



ZIMBABWE NEWSPAPERS
(1980) LIMITED

A large, dark blue, stylized 'C' shape that is open on the right side. Inside the 'C', there are five red horizontal lines of varying lengths, each ending in a small red circle, resembling a circuit board or data lines.

20 22

annual
report



**ZIMBABWE NEWSPAPERS
(1980) LIMITED**

Vision



To be the leading integrated media, commercial printing and packaging Group in Zimbabwe and beyond.

Mission



To publish newspapers, magazines and books, produce print and packaging products as well as offering broadcasting services of the highest quality at competitive prices that add value to our stakeholders.

Core Values



To ensure the prosperity and wellbeing of Zimpapers' Shareholders, employees and customers. In pursuit of its mission and vision, the Zimpapers Group is guided by the following core values:

- Customer success and satisfaction.
- Equal opportunity employment.
- Efficiency.
- Good corporate governance.
- Profitability.
- Continuous innovation.

Digital &
Publishing

Commercial
Printing


RADIO

ZTNPRIME



Zimpapers
Agriculture Journal



Your informed agriculture partner

Get the Agriculture Journal every last Friday
of the month, found as an insert in The Herald
and let's grow together, as we update and
inform you on all the latest trends in farming.



SCAN HERE



About this Report

Zimbabwe Newspapers (1980) Limited, a public Company listed on the Zimbabwe Stock Exchange since 1951, presents its annual report for the year ended 31 December 2022. This report integrates both financial and sustainability information to demonstrate our commitment to responsible business practices and values.

Reporting Scope

This report contains information for Zimbabwe Newspapers Limited including its divisions whose operations are solely based in Zimbabwe. All references to 'our', 'we', 'us', 'the business', 'the Group' and 'Zimpapers' refer to Zimbabwe Newspapers (1980) Limited.

Reporting Frameworks

The annual report was prepared with due consideration of the following:

- The Companies and Other Business Entities Act [Chapter 24:31].
- SI.134 of 2019 Securities and Exchange (Zimbabwe Stock Exchange Listings Requirements) Rules.
- International Financial Reporting Standards (IFRS).
- Global Reporting Initiative (GRI) Standards.

Sustainability Data

Qualitative and quantitative sustainability data was compiled from the Group's records, policy documents, and personnel responsible for various business sections and key result areas. In some cases, prior year sustainability data was restated.

Data and Assurance

The financial statements were externally audited by Baker Tilly Chartered Accountants (Zimbabwe), in accordance with the International Standards of Auditing (ISAs). The independent auditors' report is contained on pages 73 to 75.

Sustainability information was validated for compliance with the GRI Standards by the Institute for Sustainability Africa (INSAP), an independent subject matter expert. A GRI Content Index is contained on page 116 to 119. The sustainability data provided in this report was not externally assured.

Report Declaration

The Board of Directors and Management take responsibility to confirm that this report has been prepared in accordance with applicable GRI Standards: Core option.

Forward looking Statements

This report contains certain forward looking statements which are based on current estimates and projections. These statements however do not guarantee future developments and results as these may be affected by several anticipated and unanticipated risks and uncertainties. Stakeholders are cautioned against placing undue reliance on forward looking statements contained herein. We commit to publicly share any revisions of the forward-looking statements to reflect changes in circumstances and or events after the publication of this report through trading and website updates.

Feedback on the Report

The Group values opinions and feedback from its stakeholders on how it can improve its operations and reporting. For any comments or feedback on this report, please contact Farai Matanhire (Mr) on: farai.matanhire@zimpapers.co.zw, or Call +263 (24) 279 5771.

**Nyami Nyami FM
is now...**



Kariba 94.5

Chinhoyi 102.3

Karoi 103.4



- *Music*
- *Mining*
- *Tourism*
- *Agriculture*
- *Culture*
- *Lifestyle*

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**Mash-West
is the home of...**



