NOONTALKMEDIA
午言媒体®

# SUSTAINABILITY REPORT 2026



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## BOARD STATEMENT

The Board of Directors ("**Board**" or "**Directors**") of NoonTalk Media Limited ("**Company**" or "**NoonTalk Media**", together with its subsidiaries, the "**Group**"), is pleased to present our annual sustainability report ("**Report**") for the financial year ended 30 June 2026 ("**FY2026**"). This Report has been prepared with reference to the GRI Standards.

As a Singapore-based media and entertainment company specialising in artiste and talent management, event conceptualisation and multimedia production, NoonTalk Media understands that the stories we tell and the stages we build travel far beyond the screen. Our FY2026 theme, "From Foundation to Traction", reflects a year in which the investments we made began to translate into tangible progress.

### OUR SUSTAINABILITY VISION

Great entertainment has the power to move people, and great storytelling can inspire change. Guided by our mission to *"enrich lives with programmes and services that inform, educate and entertain"* and our vision to *"be the leader in inspiring and creating memorable entertainment experiences"*, we continue to weave these principles into our sustainability approach as the media landscape evolves.

At NoonTalk Media, sustainability begins with practical actions in our daily operations. We work to improve production efficiency, reduce waste and partner with like-minded collaborators to manage our environmental impact, and use our growing digital reach to raise awareness of social and environmental issues.

### GOVERNANCE AND BOARD OVERSIGHT

The Board holds ultimate responsibility for NoonTalk Media's sustainability strategy and ensures that it remains aligned with our long-term vision and the creation of enduring value. The Board has considered sustainability issues as part of the Group's strategic formulation, determined the material economic, environmental, social and governance factors, and oversees the management and monitoring of these factors. It reviews performance against key targets, evaluates emerging risks and opportunities, including those arising from digital transformation and shifting industry dynamics, and sets the Group's sustainability direction.

In FY2026, we strengthened sustainability governance by sharpening oversight of priority topics, reinforcing data management and reporting processes, and improving coordination across functions.

### PERFORMANCE HIGHLIGHTS FY2026

FY2026 was the year our groundwork began to gain traction. We staged the inaugural Golden Singa Awards, brought Artificial Intelligence-Generated Content ("**AIGC**") across our production pipelines, extended our creative slate into micro-dramas and short-form video, and established our subsidiary in Chengdu to support our regional expansion. We also welcomed Mr Zheng Le as Deputy Chief Executive Officer to strengthen our leadership bench.

These operational milestones were anchored by significant progress across our sustainability, workforce, and governance priorities:

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- Environmental Stewardship: We exceeded our short-term energy reduction target, achieving a 46% reduction from our FY2024 baseline with 103 GJ consumed, alongside a 40% reduction in Scope 2 GHG emissions (p. 26-27), largely driven by operational streamlining.
- Social & Workforce Development: Employee turnover reached a three-year low of 24% (p. 32), alongside zero high-consequence work-related injuries.
- Governance & Compliance: We maintained our steadfast commitment to ethical conduct, recording zero confirmed incidents of corruption or non-compliance (p. 38).

Our full performance against targets is set out in the “Performance Highlights and Targets” section of this Report.

## FORWARD MOMENTUM

With the foundation laid in FY2026, our next chapter is about scale. We will prepare for the 2nd Golden Singa Awards in November 2026, grow our digital-first formats and regional reach through our Chengdu platform, and continue to invest in our people and the responsible use of technology.

## COMMITMENT TO TRANSPARENCY

In FY2026, as digitalisation and changing audience behaviours continued to reshape the media landscape, we strengthened our reporting processes, data discipline and accountability across the Group.

As we move from traction to scale, we will continue to uphold transparency, drive continuous improvement, and create long-term value for our stakeholders with creativity, integrity, and purpose.

**Dr Lynda Wee**
Non-Executive Chairman and Independent Director

**Mr Dasmond Koh**
Executive Director and Chief Executive Officer

# SUSTAINABILITY REPORT

## About this Report

### Corporate Profile

NoonTalk Media Limited ("**NoonTalk Media**") (SGX:SEJ) and its subsidiaries (collectively the "**Group**") 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.

Our vision is to “be the leader in inspiring and creating memorable entertainment experiences”. Guided by our mission to “enrich lives with programmes and services that inform, educate and entertain”, we strive to energise and inspire a dynamic, ever-evolving media environment.

Our core business spans two segments: Management and Events and Production. Management and Events covers artiste and talent representation, project implementation, and event conceptualisation and execution for clients. Production covers multimedia creation and production, as well as drama, film and video projects from concept through pre- and post-production.

### Scope of Report

This Report covers the sustainability performance and initiatives of NoonTalk Media and its Singapore operations, including NTM Masterpiece Pte. Ltd., for the financial year ended 30 June 2026, addressing the Economic, Environmental, Social and Governance ("**EESG**") impacts of our operations and activities. Ruiqi Zhongxin (Chengdu) Culture Technology Co., Ltd., which was incorporated on 22 May 2026, is excluded from the FY2026 sustainability performance data as it had not commenced substantive business operations during the reporting period. The data and information disclosed are presented in good faith and to the best of our knowledge. The Group publishes its sustainability report annually. This Report was published on 14 October 2026.

### Report Standards and Frameworks

The IFRS Sustainability Disclosure Standards ("**IFRS SDS**") issued by the ISSB – comprising IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information ("**IFRS S1**") and IFRS S2 Climate-related Disclosures ("**IFRS S2**") – provide a comprehensive framework for sustainability disclosures focused on the needs of investors and financial markets. The Global Reporting Initiative ("**GRI**") Standards are globally recognised as a leading set of standards for sustainability reporting. This Report has been prepared in accordance with SGX-ST Catalist Rules 711A and 711B and Practice Note 7F Sustainability Reporting Guide, with reference to the GRI Standards and in alignment with the applicable climate-related disclosure requirements under IFRS S2. The Group is progressively enhancing its climate-related disclosures and working towards applying all relevant IFRS S2 requirements by the financial year commencing in 2030 (“FYC 2030”).

### Restatements

The hiring and turnover rates for FY2024 and FY2025 have been restated to align with the calculation methodologies adopted in FY2026, improving consistency and comparability across reporting periods. Please refer to the “Talent Acquisition and Retention” section for details. Save for the above, no restatements were made from the previous report.

**Internal Review and External Assurance**

In compliance with the SGX-ST Catalist Rule 711B on Sustainability Reporting, this Report has been reviewed by the Board. The Group has engaged its internal auditors to perform an internal review of its sustainability reporting process. The Group has not sought external assurance for this Report but may consider doing so in the future.

**Feedback**

We welcome questions, comments and feedback on any aspect of this Report. Please contact us at ir@noontalk.com.

## Sustainability governance structure

The Board retains ultimate responsibility for sustainability strategy and reporting, while Management is responsible for implementing sustainability initiatives, monitoring performance, and coordinating data collection and reporting across the Group.

**Roles and responsibilities of the management**

| Position | Sustainability roles | Key responsibilities |
|---|---|---|
| **Chief Executive Officer (CEO)** | • Provides leadership on sustainability strategy<br>• Oversees integration of sustainability into business growth and digital initiatives | • Provides strategic guidance on sustainability directives<br>• Reviews sustainability priorities, risks, and performance<br>• Ensures alignment with long-term business and stakeholder value |
| **Chief Operating Officer (COO)** | • Integrates sustainability into operational processes, including production workflows and vendor management<br>• Strengthens resource efficiency and responsible practices across activities | • Manages operational EESG performance<br>• Develops climate-resilient operational strategies<br>• Implements sustainable procurement and production practices<br>• Drives cross-functional execution of sustainability initiatives |
| **Chief Financial Officer (CFO)** | • Supports integration of sustainability considerations into financial planning and reporting.<br>• Reviews the financial implications of sustainability-related initiatives and risks.<br>• Supports data-driven decision-making and disclosure quality. | • Coordinates sustainability reporting and disclosure processes.<br>• Reviews EESG performance metrics and evaluates related risks.<br>• Supports compliance with applicable sustainability reporting requirements.<br>• Oversees the quality and accuracy of sustainability-related data and disclosures. |
| **Department heads** | • Execute sustainability initiatives within respective functions<br>• Ensure alignment with Group policies and objectives | • Promote responsible practices within teams<br>• Support climate resilience in stakeholder relationships<br>• Collaborate with management to address risks and improve performance<br>• Support data collection and reporting |

All Board members have completed sustainability training, equipping them to provide effective oversight of the Group's growing sustainability initiatives.

