *Sin Chew Daily*'s initiation and ongoing support of the Hua Zong Literature Awards since 1991, we champion Malaysian Chinese literature.

This prestigious biennial event celebrates local writers and connects them to the global literary scene, reinforcing cultural identity and artistic vibrancy within the community. The successful 17th Awards in 2024 reaffirmed its status as a vital platform for these important literary arts.

Empowering Our People: Driving Community and Environmental Impact

Our commitment to sustainability is powered by our people. We actively encourage and empower employees to contribute to social well-being and environmental stewardship within the communities we serve. In the financial year 2024/2025, 177 employees dedicated 1,191 hours to meaningful community programs, demonstrating their passion for making a difference.

Fostering Social Connection and Equity

Our Malaysian Operations teams led several initiatives focused on community care and inclusivity:

- **Second Life for Books**
Promoting resource circularity and educational equity, this initiative facilitated the donation and exchange of pre-owned books. Through this program, approximately 10,000 books were collected by *Sin Chew* and donated to under-resourced rural primary schools and children from underprivileged families.

- **Fostering Cultural Inclusion**
In partnership with the Orang Asli community, the Sin Chew Sports Club hosted a shared Chinese New Year celebration, building bridges and strengthening bonds through cultural exchange and festive joy.

- **Caring for the Elderly**
China Press staff demonstrated compassion by visiting 48 elderly care facilities throughout the country, offering companionship, distributing festive 'ang pao', and providing tangible support to vulnerable community members.

Championing Environmental Responsibility

At Ming Pao Group, we embed sustainability into our culture and foster collective action to address environmental challenges. In 2024, employee engagement was key to two successful waste reduction drives:

• **Mooncake Box Recycling**

   Following the Mid-Autumn Festival, employees collected 100 used paper and metal mooncake boxes, diverting them from landfills and supporting local recycling efforts.

• **Used Clothing Recycling**

   Collaborating with The Conservancy Association (長春社), we collected 153 kg of clean, unwanted clothing and textiles. This initiative promoted reuse and generated proceeds supporting the Association's environmental education programs.

   Through these diverse volunteering and engagement efforts — from enhancing literacy and cultural understanding to reducing waste — our employees actively shape a more sustainable and compassionate future. Their dedication is integral to embedding a positive impact into our corporate identity and the communities we touch.

ENGAGING READERS AND ADVERTISERS

Our Group is committed to fostering meaningful connections with readers, advertisers, and the broader community through a multi-platform approach — spanning print, digital, social media, and direct community engagement.

Nurturing Culture and Community Spirit

We actively support cultural preservation and community cohesion.

• *Sin Chew Daily* unites communities through vibrant cultural events such as the Dragon Boat Festival ("粽香情長") and Dongzhi celebrations, often in collaboration with local associations.

• The annual Chinese New Year Calligraphy Competition, co-organised with Nirvana Memorial Park Malaysia, brings together students of diverse backgrounds to celebrate tradition and creativity. Recognised by the Malaysia Book of Records, it exemplifies harmony and heritage.

• Life Magazines' "Jom Gerak" campaign, co-hosted with the Ministry of Youth and Sports Malaysia, promotes healthier lifestyles through community-based sports initiatives.

• Life Magazines also engages readers through interactive cooking demonstrations and beauty workshops, fostering everyday well-being and connection through lifestyle content.

Promoting Health and Well-being

In 2024, our "Easily Sinchew" team hosted over 25 public health talks featuring medical experts. These well-received sessions reflect strong community interest in wellness and preventive care.

Driving Economic Vitality and Entrepreneurship

We empower businesses and recognise excellence:

• *Sin Chew Daily's* MCIL TREND FORUM 2024 facilitated dialogue on economic, environmental, and technological developments, alongside launching the Notable Brands & Businesses Awards and Malaysian Chinese Legend publications.

• The prestigious Sin Chew Business Excellence Awards continued to spotlight SME achievements.

• *Nanyang Siang Pau's* Golden Eagle Award 2024 honoured leading Malaysian enterprises.

