KING IV – APPLICATION REGISTER

We have commenced the transition process regarding the implementation of King V. We are assessing the required governance, processes and reporting enhancements to ensure readiness for the next reporting period.

We remain committed to maintaining strong governance standards and providing transparent, meaningful remuneration disclosures to shareholders and stakeholders.

King IV principles

Principle 1

Ethical culture
The Board leads with integrity, accountability and professionalism, is guided by a Code of Ethics and a Board charter that ensures responsible and ethical governance.

Principle 2

Ethical culture
The Board governs ethics through a values-driven Code of Ethics with management promoting ethical conduct. Consistent audit outcomes and zero fraud allegations reflect this culture.

Principle 3

Corporate citizenship
eMedia promotes economic, social and environmental well-being through B-BBEE initiatives, NPO support, environmental monitoring and compliance with legal and constitutional mandates.

Principle 4

Value creation
The Board aligns strategy, risk, performance and sustainability to ensure long-term value creation. It oversees investment decisions and monitors risks and key performance areas.

King IV principles

Principle 5

Transparent reporting
The Board ensures reports are accurate, legally compliant and provide clear insights into short, medium and long-term performance for all stakeholders.

Principle 6

Governance custodianship
The Board remains the central authority on governance and annually reviews charters and committee mandates to maintain best-practice standards.

Principle 7

Balanced composition
The Board ensures effective governance with a diverse and independent composition. Formal role separation, rotation and shareholder representation reinforce accountability and B-BBEE goals.

Principle 8

Delegation and independence
Committees are structured for independence and balance. Each is chaired by a different Non-executive Director, with clear mandates and access to resources and advice.

Principle 9

Performance evaluation
The Board evaluates its own and committees' performance annually to promote continuous improvement, using discussions and formal assessments.

King IV principles

Principle 10

Delegation to management
Roles and responsibilities are clearly defined. Although no formal CEO succession plan exists, executive oversight and governance are maintained. The Company Secretary ensures governance support and independence.

Principle 11

Risk governance
The Board governs risk through oversight and structured reviews, ensuring that risk management supports strategic objectives. Risks are assessed regularly via the Audit and Risk Committee.

Principle 12

Technology and information
IT governance is reviewed quarterly by the Audit and Risk Committee, which ensures that policies are followed and strategic goals are supported.

Principle 13

Compliance governance
Compliance is actively monitored, especially in broadcasting. The Group has had no significant non-compliance incidents, which affirms its adherence to laws and standards.

Principle 14

Fair remuneration
The Remuneration Committee ensures that pay structures are fair, transparent and aligned with Group performance, strategic goals and responsible risk-taking.

Principle 15

Assurance and control
Internal audit, external audit and compliance functions support a strong control environment. A formal combined assurance model is not yet in place, but various assurance mechanisms are active.

Principle 16

Stakeholder inclusivity
The Board prioritises transparent and responsible stakeholder engagement and is developing a strategy to strengthen relationships and balance stakeholder interests over time.