- *Music*
- *Mining*
- *Tourism*
- *Agriculture*
- *Culture*
- *Lifestyle*

Overview

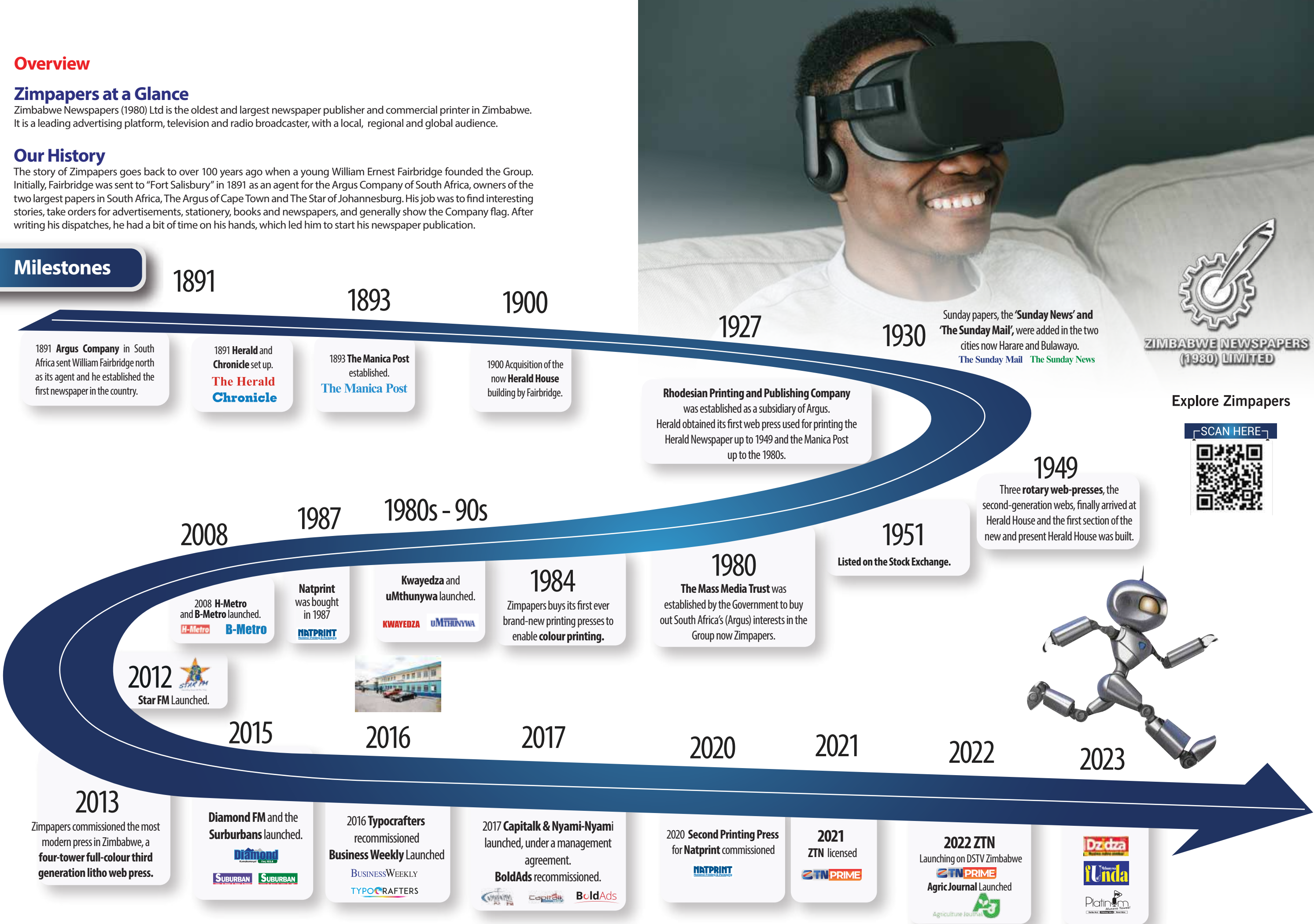
Zimpapers at a Glance

Zimbabwe Newspapers (1980) Ltd is the oldest and largest newspaper publisher and commercial printer in Zimbabwe. It is a leading advertising platform, television and radio broadcaster, with a local, regional and global audience.

Our History

The story of Zimpapers goes back to over 100 years ago when a young William Ernest Fairbridge founded the Group. Initially, Fairbridge was sent to "Fort Salisbury" in 1891 as an agent for the Argus Company of South Africa, owners of the two largest papers in South Africa, The Argus of Cape Town and The Star of Johannesburg. His job was to find interesting stories, take orders for advertisements, stationery, books and newspapers, and generally show the Company flag. After writing his dispatches, he had a bit of time on his hands, which led him to start his newspaper publication.