Sustainability Statement

- *China Press* actively supported women entrepreneurs through the Pink Biz Outstanding Elite Award. By highlighting the resilience and innovation of female business leaders, we aim to foster greater diversity and inclusion — key elements of a sustainable and thriving economy.

Championing Responsible Business

Ming Pao Daily News promotes sustainable business practices via its ESG Awards, celebrating companies making significant social and environmental contributions. Awards are also presented in recognition of companies' financial innovation and smart living solutions that enhance everyday life.

Celebrating Legacy and Trust

The centenary of *Sin Chew Daily* and the 65th anniversary of *Ming Pao Daily News* in 2024 marked a proud milestone. These anniversaries reaffirm our enduring commitment to quality journalism, community service, and the trust our stakeholders place in us.

Through these diverse initiatives, we continue to create shared value, strengthen community ties, and promote sustainable progress across society.

INVESTORS AND SHAREHOLDERS ENGAGEMENT

We value open and consistent communication with our investors and shareholders. Transparent financial reporting, delivered through quarterly press releases and corporate announcements, is fundamental to maintaining trust and accountability.

Beyond formal reporting, we actively encourage direct engagement between shareholders, directors, and management at our Annual General Meetings (AGMs). These interactions provide valuable opportunities for dialogue and mutual understanding.

To ensure clarity and protect shareholders' rights, we have established a comprehensive Shareholders' Communication Policy, detailed in the Corporate Governance Overview Statement on pages 78 to 99 of this Annual Report. This policy outlines the various avenues for communication and participation.

The procedure for shareholders to nominate directors is explained in detail on our website.

GOVERNANCE — BUILDING AN ETHICAL BUSINESS

At the heart of our sustainable economic growth is a commitment to ethical business conduct and robust governance. We believe that strict adherence to all relevant laws and regulations is fundamental to our operational effectiveness. Non-compliance carries significant risks, including fines, operational suspensions, or even the revocation of our licenses.

We have established a comprehensive compliance framework that actively monitors key compliance risks and ensures that appropriate processes and controls are in place to mitigate them. We require the immediate reporting of any significant instances of non-compliance to management, enabling swift and decisive action.

For further details on our corporate governance commitment, please refer to the Corporate Governance Overview Statement on pages 78 to 99. Information on our risk management and internal control systems can be found in the Statement on Risk Management and Internal Control on pages 101 to 107 of this Annual Report.

PERFORMANCE REVIEW

	Indicators	Units	2024/2025	2023/2024	2022/2023	Target
1.0	**Economic Performance**					To ensure the sustainability of the Group's business operations and deliver value to investors, we aim to meet the annual budget established by the Group.
1.1	Economic Value Generated	USD '000	163,159	154,331	140,601	
1.2	Economic Value Distributed	USD '000	174,215	170,493	144,015	
1.3	Economic Value Retained	USD '000	(11,056)	(16,162)	(3,414)	
2.0	**Environmental Performance**					
	Emissions					Achieving net-zero carbon emissions by 2050.
2.1	Total GHG emissions	tCO_2-eq	48,558	10,200*	11,200	
2.2	Total GHG emissions intensity	per US$' million in revenue	309	69	84	
2.3	Scope 1 GHG emissions	tCO_2-eq	178	0	0	Achieve 2.0% annual reduction by FY 2029/2030, base year FY 2024/2025
2.4	Scope 1 GHG emissions intensity	per US$' million in revenue	1.1	0.0	0.0	
2.5	Scope 2 Purchased Electricity GHG emissions	tCO_2-eq	9,860	10,200*	11,200	4.0% annual reduction by FY 2026/2027, compared to the base year FY 2021/2022
2.6	Scope 2 Purchased Electricity GHG emissions intensity	tCO_2-eq per facility	896	927*	1,018	
2.7	Indirect Scope 3 GHG emissions	tCO_2-eq	38,520	–	–	2.0% annual reduction by FY 2029/2030, compared to the base year FY 2024/2025
A	Purchased Goods and Services	tCO_2-eq	28,542			
B	Upstream Transportation and Distribution	tCO_2-eq	7,450			
C	Waste Generated in Operations	tCO_2-eq	200			
D	Business Travel	tCO_2-eq	264			
E	Employee Commuting	tCO_2-eq	1,941			
F	End of Life Treatment of Sold Products	tCO_2-eq	123			
2.8	Scope 3 GHG emissions intensity	per US$' million in revenue	245			
3.0	**Energy**					10.0% reduction in electricity intensity by FY 2026/2027, compared to the base year FY 2021/2022 of 1,401,000
3.1	Total purchased electricity consumption	kWh '000	13,931	14,439	14,984	
3.2	Purchased electricity intensity	kWh per facility	1,266	1,313	1,362	
4.0	**Water**					10.0% reduction in water intensity by FY 2026/2027, compared to the base year FY 2021/2022 of 5,336 m^3
4.1	Total water consumption	m^3	44,000	48,800	54,000	
4.2	Water consumption intensity	m^3 per facility	4,000	4,436	4,909	