## Stakeholder engagement

Our stakeholder engagement is designed to be transparent, accessible and responsive, so that we create lasting value for our employees, customers, suppliers, shareholders, regulators and the communities we serve. The following table outlines our engagement approach:

**Key stakeholder engagement summary**

| Stakeholder | Channels | Frequency | Key concerns |
|---|---|---|---|
| **Employees** | Performance appraisals | Annual | • Professional development opportunities<br>• Work-life balance<br>• Inclusive workplace culture<br>• Health and safety measures |
| | Training programmes | Ad-hoc | |
| | Digital feedback platforms | Ad-hoc | |
| | Wellness initiatives | Ad-hoc | |
| **Customers** | Feedback sessions | Perpetual | • Content quality and innovation<br>• Sustainable production practices<br>• Inclusive representation<br>• Project delivery excellence |
| | Experience surveys | Ad-hoc | |
| | Verbal communications and on-site meetings | Perpetual | |
| **Suppliers** | Suppliers' feedback through emails and phone calls | Ad-hoc | • Fair partnership terms<br>• Sustainable sourcing requirements<br>• Collaborative innovation<br>• Ethical business practices |
| | Supplier on-site meetings | Ad-hoc | |
| **Shareholders and investors** | Shareholders'/investors' feedback through emails and phone calls | Ad-hoc | • Financial performance<br>• Growth strategy<br>• EESG integration<br>• Risk management |
| | Financial results announcements | Periodic | |
| | Annual Report and Sustainability Report | Annual | |
| | Investor Relations website | Perpetual | |
| **Regulators and government** | Direct engagements | Ad-hoc | • Regulatory compliance<br>• Good governance ethics and standards<br>• Transparent reporting<br>• Industry best practices |
| | Meetings, briefings, and reporting | Ad-hoc | |
| | Correspondences through emails and letters | Ad-hoc | |
| **Local communities** | Charitable contribution | Ad-hoc | • Positive social impact<br>• Cultural representation<br>• Educational opportunities<br>• Community development |
| | Volunteering activities | Ad-hoc | |

Insights from these engagement channels inform our materiality assessment and sustainability strategy.

## Materiality assessment

Our materiality assessment identifies and prioritises the sustainability issues that matter most to our business and stakeholders. Through ongoing engagement and feedback across our value chain, we assess stakeholder expectations so that our reporting stays relevant and responsive to evolving industry dynamics.

Following our established assessment process, we have identified 11 key EESG material topics. These topics reflect our most significant impacts on the economy, environment, and society.

**Materiality process**

Our 4-step process: Identification → Rate and Assess → Prioritisation → Review.

**Identification:** Background research including stakeholders' interests and sector-specific concerns.
**Rate and assess:** Cluster similar concerns to assess what issues are most common across the Group.
**Prioritisation:** Prioritise salient material topics based on the significance of impact and stakeholders' expectations.
**Review:** Review of the relevance of previously identified material topics and update accordingly.

In FY2026, we reviewed and confirmed that the material topics identified in the previous year remain relevant to the Group's operations and stakeholder expectations.

**Impact assessment of material topics**

| Material topic | Impact | Risk | Opportunity |
|---|---|---|---|
| **Economic performance** | Revenue volatility and rising costs affect financial sustainability, innovation capability, and stakeholder value. | Volatile market conditions, and rising operational costs may constrain long-term business sustainability and competitiveness. | Diversifying revenue streams, embracing digital transformation, and expanding into regional markets enhance business resilience and unlock sustainable growth opportunities. |
| **Climate change** | Physical risks such as extreme weather may disrupt production; transition risks include evolving policies and market expectations. | Physical risks (e.g. extreme weather) and transition risks (e.g. evolving climate policies) may disrupt production and increase costs. | Adopting low-carbon strategies can enhance organisational resilience, attract sustainability-conscious partners, and strengthen long-term value creation. |
| **Energy consumption** | Electricity consumption from office and production activities contributes to indirect emissions and operational costs. | Rising energy costs and regulatory pressures on emissions may increase operational expenses. | Investing in energy-efficient technologies and practices can lower long-term operational costs and emissions. |
| **Diversity and equal opportunity** | Workforce diversity and equal opportunity practices influence innovation, creativity, and employee | Gaps in diversity, inclusion, or fair employment practices may lead to reduced innovation, employee dissatisfaction, reputational risks, and | Strengthening inclusive workplace practices enhances employee engagement, fosters creativity and innovation, |

| Material topic | Impact | Risk | Opportunity |
|---|---|---|---|
| | engagement, while shaping organisational culture and the Group's ability to reflect diverse audience perspectives. | challenges in attracting and retaining talent. | and supports talent attraction while reinforcing a positive organisational culture and brand reputation. |
| **Talent acquisition and retention** | Employee turnover and hiring practices affect workforce stability, diversity, and operational continuity. | High employee turnover and limited diversity may reduce operational stability and creative innovation. | Inclusive hiring and structured development pathways support a diverse, engaged, and innovative workforce. |
| **Training and development** | Sending employees for training enhances their productivity and improves employee retention in a competitive media landscape. | Lack of employee training may cause skill mismatches, reducing efficiency and service quality. | Continuous upskilling enhances productivity, fosters innovation, and strengthens competitiveness. |
| **Occupational health and safety** | Event and production activities pose safety risks, especially in handling large sets and equipment. | Workplace accidents and health hazards may result in legal liabilities, reputational damage, increased insurance costs and potentially result in costly delays in project or work completion. | Robust safety measures and training programmes strengthen employee well-being and reduce incidents. |
| **Local communities** | The Company's media and outreach activities significantly influence community engagement, education, and cultural preservation. | Limited engagement with local communities may lead to weakened stakeholder relationships and missed opportunities for social impact. | Community collaboration enhances brand reputation and creates shared value for long-term partnerships. |
| **Business conduct and ethics** | Content production and interactions with stakeholders can raise ethical concerns and impact trust and brand reputation. | Unethical conduct could damage reputation, reduce stakeholder confidence, and trigger financial or legal consequences. | Strong ethical standards foster a culture of integrity, building stakeholder trust and brand credibility. |
| **Anti-corruption practices** | Exposure to bribery and unethical behaviour could damage corporate reputation and regulatory standing. | Exposure to corruption can result in penalties, loss of trust, and regulatory non-compliance. | Effective anti-corruption practices safeguard compliance, reduce risk exposure, and attract responsible partners. |
| **Legal and regulatory compliance** | Failure to comply with regulations may lead to fines, legal consequences, and operational disruptions. | Non-compliance with evolving laws and regulations may lead to fines, reputational loss, or operational disruptions. | Proactive monitoring and training improve compliance, minimise risk, and maintain operational integrity. |

## Performance highlights and targets

| Material topic | Time horizon | Targets | FY2026 Performance |
|---|---|---|---|
| **Economic** | | | |
| **Economic performance** | Perpetual | Sustainable revenue growth<br>Operational efficiency improvement<br>Diversification of revenue streams | **Revenue growth:** Not met in FY2026 – revenue decreased to S$3.8 million (FY2025: S$6.3 million) amid industry-wide challenges.<br>**Operational costs:** Operating costs decreased by 31%, mainly reflecting the lower level of Production activity during FY2026. However, Management and Events cost of sales increased due primarily to the initial execution costs of a key strategic initiative, and the Group recorded a gross loss of S$675,741.<br>**Diversification:** Achieved – new revenue streams developed through the inaugural Golden Singa Awards and micro-drama and short-form content, supported by the establishment of our Chengdu subsidiary. |
| **Environmental** | | | |
| **Climate change** | Short term (Within 1-3 years) | Commence the assessment of Scope 3 emissions and progressively collect data for relevant categories. | **Short term:** In progress – we continued to strengthen our sustainability data collection processes in preparation for the assessment of Scope 3 emissions.<br>**Medium and long term:** In progress – to be progressively addressed within the respective target horizons. |
| | Medium term (By 2035) | Include disclosure of quantitative impact of climate-related risks identified | |
| | Long term (By 2050) | Reduce material Scope 3 emissions by 20% from the year in which Scope 3 emissions are first disclosed | |
| **Energy consumption** | Short term (Within 1-3 years) | 5% reduction in absolute energy consumption from FY2024 baseline | **Short term:** Achieved – absolute energy consumption of 103 GJ was 46% lower than the FY2024 baseline of 193 GJ.<br>**Medium term:** On track – FY2026 consumption is already below the 30% reduction level; we will work |
| | Medium term (By 2035) | 30% reduction in absolute energy consumption from FY2024 baseline | |
| | Long term (By 2050) | Carbon neutral production | |

| Material topic | Time horizon | Targets | FY2026 Performance |
|---|---|---|---|
| | | | to sustain this as operations scale.<br>**Long term:** In progress. |
| **Social** | | | |
| **Diversity and equal opportunity** | Perpetual | Continue to maintain and foster a diverse and inclusive workplace by monitoring workforce diversity indicators against the FY2026 baseline and promoting equal opportunities across recruitment, development, and career progression processes | **Baseline established** – as at 30 June 2026, women made up 41% of our workforce and 20% of our Board. |
| **Talent acquisition and retention** | Perpetual | Maintain annual employee turnover below the Group's three-year historical average while maintaining hiring rates that support workforce stability and operational requirements | **Achieved** – the turnover rate improved to 24% (FY2025: 36%), below the Group's three-year historical average, while the new hire rate of 14% supported workforce stability and operational requirements. |
| **Training and development** | Short Term (Within 1-3 years) | Increase the average training hours by 5% from FY2023 baseline | **Not met in FY2026** – average training hours were 5.8 hours, 2% above the FY2023 baseline of 5.7 hours (target: 6.0 hours), as training was prioritised towards essential and role-specific programmes following the streamlining of our operations. We will review our training plans to progress towards this target. |
| | Perpetual | Offer internal and external training that is essential and beneficial to the development and career progression of our employees. | **Partially met** – 198 hours of essential and role-specific training were provided, although coverage was uneven across employee groups. |
| **Occupational health and safety** | Perpetual | Zero work-related fatalities or serious injuries | **Achieved** – zero work-related fatalities and high-consequence work-related injuries. |
| | | Full regulatory compliance with health and safety standards | **Achieved** – no incidents of non-compliance with health and safety regulations were recorded. |
| **Local communities** | Perpetual | Measurable positive impact in all communities where we operate | **Ongoing** – continued our educational programmes and school collaborations and |