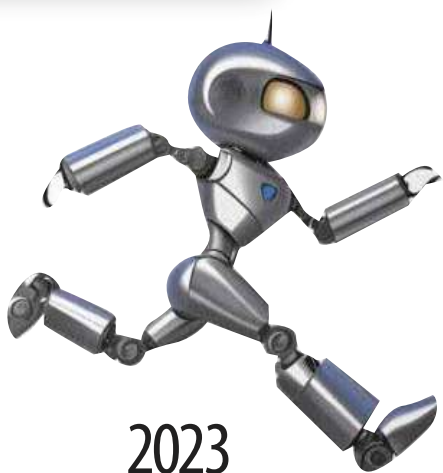
Milestones



ZIMBABWE NEWSPAPERS
(1980) LIMITED

Explore Zimpapers

SCAN HERE



PROFILE

Zimbabwe Newspapers (1980) Limited is a listed Company on the Zimbabwe Stock Exchange with its main operations in the following sectors:

- Newspaper publishing : Harare, Mutare and Bulawayo Units
- Commercial Printing : Natprint and Typocrafters
- Radio Broadcasting : Star FM, Diamond FM, Capitalk FM and Nyaminyami FM (now Platinum FM)
- Television Broadcasting : Zimpapers Television Network (ZTN)
- Advertising, Outdoor and Events : BoldAds

GROUP STRUCTURE

Zimpapers is a public Company listed on the Zimbabwe Stock Exchange (ZSE) since 1951.

It's main operations are:

NEWSPAPER PUBLISHING

Harare, Mutare and Bulawayo Units

COMMERCIAL PRINTING

NatPrint and Typocrafters

RADIO & TV BROADCASTING

Star FM, Diamond FM, ZTN, Capitalk FM and Platinum FM.

Digital &
Publishing

Commercial
Printing


RADIO

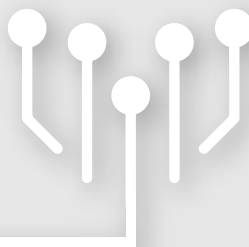
ZTN
Get the picture

Our Products and Services

Segment	Company / Unit	Activities
Print and Digital Media	Digital and Publishing Division (DAP)	Newspaper Division - 11 Publications Hybrid: The Herald Chronicle The Sunday Mail Sunday News Manica Post Business: Business Weekly Tabloid: Kwayedza uMthunywa H-Metro B-Metro Localised Hybrid: Suburban Digital Products - 6 Products BH24 Mobile News Zimpapers News Hub Star FM App Diamond FM App Zimpapers App
Advertising, Outdoor and Events	BoldAds	Creative Agency: Advertising, Outdoor and Events
Commercial Printing	Natprint & Typocrafters	Paper Packaging, Printing and Origination Services Diaries Labels Carton work Books and magazines Calendars and posters Continuous stationery
Radio Broadcasting	Star FM Diamond FM Capital FM Nyaminyami FM (now Platinum FM)	Radio Broadcasting - National Radio Station Radio Broadcasting - Regional Radio Station Radio Broadcasting - Regional Radio Station Radio Broadcasting - Regional Radio Station Digital Radio Production
Television Broadcasting	ZTN	Television Broadcasting
Corporate	Head Office	Corporate Services

The Herald **The Sunday Mail** **Chronicle** **The Sunday News** **The Manica Post**

