

萬華媒體

One Media Group Limited
萬華媒體集團有限公司

Stock Code 股份代號：426

Environmental, Social and
Governance Report 2025/26

二〇二五至二〇二六年
環境、社會及管治報告

萬華 媒體



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

BOARD STATEMENT

Globally, 2025 is on track to be the second or third warmest year on record according to the World Meteorological Organization's preliminary assessment. Notably, in Hong Kong, 5 Black Rainstorm Warnings (territory's top rain warning) were issued within just 17 days, from 29th July to 14th August 2025, highlighting the growing intensity of extreme rainfall. The city also faced stronger typhoons, including Super Typhoon Ragasa in September 2025, when authorities raised the highest storm warning level (10 out of 10). The Hong Kong Observatory reported flooding in some areas and warned of "hidden dangers" in affected locations. In response, the Board remained committed to enhancing transparency in climate-related disclosures and strengthening sustainability efforts through regular reporting of emissions data, targets, and performance results. The Group continues to strengthen its climate resilience and sustainability initiatives by integrating climate risk considerations into its operations and long-term planning.

ABOUT THIS REPORT

This report outlines how the Group incorporates environmental, social, and governance (ESG) considerations into its overall strategy and day-to-day operations. The Group remains dedicated to providing timely and accurate updates on the matters that are most significant to its stakeholders.

REPORT SCOPE AND PERIOD

This report covers the Group's business operations in Hong Kong for the period from 1st April 2025 to 31st March 2026.

REPORT STANDARDS

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

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

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

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

FEEDBACK

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

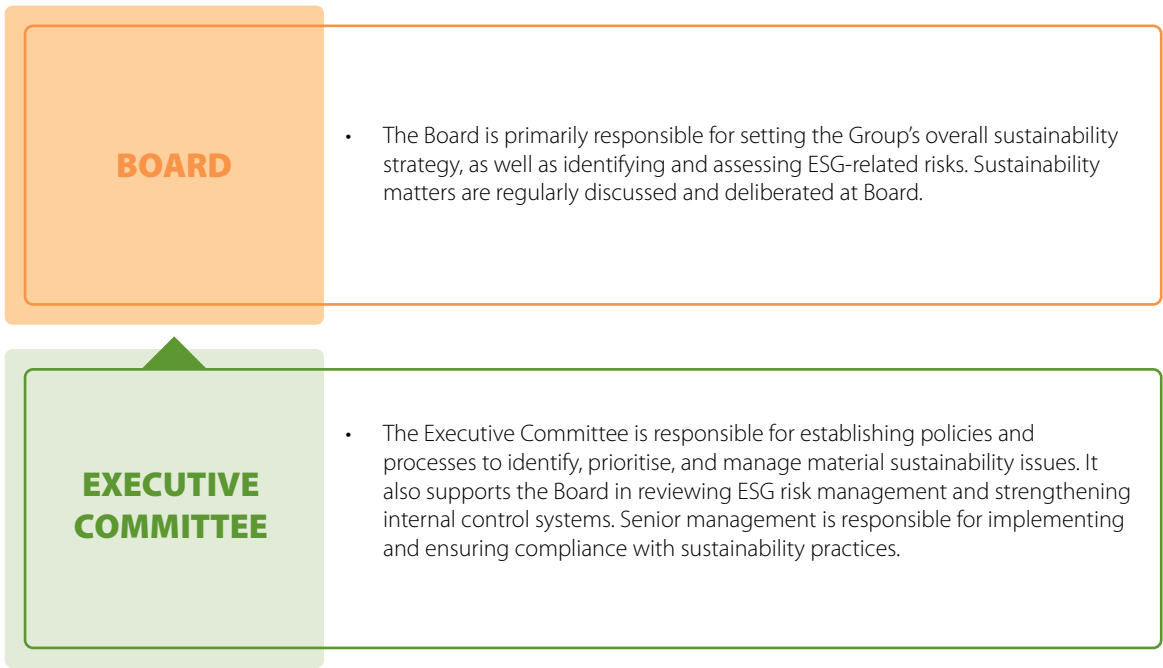
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

SUSTAINABILITY GOVERNANCE

The Group has implemented the Environmental, Social, and Economic Policies of its parent company, Media Chinese International Limited (together, the “ESG policies”). These policies define the Group’s approach and position on environmental, social, and economic matters.

