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### **CORPORATE PROFILE**

NoonTalk Media Limited ("**NoonTalk Media**") (SGX:SEJ) is a Singapore-based media entertainment company that specialises in artiste and talent management, event conceptualisation and management, as well as multimedia, film and drama production. We were listed on the Catalist Board of Singapore Exchange Securities Trading Limited ("**SGX-ST**") on 22 November 2022.

Established in the Chinese-language media landscape, the Company is committed to solidifying its position as the market leader. Our vision is to become Singapore's premier media agency, distinguished by our dedication to producing exceptional entertainment content and curating immersive experiences. In every endeavour, we strive to invigorate and inspire a dynamic and ever-evolving media environment.

In line with this vision, we acknowledge the paramount importance of sustainability and inclusivity. Our commitment extends to fostering a balanced workforce and advancing the environmental and social well-being of our industry and stakeholders. We champion eco-friendly initiatives, adopt green technologies and promote sustainable events – both within our operations and through the strategic use of our media influence to amplify and support causes that drive positive change. Leveraging our extensive reach, we are dedicated to inspiring and advocating for meaningful transformation within our community and beyond.

### MISSION

Enriching lives with our programmes and services that inform, educate and entertain.

### VISION

To be the leader in inspiring and creating memorable entertainment experiences.



### **BOARD STATEMENT**

The Board of Directors ("**Board**" or "**Directors**") of NoonTalk Media Limited ("**Company**" or "**NoonTalk Media**") is pleased to present NoonTalk Media's annual Sustainability Report ("**Report**") for the financial year ended on 30 June 2024 ("**FY2024**" or "**Reporting Period**"). With this Report, we affirm the Company's commitment to sustainability in every aspect of our operations, while creating enduring shared value for our business and stakeholders.

Climate change and global warming remain one of the world's most prominent business challenges. As part of the media entertainment industry, NoonTalk Media recognises the responsibility that we have in sustainability development. We are committed to adopting responsible business practices to create a positive impact on the environment and society. Furthermore, we are dedicated to fostering a fair and inclusive workplace that empowers employees through relevant training and development opportunities, enabling them to contribute meaningfully to our sustainability objectives. Through these efforts, we aim to create a lasting influence within our industry and beyond.

The Board is keenly attuned to the escalating risks posed by climate change, coupled with our unwavering commitment to safeguard human rights through our business activities. Through our sustainability initiatives, we aim to mitigate environmental impacts, promote social equity and inclusion, and uphold the highest standards of corporate governance. The Board has considered Economic, Environmental, Social and Governance ("**EESG**") issues, including human rights (collectively "**Material Topics**"), determined key material topics and overseen the management and monitoring of the key Material Topics. The Material Topics are then incorporated into NoonTalk Media's strategic objectives. Additionally, our climate-related disclosures are prepared based on the recommendations of the Task Force on Climate-related Financial Disclosures ("**TCFD**").

To achieve these objectives, the Board has developed relevant short, medium, and long term targets to effectively address the various Material Topics and actively monitor progress towards these targets. Furthermore, we are committed to enhancing engagement with our stakeholders to improve our sustainability efforts and practices.

As a Company, we are dedicated to continuously improving our sustainability performance and integrating sustainability into our decision-making process. Going forward, we will continue to uphold our commitment to sustainability while delivering long-term value to our stakeholders and society.

#### **ABOUT THIS REPORT**

#### Scope of Report

This Report encompasses NoonTalk Media's sustainability performance and initiatives for the financial year that ended on 30 June 2024, covering the EESG impact of our operations and activities. The disclosed data and information within this report are presented in good faith and to the best of our knowledge. We strive to provide our stakeholders with a comprehensive and transparent overview of our sustainability performance, challenges and opportunities, and establishing the foundation for our operational resilience and adaptability.

#### **Reporting Framework**

The Board has approved this Report which was prepared in accordance with the sustainability reporting requirements specified in Rules 711A and 711B of the Listing Manual Section B: Rules of Catalist (referred to as the "**Catalist Rules**") of the Singapore Exchange Securities Trading Limited ("**SGX-ST**"). NoonTalk Media has reported the information cited in the Global Reporting Initiative ("**GRI**") content index with reference to the GRI Standards. We selected the GRI Standards 2021 as it is one of the most widely used and globally recognised standard for sustainability reporting, providing guiding principles for report content and quality, and providing higher comparability of the Company's disclosures with its peers. Additionally, this Report was also prepared in accordance with recommendations from the TCFD framework.

#### **Report Content and Quality**

This Report presents our sustainability strategies, policies, and performance, incorporating quantitative goals and targets that support our corporate values. It also addresses the concerns and issues frequently raised by NoonTalk Media's stakeholders. We have applied the GRI's eight principles, which include accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability, and the TCFD's seven principles for effective disclosure: relevant; specific and complete; clear, balanced and understandable; consistent over time; comparable among companies within a sector, industry or portfolio; reliable, verifiable and objective; and provided on a timely basis.

By adhering to these principles of sustainability reporting, we aim to enhance the credibility, usefulness and consistency of our Report, fostering greater trust and engagement with our stakeholders and contributing to our overall sustainability goals.

This Report has undergone the internal review process of the Company and was reviewed by the Board. The Company has engaged its internal auditors to perform an internal review of its sustainability reporting process. The Company has not sought external assurance for this Report.

#### Feedback

As part of our ongoing efforts to substantiate our sustainability initiatives and improve our policies and performance, we highly value any questions, comments, or feedback on any aspect of this Report. Please contact us at <u>ir@noontalk.com</u>.





#### SUSTAINABILITY GOVERNANCE STRUCTURE

The Board, supported by our management team, conducts assessments of environmental trends, and evaluates potential climate-related risks and opportunities to ensure effective oversight of strategic risk management. Important sustainability factors, including climate-related metrics and targets, are consolidated and presented to the Board for annual review.

The Board believes that a good corporate governance is required to achieve our sustainability goals. The Board holds ultimate responsibility for sustainability reporting and has considered sustainability issues in the Company's business and strategy. The Board is responsible for reviewing and approving the Company's sustainability policies, practices and performance disclosures.

To achieve our sustainability goals, NoonTalk Media has established clear lines of accountability to ensure effective and efficient decision making. The Company's Chief Executive Officer ("**CEO**") is supported by department heads from various functional divisions within the organisation. The CEO receives regular updates on the progress of the Company's key sustainability initiatives and reviews the workplace and human rights practices of the business. Specifically, the CEO oversees the adoption and implementation of climate-related strategies and policies, providing regular updates to the Board and the Audit Committee ("**AC**") regarding the performance of programmes and practices.