| Material topic | Time horizon | Targets | FY2026 Performance |
|---|---|---|---|
| | | | staged the inaugural Golden Singa Awards as a regional platform that celebrates Chinese-language cinema and supports cultural exchange. |
| **Governance** | | | |
| **Anti-corruption, business ethics and legal and regulatory compliance** | Perpetual | Zero incidents of corruption or ethical violations | **Achieved** – zero confirmed incidents of corruption or ethical violations. |
| | | Full compliance with all applicable regulations | **Achieved** – no significant instances of non-compliance with applicable laws and regulations. |
| | | Regular governance training for all leadership | **Ongoing** – all Board members have completed sustainability training to support effective oversight. |
| | | Implementation of emerging governance best practices | **Ongoing** – strengthened our leadership bench with the appointment of a Deputy Chief Executive Officer and enhanced our sustainability data management and reporting processes. |

# Economic

## Economic performance

**Impact on NoonTalk Media**

In a media landscape reshaped by digitalisation and changing audience behaviours, our approach to economic sustainability brings together financial performance and social and environmental value creation.

**Management approach**

We take a balanced approach to growth, embedding responsible business practices into our operations and decision-making. In FY2026, this approach took shape through foundational investments in marquee regional IP, AI-enabled production and regional expansion, positioning the Group to turn this groundwork into sustainable, scalable growth.

**Economic resilience**

Our approach to economic resilience focuses on:

- **Adaptive business planning**: Flexibility to respond to changing market conditions.
- **Operational efficiency**: Continuous improvement in resource utilisation.
- **Investment in innovation**: Developing new capabilities and offerings.
- **Talent development**: Building the skills needed for future success.

**Sustainable business initiatives**

In December 2025, NoonTalk Media staged the inaugural Golden Singa Awards, an international Chinese film awards ceremony with a distinguished international jury led by Donnie Yen. The Awards have become a signature asset for the Group, raising our regional profile, opening new avenues for collaboration and laying a scalable foundation for recurring sponsorship revenue. Preparations for the 2nd edition in November 2026 are well underway.

Complementing this, we deployed AIGC across our production pipelines and expanded into micro-dramas and short-form video content to adapt to evolving audience preferences. We also established our wholly-owned subsidiary, Ruiqi Zhongxin (Chengdu) Culture Technology Co., Ltd., in Chengdu, China, providing a dedicated platform to access new viewer demographics and diversify our revenue base over the longer term.

## Our performance

### Economic value creation and distribution

The economic value we generated and distributed to our stakeholders is set out below:

| Economic highlights (S$'000)[1] | | | |
|---|---|---|---|
| | FY2024 | FY2025 | FY2026 |
| **Economic value generated** | | | |
| Economic Value Generated (Revenue) | 4,439 | 6,257 | 3,848 |
| **Economic value distributed** | | | |
| Operating costs | (4,877) | (5,289) | (3,666) |
| Employee wages and benefits | (3,305) | (2,741) | (2,691) |
| Payments to capital providers | (39) | (23) | (45) |
| Payments to government | (25) | - | - |
| Community investments | - | - | - |
| **Total economic value distributed** | (8,246) | (8,053) | (6,402) |
| **Net economic value** | (3,807) | (1,796) | (2,554) |

In FY2026, the Group generated revenue of S$3.8 million (FY2025: S$6.3 million) against a backdrop of industry-wide challenges, while total economic value distributed decreased to S$6.4 million (FY2025: S$8.1 million) as we streamlined our operations. Although the year closed with a net loss, we view FY2026 as a defining year of foundational investment in marquee regional IP, AI-enabled production and our operational platform in Mainland China, which together position the Group for its next phase of growth.

Refer to the financial statements in the Annual Report for further information on the Group's financial performance, financial position and management of financial risks as it continues to pursue its strategic initiatives and long-term financial sustainability.

[1] Totals and subtotals may not sum precisely due to rounding.

## Climate change – IFRS S2 climate-related disclosures

This section sets out our climate-related disclosures in alignment with the IFRS S2 Climate-related Disclosures framework. It explains the climate-related risks and opportunities that may affect our financial performance and offers a forward-looking view of how climate change may affect our media production, content delivery and event operations.

Our climate disclosures are organised under the four IFRS S2 pillars: Governance, Strategy, Risk Management, and Metrics and Targets, as described below.

### Governance

The Board of Directors provides oversight of the Group's sustainability strategy, including the identification and management of climate-related risks and opportunities. Climate-related matters are periodically reviewed at the Board level, with management providing updates to support informed decision-making.

The Board retains ultimate responsibility for approving climate-related disclosures and ensuring alignment with the Group's strategic direction and evolving regulatory expectations. Management, led by the CEO and supported by the COO, CFO and Department Heads, is responsible for implementing climate-related initiatives and integrating climate considerations into daily operations.

For more information on sustainability governance at NoonTalk Media, please refer to the "Sustainability Governance Structure" section above.

### Strategy

Our strategy focuses on identifying and managing climate-related risks and opportunities across defined time horizons: short-term (1–3 years), medium-term (3–10 years), and long-term (10–25 years). We recognise both physical and transition risks associated with climate change.

Physical risks, such as extreme weather and rising temperatures, may disrupt production schedules, on-site filming, and event execution. Transition risks include evolving climate-related regulations, increasing stakeholder expectations, and shifts in client and audience preferences towards more sustainable practices. These risks may affect operational continuity, project costs, and long-term competitiveness.

In response, we have embedded climate considerations into our operational and creative processes.

In FY2026, we continued to assess how changing climate conditions may affect our operations, particularly production and event logistics. In response, we are strengthening responsible practices across our workflows, including using energy-efficient equipment, reusing materials where feasible and developing environmentally themed campaigns. Over time, we intend to deepen our assessment of climate-related risks and opportunities and integrate relevant considerations into strategic planning.

To evaluate the potential effects of these risks and opportunities, we conduct climate scenario analysis using a range of pathways, including one aligned with limiting global warming to 1.5°C. The analysis assesses how policy, temperature, and market changes may influence production costs,

logistics, energy use, and operational resilience across our media production and event activities. The findings inform our long-term investment, design and risk-management decisions.

The Group's climate scenario analysis is qualitative at this stage. In conducting the analysis, the Group relied on reasonable and supportable information available at the reporting date without undue cost or effort, taking into consideration the skills, capabilities and resources available to the Group. The Group will progressively enhance the analysis as its data availability and internal capabilities develop.

**Climate adaptation and mitigation strategy**

To strengthen resilience, we incorporate climate considerations into production planning by factoring in weather conditions for filming schedules, locations, and event execution, helping to minimise disruptions from extreme weather and rising temperatures. We also maintain operational flexibility by leveraging digital workflows and adaptable production methods, while monitoring regulatory developments and evolving stakeholder expectations to inform decision-making.

At the same time, we seek to reduce our environmental footprint through resource-efficient practices. This includes adopting digital-first planning to minimise paper use, improving planning to reduce production waste, and utilising energy-efficient lighting and equipment while encouraging power-saving practices across our operations. We also prioritise working with local and like-minded partners to support responsible sourcing and reduce transport-related impacts. In addition, we incorporate sustainability themes into selected content and campaigns to raise awareness and amplify positive social and environmental impact.

**Climate-related risks and opportunities**

In line with the IFRS S2 Climate-related disclosures, we have identified and assessed the climate-related risks and opportunities most relevant to operations.

In FY2026, we have enhanced our approach by adopting climate scenarios drawn from the IPCC Sixth Assessment Report ("**AR6**")[2], the IEA Net Zero Emissions by 2050 ("**NZE 2050**")[3] scenario, and the Coupled Model Intercomparison Project Phase 6 ("**CMIP6**")[4] to support a more structured and forward-looking evaluation of climate-related risks and opportunities across short-, medium- and long-term time horizons.