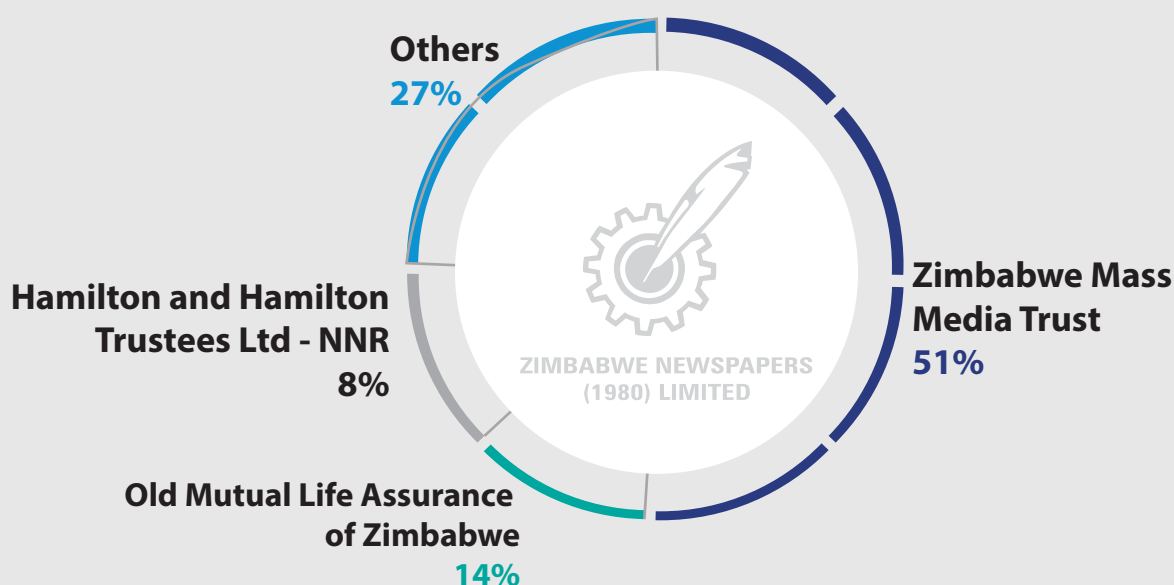




Group Ownership

Zimpapers is owned in majority by the Zimbabwe Mass Media Trust.

The other top shareholders are as follows:



Memberships and Associations

Zimbabwe Media Commission (ZMC)



ZIMBABWE MEDIA COMMISSION

Voluntary Media Council (VMC)



World Association of Newspapers and News Publishers



Marketers Association of Zimbabwe (MAZ)





Zimpapers Group Awards



Zimpapers

- **Winner for the Corporate Social Responsibility (CSR) Award** for inclusive Development of Strategic Development Goals (SDGs): CSR Network Zimbabwe - 11 November 2022



Divisional Awards



The Herald

The Herald:

- **Superbrand Award Winner in the Print Media Sector:** Marketers Association Zimbabwe - 25 November 2022



Star FM:

- **Superbrand Award Winner in the Electronic Media Sector:** Marketers Association Zimbabwe - 25 November 2022



ZTN:

- **Electronic Digital Award Winner** in recognition of its ability to reach the height of excellence: Zimbabwe Institute of Strategic Thinking (ZIST) - 15 September 2022
- **Golden Award for Best Disruptive and Innovative Organisation 2022** at the Zimbabwe CEO's Awards - 9 December 2022



Capitalk 100.4FM:

- **Official Media Partner at The CEO Africa Annual Roundtable:** CSR Network Zimbabwe - November 2022