#### **Roles and Responsibilities of the Management**

Designation	Roles	Responsibilities
Chief Executive Officer (" <b>CEO</b> ")	<ul> <li>Oversees the Company's strategic formulation and vision</li> <li>Approves the Company's sustainability strategies and action plans to address its climate-related risks and impacts</li> </ul>	<ul> <li>Provides strategic guidance and formulates Company's sustainability strategy</li> <li>Identifies climate-related risks and opportunities</li> <li>Reviews climate-related metrics and targets</li> <li>Evaluates EESG risks and monitor climate-related performances in the Company's business practices</li> </ul>
Chief Financial Officer (" <b>CFO</b> ")	Supports to foster a culture of sustainability across the Company	<ul> <li>Reviews the financial performances of climate- related risks and opportunities undertaken by the Company</li> <li>Coordinates reporting and disclosures</li> <li>Ensures legal compliance with relevant financial-related requirements</li> <li>Promotes recycling practices and cultivates sustainability habits across the Company</li> </ul>
Chief Operating Officer (" <b>COO</b> ")	Supports to foster a culture of sustainability across the Company	<ul> <li>Discusses and makes decisions on climate-related opportunities in strategy planning</li> <li>Manages day-to-day operations pertaining to EESG performances of the Company</li> </ul>

Designation	Roles
Department Heads	<ul> <li>Perform various depar functions on sustainab initiatives</li> </ul>

In FY2024, in accordance with Rule 720(6) of the SGX Rulebooks Catalist Rules, the Company fully complied with the mandatory training requirement for directors. All members of the Board have completed sustainability training courses provided by the Singapore Institute of Directors.



## SUSTAINABILITY Report

	Responsibilities
artment ability	<ul> <li>Optimise various strategies based on department functions to promote environmentally friendly initiatives</li> <li>Raise climate resilience awareness when establishing and managing customer relationship</li> <li>Work closely with the CEO, CFO and COO to assess and manage climate-related risks and opportunities</li> </ul>

#### STAKEHOLDER ENGAGEMENT

At NoonTalk Media, we recognise the significance of engaging with our stakeholders and maintaining an ongoing and transparent dialogue. We strive to establish a two-way dialogue when engaging with our stakeholders to understand their perspectives and address salient sustainability concerns. Our stakeholders include individuals or groups that have interests that are affected or could be affected by our operations. We value the diverse perspectives and insights that these stakeholders provide, as they assist us in prioritising actions within our sustainability initiatives. Our efforts on sustainability are focused on creating sustainable value for our key stakeholders, which comprise employees, customers, suppliers, shareholders and regulators.

The table below presents a summary of our stakeholder engagement, including the respective stakeholders, current channels of communication, frequency of engagement, and their key sustainability concerns.

Stakeholders	Engagement Channels	Frequency	Key Concerns
Employees	Performance appraisals	Annual	<ul> <li>Remuneration and benefits</li> <li>Employee safety and well-being</li> </ul>
	Internal and external training programmes	Ad-hoc	<ul> <li>Training and development opportunities</li> <li>Fair and competitive employment</li> <li>practices</li> </ul>
	Digital feedback and communication platforms	Ad-hoc	<ul> <li>Job security and workplace safety</li> </ul>
Customers	Customers' service and feedback emails	Ad-hoc	Compliance with environmental and safety standards
	Verbal communications	Perpetual	<ul> <li>Quality services</li> <li>Efficient project management</li> <li>Timely management of projects</li> <li>Legal and contractual compliance</li> </ul>
Suppliers	Suppliers' feedback through emails and phone calls.	Ad-hoc	<ul> <li>Supplier policies and requirements</li> <li>Fair and timely payment terms</li> <li>Occupational health and safety practices</li> <li>Strong and lasting cooperation</li> </ul>
	Supplier on-site meetings	Ad-hoc	
Shareholders and Investors	Annual General Meetings	Annual	<ul> <li>Financial stability and growth plans</li> <li>Operational efficiency</li> </ul>
	Financial results announcements	Semi-annual	<ul><li>Sustainability efforts</li><li>Compliance with regulations</li></ul>
	SGXNet announcements	Ad-hoc	<ul> <li>Risk management</li> <li>Sound corporate governance</li> </ul>
	Annual Report and Sustainability Report	Annual	Business climate resilience
	Company website	Perpetual	

Stakeholders	Engagement Channels	Frequency	Key Concerns
Regulators and Government	Direct engagement with authorities	Ad-hoc	<ul> <li>Compliance updates</li> <li>Good corporate governance and</li> </ul>
	Meetings, briefings, and reporting	Ad-hoc	<ul> <li>ethics</li> <li>Transparency and non-financial reporting</li> </ul>
	Correspondences through emails and letters	Ad-hoc	<ul> <li>Anti-corruption and bribery</li> <li>Sustainability reports</li> </ul>
	Financial results announcements	Semi-annual	_
	Annual Report and Sustainability Report	Annual	
Local Communities	Charitable contribution	Ad-hoc	Corporate Social Responsibility
	Volunteering activities	Ad-hoc	<ul> <li>programme</li> <li>Community service events</li> </ul>

#### **MATERIALITY ASSESSMENT**

At NoonTalk Media, we recognise the importance of identifying and prioritising the sustainability issues that the are of utmost concern and frequently raised by our stakeholders. Through diverse channels and feedback mechanisms, we analyse our stakeholders' expectations throughout our value chain.

We conducted a materiality assessment, comprising internal discussions and consultations, to ensure that the issues disclosed in our sustainability reports remain relevant. Through this assessment, we identify key areas that impact our ability to create value for our stakeholders. Additionally, we consider the external business climate that emerged during the Reporting Period.

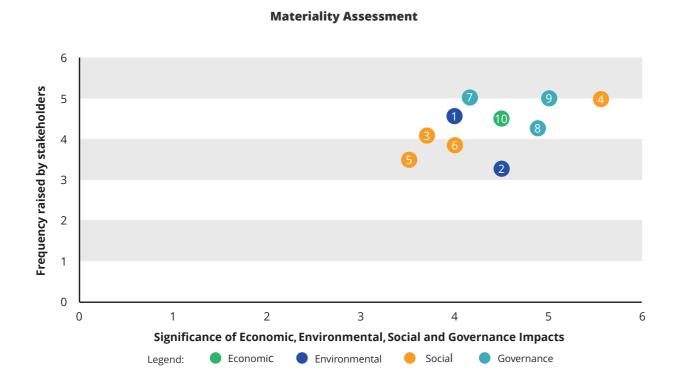


most common across the Company

# SUSTAINABILITY

factors and performance metrics by the Board

Following the assessment, these topics were mapped onto a materiality matrix, resulting in the identification of 10 key ESG Material Topics, as illustrated below:



Environmental	Social	Governance	Economic
1: Climate Change	3: Employment Practices	7: Business Conduct and Ethics	10: Economic Performance
2: Energy Consumption	4: Occupational Health and Safety 5: Training and Development	8: Anti-corruption Practices	
	6: Local Communities	9: Legal and Regulatory Compliance	_

#### **Impact Assessment of Material Topics**

Through an impact assessment of our Material Topics, we gain a better understanding of the actual and potential positive and negative impacts associated with our sustainability initiatives. This enables us to develop comprehensive strategies to maximise positive outcomes while mitigating, minimising or ideally eliminating negative impacts, risks and challenges for the environment and relevant stakeholders.