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

GOVERNANCE STRUCTURE

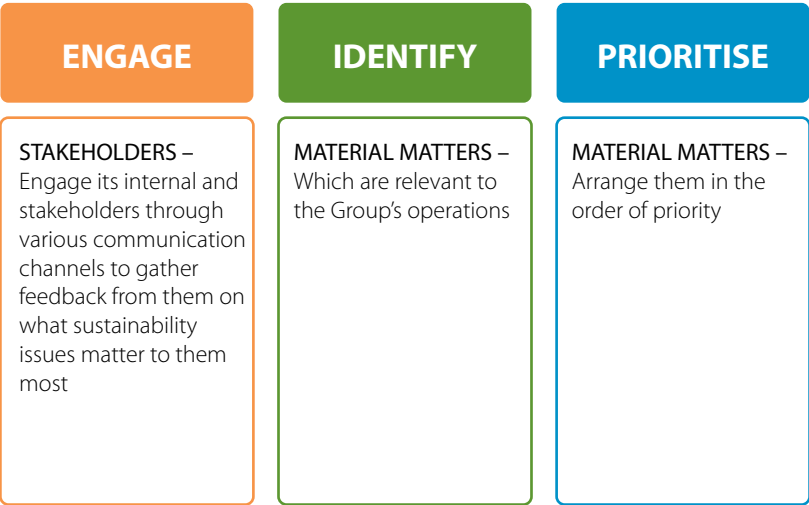


ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

MATERIAL SUSTAINABILITY MATTERS

Materiality Assessment

The Executive Committee regularly reviews the Group’s material matters to confirm their continued relevance and to identify any emerging sustainability issues.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

MATERIAL SUSTAINABILITY MATTERS *(Continued)*

Materiality Assessment *(Continued)*

The following are the key sustainability issues that are significant to the Group's operations and stakeholders. These material matters are monitored and assessed on an annual basis.

AREA	MATERIAL MATTERS	ESG REPORTING CODE
ENVIRONMENTAL 	- Emissions - Greenhouse Gas Emissions - Waste - Use of Resources - Energy - Water and Effluents	- A1 - A2
SOCIAL 	- Employment and Labour Practices - Diversity and Equal Opportunity - Health and Safety - Development & Training - Labour Standards - Supply Chain Management - Product Responsibility - Anti-Corruption - Community Investment	- B1 - B2 - B3 - B4 - B5 - B6 - B7 - B8
GOVERNANCE 	- Governance Structure - Corporate Governance	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

MATERIAL SUSTAINABILITY MATTERS *(Continued)*

Stakeholders Engagement

The Group actively engages with its stakeholders throughout the year to better understand their needs and priorities. The table below summarizes the approaches and channels used for this engagement, emphasizing stakeholders' key concerns and the Group's corresponding actions.

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

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

MATERIAL SUSTAINABILITY MATTERS *(Continued)*

Stakeholders Engagement *(Continued)*

STAKEHOLDERS	METHOD OF ENGAGEMENT	KEY INTERESTS	OUR RESPONSE
Industry peers	- Awards - Meetings	Development of Industry	Sharing ideas and inspiring positive change
Suppliers	Meetings	- Competitive pricing - Reasonable service level demands	Giving feedback on products and services
Employees	- Employee engagement events - Social functions - Internal communications - Training and development	- Safe and inclusive working environment - Development and training - Fair labour practices	Providing a safe, positive and inclusive working environment

United Nations Sustainable Development Goals

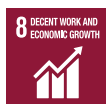
The Group recognizes the significance of integrating the United Nations Sustainable Development Goals ("UN SDGs") into its strategies and operations to contribute to global efforts in achieving these goals. During the year under review, the Group has identified 4 UN SDGs that align with its sustainability initiatives and practices.

GOAL 3



Good Health and Well-being

GOAL 8



Decent Work and Economic Growth

GOAL 9



Industry, Innovation and Infrastructure

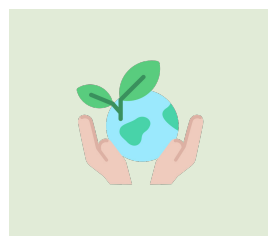
GOAL 16



Peace, Justice and Strong Institutions

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL



The Group's Environmental Policy reflects its commitment to conserving resources such as energy and water and minimizing waste wherever possible, with the goal of reducing greenhouse gas emissions.