CTN PRIME

GET THE PICTURE

DStv

Zimbabwe

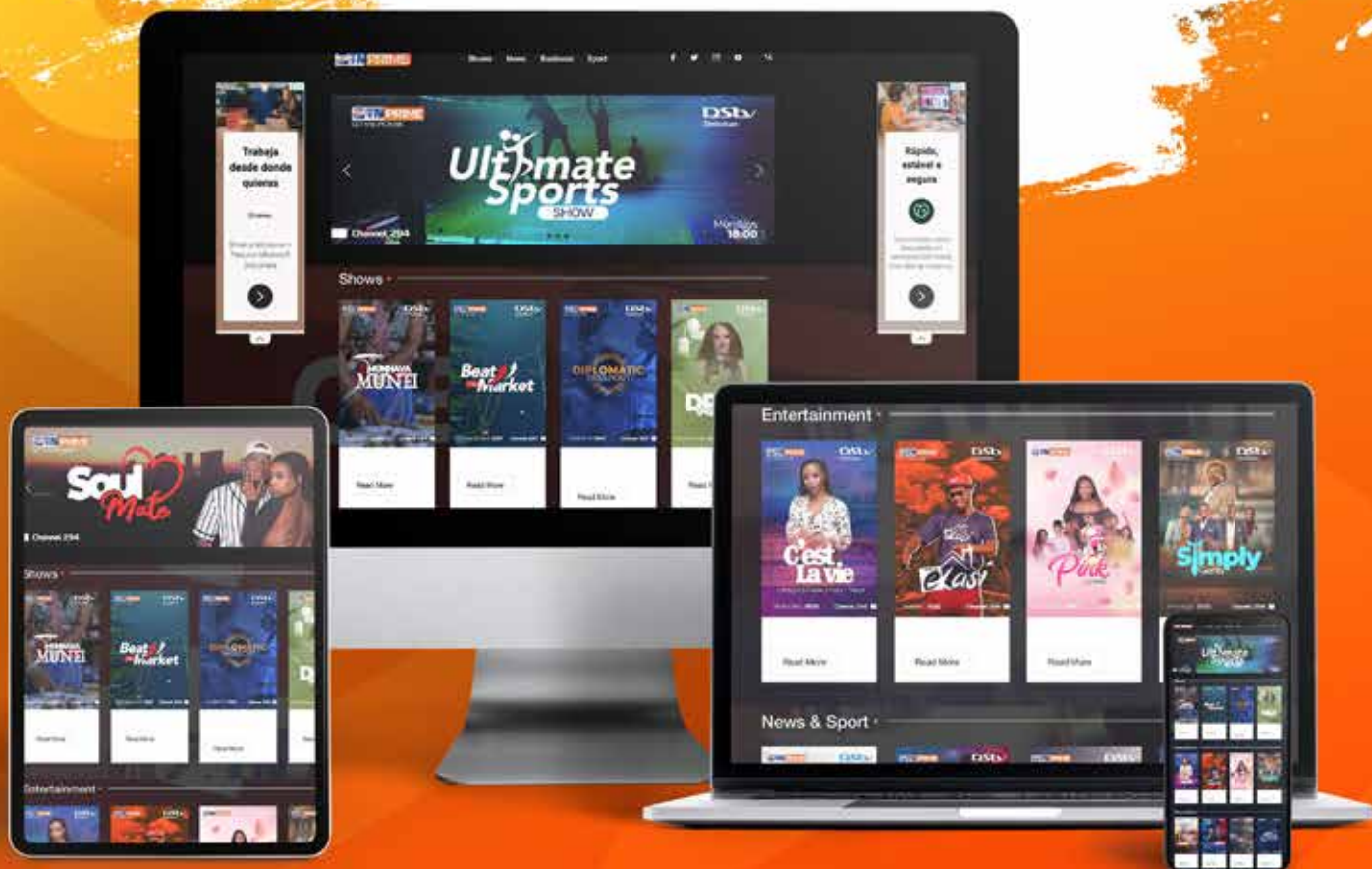
GO

channel



PRIME

294



Go Prime!

Access your favourite program updates wherever you are!



NEWS | SPORTS | DRAMA | MUSIC

GO PRIME

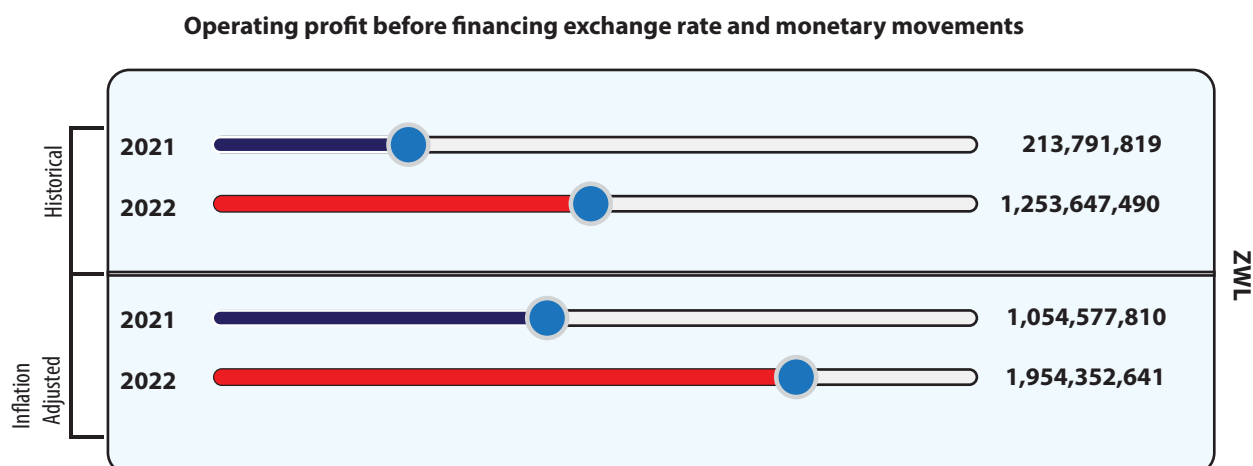
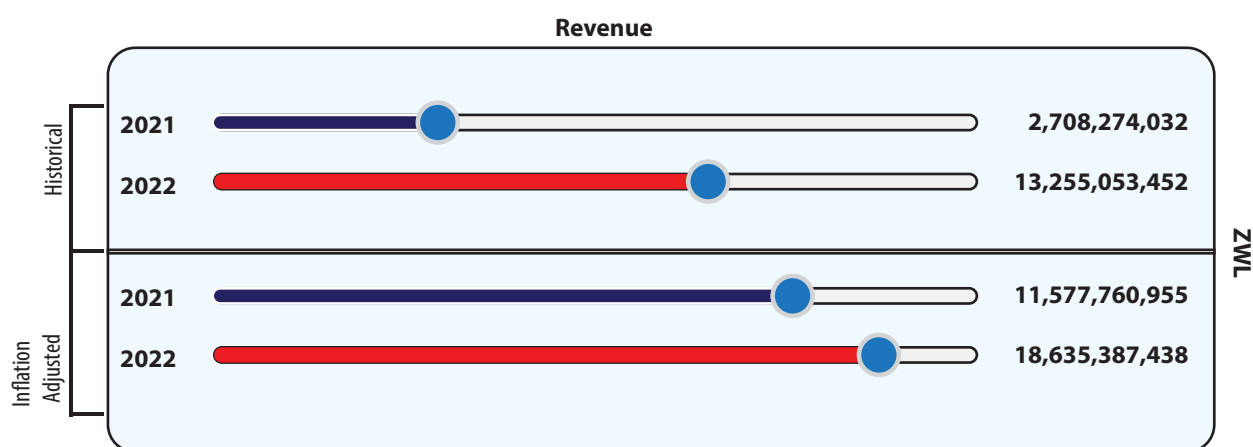