For each Material Topics, we have identified the following potential positive and negative impacts of our operations on the economy, environment, and people:

Material Topics	Positive Impacts	Negative Impacts
Climate Change Global climate change and extreme weather events lead to increased scrutiny and focus on net-zero emissions.	Reduction in Greenhouse Gas ( <b>"GHG</b> ") emissions contributes to global climate change mitigation efforts, biodiversity preservation and protects natural habitats.	High levels of GHG emissions contribute to global warming, environmental degradation, and threaten biodiversity.
Energy Consumption Energy use and the resulting GHG emissions cause heat to be trapped	Reducing energy consumption and adopting energy-efficient practices in our operations lead to cost savings.	High energy consumption and reliance on fossil fuels may increase emissions and costs.
in the atmosphere, leading to climate change and global warming.	Reducing energy consumption and therefore GHG emissions can mitigate climate change.	
Employment Practices Ensuring fair and just treatment and management of employees.	A positive work culture enhances employee satisfaction and potentially boosts talent attraction and employee retention.	Unfair work practices may result in breach of regulations, financial penalties and reputation losses.
	Strong employee morale and engagement contribute to increased employee development, productivity and innovation.	
Occupational Health and Safety Provide a safe and healthy working environment for our employees.	Prioritising occupational health and safety, and reducing workplace incidents improve employee morale and productivity.	Failure to prioritise health and safety can result in workplace accidents, leading to injuries or even fatalities among employees.
	Preventing workplace accidents and illnesses reduces the costs associated with medical expenses, workers' compensation and lost workdays.	Failure to comply with health and safety regulations can result in regulatory sanctions, including fines and penalties, adversely affecting bottom line and market position.
<b>Training and Development</b> Develop and enhance employee skills, knowledge, and capabilities.	Training programmes equip employees with the necessary skills, knowledge and best practices to perform their roles effectively.	Resources and investments are required to effectively assess and meet the requirements of training and education of employees.
Local Communities Supporting local communities drive positive social impact and create value.	Supporting local communities builds strong relationships and goodwill.	Allocating time, money, and resource to community initiatives may impact profitability.
Business Conduct and Ethics Ethical standards, values and principles that govern our business conduct and decision making.	Transparency, integrity and accountability in business activities strengthen trust and credibility with shareholders and stakeholders.	Customers may lose confidence if they perceive unethical behaviour or poor corporate citizenship.
	Ethical conduct fosters customer	Violations of laws and regulations

Material Topics	Positive Impacts	Negative Impacts	
<b>Anti-corruption Practices</b> Robust anti-corruption measures to maintain integrity and transparency.	By ensuring zero corrupt practices, legal penalties, fines, and reputational damages can be prevented.	Implementing anti-corruption measures requires resources, including financial investments, time, and personnel.	
<b>Legal and Regulatory Compliance</b> Legal and regulatory compliance with the relevant laws and regulations.	Adhering to legal and regulatory requirements enhances reputation and builds trust.	Significant time and resources may be diverted from core business activities to ensure compliance.	
<b>Economic Performance</b> Financial health, profitability, contribution to economic growth, stability and sustainability efforts.	Economic success encourages efficient resource allocation, such as technological advancement and new job opportunities, improving productivity and competitiveness.	A narrow focus on economic performance may neglect the interests of other stakeholders, such as customers, employees and communities, which may lead to	
	Sustainable economic growth increases investor confidence, potentially improving access to funding.	dissatisfaction and distrust.	

#### **ENVIRONMENTAL**

#### **Climate Change**

Escalating global temperatures have the potential to induce severe weather conditions, including floods, heatwaves and rising sea levels in Singapore. These occurrences have direct and indirect consequences on the physical safety of our office premises and while also adversely affecting our employees' occupational health and well-being.

Aligned with the objective of limiting global temperature increase to well below 1.5°C, as outlined in the Paris Agreement, we have prioritised addressing climate change as one of our foremost EESG concerns. Our primary focus is to reduce GHG emissions throughout our operations and value chain. We are actively working on developing strategies to enhance climate resilience across our business divisions. A crucial initial step is comprehending the potential risks and opportunities of climate change, as well as the respective financial implications for our business operations.

#### **TCFD Climate-Related Risk Analysis**

#### Governance

The Board holds ultimate accountability for the Company's sustainability strategy which encompasses climate-related risks and opportunities. Our management team actively evaluates and monitors these risks and opportunities. Refer to our Sustainability Governance Structure on pages 4 and 5 of the Report for further details.

#### Strategy

At NoonTalk Media, we actively seize opportunities and effectively manage risks through our sustainability strategy to transform our business into a performance-driven yet climate-neutral entity. Our overarching climate strategy involves identifying, assessing, and mitigating climate-related physical and transition risks throughout our value chain. We strive to operate within the limits of the environment while also making business decisions that lead to a net positive impact. A significant aspect of our strategy is driving a systematic shift in event management, production, supplier collaborations, customer interactions, and resource optimisation across the entire value chain.

We have adopted a risk analysis that primarily focuses on two climate scenarios: a 2°C or lower scenario and a nomitigation scenario. This analysis enables us to assess the potential impacts of climate change on the business.