Sustainability Statement

Indicators		Units	2024/2025	2023/2024	2022/2023	Target
5.0	**Waste Management**					2% reduction per year
5.1	Waste diverted from disposal	Mt	1,546	1,583	1,547	from FY 2025/2026 to FY
5.2	Waste directed to disposal	Mt	312	222	183	2029/2030
5.3	Total waste generated	Mt	1,858	1,805	1,730	
5.4	Total hazardous waste	Mt	312	222	183	
A	Spent lubricating oil	Mt	4.1	3.9	7.0	
B	Non-halogenated organic solvent	Mt	157.4	85.6	41.0	
C	Contaminated rags	Mt	21.3	15.2	14.6	
D	Spent activated carbon	Mt	1.9	–	–	
E	Sludge of ink	Mt	0.4	2.2	–	
F	Waste of ink	Mt	2.7	3.8	2.7	
G	Spent solution from photographic waste	Mt	124.5	111.2	117.4	
5.5	Hazardous waste intensity	Mt per facility	35	28	23	
5.6	Used Inks	Mt	372	491	560	
a.	Used Ink intensity	Mt per facility	41	55	62	
5.7	Total non-hazardous waste	Mt	1,546	1,583	1,547	
a.	Non-hazardous waste intensity	Mt per facility	172	176	172	
5.8	Plate	Mt	130	130	131	
a.	Plate intensity	Mt per facility	14	14	15	
5.9	Newsprint waste	Mt	1,416	1,453	1,416	
a.	Newsprint waste intensity	Mt/total newsprint used	6.9%	6.1%	5.2%	
6.0	**Social**					
	Employee Management					Attract, develop and retain talented people.
6.1	Total number of employees	No.	2,437	2,508	2,612	
6.2	***Employees by Geographical Region***					
A	Malaysia	No.	1,814	1,877	1,981	
B		%	74.4%	74.8%	75.8%	
C	Hong Kong	No.	623	631	631	
D		%	25.6%	25.2%	24.2%	
E	Local	%	99.9%	99.9%	99.8%	
F	Foreign	%	0.1%	0.1%	0.2%	
	Diversity and Equal Opportunities					
6.3	***Gender Diversity***					
A	— Male	No.	1,216	1,246	1,299	
B		%	49.9%	49.7%	49.7%	
C	— Female	No.	1,221	1,262	1,313	
D		%	50.1%	50.3%	50.3%	