Channel 294

Performance Highlights

Financial Highlights

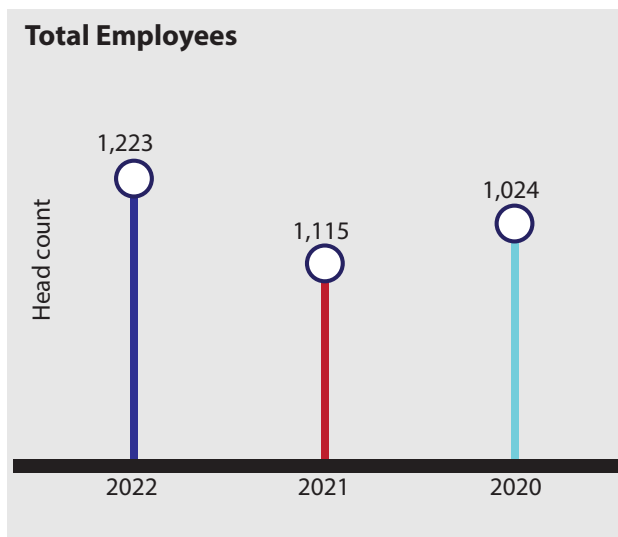
	Hyper Inflated		Historical	
	2022	ZWL 2021	2022	ZWL 2021
Revenue	18,635,387,438	11,577,760,955	13,255,053,452	2,708,274,032
Operating Profit	1,954,352,641	1,054,577,811	1,253,647,490	213,791,819
Cash Generated from Operating Activities.	2,610,305,275	1,319,622,125	1,262,626,079	244,748,698
Total Assets	21,404,913,393	13,245,315,600	16,609,733,899	1,429,233,336
Earnings before interest, taxes, depreciation. (EBITDA).	3,102,202,173	2,035,623,115	1,390,805,902	275,354,895
Share Performance				
Basic Earnings per share.	16,76	57,83	100,66	19,75
Headline Earnings per share.	37,79	49,72	93,63	17,21