Scenario	Paris-aligned Scenario (Below 2°C)	No Mitigation Scenario (4°C)
Rationale	<ul> <li>In this scenario, the world manages to reduce CO<sub>2</sub>e emissions through several far-reaching measures, such as legislation, global carbon taxes, and major shifts in consumption patterns and lifestyles.</li> <li>This scenario is selected to assess the transition impacts in an economy shifting to a low-carbon world. It reflects actions required to limit global warming to under 2°C.</li> </ul>	<ul> <li>In this scenario, the world fails to curb rising CO<sub>2</sub>e emissions by 2100. Legislation and carbon taxes are expected to play a less significant role in this scenario, whereas impacts from extreme weather events are assumed to grow in magnitude.</li> <li>This scenario is selected to assess the physical risks under a high-emission scenario. It stimulates a future where limited policy changes are implemented to reduce CO<sub>2</sub>e emissions.</li> </ul>
Underlying Model	International Energy Agency's Sustainable Development Scenario.	Intergovernmental Panel on Climate Change (" <b>IPCC</b> ") Representative Concentration Pathway 8.5, mostly long-term.
Assumptions	<ul> <li>Transition features:</li> <li>Carbon price introduced</li> <li>Fossil fuel subsidies phased out by 2050 in net importers and by 2035 in net exporters</li> <li>Increased generation from renewable energy</li> </ul>	<ul> <li>Physical features:</li> <li>Global emissions continue to rise because of high carbon intensity</li> <li>Global mean sea level rise of 0.63m by 2100</li> <li>High frequency and intensity of heat waves and extreme precipitation events</li> </ul>

#### Climate-Related Risks and Opportunities

Based on the above scenarios, we have identified several climate-related risks and opportunities. These risks and opportunities have the potential to impact the business, and we have developed strategies to address or capitalise them should these scenarios materialise. In FY2024, the Company also reviewed its approach to climate-related risk management. The table below provides an overview of the identified climate-related risks with mitigating measures and opportunities.

Risk Type	Impact	
Physical Risks		
Acute Increased severity of extreme weather events, such as frequent flooding	<ul> <li>Increased local flood events, limiting access and affecting production/ events.</li> <li>Additional property and business insurance costs.</li> </ul>	
Chronic Rising mean temperature	<ul> <li>Increased pressure on cooling and air conditioning, leading to increased operation and maintenance costs an risk of system failure.</li> <li>Increased heat stress events.</li> </ul>	
Transition Risks		
Policy and Legal	<ul> <li>Increased reporting requirements due to climate change.</li> <li>Incremental costs required to deliver initiatives related to climate change and reporting.</li> <li>Additional costs incurred to deliver</li> </ul>	

the projects.

	Mitigating Measures		
Б	•	Provide for business continuity and disruption plan.	
d nd		Continue to install LED lighting while tracking energy usage. Introduce more energy efficiency measures.	
èr		Engage a third-party consultant to support our data capture and climate-related reporting. Designate staff to compile and keep data for future climate-related reporting. Continue to monitor the development of carbon taxation applied to the industry. Implement energy-efficient practices to mitigate the impact of higher energy prices.	

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Risk Type	Impact	Mitigating Measures	
Technology	<ul><li>Capital investments into technology development.</li><li>Cost of adoption.</li></ul>	<ul> <li>Improve production sustainability to generate competitive advantage.</li> <li>Implement energy-efficient technologies to</li> </ul>	
Market	<ul> <li>Increased cost of electricity.</li> <li>Increased cost of materials to carry out multimedia production.</li> <li>Changing customer preferences and increased sensitivity to EESG.</li> </ul>	<ul> <li>reduce electricity usage.</li> <li>Stay up to date on market trends to improve environmental performance.</li> <li>Implement brand sustainability programmes.</li> </ul>	
<b>Business Opportu</b>	inities		
Resource Efficiency/Energy Sources	<ul> <li>expenditures.</li> <li>Adopt hybrid or electric vehicles or ca costs through efficiency gains.</li> </ul>	Adopt hybrid or electric vehicles or carpooling for long distance travel to lower operating costs through efficiency gains. Reuse props in multimedia production to minimise material costs and promote resource	
Products and Services/Markets	<ul> <li>Use customers' existing facilities to demonstrate products to reduce our carbon footprint.</li> <li>Enhance competitiveness.</li> </ul>		

· Offer low carbon emission projects to attract customers looking for environmentally friendly services.

#### Risk Management

NoonTalk Media identifies and evaluates our climate-related risks across our value chain during our risk assessment exercise. We also manage our climate-related risks by monitoring the trend of climate-related performance indicators. This allows us to implement suitable risk mitigation measures in a timely manner. The risk management policies are disclosed in the Corporate Governance section in the Annual Report.

#### Metrics and Targets

We track, measure and report on our environmental performance against relevant metrics including energy consumption and emissions. NoonTalk Media's environmental metrics and targets are detailed in the sub-sections below:

#### Our Targets and Performance

Our sustainability efforts are aimed at achieving net-zero carbon emissions by 2050. In pursuit of this goal, we establish the following targets:

Time Horizon	Target Set	Performance in FY2024	
Short-term Target (1-3 years)	<ul> <li>Monitor our operations for potential climate-related risks.</li> <li>Commence on the assessment of Scope 3 emissions and progressively collect data for relevant categories and to include the disclosure of Scope 3 emissions for FY2026.</li> <li>Establish quantitative metrics and targets for GHG emissions.</li> </ul>	<ul> <li>We have incorporated climate-related risks in our annual enterprise risk assessment.</li> <li>We have prepared a Scope 3 assessment summary.</li> <li>We have disclosed our Scope 1 and 2 GHG emissions and will include quantitative targets in the following year.</li> </ul>	
Medium-term Target (by 2035)	identified.	Include disclosure of quantitative impact of climate-related risks identified. Include disclosure of metrics and targets for GHG emissions.	
Long-term target (by 2050)	Achieve net-zero GHG emissions.		

#### ENERGY CONSUMPTION

In our commitment to sustainability, we recognise that managing energy consumption and reducing GHG emissions are critical to mitigating climate change and minimising our environmental impacts. We continue to disclose our energy consumption and GHG emissions. GHG emissions are accounted for based on the GHG Protocol, using the operational control approach.

Our operations primarily generate GHG emissions through the utilisation of purchased electricity in our office, which attributes to Scope 2 GHG emissions. We generate minimal Scope 1 emissions due to the nature of our business which does not involve the generation of emissions from source. Hence, Scope 1 emissions are not included in our disclosures. We continuously monitor our emissions and will disclose Scope 1 emissions if they become material. The Company's environmental performance is as follows:

#### **Energy Consumption**

Electricity Consumed (MWh)

Energy Consumption Intensity (MWh/employee)

#### **GHG Emissions**

Total GHG Emissions (tCO<sub>2</sub>e)

GHG Emissions Intensity (tCO<sub>2</sub>e/employee)

We aim to reduce our environmental footprint by raising awareness among our employees. Our management has instilled a sense of environmental stewardship throughout our business practices. We continuously strive to improve our electricity use and efficiency through the following initiatives:

- consumption patterns are observed;
- Ensuring lights, computers, and other electrical appliances are switched off when not in use;
- Conducting regular maintenance of equipment to maximise energy efficiency; and .
- Incorporating energy-efficient fixtures and fittings, including LED lights and smart lighting.