	Indicators	Units	2024/2025	2023/2024	2022/2023	Target
6.4	**Age Diversity**					
A	Under 30	No.	226	250	243	
B	Between 30-50	No.	1,339	1,433	1,558	
C	Above 50	No.	872	825	811	
6.5	**Gender Diversity by Employee Group**					
	(i) Management					
A	Male	%	6.2%	6.3%	6.5%	
B	Female	%	4.9%	4.9%	5.1%	
C	Under 30	%	0.1%	0.1%	0.0%	
D	Between 30–50	%	4.6%	4.9%	5.7%	
E	Above 50	%	6.4%	6.0%	5.8%	
	(ii) Executive					
A	Male	%	5.9%	6.1%	6.4%	
B	Female	%	6.1%	6.4%	6.4%	
C	Under 30	%	0.6%	0.4%	0.4%	
D	Between 30–50	%	6.4%	7.1%	7.8%	
E	Above 50	%	5.1%	5.0%	4.8%	
	(iii) Non-executive/Technical Staff					
A	Male	%	37.8%	37.3%	36.8%	
B	Female	%	39.1%	39.0%	38.8%	
C	Under 30	%	8.6%	9.5%	9.3%	
D	Between 30–50	%	43.9%	45.1%	46.6%	
E	Above 50	%	24.3%	21.9%	19.6%	
6.6	**Directors by Gender and Age**					
A	Male	%	75.0%	75.0%	75.0%	
B	Female	%	25.0%	25.0%	25.0%	
C	Under 30	%	0.0%	0.0%	0.0%	
D	Between 30–50	%	12.5%	12.5%	12.5%	
E	Above 50	%	87.5%	87.5%	87.5%	
6.7	**Employees by Employment Type**					
A	— Permanent/Full-Time	No.	2,243	2,331	2,453	
B		%	92.0%	92.9%	93.9%	
C	— Contract	No.	194	177	159	
D		%	7.9%	7.1%	6.1%	
7.0	**Turnover Rate**					
7.1	Turnover Rate of employees	%	11.5%	14.2%	14.1%	
7.2	**Turnover Rate by Gender**					
A	— Male	%	4.7%	6.1%	6.2%	
B	— Female	%	6.8%	8.1%	7.9%	

	Indicators	Units	2024/2025	2023/2024	2022/2023	Target
7.3	**Turnover Rate by Age Group**					
A	Under 30	%	3.9%	3.3%	3.7%	
B	Between 30–50	%	4.3%	6.9%	5.9%	
C	Above 50	%	3.3%	4.0%	4.5%	
7.4	**Turnover Rate by Geographical Region**					
A	Malaysia	%	8.7%	10.6%	11.1%	
B	Hong Kong	%	19.6%	24.7%	23.5%	
7.5	**Total Number of Employee Turnover by Employee Category**					
A	— Management	No.	18	20	21	
B	— Executive	No.	29	35	34	
C	— Non-executive/Technical Staff	No.	232	300	312	
8.0	**Development and Training**					Continue to provide training programmes for employees to upgrade their skills.
8.1	Total number of training hours	Hours	15,958	10,810	7,781	
8.2	Percentage of total employees who participated in trainings	%	73.2%	67.5%	52.9%	
8.3	**Total Number of Employees who took part in Training by Gender**					
A	— Male	%	34.0%	34.3%	24.3%	
B	— Female	%	39.2%	33.2%	28.6%	
8.4	**Total Number of Employees who took part in Training by Employee Category**					
A	— Management	Hours	5,390	3,902	2,686	
B		%	10.8%	10.6%	13.7%	
C	— Executive	Hours	2,435	2,142	1,720	
D		%	10.3%	11.0%	11.2%	
E	— Non-executive/Technical Staff	Hours	8,132	4,767	3,375	
F		%	52.0%	45.9%	28.0%	
8.5	**Average Training Hours per Employee (Overall)**	Hours	6.5	4.3	3.0	
8.6	**Average Training Hours by Gender**					
A	— Male	Hours	6.2	4.8	3.5	
B	— Female	Hours	6.9	3.8	2.5	
8.7	**Average Training Hours by Employee Category**					
A	— Management	Hours	19.9	13.9	8.9	
B	— Executive	Hours	8.3	6.9	5.1	
C	— Non-executive	Hours	4.3	2.5	1.7	