During the year under review, the Group is not aware of any violations of laws or regulations concerning air and greenhouse gas emissions, water and land discharges, or the management of hazardous and non-hazardous waste.

(A) Emissions

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

The Group's Scope 1 GHG emissions arise from the vehicles used to distribute its publications to advertisers. Regarding its Scope 2 (Purchased Electricity) GHG emissions, these come from the electricity consumed for operations directly controlled by the Group in Hong Kong. The Group has established a goal to decrease its GHG emissions by 10% by 2027. The emissions data is reported below.

Total GHG Emission as at 31st March 2026

Scope	Unit	2025/2026	2024/2025	2023/2024
Scope 1	t/CO ₂ e	9.12	9.63	10.57
Scope 2	t/CO ₂ e	150.55	165.79	189.87
Total GHG Emissions Intensity	t/CO ₂ e	1.72	1.93	2.28

Note:

- (a) The intensity is derived from the calculation of Total GHG Emission divided by number of employees. Number of employees for the year in review was 93 (2025: 91).
- (b) The "Emission Factor Electricity" supplied by Hong Kong Electric Company is used for calculating GHG emissions.

(b) Waste

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

The Group has managed and disposed of its waste in compliance with applicable laws in Hong Kong.

The Group's non-hazardous waste mainly includes office paper and unsold returned publications. To reduce waste, employees are encouraged to limit printing and use double-sided printing whenever feasible. The Group also tracks the return rate of unsold publications and adjusts print volumes accordingly. Collected paper waste is then sold to vendors for recycling.

The Group contracts out the printing and distribution of its publications for cost efficiency. Consequently, it does not track data on material usage, waste disposal, fuel consumption, or greenhouse gas emissions related to these outsourced activities.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL *(Continued)*

(A) Emissions *(Continued)*

(b) Waste *(Continued)*

In line with its Environmental Policy, the Group is dedicated to minimizing waste and promoting environmental sustainability awareness among the public and its business partners. When choosing service providers, the Group prioritizes those that have effective waste management policies in place. It also encourages providers to use environmentally friendly materials in their operations and to manage waste responsibly, including maximizing recycling efforts.

In the year under review, the total waste intensity had improved to 442 kg per employee which is an improvement compared to last year.

Total Waste as at 31st March 2026

Waste	Unit	2025/2026	2024/2025	2023/2024	Landfilled	Recycled
Hazardous	kg	N/A	N/A	N/A	N/A	N/A
Non-Hazardous	kg	41,116	50,398	47,879	0%	100%
Total Waste Intensity	Kg/employee	442	554	544		

Number of employees for the year in review was 93 (2025: 91).

(B) Use of Resources

The Group's Environmental Policy emphasizes the conservation of energy and water and implements measures to minimize their consumption.

(a) Electricity

The Group's energy usage primarily arises from its office operations. Employees are encouraged to conserve energy by switching off lights and office equipment when not in use. The Group aims to maintain or reduce its electricity consumption by 2026.

The Group's electricity usage for the financial years ended 31st March 2025 and 2026 were 251,201 kWh and 250,910 kWh, respectively. The electricity usage for the year in review had reduced by 0.1%.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL *(Continued)*

(B) Use of Resources *(Continued)*

(b) Water

The Group faces no challenges in obtaining water, as it sources its supply from the Water Supplies Department in Hong Kong. Water is mainly used in offices for drinking and cleaning, leading to low overall consumption. The Group aims to maintain or reduce its water usage in office operations by 2027 and regularly promotes water conservation among employees through campaigns and reminders.

The Group's total consumption of water for the financial years ended 31st March 2025 and 2026 were 160 m³ and 173 m³, respectively. The water consumption for the year in review had increased marginally by 8%.

Total Use of Resources as at 31st March 2026

Type of Resources	Unit	2025/2026	2024/2025	2023/2024
Electricity	kWh	250,910	251,201	279,220
Total Electricity Intensity	kWh per employee	2,698	2,760	3,173
Water	m ³	173	160	151
Total Water Intensity	m ³ per employee	1.86	1.76	1.72

(i) Number of employees for the year in review was 93 (2025: 91).

(c) Use of Packaging Material

The Group contracts its printing and packaging activities to third-party providers and therefore does not track the quantity of packaging materials used.