Additionally, we are progressively working towards data collection, assessment and disclosure of our Scope 3 emissions.

#### **Our Targets and Performance**

To demonstrate our commitment to energy conservation in our operations, we have set the following targets:

Time Horizon	Target Set	Performance in FY2024	
Short-term Target (1-3 years)	<ul> <li>Monitor energy usage on our office premises and across our value chain.</li> <li>Promote more energy saving habits and initiatives.</li> <li>Assess energy usage in the operations and identify areas of improvement.</li> </ul>	<ul> <li>We monitor our energy usage on our office premises and across our value chain.</li> <li>We encourage employees to adopt energy-saving habits and incorporate energy-efficient initiatives in our operations.</li> <li>We regularly monitor and review our electricity consumption.</li> </ul>	
Medium-term Target (by 2035)	Adopt the use of higher energy-efficient features and fittings. Include disclosure of quantitative metrics and targets.		
Long-term target (by 2050)	Reduce energy consumption to achieve overall net-zero GHG emissions target.		

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FY2024	FY2023
53.70	46.66
0.99	0.76
22	19
0.41	0.31

Monitoring and reviewing our electricity consumption to ensure corrective actions can be taken when unusual

#### SOCIAL

At NoonTalk Media, our goal is to enrich lives with our informative and entertaining programmes and services. We strongly believe that our social responsibilities extend beyond our employees and customers to include the broader community. We seek to create positive impacts through our programmes and services. This includes promoting the well-being of our employees, ensuring fair labour practices and supporting the communities we operate in.

#### **Employment Practices**

NoonTalk Media is committed to fostering an inclusive, supportive and engaging work environment. Our employees are our most valuable asset and we strive to ensure our workplace practices reflect our dedication to our employees.

We have established a set of Human Resource policies and procedures that cover the Code of Conduct, employee benefits, grievance procedures, and governance of our hiring and merit-based promotions. The policies are reviewed and updated on a regular basis. We adopt fair employment practices in the conduct of our business, attract and recruit competent individuals, and provide personal development opportunities to all employees.

There were no grievances or human rights issues raised in FY2024 (FY2023: none).

#### **Employee Diversity**

As at 30 June 2024, we have a total of 54 employees (as at 30 June 2023: 61), of which 49 are full-time employees (as at 30 June 2023: 55), 5 temporary employees (as at 30 June 2023: 6), and zero non-guaranteed hours and part-time employees<sup>1</sup> (as at 30 June 2023: zero). Our employment profile is as detailed:

	FY2024		FY2	)23
Workforce	No. of Headcount	Percentage (%)	No. of Headcount	Percentage (%)
By Gender				
Male	29	54	35	57
Female	25	46	26	43
By Age Group				
18-30 years old	26	48	35	57
31-50 years old	23	43	22	36
Over 50 years old	5	9	4	7
By Region				
Singapore	54	100	61	100

<sup>1</sup>Temporary employees refer to employees with a contract for a limited period that ends when the specific time period expires or when the specific task is completed. Non-guaranteed hours employees refer to employees who are not guaranteed a minimum or fixed number of working hours. Full-time employees and part-time employees follow the definitions under the Singapore's Employment Act.

#### **New Hires and Turnover**

In FY2024, we welcomed 9 new full-time employees (FY2023: 28), resulting in a hiring rate of 18% (FY2023: 51%). Key statistics on new hires are as follows:

	FY	2024	FY	2023
Workforce	Number of New Hires	Percentage (%)	Number of New Hires <sup>*</sup>	Percentage (%)
By Gender				
Male	5	56	12	43
Female	4	44	16	57
By Age Group				
18-30 years old	6	67	20	72
31-50 years old	2	22	6	21
Over 50 years old	1	11	2	7
By Region				
Singapore	9	100	28	100

During the Reporting Period, there were a total of 18 (FY2023: 28) resignations, resulting in an overall turnover of 37% (FY2023: 51%). The key statistics are as follows:

	FY20	24	FY20	23
Workforce	Number of Turnover	Percentage (%)	Number of Turnover	Percentage (%)
By Gender				
Male	11	61	16	57
Female	7	39	12	43
By Age Group				
18-30 years old	13	72	26	93
31-50 years old	5	28	2	7
Over 50 years old	-	-	-	-
By Region				
Singapore	18	100	28	100

#### **Employment Benefits**

Our commitment to employee well-being and satisfaction is reflected in our comprehensive employment benefits. In addition to the statutory-required work insurance, we offer life insurance, medical benefits and disability and invalidity coverage to full-time employees. All employees are entitled to paternal leave and maternal leave (collectively as "Parental Leave"), annual leave and marriage leave, shared parental leave, adoption leave, childcare leave and eldercare leave.

We offer a Flexible Work Arrangement ("FWA"), which supports our employees in balancing their work and family responsibilities. This enables them to contribute effectively and maintain productivity in their careers with the Company.

\* The number of new hires for FY2023 was restated to exclude the number of interns which was included in the FY2023 Sustainability Report.

#### Parental Leave

Key statistics on Parental Leave are as follows:

	FY2	2024	FY2	2023
	Male	Female	Male	Female
Number of employees entitled to Parental Leave	27	22	35	22
Number of employees that took Parental Leave <sup>2</sup>	1	-	-	-
Number of employees that returned to work in the Reporting Period after Parental Leave ended	1	-	-	-
Number of employees that returned to work in the Reporting Period after Parental Leave ended that were still employed 12 months after their return to work	1	-	-	-
Return to work rate <sup>3</sup>	100%	-	-	-
Retention rate <sup>4</sup>	100%	-	-	-

To enhance cohesion and foster team spirit among our workforce, the Company organises and sponsors staff welfare events to strengthen team bonding.

In addition, outstanding employees are rewarded for their contribution to achieving the Company's goals.

#### **Our Targets and Performance**

To demonstrate our dedication to promoting an inclusive and supportive work environment, we have established the following targets:

Time Horizon	Target Set	Performance in FY2024	
Short-term Target (1-3 years)	<ul> <li>Increase diversity of employees.</li> <li>Maintain on par with the national average monthly turnover rate.</li> </ul>	<ul> <li>We had increased the ratio of our female employees.</li> <li>Maintained on par with the industrial average monthly turnover rate.</li> </ul>	
Medium- to Long-term Target (by 2035-2050)	Maintain average monthly turnov	Maintain gender, age and regional diversity of workforce. Maintain average monthly turnover rate below the industrial average. Introduce more staff welfare campaigns to maintain employee well-being	

#### **Occupational Health and Safety**

The health and safety of our employees are paramount and prioritised at the core of our business operations. We adhere strictly to the standards in the Occupational Safety and Health Act, establishing and maintaining a safe and healthy workplace. Additionally, we have implemented a systematic and proactive management approach across all business divisions to address health and safety matters.