[2] https://www.ipcc.ch/assessment-report/ar6/
[3] https://www.iea.org/reports/global-energy-and-climate-model/net-zero-emissions-by-2050-scenario-nze
[4] https://cds.climate.copernicus.eu/datasets/projections-cmip6?tab=quality_assurance_tab

### Methodology

The methodology used to determine climate risks and opportunities mirrors the approach applied in identifying material topics, as outlined in the section 'Materiality Assessment'. In FY2026, the Board, together with Management, re-assessed the climate-related risks and opportunities in the Group's climate-related risks and opportunities ("**CRRO**") register, including those disclosed in FY2025, based on their likelihood and impact. Items meeting the internal inclusion threshold were prioritised for disclosure. The physical, policy and legal, and market risks disclosed in FY2025 remain relevant, with their mitigating measures updated to reflect the Group's current initiatives.

### Climate-related risks

The table below summarises the climate-related risks identified as relevant to us in FY2026, together with their assessed timeframe, potential impact on our operations and financial planning, and the mitigation measures we have adopted or are implementing.

### Physical risks

| Risk | Impacts | Timeframe | Mitigating measures |
|---|---|---|---|
| **Acute (extreme weather events)** | • Production disruptions<br>• Potential damage to facilities<br>• Staff safety concerns | • Medium term (by 2035)<br>• Long term (by 2050) | • Business continuity planning<br>• Setting up alternative indoor shoot locations<br>• Establishing site safety protocols for extreme weather |
| **Chronic (rising temperatures)** | • Changing viability of filming locations<br>• Equipment durability changes<br>• Staff health management during production process | • Medium term (by 2035)<br>• Long term (by 2050) | • Upgrading to thermal-resistant equipment<br>• Adjusting production timetables to avoid peak heat<br>• Establishing staff heat management guidelines during shoots |

**Transition Risks**

| Risk | Impacts | Timeframe | Mitigating measures |
|---|---|---|---|
| **Policy and legal** | • Enhanced reporting requirements<br>• Changing production standards | • Medium term (by 2035)<br>• Long Term (by 2050) | • Proactive policy engagement<br>• Establishing robust internal sustainability data collection<br>• Aligning disclosures with IFRS S2 / ISSB requirements by FY2030 |
| **Market** | • Shifting audience preferences<br>• Talent values alignment<br>• Sustainable sponsor expectations | • Short term (1–3 years)<br>• Medium term (by 2035)<br>• Long term (by 2050) | • Audience insight research<br>• Integrating sustainability elements into productions and events<br>• Promoting eco-aligned talents |
| **Technology (cost of transition to lower-emission technology)** | • Higher capital expenditure on energy-efficient equipment<br>• Digital transformation costs<br>• Sustainable technology adoption costs | • Medium term (by 2035)<br>• Long term (by 2050) | • Gradual modernisation of production equipment with energy-efficient models<br>• Leveraging digital workflow tools to manage capital expenditure |

**Climate-related opportunities**

| Opportunity | Description | Timeframe | Strategic response |
|---|---|---|---|
| **Operational efficiency** | Use of more efficient operational processes and equipment to reduce operating costs and increase production capacity. | • Short term (1–3 years) | • Digitising pre-production workflows<br>• Optimising production scheduling to reduce equipment idle time<br>• Installing isolated power sockets at workstations |
| **Content innovation and brand differentiation** | Developing new products and services through innovation to establish NoonTalk Media as a sustainability leader in the media industry. | • Medium term (by 2035) | • Expanding micro-drama capabilities<br>• Growing short-form content creation<br>• Developing cause-driven campaigns that address social and environmental themes |
| **Business diversification and partnership development** | Diversifying business activities and revenue streams, including through strategic alliances with | • Short term (1–3 years) | • Launching international initiatives such as the Golden Singa Awards to build sustainable revenue streams |

| Opportunity | Description | Timeframe | Strategic response |
|---|---|---|---|
| | sustainability-focused brands and organisations. | | • Creating strategic alliances with sustainability-focused brands and organisations |

**Scenario analysis**

In FY2026, we undertook a structured assessment of climate-related risks and opportunities relevant to the Group. Insights from scientific and industry research were used to evaluate the potential implications of these factors for our business model, strategy and financial planning. Our climate scenario analysis is based on three pathways drawn from the work of the IPCC, International Energy Agency ("**IEA**") and CMIP6, as described below.

| | Low-emission (Paris-aligned) | Intermediate (Moderate transition) | High-emission (Business-as-usual) |
|---|---|---|---|
| **IPCC pathway** | SSP1–1.9 / RCP 1.9 | SSP1–2.6 / RCP 2.6 | SSP5–8.5 / RCP 8.5 |
| **Brief description** | Rapid global decarbonisation consistent with limiting warming to 1.5°C through stringent carbon pricing, accelerated deployment of renewable energy, and rapid greening of the built environment. | Slower and uneven progress towards decarbonisation, with moderate climate-policy advancement and fragmented market expectations, consistent with approximately 2°C warming. | Continued reliance on fossil fuels, limited international policy coordination and high energy demand, leading to approximately 4°C warming by 2100. |
| **Rationale for selection** | Tests the resilience of our business under a Paris-aligned transition with ambitious building-energy regulation, rising carbon prices and high investor and customer demand for sustainability-focused content and partnership. | Represents a central, regionally realistic case for the markets in which we operate, with gradual carbon-pricing introduction. | Greater disruption to production schedules and event execution due to severe physical climate risks, including more frequent and severe extreme weather events, sustained heat stress affecting cooling-energy demand. |
| **Key assumptions** | Strong climate policies and rising stakeholder expectations drive demand for sustainable production and low-impact events. Increased availability of green technologies supports resource-efficient operations, while media companies prioritise responsible content and sustainable practices to meet | Gradual regulatory progress and growing stakeholder expectations lead to incremental adoption of sustainable practices. Media and production companies balance cost and efficiency while responding to client demand, with moderate improvements in operational sustainability and | Limited climate action results in more frequent extreme weather, disrupting filming and event operations. Industry players face increasing operational uncertainty and adopt flexible scheduling, contingency planning, and resilient logistics to maintain continuity amid rising physical climate risks. |

| | Low-emission (Paris-aligned) | Intermediate (Moderate transition) | High-emission (Business-as-usual) |
|---|---|---|---|
| | regulatory and market expectations. | selective uptake of low-carbon solutions. | |
| **Underlying model / data Source** | IPCC AR6 Scenario Database (SSP1–1.9); IEA NZE 2050. | IPCC AR6 Scenario Database (SSP1–2.6); IEA STEPS / APS scenarios. | IPCC AR6 Scenario Database (SSP5–8.5); CMIP6 physical-risk projections. |

**Strategic resilience assessment**

We have conducted a resilience assessment of our core business strategies to evaluate their ability to remain viable under multiple climate scenarios. The analysis considered transition and physical climate risks across low-, moderate- and high-emission futures. It identifies where our current strategies are robust and where further adaptation or investment may be required to ensure long-term operational and financial resilience.

| Strategy type | Resilience outcome and key insights |
|---|---|
| **Operational strategy** | Operations are expected to remain relatively resilient under low- and moderate-warming scenarios, supported by digital workflows, flexible production planning, and resource-efficient practices. Under high-warming scenarios, extreme weather and rising temperatures may disrupt filming schedules and event execution. Mitigation measures include adaptive scheduling, contingency planning, and efficient resource management. |
| **Supply chain and sourcing strategy** | Under lower-warming scenarios, collaboration with vendors that adopt sustainable practices aligns with increasing stakeholder expectations. Under higher-warming scenarios, disruptions to logistics and material availability (e.g. props, equipment, venues) may increase costs and delays. Mitigation includes supplier diversification and closer coordination with partners. |
| **Production and technology capabilities** | Energy-efficient equipment and digital production methods support operational resilience under low- and moderate-warming scenarios. Under high-warming scenarios, increased energy demand for production and events may raise operational costs. Continued adoption of efficient technologies and digital solutions helps manage energy use and reduce cost pressures. |
| **Market and product strategy** | Under low- and moderate-warming scenarios, growing demand for sustainability-related content and responsible production enhances market positioning and client engagement. Under high-warming scenarios, increased awareness of climate issues may further drive demand for meaningful, sustainability-focused storytelling, presenting opportunities for content innovation. |
| **Financial and investment strategy** | Under low- and moderate-warming scenarios, current cost structures remain manageable, with opportunities to secure sustainability-linked partnerships and projects. Under high-warming scenarios, rising operational and logistics costs may impact margins. The Group will continue to monitor cost exposures and integrate climate considerations into budgeting and investment decisions. |

**Areas of uncertainty**

We recognise that climate scenario analysis inherently involves uncertainty regarding future policy developments, market responses, and the physical impacts of climate change. Key uncertainties relevant to our operations include (i) the timing and scope of climate-related regulations and disclosure requirements affecting the media and events industry, which may influence compliance obligations and client expectations; (ii) fluctuations in energy costs and availability associated with production equipment and event operations, which may affect operational expenditure; (iii) the frequency and severity of extreme weather events, which may disrupt filming schedules, outdoor productions, and event execution; (iv) evolving client and audience expectations for sustainable content and responsible production practices, which may influence demand and content strategies; (v) the stability and availability of vendors, materials, and locations under changing climate conditions, which may impact supply chain reliability; and (vi) the pace of adoption of energy-efficient technologies and digital solutions within the industry, which may affect the Group's ability to enhance operational efficiency and reduce environmental impact.