	Indicators	Units	2024/2025	2023/2024	2022/2023	Target
9.0	**Health and Safety**					(i) Improve our safety
9.1	Number of work-related fatalities	No.	0	0	0	culture and eliminate work-
9.2	Rate of work-related fatalities	Rate	0	0	0	related injuries, unsafe work
9.3	Lost-Time Incident Rate ("LTIR")	Rate	0.53	0.28	0.11	practices and promote
9.4	Lost-days due to work injuries	No. of days	476	90	202	health, safety and welfare
9.5	Total hour's worked	Hours'000	4,874	5,016	5,224	of our staff.
9.6	Total number of work-related injuries	No.	13	7	3	(ii) Zero significant non-
9.7	Number of employees trained on health and safety standards	No.	201	171	188	compliance with health and safety laws and regulations. (iii) zero fatality.
10.0	**Human Rights**					Zero substantiated
10.1	Number of incidents or substantiated complaints concerning human rights violations	No.	0	0	0	complaints concerning human rights violations annually.
11.0	**Community Investments**					Foster engagement with
11.1	Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM '000	19,889	22,000	35,150	local communities in which the Group operates and increase its positive impact on the communities.
11.2	Total Number of beneficiaries of the investment in communities	No.	7,159	58,943	–	
11.3	Employees participated in community impact programmes	No.	177	–	–	
11.4	Total hours spent on community programmes	Hours	1,191	–	–	
12.0	**Product Quality and Responsibility**					Make our content more accessible and inclusive.
12.1	Total products sold or shipped subject to recalls for health and safety reasons	No.	0	0	0	
12.2	Number of complaints received on products and or services	No.	0	0	0	
12.3	Number of actions instituted for any infringement of intellectual property rights	No.	0	0	0	
13.0	**Supply Chain Management**					(i) Incorporate sustainability
13.1	Total number of suppliers	No.	6,418	7,051*	5,603	principles into our
13.2	Proportion of spending on local suppliers	%	64.0%	75.0%*	85.0%	procurement practice. (ii) Maintain local procurement and spent above 50% to support local suppliers.

Sustainability Statement

	Indicators	Units	2024/2025	2023/2024	2022/2023	Target
14.0	**Cybersecurity and Data Protection**					Zero incidents of PDPA breaches.
	Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	No.	0	0	0	
15.0	**Governance**					Zero incidents of non-compliance with laws and regulations.
15.1	Whistle Blowing reports via Whistle Blowing channels	No.	2	0	0	
15.2	Number of incidents of non-compliance with any relevant laws and regulations	No.	0	0	0	
15.3	Number of incidents of non-compliance with any permits, standards or relevant laws and regulations	No.	0	0	0	
16.0	**Anti-Corruption**					Zero incidents of corruption
16.1	Employees participated in anti-bribery and corruption trainings	No.	1,450	1,661	1,369	
16.2	**Trained Employees Breakdown by Employee Category**					
A	— Management	No.	223	261	163	
B	— Executive	No.	219	272	243	
C	— Non-executive/Technical Staff	No.	1,008	1,128	963	
16.3	**Percentage of Employees who have received Trainings on Anti-Corruption by Employee Category**					
A	— Management	%	82.3%	93%	54%	
B	— Executive	%	74.7%	87%	73%	
C	— Non-executive/Technical Staff	%	53.8%	59%	49%	
16.4	Percentage of operations assessed for corruption-related risks	%	100%	100%	77%	
16.5	Confirmed incidents or concluded legal cases regarding corrupt practices and action taken	No.	0	0	0	

*   Restated

Bursa Malaysia Common Sustainability Matters and Indicators

This performance data table was generated from the ESG Reporting Platform and included in this report, as mandated by the enhanced sustainability reporting requirements within the Main Market Listing Requirements of Bursa Malaysia.