We also promote a safety- and security-conscious culture at the workplace. Our employees are required to comply with safety rules and procedures when carrying out their work.

<sup>2</sup> Number of employees that took Parental Leave is defined as those who commenced their parental leave during the Reporting Period.
 <sup>3</sup> Return to work rate is calculated by dividing the total number of employees that did return to work after Parental Leave by the total number of employees due to the return to work after taking Parental Leave.

<sup>4</sup> Retention rate is calculated by dividing the total number of employees returning from Parental Leave in the prior reporting period.

By implementing a comprehensive occupational health and safety framework, we not only ensure the health and safety of our workplace but also uphold our employees' human rights and contribute positively to the society. We conduct regular safety awareness campaigns and training for all employees to ensure that they are educated on potential occupational hazards and are well-equipped to handle and respond to emergencies such as fire incidents and providing general first aid, if necessary. First aid kits and over-the-counter medicine are made available in the office.

We support our employees with a comprehensive health care package including the statutory-required work insurance, in-patient and out-patient treatment on top of medical leave, life insurance and accident insurance.

In FY2024, NoonTalk Media encountered no work-related fatalities (FY2023: zero), no high-consequence work-related injuries (FY2023: zero), no recordable work-related injuries (FY2023: zero) and no recordable work-related ill-health (FY2023: zero).

#### **Our Targets and Performance**

In line with our commitment to maintaining the health and safety at the workplace, we have established the following target:

Time Horizon	Target set	Performance in FY2024
Perpetual Target	<ul> <li>Maintain zero incidents of non- compliance with regulatory standards related to the health and safety of employees, customers and workplace.</li> <li>Maintain zero incidents related to work-related injuries, fatalities or ill-health.</li> </ul>	<ul> <li>Achieved zero incidents of non-compliance with regulatory standards related to health and safety of employees, customers and workplace.</li> <li>Achieved zero incidents of work- related injuries, fatalities or ill-health.</li> </ul>

#### **Training and Development**

We are dedicated to the continuous growth and professional development of our employees. Our training and development programmes include a wide range of internal and external learning and profession-building opportunities. It aims to support growth and advancement of our employees.

Talent and artiste management is an important aspect of our business. We cultivate potential talents and artistes through systematic and professional training to enhance their skills, achieve their greater selves and provide greater commercial value. These training programmes include workshops, masterclasses and access to industry leading resources.

Professional training programmes are offered in the fields of vocal techniques, dance techniques, acting techniques, and physique, effectively improving the professional competency of talents and artistes helping them refine their craft and strengthening their competitive edge in the industry.

Our employees also receive training and attend courses on workplace safety, first aid, heavy equipment operation, filming, programming, editing and other relevant skills in the entertainment industry.

In FY2024, our employees have completed a total of 1,610 hours of training (FY2023: 350 hours), resulting in an average of 32.9 training hours per employee (FY2023: 5.7 hours). The statistics are as follows:

#### Overall

Total training hours

Average training hours per employee

## SUSTAINABILITY Report

FY2024	FY2023
1,610	350
32.9	5.7

	FY2024	FY2023
Average Training Hours Per Employee (by gender)		
Male	22.9	7.1
Female	45.1	3.9
Average Training Hours Per Employee (by job seniority)		
Senior Management Level	43.3	33.5
Middle Management Level	87.9	4.1
Executive Level	7.8	4.3

We greatly value employees' personal and professional development. Every employee is encouraged to regularly discuss their learning needs and career aspirations with their supervisor and Head of Department to receive assistance in developing individualised learning plans.

The supervisor and Head of Department also provide on-going feedback to the employee on his/her performance progress. In FY2024, all full-time employees have undergone the annual performance review conducted by their supervisor and Head of Department. The performance review assesses an employee's work performance and career progression.

#### **Our Targets and Performance**

To support the continuous learning and development of our employees, we have established the following targets:

Time Horizon	Target Set	Performance in FY2024
Short-term Target (1-3 years)	<ul> <li>Offer internal and external training that is essential and beneficial to the development and career progression of our employees at all levels.</li> <li>Increase the average training hours by 5% from FY2023 baseline.</li> </ul>	<ul> <li>Provided internal and external training to employees.</li> <li>Average training hours increased by more than 5% from FY2023 to FY2024.</li> </ul>
Medium- to Long-term Target (by 2035-2050)	Continuous provision of internal and external training courses and programmes. Continuously and steadily increase the average training man-hours.	

#### **Local Communities**

As a responsible corporate citizen, NoonTalk Media is committed to giving back to our community. Through our social responsibility initiatives, we seek to create a cohesive, safe, prosperous and harmonious community. We utilise our resources and platforms to deliver projects designated to support the underprivileged and those in need. Through community engagements, we work to drive positive social impact and create value for our stakeholders and the community.

#### **Our Targets and Performance**

To demonstrate our support for the local communities, we have established the following target:

Time Horizon	Target Set	Performance in FY2024
Perpetual Target	<ul> <li>Promote corporate social responsibility by participating in social activities and initiatives, supporting more social organisations.</li> </ul>	<ul> <li>In FY2024, our employees participated in social activities and initiatives.</li> </ul>

#### GOVERNANCE

NoonTalk Media strives to earn and maintain the trust of our stakeholders by upholding high ethical standards and implementing sustainable business practices. We endeavour to comply with the provisions of the Code of Corporate Governance 2018 (the "**CG Code**") which sets out the principles for sound corporate governance. Adopting best practices in corporate governance bolsters confidence among our stakeholders.

#### **Business Conduct and Ethics**

Our policies and directives outline our commitment to integrity, fairness and accountability. Upholding strong business conduct and ethics is essential to building trust with our stakeholders, fostering a positive corporate culture, and driving sustainable success.

#### Whistleblowing Policy

NoonTalk Media has established a whistleblowing policy and independent reporting channels to allow employees to disclose any observed improprieties without fear of reprisal. All disclosures are handled confidentially, and the Company will do its utmost to protect the whistleblower's identity as much as practically possible.

#### Governance Training

All of our Directors had undergone 40 hours of mandatory training to receive robust guidance on their duties, responsibilities, and liabilities to the Company, as well as on corporate governance, enterprise risk management, and related statutory and regulatory compliance matters.