We will continue to monitor these uncertainties and refine our scenario analysis, risk assessment, and disclosures as more information, data, and industry guidance become available.

**Strategic flexibility**

We offer a diversified range of services across media production, talent management, digital content and event execution, and we work with a broad base of clients and partners across different markets. Our flexible, modular production approach allows us to adjust project formats, workflows and technologies as industry practices evolve and more resource-efficient solutions become available.

Management regularly reviews climate-related developments and integrates relevant considerations into operational planning and business decisions. This approach allows the Group to respond to emerging regulatory, market, and environmental changes by adjusting production processes, partner selection, and resource allocation.

## Risk management

To better understand climate-related risks and opportunities and their potential impact on our business, we adopt a structured approach to identify, assess, and prioritise relevant issues across our media production, digital content, and event operations.

We identify relevant disclosure topics most pertinent to our industry using the Sustainability Accounting Standards Board framework, the IFRS S2 Industry-Based Guidance, and the climate-related risk taxonomies referenced in TCFD and IFRS S2. These topics were then refined to align with our business model and operating context across our operations.

Within each disclosure topic, we reviewed the relevant climate-related risk and opportunity categories (covering Policy and Legal, Technology, Market, Reputation, Acute Physical, Chronic Physical, Resource Efficiency, Energy Source, Products and Services, Markets and Resilience) and compiled a preliminary list of potential transition and physical risks and corresponding opportunities.

In FY2026, Management re-assessed the likelihood and impact ratings of the climate-related risks and opportunities in the CRRO register, and items meeting the inclusion threshold are disclosed in this Report. Compared with FY2025, the risk arising from unsuccessful investment in new technologies fell below the threshold and has been replaced by the cost of transition to lower-emission technology, while the opportunity arising from the use of more efficient operational processes and equipment has been included in place of the use of lower-emission sources of energy. All other risks and opportunities disclosed in FY2025 remain applicable to our business operations and stakeholder expectations.

The same methodology is applied to both climate-related risks and opportunities, ensuring a consistent and balanced approach to assessing potential impacts and identifying areas for improvement.

## Metrics and targets

In line with the applicable requirements of IFRS S2, we monitor climate-related metrics relevant to our operations, focusing on areas within our operational control. These include indirect (Scope 2) GHG emissions from purchased electricity, energy consumption associated with office operations, production activities, and event execution, as well as qualitative indicators such as the adoption of resource-efficient practices in production workflows.

GHG emissions are calculated with reference to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and applied based on an operational-control boundary. The Group had no Scope 1 GHG emission sources under its operational control during FY2026. Accordingly, the Group’s Scope 1 GHG emissions for FY2026 were nil.

Our approach to climate metrics remains at an early stage, and we are progressively enhancing our data collection and monitoring processes to improve accuracy and coverage over time.

Our climate-related targets are:

- Short-term (1–3 years): Achieve a 5% reduction in absolute energy consumption from FY2024 baseline.
- Medium-term (by 2035): Achieve a 30% reduction in absolute energy consumption from FY2024 baseline.

These are internal operational targets and were not derived from an international agreement or sectoral pathway. Performance against the targets is monitored annually, with the short-term 5% reduction target serving as an interim milestone towards the medium-term 30% reduction target.

- Long-term (by 2050): Achieve carbon-neutral production by reducing emissions from production activities through energy-efficiency improvements and responsible production practices.

The 2050 carbon-neutral production target is an internal aspirational target and is not currently derived from an international agreement or sectoral pathway. A base period and interim milestones have not yet been established. The potential use of carbon credits has also not yet been determined and will be reviewed as the Group develops its emissions data and implementation approach.

Further details on our broader sustainability targets are set out in the “Performance highlights and targets” section of this report, with performance updates presented under the relevant material topics.

## Environmental

### Energy consumption

**Impact on NoonTalk Media**

Energy consumption is a key contributor to NoonTalk Media's environmental footprint, primarily arising from electricity usage in office operations and production activities. Changes in energy consumption and intensity may affect operational efficiency, cost management, and overall environmental impact.

Our Scope 2 GHG emissions are directly linked to electricity consumption. As such, improvements in energy efficiency translate into reductions in emissions intensity, contributing to our broader environmental performance.

**Management approach**

We adopt a practical approach to managing energy consumption by implementing operational measures to improve energy efficiency and reduce our environmental impact. These include promoting energy-saving behaviours across the workplace, optimising the use of office space, and incorporating energy considerations into production planning.

Key initiatives include:

- **Office energy usage awareness and best practices:** Each workstation is equipped with a dedicated power point, and in line with the Group's sustainability practices, employees are encouraged to switch off the power supply when not in use.
- **Efficient production scheduling:** Optimising production timetables to minimise equipment idle time and maximise natural lighting opportunities.
- **Cutting production emissions / equipment modernisation:** Investing in energy-efficient equipment allows us to reduce our energy emissions in the long run.
- **Digital workflow enhancement:** Adopting more digital collaboration tools has enabled us to reduce physical transportation and related emissions, improving efficiency and lowering our carbon footprint.

In addition, we monitor Scope 2 GHG emissions to track environmental performance and support the continuous improvement of energy management practices.

**Methodology**

***Energy consumption***

In the previous reporting cycle, the Group reported electricity consumption in megawatt hours ("**MWh**"). From this reporting cycle onwards, the Group will disclose energy consumption in gigajoules to better align with the GRI reporting guidelines. Historical data has been converted from MWh to gigajoules to enhance year-on-year comparability.

Energy intensity is calculated by dividing total energy consumption (in gigajoules) in each financial year by the number of employees in the respective financial year.

***Emissions***

Scope 2 emissions represent indirect emissions from purchased electricity consumed at the Group's office and production activities. Electricity consumption data are collected from utility invoices and meter readings. Emissions are calculated using the grid emission factors published by the Energy Market Authority[5]. Scope 2 emissions are reported using the location-based method.

The operational-control boundary covers electricity consumption at the Group's Singapore office premises. Energy consumed at off-site production locations and hired event venues is excluded where the electricity usage is managed by, and billed directly to, the respective venue or site operator and is not separately available to the Group.

Emissions intensity is calculated by dividing total emissions (in $tCO_2e$) by the number of employees in FY2026.

**Our performance**

***Energy consumption***

Our energy consumption for FY2026 compared to previous years is as follows:

| Energy consumption | FY2024 | FY2025 | FY2026 |
|---|---|---|---|
| **Electricity consumed (GJ)** | 193 | 177 | 103 |
| **Energy consumption intensity (GJ/ employee)** | 3.58 | 4.43 | 3.04 |

Total electricity consumption decreased by 42% from 177 GJ in FY2025 to 103 GJ in FY2026, while energy consumption intensity improved from 4.43 GJ to 3.04 GJ per employee. This was mainly attributable to the Group's efforts to streamline and right-size its operations to optimise resource utilisation, as well as the benefit of our more space-efficient office premises following the relocation in January 2026. Compared with the FY2024 baseline, absolute energy consumption was 46% lower, exceeding our short-term target of a 5% reduction.

[5] https://www.ema.gov.sg/resources/singapore-energy-statistics/chapter2

***Emissions***

The Group had no Scope 1 GHG emission sources under its operational control during FY2026. Accordingly, its Scope 1 GHG emissions for FY2026 were nil. The Group's emissions primarily arise from purchased electricity consumed in its office and production activities, which is reported as Scope 2 GHG emissions. We continue to track these emissions and improve energy efficiency across our operations.

| GHG emissions | FY2024 | FY2025 | FY2026 |
|---|---|---|---|
| **Total Scope 1 GHG emissions ($tCO_2e$)** | Nil | Nil | Nil |
| **Total Scope 2 GHG emissions ($tCO_2e$)** | 22 | 20 | 12 |
| **Scope 2 GHG emissions intensity ($tCO_2e$/employee)** | 0.41 | 0.51 | 0.34 |

In line with the lower electricity consumption, our Scope 2 GHG emissions decreased by 40% from 20 $tCO_2e$ in FY2025 to 12 $tCO_2e$ in FY2026, and emissions intensity improved from 0.51 to 0.34 $tCO_2e$ per employee. The improvement reflects the streamlining of our operations and more efficient use of office space and equipment.

## Social

Our ability to create meaningful content, deliver memorable experiences and build lasting relationships depends on the passion, creativity and dedication of our team. By investing in our people and engaging positively with the communities we serve, we aim to create meaningful and lasting social impact.

### Workforce profile

Understanding the make-up of our workforce helps us support our employees and identify emerging trends.