Indicator	Measurement Unit	2023	2024	2025
Bursa (Anti-corruption)				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Management	Percentage	54.00	92.90	**82.30**
Executive	Percentage	72.50	87.20	**74.70**
Non-executive/Technical Staff	Percentage	48.80	58.90	**53.80**
General Workers	Percentage	0.00	0.00	**0.00**
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	77.00	100.00	**100.00**
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	**0**
Bursa (Community/Society)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	35,150,000.00	22,000,000.00	**19,889,000.00**
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	–	58,943	**7,159**
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Management Under 30	Percentage	0.00	0.10	**0.10**
Management Between 30-50	Percentage	5.70	4.90	**4.60**
Management Above 50	Percentage	5.80	6.00	**6.40**
Executive Under 30	Percentage	0.40	0.40	**0.60**
Executive Between 30-50	Percentage	7.80	7.10	**6.40**
Executive Above 50	Percentage	4.80	5.00	**5.10**
Non-executive/Technical Staff Under 30	Percentage	9.30	9.50	**8.60**
Non-executive/Technical Staff Between 30-50	Percentage	46.60	45.10	**43.90**
Non-executive/Technical Staff Above 50	Percentage	19.60	21.90	**24.30**
General Workers Under 30	Percentage	0.00	0.00	**0.00**
General Workers Between 30-50	Percentage	0.00	0.00	**0.00**
General Workers Above 50	Percentage	0.00	0.00	**0.00**

Internal assurance   (*) Restated

Sustainability Statement

Indicator	Measurement Unit	2023	2024	2025
Bursa (Diversity) *(Continued)*				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category *(Continued)*				
Gender Group by Employee Category				
Management Male	Percentage	6.50	6.30	**6.20**
Management Female	Percentage	5.10	4.90	**4.90**
Executive Male	Percentage	6.40	6.10	**5.90**
Executive Female	Percentage	6.40	6.40	**6.10**
Non-executive/Technical Staff Male	Percentage	36.80	37.30	**37.80**
Non-executive/Technical Staff Female	Percentage	38.80	39.00	**39.10**
General Workers Male	Percentage	0.00	0.00	**0.00**
General Workers Female	Percentage	0.00	0.00	**0.00**
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	75.00	75.00	**75.00**
Female	Percentage	25.00	25.00	**25.00**
Under 30	Percentage	0.00	0.00	**0.00**
Between 30-50	Percentage	12.50	12.50	**12.50**
Above 50	Percentage	87.50	87.50	**87.50**
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	14,984.00	14,439.00	**13,931.00**
Bursa (Health and safety)				
Bursa C5(a) Number of work-related fatalities	Number	0	0	**0**
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.11	0.28	**0.53**
Bursa C5(c) Number of employees trained on health and safety standards	Number	188	171	**201**
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category				
Management	Hours	2,686	3,902	**5,390**
Executive	Hours	1,720	2,142	**2,435**
Non-executive/Technical Staff	Hours	3,375	4,767	**8,132**
General Workers	Hours	0	0	**0**

Internal assurance   (*) Restated

Indicator	Measurement Unit	2023	2024	2025
Bursa (Labour practices and standards) *(Continued)*				
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	6.09	7.06	**7.96**
Bursa C6(c) Total number of employee turnover by employee category				
Management	Number	21	20	**18**
Executive	Number	34	35	**29**
Non-executive/Technical Staff	Number	312	300	**232**
General Workers	Number	0	0	**0**
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	**0**
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	85.00	75.00*	**64.00**
Bursa (Data privacy and security)				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	**0**
Bursa (Water)				
Bursa C9(a) Total volume of water used	Megalitres	54.000000	48.800000	**44.000000**
Bursa (Waste management)				
Bursa C10(a) Total waste generated	Metric tonnes	–	1,805.00	**1,858.00**
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	–	1,583.00	**1,546.00**
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	–	222.00	**312.00**
Bursa (Emissions management)				
Bursa C11(a) Scope 1 emissions in tonnes of CO_2e	Metric tonnes	–	0.00	**178.00**
Bursa C11(b) Scope 2 emissions in tonnes of CO_2e	Metric tonnes	–	10,200.00*	**9,860.00**
Bursa C11(c) Scope 3 emissions in tonnes of CO_2e (at least for the categories of business travel and employee commuting)	Metric tonnes	–	0.00	**38,520.00**

Internal assurance   (*) Restated