#### **Our Targets and Performance**

To demonstrate our commitment to a sound corporate governance, we have established the following targets:

Time Horizon	Target Set	Performance in FY2024
Perpetual Target	<ul> <li>Maintain zero incidents of non- compliance and violations with the CG Code.</li> <li>Maintain zero incidents of non- compliance and violations with the Code of Business Conduct and Ethics.</li> <li>Maintain zero incidents of non-compliance with all other applicable law and regulations.</li> <li>Provide annual governance training for employees.</li> <li>Ensure human rights concerns and directives are recognised at the Board level and adopted through the value chain.</li> </ul>	<ul> <li>Achieved zero incidents of non- compliance and violations with the Singapore Code of Corporate Governance 2018.</li> <li>Achieved zero incidents of non- compliance and violations with Code of Business Conduct and Ethics.</li> <li>Achieved zero incidents of material non-compliance with all other applicable law and regulations.</li> <li>Our employees underwent annual governance training.</li> <li>Human rights concerns and directives are recognised at the Board level and adopted through the value chain.</li> </ul>

#### **Anti-corruption Practices**

NoonTalk Media is firmly committed to maintaining high standards of business and legal integrity across our operations and has zero tolerance for any form of corruption or bribery. To demonstrate our commitment, we established and implemented the Anti-Corruption Policy in FY2024. We have also provided channels for employees and stakeholders to report any violation against our Anti-Corruption Policy.

#### **Our Targets and Performance**

In line with our commitment to integrity and transparency, we have established the following targets:

Time Horizon	Target Set	Performance in FY2024	
Short-term Target (1-3 years)	Establish and implement an anti-corruption policy.	<ul> <li>We have established and implemented an anti-corruption policy.</li> </ul>	
Medium- to Long-term Target (by 2035-2050)		Maintain zero confirmed incidents of corruption of any nature brought against the Company or its employees.	

#### **Legal and Regulatory Compliance**

NoonTalk Media aims to meet all statutory standards and requirements. We develop policies to ensure that the contents we present to audiences and the services we provide to customers meet the expectations of our stakeholders, and comply with the standards of local and international regulations.

Internal controls have been implemented to ensure the compliance with privacy laws and regulations. In working towards strengthening the compliance, we have engaged external advisors to review all contracts and legal requirements. Our legal advisors will also provide updates whenever there are changes to existing laws and regulations.

Integrity, accountability, transparency, equality, effectiveness and efficiency are attributes of sound governance that are fundamental in our policies and practices.

In FY2024, there was no incidents of non-compliance and violation related to fines and non-monetary sanctions, against any applicable law and regulation (FY2023: zero).

#### **Our Targets and Performance**

We will continue to strengthen our corporate governance and compliance. We have established the following targets:

Time Horizon	Target Set	Performance in FY2024	
Perpetual Target	<ul> <li>Maintain zero incidents of non-compliance and violations against any applicable laws and regulations, for any instance where fines and non-monetary sanctions are incurred.</li> </ul>	<ul> <li>Achieved zero incidents of non- compliance and violations against applicable laws and regulations.</li> </ul>	

#### **ECONOMIC**

Ensuring the sustainability of our economic performance is necessary for the continuous success of our business. At NoonTalk Media, we seek to integrate environmental, social and governance considerations as we pursue financial performance to enhance the sustainability of our business.

#### **Economic Performance**

NoonTalk Media targets to improve the sustainability of our economic performance by managing our business portfolios and operations, taking into consideration economic, environmental, social, and governance factors.

#### **Economic Value Generated and Distributed**

Economic Highlights (\$\$'000)		FY2024	FY2023
Economic Value Generated (Revenue)		4,439	4,179
Economic Value Distributed	Operating Costs	(5,538)	(4,381)
	Employee Wages and Benefits	(2,644)	(2,790)
	Capital Providers	(39)	(80)
	Government	(25)	(153)
Communities		-	(18)
	Total Economic Value Distributed	(8,246)	(7,422)
Net Economic Value Distributed		(3,807)	(3,243)

We continue to be resilient and vigilant in monitoring the evolving market conditions and customer preferences in a sustainable manner. We remain relevant in the industry and strive to continue expanding our presence outside of Singapore and strengthen our service offerings and performance.

For further details on our economic performance, please refer to our FY2024 Annual Report.

#### **Our Targets and Performance**

For our economic performance in the future, we have the following targets based on the economic performance of FY2024:

Time Horizon	Target Set	Performance in FY2024	
Short-term Target (1-3 years)	<ul> <li>Maintain a healthy and positive financial position.</li> </ul>	<ul> <li>There was a net loss in FY2024 and we target to improve our financial performance in the following years.</li> </ul>	
Medium- to Long-term Target (by 2035 - 2050)		Expand our presence beyond Singapore and strengthen our performant Include financial KPIs in the monitoring of ESG performance.	



GRI CONTENT INDEX	_	
Statement of Use	NoonTalk Media Limited has reported Content Index for the period 1 July 202	
GRI 1 used	GRI 1: Foundation 2021	
GRI Standard	Disclosure Number and Title	Section Reference
GRI 2: General Disclosures 2021	2-1 Organisational details	Annual Report: • Corporate Profile
	2-2 Entities included in the organisation's sustainability reporting	Annual Report: • Corporate Profile
	2-3 Reporting Period, frequency and contact point	Sustainability Report: • About this report
	2-4 Restatements of information	Restatement of "New Hire" figures. Refer to Page 15.
	2-5 External assurance	NoonTalk Media has not sought external assurance for this Reporting Period, and may consider it in the future
	2-6 Activities, value chain and other business relationships	Annual Report: • Corporate Governance Statement
	2-7 Employees	Sustainability Report: • Social
	2-8 Workers who are not employees	Not applicable. NoonTalk Media does not sub-contract works to non- employees.
	2-9 Governance structure and composition	<ul> <li>Annual Report:</li> <li>Corporate Governance Statement Sustainability Report:</li> <li>Sustainability Governance Structure</li> </ul>
	2-10 Nomination and selection of the highest governance body	Annual Report: • Corporate Governance Statement
	2-11 Chair of the highest governance body	Annual Report: • Corporate Governance Statement
	2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report: • Corporate Governance Statement
	2-13 Delegation of responsibility for managing impacts	Annual Report: • Corporate Governance Statement
		Sustainability Report: <ul> <li>Sustainability Governance</li> <li>Structure</li> </ul>
	2-14 Role of the highest governance body in sustainability reporting	Annual Report: • Corporate Governance Statement
	2-15 Conflicts of interest	Annual Report: • Corporate Governance Statement
	2-16 Communication of critical concerns	Annual Report: • Corporate Governance Statement
		Sustainability Report: <ul> <li>Governance - Whistleblowing</li> <li>Policy</li> </ul>