**Overall employment profile**

Employee profile data presented in this report is based on headcount and reflects employees employed by the Group as at the last day of the reporting period, 30 June 2026. All employees are based in Singapore.

| Headcount | FY2024 | FY2025 | FY2026 |
|---|---|---|---|
| **Total number of employees** | **54** | **40** | **34** |
| **By gender** | | | |
| Male | 29 | 22 | 20 |
| Female | 25 | 18 | 14 |
| **By age group** | | | |
| Under 30 years old | 26 | 18 | 11 |
| Between 30 and 50 years old | 23 | 18 | 20 |
| Above 50 years old | 5 | 4 | 3 |

Total headcount decreased from 40 as at 30 June 2025 to 34 as at 30 June 2026. During the year, we recorded 9 employee departures against 5 new hires, while fewer interns were on placement at year-end (2 as at 30 June 2026, compared with 4 as at 30 June 2025). The interns were engaged as temporary employees and are included in the Group's employee headcount.

| Headcount | FY2024 | FY2025 | FY2026 |
|---|---|---|---|
| **Permanent employees** | | | |
| **By gender** | | | |
| Male | 27 | 20 | 20 |
| Female | 22 | 16 | 12 |
| **Temporary employees** | | | |
| **By gender** | | | |
| Male | 2 | 2 | - |
| Female | 3 | 2 | 2 |

**Employment Profile by Employee Status[6]**

| Headcount | FY2024 | FY2025 | FY2026 |
|---|---|---|---|
| **Full-time Employees** | | | |
| **By Gender** | | | |
| Male | 29 | 22 | 20 |
| Female | 25 | 18 | 14 |
| **Part-time Employees** | | | |
| **By Gender** | | | |
| Male | - | - | - |
| Female | - | - | - |
| **Non-guaranteed Hours Employees** | | | |
| **By Gender** | | | |
| Male | - | - | - |
| Female | - | - | - |

## Diversity and Equal Opportunity

**Impact on NoonTalk Media**

We recognise that a diverse and inclusive workforce brings together different perspectives, experiences, and ideas that strengthen creativity, innovation, and collaboration across our operations. A workplace that promotes equal opportunities also supports employee engagement, strengthens talent attraction and retention, and contributes to a positive organisational culture.

Conversely, limited workforce diversity or barriers to inclusion may affect employee morale, restrict the breadth of perspectives available in the creative process, and reduce our ability to respond effectively to the evolving expectations of audiences and stakeholders.

**Management Approach**

We believe employment-related decisions should be guided by merit, qualifications, skills, and experience, regardless of gender, age, ethnicity, nationality, or other personal characteristics.

As part of our approach, we seek to promote diversity through fair recruitment and talent management practices while fostering a culture of mutual respect and collaboration. We also encourage open communication and maintain channels through which employees may provide feedback or raise concerns.

**Our Performance**

**Board Diversity**

| Categories | FY2026 | |
|---|---|---|
| | Headcount | |
| **Total Number of Board Members** | **5** | |
| **By Gender** | | |
| Male | 4 | 80% |
| Female | 1 | 20% |
| **By Age Group** | | |
| Under 30 Years Old | - | N.A. |
| Between 30 and 50 Years Old | 2 | 40% |
| Above 50 Years Old | 3 | 60% |

[6] All employees, including temporary employees, were employed on a full-time basis in FY2024, FY2025 and FY2026.

As at 30 June 2026, our Board comprised five Directors, of whom one (20%) is female. Three Directors (60%) are above 50 years old and two (40%) are between 30 and 50 years old. This mix of experience and perspectives supports effective oversight of the Group's strategy as we move from foundation to traction.

**Employee Diversity**

| Categories | FY2026 | |
|---|---|---|
| | Headcount | Percentage |
| **Senior Management** | | |
| **By Gender** | | |
| Male | 4 | 100% |
| Female | - | N.A. |
| **By Age Group** | | |
| Under 30 Years Old | - | N.A. |
| Between 30 and 50 Years Old | 2 | 50% |
| Above 50 Years Old | 2 | 50% |
| **Middle Management** | | |
| **By Gender** | | |
| Male | 5 | 63% |
| Female | 3 | 38% |
| **By Age Group** | | |
| Under 30 Years Old | - | N.A. |
| Between 30 and 50 Years Old | 7 | 88% |
| Above 50 Years Old | 1 | 13% |
| **Executive** | | |
| **By Gender** | | |
| Male | 11 | 50% |
| Female | 11 | 50% |
| **By Age Group** | | |
| Under 30 Years Old | 11 | 50% |
| Between 30 and 50 Years Old | 11 | 50% |
| Above 50 Years Old | - | N.A. |

As at 30 June 2026, women made up 41% of our workforce. Gender representation was evenly balanced at the executive level, while women accounted for 38% of middle management. Senior management comprised four members, including our newly appointed Deputy Chief Executive Officer. Our workforce spans a range of age groups, with 32% of employees under 30 years old, 59% between 30 and 50 years old and 9% above 50 years old. FY2026 is the first year in which we present employee diversity by employee category, establishing a baseline against which we will monitor our progress.

## Talent acquisition and retention

**Impact on NoonTalk Media**

Our people are fundamental to our ability to create engaging content, build meaningful audience connections, and deliver memorable experiences. Attracting and retaining talented individuals with diverse skills and perspectives enables us to sustain creativity, strengthen operational capabilities, and support long-term business growth. Conversely, challenges in attracting and retaining talent may lead to workforce disruptions, increased recruitment costs, and reduced continuity, potentially affecting operational efficiency and our ability to respond to evolving industry demands.

**Management approach**

We actively seek talent that expands our capabilities and brings new energy to the Group. To support successful integration and long-term development, we continue to strengthen onboarding processes and career pathways that guide employees throughout their professional journey.

In addition, we regularly monitor employee hires and turnover trends to better understand workforce needs and identify opportunities to strengthen engagement and retention. We also support employee well-being through initiatives such as flexible work arrangements, family support policies, and team-building activities that contribute to a positive and connected workplace culture.

**Methodology**

Overall hiring and turnover rates are calculated by dividing the number of new hires or turnover during the reporting year by the average number of employees, based on the previous year and the current year.

Hiring and turnover rates by category are calculated by dividing the number of new hires or turnovers within each category by the average employee headcount in the respective category for that year.

Interns are excluded from hiring and turnover calculations. Accordingly, movements in total employee headcount may not reconcile directly to the reported numbers of new hires and employee turnover, as changes in intern headcount are included in workforce profile disclosures but excluded from hiring and turnover metrics.

**Our performance**

The hiring and turnover rates for FY2024 and FY2025 have been restated to align with a refined calculation methodology adopted in FY2026, improving consistency and comparability across reporting periods.

**Employee hiring**

| Categories | FY2024 | | FY2025 | | FY2026 | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| **Number of new hires** | 9 | 16% | 6 | 13% | 5 | 14% |
| **By gender** | | | | | | |
| Male | 5 | 16% | 3 | 12% | 5 | 24% |
| Female | 4 | 16% | 3 | 14% | - | N/A |
| **By age group** | | | | | | |
| Under 30 years old | 6 | 20% | 6 | 27% | 1 | 7% |
| Between 30 and 50 years old | 2 | 9% | - | N/A | 4 | 21% |
| Above 50 years old | 1 | 22% | - | N/A | - | N/A |

In FY2026, we welcomed 5 new hires, compared with 6 in FY2025, with the new hire rate at 14% (FY2025: 13%). As the Group streamlined its operations, recruitment was focused on key roles that support our strategic priorities, including the appointment of a Deputy Chief Executive Officer to strengthen our leadership bench. Four of the five new hires were aged between 30 and 50 years old, reflecting our emphasis on bringing in experienced talent.

**Employee turnover**

| Categories | FY2024 | | FY2025 | | FY2026 | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| **Number of turnovers** | 18 | 31% | 17 | 36% | 9 | 24% |
| **By gender** | | | | | | |
| Male | 11 | 34% | 8 | 31% | 5 | 24% |
| Female | 7 | 27% | 9 | 42% | 4 | 25% |
| **By age group** | | | | | | |
| Under 30 years old | 13 | 43% | 10 | 45% | 5 | 34% |
| Between 30 and 50 years old | 5 | 22% | 6 | 29% | 3 | 16% |
| Above 50 years old | - | N/A | 1 | 22% | 1 | 29% |
| **By region** | | | | | | |
| Singapore | 18 | 31% | 17 | 36% | 9 | 24% |

Employee turnover decreased from 17 in FY2025 to 9 in FY2026, and the turnover rate improved from 36% to 24%, the lowest over the past three years and below our three-year historical average. With a leaner and more stable workforce in place following the streamlining of our operations, we are well positioned to build on this foundation as the Group moves into its next phase of growth.

**Employee well-being practices and engagement initiatives**

To support our employees across different stages of their personal and professional journeys, we provide a range of benefits and initiatives designed to promote flexibility, strengthen employee well-being, and cultivate a supportive workplace culture. The following benefits are provided to our full-time employees:

- **Flexible work arrangements**: Options for remote work and flexible scheduling to support work-life integration and operational flexibility.

- **Family support policies**: Parental leave and childcare assistance to help employees balance work and family commitments.

These benefits are currently provided to full-time employees and may differ from those available to temporary employees, depending on employment arrangements. Singapore is the Group's primary location of operations, accounting for all of the Group's operating activities during FY2026.