(C) The Environment and Natural Resources

The Group's Environmental Policy highlights its commitment to reducing environmental impact. By leveraging technology for designing and delivering advertising solutions, the Group has lowered its operational footprint. The shift of readers to digital content has further decreased the need for printed materials. Moreover, management now holds most meetings virtually to reduce travel-related emissions.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL *(Continued)*

(D) Climate Change

The Group is dedicated to advancing its transition toward a low-carbon economy. Considering the company's financial sustainability, stakeholder interests, and evolving disclosure requirements both in Hong Kong and internationally, the Group has begun developing its climate-related disclosures in accordance with the IFRS Sustainability Reporting Standards issued by the International Sustainability Standards Board ("ISSB").

Going forward, the Group will report based on the four pillars, Governance, Strategy, Risk Management, and Metrics and Targets, as recommended by the Task Force on Climate-related Financial Disclosures (TCFD) and IFRS S2.

Pillar	Activities
Governance	The Board has the overall responsibilities in overseeing the climate related risk and opportunities and it is assisted by the Executive Committee. The Executive Committee is responsible to assess the Group's climate-related risks and opportunities, including providing recommendations on the subject to the Board of Directors.
Strategy	As part of its ongoing review on all the ESG risks and opportunities, the Group will continue to evaluate and analyse the potential impacts of climate risks and opportunities, on its activities. This will enable the Group to assess the extent of its impacts and design a suitable resilient strategy associated with climate change relevant to our business and operations.
Risk Management	The Group is currently reviewing the identified ESG risks, including climate-related risks, to assess the severity and ways to mitigate these risks. The Group has in place a risk management process where risks must be identified, assessed and managed and then integrated into the overall risk management framework for the Group. For the year in review, the Group has identified some physical and transition risks arising from unpredictable extreme climate events such as extreme heat, heavy rainfall, floods, which could potentially impact the Group's operations and assets, and transitional risks associated with the societal and economic transition towards a low-carbon future, such as carbon taxation.
Metrics and Targets	At the Group, we currently track our climate-related performance using the following metrics: • Scope 1 and Scope 2 GHG Emissions • Energy consumption (kWh) • Waste generated (kg) • Water consumption (m³) As we work towards setting more refined targets, we are committed to: • Set baseline for GHG emissions • Initiate measurement of Scope 3 • Seek ways to reduce, reuse and recycle waste generated throughout the Group • Maintain current water consumption • Increase awareness on water conservation initiatives • Maintain current and improve overall electricity consumption

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

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL *(Continued)*

Climate Change Risks

During the year under review, the Group identified and prioritized three key climate-related physical risks affecting its operations: flooding from extreme rainfall, drought, and extreme heat events. The table below outlines these primary physical risks, along with relevant transition risks, and the mitigation measures the Group plans to implement. Assessments of additional climate-related physical risks and their potential impacts are ongoing, and the findings will be disclosed in future sustainability reports.

Physical Risks	Potential Impacts	Mitigation Measures
Extreme Rainfall and Flooding	- Disruption in operations - Infrastructure damage - Reduce customer demand - Supply Chain disruption	- Assess and enhance our infrastructure to endure extreme weather conditions. Adaptation strategies may involve raising crucial facilities, reinforcing against climate-related risks. - Identify and engage alternative suppliers to minimize supply chain disruptions due to climate impacts in specific regions. - Develop and regularly update a comprehensive business continuity plan that addresses climate-related risks, including contingency measures for extreme weather events.
Extreme Heat	- Pose health risk to employees - Reduce productivity of employees	- To mitigate extreme heat's impact on employees, establish policies for heat stress awareness, hydration, shade, and adjusted work schedules. - Provide appropriate PPE, monitor heat stress, and develop an emergency response plan. Promote communication and health checks to ensure safety.
Transition Risks Regulatory Changes — new laws, new taxes	Increase costs of compliance	- Develop energy and carbon emissions targets and reduction plans for the Group. - Continuous monitoring of the latest regulations and trends.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

SOCIAL



The Group’s Social Policy reflects its commitment to being a responsible employer. The Group prioritizes attracting and retaining talent by emphasizing employee development, health and safety, and fostering workplace diversity.