umber and Title	Section Reference
e knowledge of the nance body	Annual Report: • Corporate Governance Statement
on of the performance governance body	Annual Report: • Corporate Governance Statement
ration policies	Annual Report: • Corporate Governance Statement
to determine 1	Annual Report: • Corporate Governance Statement
otal compensation	Annual Report: • Corporate Governance Statement
nt on sustainable strategy	<ul> <li>Annual Report:</li> <li>Corporate Governance Statement</li> <li>Sustainability Report:</li> <li>Sustainability Governance Structure</li> </ul>
mmitments	<ul> <li>Annual Report:</li> <li>Corporate Governance Statement</li> <li>Sustainability Report:</li> <li>Governance - Business Conduct and Ethics</li> <li>Governance - Legal and Regulatory Compliance</li> </ul>
ing policy commitments	<ul> <li>Annual Report:</li> <li>Corporate Governance Statement</li> <li>Sustainability Report:</li> <li>Governance - Business Conduct and Ethics</li> <li>Governance - Legal and Regulatory Compliance</li> </ul>
es to remediate acts	Annual Report: • Corporate Governance Statement
sms for seeking advice oncerns	Annual Report: • Corporate Governance Statement
nce with laws and	<ul> <li>Annual Report:</li> <li>Corporate Governance Statement Sustainability Report:</li> <li>Governance - Business Conduct and Ethics</li> <li>Governance - Legal and Regulatory Compliance</li> </ul>
ship associations	Not applicable
h to stakeholder	Sustainability Report: • Stakeholder Engagement
e bargaining agreements	Not applicable. No collective bargaining agreements are in place
pecific Disclosure	
o determine material	Sustainability Report: • Materiality Assessment
terial topics	

GRI Standard	Disclosure Number and Title	Section Reference			
Economic Performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report:			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<ul><li>Economic</li><li>TCFD Climate Risk Analysis</li></ul>			
	201-2 Financial implications and other risks and opportunities due to climate change				
	Anti-corruption Practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report:			
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	<ul> <li>Social - Training and Developmen</li> <li>Governance - Anti-corruption Practices</li> </ul>			
	Energy Consumption				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report:			
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	<ul><li>Climate Change</li><li>Energy Consumption</li></ul>			
	302-3 Energy intensity				
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report: • Energy Consumption			
	305-4 GHG emissions intensity				
Employment Practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report:			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employment Practices			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees				
	401-3 Parental leave				
	Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report:			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety			
	403-5 Worker training on occupational health and safety				
	403-6 Promotion of worker health				
	403-9 Work-related injuries				
	403-10 Work-related ill health				
	Training and Development				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report:			

GRI Standard		Disclosure Number and Title	Section Refer	ence	
GRI 404: Training and Education 2016		404-1 Average hours of training per year per employee	<ul><li>Sustainability Report:</li><li>Training and Development</li></ul>		
		404-2 Programmes for upgrading employee skills and transition assistance programmes			
		404-3 Percentage of employees receiving regular performance and career development reviews			
		Local Communities			
GRI 3: Material Topics 2021		3-3 Management of material topics 413-1 Operations with local community engagement, impact assessments, and development programmes		Report: ocal Communities	
GRI 413: Local Communities	2016				
TCFD DISCLOSURES	5				
		Governance			
TCDF 1(a)	Describe opportun	the board's oversight of climate-related r ities.	isks and	Pages 4 to 5 and 10	
TCFD 1(b)	Describe management's role in assessing and managing climate-related risks and opportunities.			Pages 4 to 5 and 10	
		Strategy			
TCFD 2(a)	Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.				
TCFD 2(b)	Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial Pages 10 planning.			Pages 10 to 11	
TCFD 2(c)	considera	the resilience of the organisation's strate ation different climate-related scenarios, wer scenario.			
		Risk Management			
TCFD 3(a)		the organisation's processes for identifyi climate-related risks.	ing and		
TCFD 3(b)	Describe related ri	the organisation's processes for managir sks.	ng climate- Pages 11 to 12		
TCFD 3(c)	managing	be how processes for identifying, assessing, and ing climate-related risks are integrated into the sation's overall risk management.			
		Metrics and Targets			
TCFD 4(a)	related ri	the metrics used by the organisation to a sks and opportunities in line with its stratement process.			
TCFD 4(b)		Scope 1, Scope 2 and, if appropriate, Scop s, and the related risks.	be 3 GHG	Pages 12 to 13	
TCFD 4(c)		the targets used by the organisation to n elated risks and opportunities and perfor			

GRI Standard		Disclosure Number and Title	Section Refer	ence	
GRI 404: Training and Education 2016		404-1 Average hours of training per year per employee	Sustainability I • Training a	Report: nd Development	
		404-2 Programmes for upgrading employee skills and transition assistance programmes			
		404-3 Percentage of employees receiving regular performance and career development reviews			
		Local Communities			
GRI 3: Material Topics 20	21	3-3 Management of material topics	Sustainability Report:		
GRI 413: Local Communities 2016		Social – Local     community engagement, impact     assessments, and development     programmes		cal Communities	
TCFD DISCLOSU	RES				
		Governance			
TCDF 1(a)	Describe t opportun	he board's oversight of climate-related i ities.	isks and		
TCFD 1(b)		Describe management's role in assessing and managing climate-related risks and opportunities.		Pages 4 to 5 and 10	
		Strategy			
TCFD 2(a)		the climate-related risks and opportunit ion has identified over the short, mediu			
TCFD 2(b)		Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.		Pages 10 to 11	
TCFD 2(c)	considera	Describe the resilience of the organisation's strategy, taking i consideration different climate-related scenarios, including a 2°C or lower scenario.			
		Risk Management			
TCFD 3(a)		the organisation's processes for identify climate-related risks.	ing and		
TCFD 3(b)		Describe the organisation's processes for managing climate- related risks.		Pages 11 to 12	
TCFD 3(c)	managing	how processes for identifying, assessing g climate-related risks are integrated into ion's overall risk management.			
		Metrics and Targets			
TCFD 4(a)	related ris	he metrics used by the organisation to a sks and opportunities in line with its stra nent process.	ppe 3 GHG Pages 12 to 13 Pages		
TCFD 4(b)		Scope 1, Scope 2 and, if appropriate, Sco s, and the related risks.			
TCFD 4(c)		the targets used by the organisation to r elated risks and opportunities and perfo irgets.			



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