Beyond employment-related benefits, we foster a supportive and connected workplace through employee well-being and engagement initiatives designed to strengthen workplace culture and promote employee satisfaction, which includes community team-building activities to promote and strengthen connection and belonging.

These initiatives support employee morale, strengthen workplace relationships, and cultivate an inclusive and collaborative work environment.

### Training and development

**Impact on NoonTalk Media**

As a media and entertainment company operating in a dynamic and rapidly evolving industry, our success depends on the skills, creativity, and adaptability of our people. Continuous learning and professional development enable our employees to enhance technical competencies, strengthen creative capabilities, and respond effectively to evolving industry trends and technological advancements. Investing in employee development supports workforce engagement, improves productivity, and strengthens talent retention, while also enhancing our ability to deliver high-quality content and services. Conversely, insufficient training and development opportunities may result in skills gaps, reduced innovation capacity, and challenges in maintaining operational effectiveness and long-term competitiveness.

**Management approach**

We are committed to fostering a culture of continuous learning and development by providing employees with opportunities to strengthen both professional and personal capabilities. We recognise that investing in our people supports individual growth while strengthening the Group’s long-term resilience, creative capabilities, and competitiveness within the evolving media and entertainment industry.

Our approach to training and development focuses on equipping employees with the skills and knowledge required to perform effectively in their roles and adapt to changing business and industry needs. During FY2026, as the Group streamlined its operations, we prioritised essential and role-specific training to enhance artistic and technical skills across our teams. We currently do not provide formal transition assistance programmes for employees upon the end of their employment.

Beyond role-specific capability development, employees also participated in training initiatives covering governance, anti-bribery and regulatory compliance to reinforce ethical conduct and operational standards across the Group. Through continuous learning and knowledge sharing, we seek to cultivate a capable, adaptable, and future-ready workforce that supports our long-term growth.

**Methodology**

Average training hours are calculated by dividing the total number of training hours completed during the reporting period by the total number of employees.

Average training hours by employee category are calculated by dividing the total number of training hours completed within each employee category by the total number of employees in the respective category.

Senior management comprises employees within the Executive Committee, while middle management comprises employees within the Head of Department category. Executives comprise employees in non-management roles.

**Our performance**

| | FY2024 | FY2025 | FY2026 |
|---|---|---|---|
| **Total training hours** | **1,610** | **374** | **198** |
| **Average training hours** | **32.9** | **10.4** | **5.8** |
| **By gender** | | | |
| Male | 22.9 | 14.9 | 9.9 |
| Female | 45.1 | 2.5 | - |
| **By employee category** | | | |
| Senior management | 43.3 | 35.5 | 15 |
| Middle management | 87.9 | 10.6 | - |
| Executive | 7.8 | 6.0 | 6.3 |

Total training hours decreased to 198 hours in FY2026 from 374 hours in FY2025, while average training hours per employee decreased to 5.8 hours from 10.4 hours. During the year, formal training was prioritised towards essential and role-specific programmes, comprising governance-related training for senior management and technical and artistic training for employees at the executive level. Accordingly, senior management recorded an average of 15 training hours, while no formal training hours were recorded for middle management or female employees. Middle management focused primarily on operational execution, cross-border setup and hands-on project delivery, including the implementation of AIGC production workflows. The Group will review its training plans for FY2027 to promote more balanced access to formal learning and development opportunities across employee groups.

## Occupational health and safety

The health, safety, and well-being of our team are paramount. Our multifaceted business model, consisting of event management, multimedia productions, content creation and artiste management, presents a diverse range of occupational health and safety challenges.

**Impact on NoonTalk Media**

The health, safety, and well-being of our employees are essential to maintaining a productive and resilient workforce. Given the diverse nature of our operations, including event management, multimedia production, content creation, and artiste management, our employees may be exposed to various occupational health and safety risks associated with production environments, equipment handling, event execution, and work-related activities. Maintaining a safe and healthy work environment helps safeguard employee well-being, minimise operational disruptions, and support

business continuity. Conversely, workplace incidents or inadequate safety management may result in injuries, project delays, legal liabilities, reputational impacts, and reduced employee morale, potentially affecting operational effectiveness and long-term performance.

**Management approach**

We are committed to maintaining a safe and supportive work environment by embedding health and safety considerations into our daily operations and work practices. We recognise that occupational health and safety is a shared responsibility and seek to foster a workplace culture where employees remain aware of potential risks and actively contribute to maintaining a safe working environment.

Given the nature of our operations, potential workplace hazards may arise from activities associated with event management, multimedia productions, content creation, and artiste management. These may include risks relating to production environments, equipment handling, manual handling activities, event setup and execution, and other operational activities. Such hazards are identified through operational reviews, workplace observations, and employee feedback mechanisms, enabling the Group to assess workplace risks and implement appropriate preventive measures.

To minimise workplace risks, we implement safety protocols and work practices appropriate to our operational activities, particularly across event and production environments where employees may encounter additional safety considerations. In FY2026, we continued to establish production safety protocols and provide regular safety training to strengthen employee awareness and promote safe work practices across the Group. We also encourage employees to communicate safety concerns and regularly monitor workplace safety performance to identify opportunities for continual improvement. Through these efforts, we aim to cultivate a safe, healthy, and resilient working environment for our employees.

**Methodology**

Occupational health and safety performance is reported as the absolute number of work-related fatalities, high-consequence work-related injuries, recordable work-related injuries and cases of recordable work-related ill health among our employees. As no such incidents were recorded in FY2024, FY2025 and FY2026, the corresponding injury and ill-health rates are nil, and total hours worked are therefore not presented.

**Our performance**

In FY2026, we maintained our strong safety record with zero work-related fatalities, serious injuries, recordable work-related injuries, or occupational illnesses (FY2024: zero and FY2025: zero).

## Local communities

**Impact on NoonTalk Media**

Through our role as storytellers and content creators, we have the opportunity to contribute positively to education, cultural preservation, and broader community development. Meaningful community engagement enables us to strengthen stakeholder relationships, reinforce our social purpose, and create positive value beyond our direct business activities.

Positive impacts may arise through educational programmes, community partnerships, and content that promotes local culture and heritage. Conversely, limited engagement with communities may reduce opportunities for social impact, weaken stakeholder relationships, and limit our ability to contribute meaningfully to societal development and community needs.

**Management approach**

We are committed to creating positive social impact by leveraging our media capabilities, creative expertise, and industry networks to support and engage local communities. Our approach focuses on developing meaningful collaborations and programmes that contribute to education, social development, and cultural preservation while creating long-term value for both communities and the Group.

Community engagement activities are integrated across substantially all of the Group's operations and are carried out through partnerships with educational institutions, community organisations, and external stakeholders. We seek to identify opportunities for collaboration through ongoing stakeholder engagement and community interactions to ensure our initiatives remain relevant and meaningful.

In FY2026, we continued to engage local communities through educational programmes and collaborations with schools aimed at fostering interest and awareness of Singapore's local media industry. We also recognise the role media plays in preserving local heritage and traditions, and seek to contribute through content that promotes cultural understanding and awareness. Through the inaugural Golden Singa Awards held in December 2025, we provided a regional platform that celebrates Chinese-language cinema, honours creative talent and supports cultural exchange, and we look forward to building on this with the 2nd edition in November 2026.

Through these initiatives and partnerships, we aim to cultivate stronger community relationships and contribute positively to the communities in which we operate.

**Our performance**

Community engagement initiatives covered substantially all of the Group's operations during FY2026, as community-related activities are integrated into the Group's media, content creation, and event-related activities.

## Governance

Strong corporate governance is essential to maintaining stakeholder trust and supporting the Group's long-term sustainability. At NoonTalk Media, we are committed to conducting our business with integrity, accountability, and transparency while fostering a culture of ethical behaviour and responsible business practices. As the Group moves from foundation to traction and expands its regional footprint, we continue to strengthen our leadership bench and governance oversight, including through the appointment of a Deputy Chief Executive Officer in FY2026 to support strategy, governance and cross-border partnerships.

### Anti-corruption and business ethics

**Impact on NoonTalk Media**

Maintaining high standards of integrity and ethical conduct is fundamental to preserving stakeholder trust and safeguarding the Group's reputation. Through our operations and business relationships with clients, artistes, suppliers, business partners, and external organisations, we may be exposed to actual and potential corruption-related risks. Failure to uphold ethical business practices may result in financial losses, regulatory consequences, reputational damage, and reduced stakeholder confidence, potentially affecting the Group's long-term sustainability and business performance.

Conversely, maintaining strong anti-corruption practices promotes transparent decision-making, strengthens stakeholder trust, and reinforces responsible business conduct across the Group. We recognise that fostering a culture of integrity and accountability supports sustainable business growth and contributes positively to our relationships with stakeholders.

**Management approach**

We are committed to conducting our business with integrity, accountability, and transparency and maintain a zero-tolerance approach towards bribery and corruption across all aspects of our operations. We seek to embed ethical conduct into our corporate culture through policies, internal controls, and awareness initiatives that support responsible business practices.