(A) Employment and Labour Standards

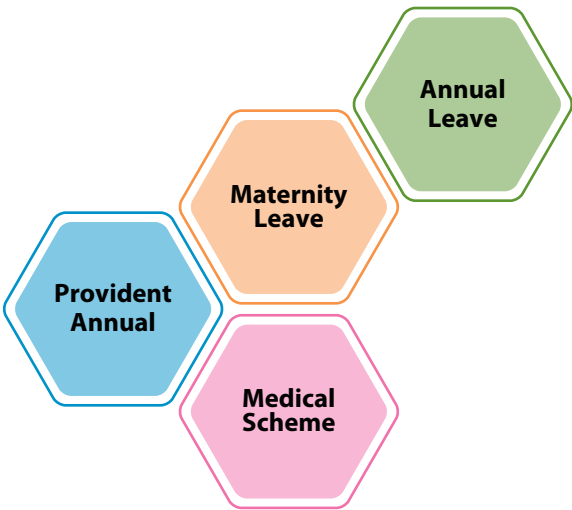
Employment

The Group’s business success depends largely on the creativity and skills of its employees. To inspire staff to deliver high-quality, engaging content, the Group is committed to maintaining a positive and inclusive workplace. With the media industry increasingly focused on technology-driven content delivery, the Group provides ongoing training and development programs to attract, develop, and retain talent.

During the year under review, the Group is not aware of any violations of applicable Hong Kong laws and regulations that would have a significant impact on the Company in areas including compensation and termination, recruitment and promotion, working hours and rest periods, equal opportunity, diversity, anti-discrimination, or other employee benefits and welfare.

- (i) *Employment policies and practices*
The Group has established human resource policies covering remuneration, termination, recruitment and promotion, working hours, rest periods, disciplinary procedures, and other employee benefits and welfare to ensure consistent handling of employment matters.

KEY STAFF BENEFITS



The Group is committed to promoting a positive and collaborative workplace culture. To support this, employee engagement initiatives such as festive celebrations and team dinners are regularly organised.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

SOCIAL (Continued)

(A) Employment and Labour Standards (Continued)

Employment (Continued)

(ii) Diversity and Equal Opportunity

The Group's Social Policy highlights its dedication to fostering a diverse and inclusive workplace, ensuring equality, and enforcing anti-discrimination practices. It underscores the fair treatment of employees in recruitment, career development, and compensation, regardless of gender, age, race, religion, or other diversity factors.

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

	2025/2026	2024/2025	2023/2024
Total number of employees	93	91	88
Gender			
Male	50	49	46
Female	43	42	42
Age Group			
Below 30	24	19	20
30–50	40	39	39
Above 50	29	33	29
Geographical Region			
Hong Kong	88	87	83
Taiwan	5	4	5
Employment Type			
Permanent	89	87	85
Contract	4	4	3

Employee Turnover Rate by Gender, Age Group and Geographical Region

	2025/2026 Turnover Rate	2024/2025 Turnover Rate	2023/2024 Turnover Rate
All employees	27	21	38
Gender			
Male	12%	9%	19%
Female	17%	14%	24%
Age Group			
Below 30	10%	9%	8%
30–50	10%	13%	24%
Above 50	9%	1%	11%
Geographical Region			
Hong Kong	29%	22%	43%
Taiwan	0%	1%	0%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

SOCIAL *(Continued)*

(B) Health and Safety

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

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

For the financial year ending 31st March 2026, the Group is not aware of any violations of Hong Kong laws and regulations related to providing a safe workplace and protecting employees from occupational hazards.

Number and rate of work-related fatalities

	2025/2026	2024/2025	2023/2024
Number of work related fatalities	Nil	Nil	Nil
Rate of fatalities	Nil	Nil	Nil
Loss days due to injury	9.5	Nil	Nil

(C) Development and Training

The Group's Training and Development Policy reflects its commitment to providing all employees with learning and development opportunities, ensuring they gain the knowledge and skills needed to perform their roles effectively.

Acknowledging the importance of upskilling to address the changing needs of readers and advertisers, the Group provides a range of internal and external training programs. As part of its employee development efforts, the Group also conducts annual performance reviews and appraisals to evaluate and monitor staff performance.

The total number of training hours for the year ended 31st March 2026 was 103 hours. These training activities included both internal and external courses paid by the Company and were with the purposes to improve employees' knowledge and skills for discharging duties at work.

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

	2025/2026	2024/2025	2023/2024
Gender			
Male	2.1	5.6	5.1
Female	1.6	1.4	2.3
Category			
Senior management	19	20	14
Middle management	1	–	4

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

SOCIAL *(Continued)*

(C) Development and Training *(Continued)*

Percentage of employees trained (by Gender and Employee Category)

	2025/2026 %	2024/2025 %	2023/2024 %
Gender			
Male	56	61	73
Female	44	39	27
Category			
Senior management	44	26	32
Middle management	1	–	50
Others	55	74	18

(D) Labour Standards

The Group adheres to applicable labour laws in Hong Kong, including the Employment Ordinance (Cap. 57) and the Employees' Compensation Ordinance (Cap. 282). Its Social Policy strictly prohibits the use of child labour and forced labour.

(E) Supply Chain Management

The Group's Economic Policy reflects its commitment to ethical procurement and supplier management. Its procurement policy sets out procedures for both general and bulk purchases, authority limits, and the process for receiving goods. Prior to engaging a new supplier, the Group conducts due diligence, and it carries out annual supplier evaluations to assess quality, service, and cost-effectiveness, giving preference to those that adopt environmentally sustainable practices.

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

	2025/2026	2024/2025	2023/2024
Hong Kong	408 100%	386 100%	518 100%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

SOCIAL *(Continued)*

(F) Product Responsibility

In line with its Economic Policy, the Group strives to deliver high-quality publications across all its media platforms and offer services that meet the needs of its readers and customers.

The Group's editorial policies establish procedures to ensure accurate and timely publication while upholding responsible journalism. All content is reviewed by the editor-in-chief of the respective editorial team to confirm its accuracy. The Group also has clear policies and processes in place to handle and respond promptly to complaints from readers and advertisers.

The Group consistently collects feedback from readers through multiple channels, including social media, to produce content that meets audience expectations.

The Group complies with Hong Kong laws and regulations, including the Trade Descriptions Ordinance (Cap. 362), to ensure proper marketing practices and fair treatment of customers. All disclosures and promotional materials in the Group's publications adhere to applicable legal and regulatory standards for the target audience. Furthermore, the Group takes appropriate measures to ensure products are accurately represented and fairly described.

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

Employees are educated on the importance of protecting customer privacy in line with the Personal Data (Privacy) Ordinance (Cap. 486). The Group also employs security measures and technology to safeguard the information it holds, preventing unauthorized access, unlawful disclosure, and misuse of personal data within the organization.

The Group is committed to respecting and protecting intellectual property rights. Only licensed software is permitted, and employees are regularly reminded not to install unlicensed or unauthorized software on office computers.

During the year under review, the Group has not received any significant complaints regarding its products or services. The Group is also not aware of any products sold or distributed that required recalls for safety or health reasons, nor has it received complaints related to such issues.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

SOCIAL *(Continued)*
(G) Anti-Corruption

The Group upholds a zero tolerance approach to bribery and corruption. Its Anti-Bribery and Corruption Policy (ABAC Policy) sets out measures to prevent corrupt practices and applies to directors, employees, and anyone acting on the Group’s behalf.

During the year under review, the Group is not aware of any violations of Hong Kong laws and regulations relating to bribery, extortion, fraud, or money laundering. Furthermore, no legal actions concerning corrupt practices have been brought against the Group.

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

Whistleblowing
The Group maintains a Whistleblower Policy that allows employees to report concerns regarding potential issues in financial reporting or internal controls. Oversight of this policy is provided by the Audit Committee, while the Company Secretary is responsible for its day-to-day management and implementation. Employees may raise concerns with the Company Secretary, the Audit Committee Chairman, or the Chairman of the Executive Committee.

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

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

COMMUNITY INVESTMENT

The Group is dedicated to creating a positive impact in the communities it serves, as highlighted in its Social Policy. Key focus areas include education, knowledge development, and addressing medical and humanitarian needs. Utilizing its role as a media organization, the Group strives to support and assist those in need.

GOVERNANCE



Promoting an ethical culture and conducting business transparently and in compliance with regulations are central to the Group's objectives. To support this, the Group has established a corporate governance framework that ensures adherence to relevant laws and regulatory requirements.

Further details on the corporate governance policies and practices of the Group are set out in the Corporate Governance Report in the Company's Annual Report 2025/2026 on pages 17 to 30.