Our business conduct and ethics framework guides how we operate, interact with stakeholders, and make decisions. The framework incorporates ethical content standards to guide content development, stakeholder engagement principles that support authentic relationship building, transparency commitments relating to business practices, and a decision-making framework that integrates ethical considerations into business activities.

To identify, prevent, and manage corruption-related risks, we maintain a comprehensive anti-corruption framework comprising policy guidelines prohibiting all forms of corruption and bribery, regular corruption risk assessments, due diligence procedures for business partners and transactions, employee training initiatives, and monitoring mechanisms to support enforcement and accountability. We also maintain structured compliance processes, including regulatory monitoring, documentation and reporting systems, and audit and verification processes to strengthen regulatory compliance and risk management.

To reinforce ethical conduct and accountability, we maintain a whistleblowing policy that provides confidential channels through which employees and stakeholders may report suspected misconduct

or ethical concerns without fear of reprisal. All reports are handled with strict confidentiality and investigated thoroughly, with appropriate actions taken where necessary.

**Our performance**

In FY2026, there were zero incidents of significant non-compliance with laws and regulations, reinforcing our commitment to conducting business with integrity across all our operations. There were no confirmed incidents of corruption during FY2026

# SUSTAINABILITY REPORT

## GRI CONTENT INDEX

| | |
|---|---|
| **Statement of Use** | NoonTalk Media Limited has reported the information cited in this GRI content index for the period 1 July 2025 to 30 June 2026 with reference to the GRI Standards. |
| **GRI 1 Used** | GRI 1: Foundation 2021 |

| GRI Standard | Disclosure Number & Title | Section Reference |
|---|---|---|
| **General Disclosures** | | |
| GRI 2: General Disclosures 2021 | 2-1 Organisational details | About this Report → Corporate Profile |
| | 2-2 Entities included in the organisation's sustainability reporting | About this Report → Scope of Report |
| | 2-3 Reporting period, frequency and contact point | About this Report → Scope of Report; Feedback |
| | 2-4 Restatements of information | About this Report → Restatements |
| | 2-5 External assurance | About this Report → Internal Review and External Assurance |
| | 2-6 Activities, value chain and other business relationships | About this Report → Corporate Profile; Stakeholder Engagement; Economic → Sustainable Business Initiatives |
| | 2-7 Employees | Social → Workforce Profile |
| | 2-8 Workers who are not employees | NoonTalk Media does not engage workers who are not employees. |
| | 2-9 Governance structure and composition | Board Statement → Governance and Board Oversight; Sustainability Governance Structure |
| | 2-10 Nomination and selection of the highest governance body | Annual Report → Corporate Governance Statement |
| | 2-11 Chair of the highest governance body | Board Statement |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Board Statement → Governance and Board Oversight |
| | 2-13 Delegation of responsibility for managing impacts | Sustainability Governance Structure |
| | 2-14 Role of the highest governance body in sustainability reporting | Board Statement; About this Report → Internal Review and External Assurance |
| | 2-15 Conflicts of interest | Annual Report → Corporate Governance Statement |
| | 2-16 Communication of critical concerns | Governance → Anti-corruption and Business Ethics (Whistleblowing Policy) |
| | 2-17 Collective knowledge of the highest governance body | Sustainability Governance Structure |

| GRI Standard | Disclosure Number & Title | Section Reference |
|---|---|---|
| | 2-18 Evaluation of the performance of the highest governance body | Annual Report → Corporate Governance Statement |
| | 2-19 Remuneration policies | Annual Report → Corporate Governance Statement |
| | 2-20 Process to determine remuneration | Annual Report → Corporate Governance Statement |
| | 2-21 Annual total compensation ratio | Not disclosed due to confidentiality constraints |
| | 2-22 Statement on sustainable development strategy | Board Statement |
| | 2-23 Policy commitments | Governance → Anti-corruption and Business Ethics |
| | 2-24 Embedding policy commitments | Sustainability Governance Structure; Governance → Anti-corruption and Business Ethics |
| | 2-25 Processes to remediate negative impacts | Governance → Anti-corruption and Business Ethics |
| | 2-26 Mechanisms for seeking advice and raising concerns | Governance → Anti-corruption and Business Ethics (Whistleblowing Policy) |
| | 2-27 Compliance with laws and regulations | Governance → Anti-corruption and Business Ethics → Our Performance |
| | 2-28 Membership associations | Not applicable. The Group did not hold any significant membership positions in industry or other associations during FY2026. |
| | 2-29 Approach to stakeholder engagement | Stakeholder Engagement |
| | 2-30 Collective bargaining agreements | Not applicable. No collective bargaining agreements are in place |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | Materiality Assessment → Materiality Process |
| | 3-2 List of material topics | Materiality Assessment → Impact Assessment of Material Topics |
| **Topic-specific Disclosure** | | |
| **Economic** | | |
| **Economic Performance** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Economic → Economic Performance |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | Economic → Economic Value Creation and Distribution |

| GRI Standard | Disclosure Number & Title | Section Reference |
|---|---|---|
| **Environmental** | | |
| **Energy Consumption** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Environmental → Energy Consumption |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organisation | Environmental → Energy Consumption |
| | 302-3 Energy intensity | |
| GRI 305: Emissions 2016 | 305-2 Energy indirect (Scope 2) GHG emissions | Environmental → Energy Consumption → Emissions |
| | 305-4 GHG emissions intensity | |
| **Climate Change** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Climate Change – IFRS S2 Climate-related Disclosures |
| **Social** | | |
| **Diversity and Equal Opportunity** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Social → Diversity and Equal Opportunity |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | |
| **Talent Acquisition and Retention** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Social → Talent Acquisition and Retention |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | |
| **Training and Development** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Social → Training and Development |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | |
| | 404-2 Programmes for upgrading employee skills and transition assistance programmes | |
| **Occupational Health and Safety** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Social → Occupational Health and Safety |
| GRI 403: Occupational | 403-6 Promotion of worker health | |
| | 403-9 Work-related injuries | |

| GRI Standard | Disclosure Number & Title | Section Reference |
|---|---|---|
| Health and Safety 2018 | 403-10 Work-related ill health | |
| **Local Communities** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Social → Local Communities |
| GRI 413: Local Communities 2016 | 413-1 Operations with local community engagement, impact assessment, and development programmes | |
| **Governance** | | |
| **Anti-Corruption, Business Ethics and Legal and Regulatory Compliance** | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Governance → Anti-corruption and Business Ethics |
| GRI 205: Anti-Corruption 2016 | 205-3 Confirmed incidents of corruption and actions taken | |

## IFRS S2 content index

| IFRS S2 Para. | Requirements | Reference |
|---|---|---|
| **Governance** | | |
| 5 | Governance processes for managing climate-related risks and opportunities | Climate Change – IFRS S2 Climate-related Disclosures → Governance |
| 6(a) | Board oversight of climate-related risks and opportunities | Climate Change – IFRS S2 Climate-related Disclosures → Governance |
| 6(b) | Management's role in monitoring, managing and overseeing climate-related risks and opportunities | Climate Change – IFRS S2 Climate-related Disclosures → Governance |
| **Strategy** | | |
| 10(a–d) | Identification and description of climate-related risks and opportunities, including their time horizons | Climate Change – IFRS S2 Climate-related Disclosures → Climate-related Risks and Opportunities |
| 13(a–b) | Current and anticipated effects of climate-related risks and opportunities on the business model and value chain | Climate Change – IFRS S2 Climate-related Disclosures → Strategy |
| 14(a–c) | Effects of climate-related risks and opportunities on strategy and decision-making | Climate Change – IFRS S2 Climate-related Disclosures → Climate Adaptation and Mitigation Strategy |
| 15–21 | Current and anticipated financial effects of climate-related risks and opportunities | Not yet applied; targeted for application by FYC 2030 |
| 22(a–b) | Climate resilience assessment using climate-related scenario analysis | Climate Change – IFRS S2 Climate-related Disclosures → Scenario Analysis |
| **Risk Management** | | |
| 25(a) | Processes and related policies for identifying, assessing, prioritising and monitoring climate-related risks | Climate Change – IFRS S2 Climate-related Disclosure → Risk Management |
| 25(b) | Processes for identifying, assessing, prioritising and monitoring climate-related opportunities | Climate Change – IFRS S2 Climate-related Disclosures → Risk Management |
| 25(c) | Integration of climate-related processes into the Group's overall risk management process | Climate Change – IFRS S2 Climate-related Disclosures → Risk Management |
| **Metrics and Targets** | | |
| 29(a) | Scope 1 and Scope 2 GHG emissions and measurement approach | Climate Change – IFRS S2 Climate-related Disclosures → Metrics and Targets; Environmental → Energy Consumption → Emissions |
| 33–37 | Climate-related targets, including the metrics, objective, period, base period, milestones and progress | Climate Change – IFRS S2 Climate-related Disclosures → Metrics and Targets; Performance Highlights and Targets |

# NOONTALK MEDIA LIMITED

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Incorporated in the Republic of Singapore

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