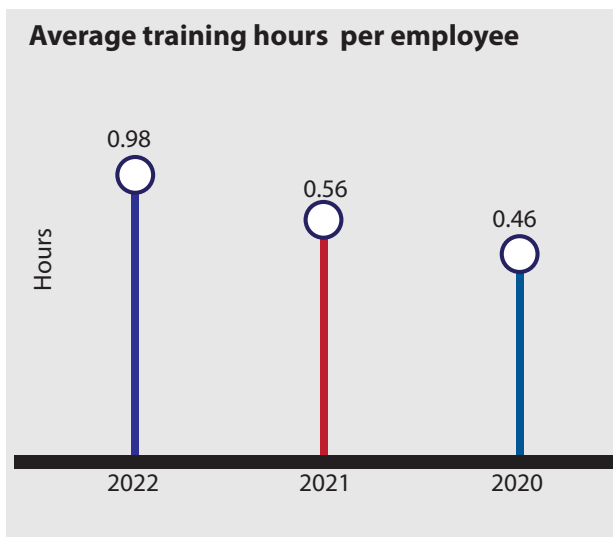
Social Highlights



Total Employees



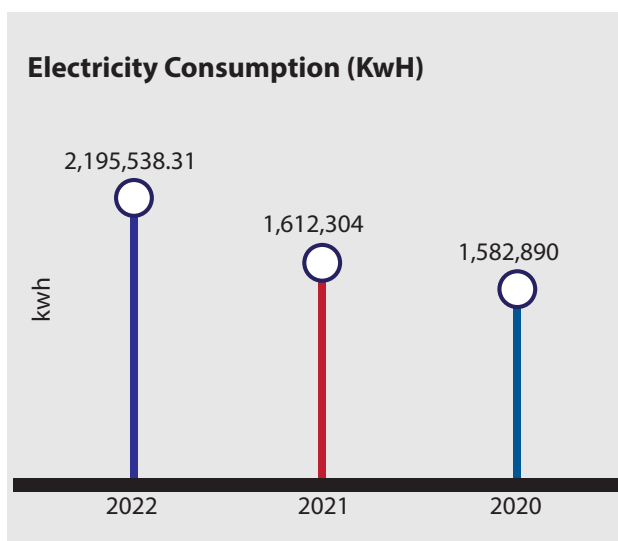
Average training hours per employee



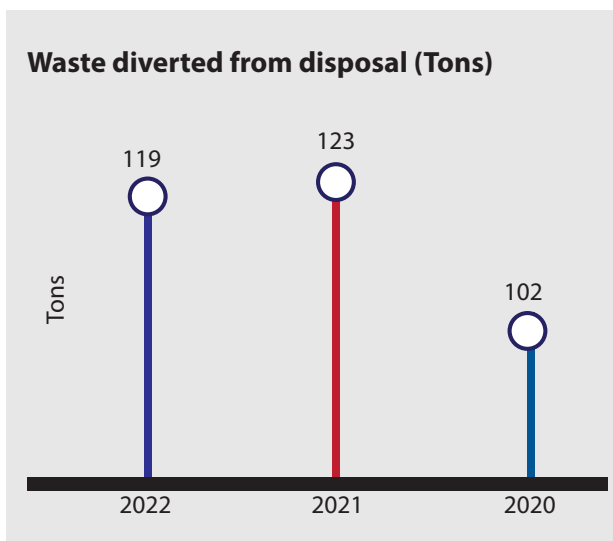
Environmental Highlights



Electricity Consumption (KwH)



Waste diverted from disposal (Tons)





T. A. Ganda Sithole
BOARD CHAIRMAN

‘We continue to make investments into our journalism through training and injection of new skills as we seek to remain relevant in the face of other competing sources of news and information’

Chairman's Statement

1. Overview

On behalf of the Board and Management, I hereby present the financial results for Zimbabwe Newspapers (1980) Limited for the year ended 31 December 2022.

2. The Operating Environment

The year under review witnessed some economic recovery as the country's gross domestic product (GDP) was reported by the Government of Zimbabwe (GoZ) to have grown by 4%. During the year, the Ministry of Finance and Economic Development made some worthwhile economic interventions to curtail inflation that was threatening the existence of the local currency. Regrettably, some of these measures severely affected liquidity in the market resulting in the general slowdown in economic activity. Inflationary pressures remained onshore as year on year (YoY) inflation closed the year at 243.8% compared to 60.7% for the same period in 2021.

3. The Media Environment

The media environment continued to be stable. Recovery of our printed newspapers, which had taken a knock during the Covid-19 years, is on course, whilst the digital platforms are enjoying remarkable growth in audiences. Radio continues to attract huge audiences while television is still an area of potential growth. The newly licensed television stations, including our own Zimpapers Television Network (ZTN), are steadily finding their place in a market that for years had been dominated by one player.

The modest recovery of the print business is consistent with world trends as shown by the recently released WAN-IFRA World Press Trends 2022-2023 report. The report says print continues to dominate revenues. "When combined, print advertising and circulation generate more than half (53.5%) of the total income seen by our survey respondents but is down from last year's report when it was at 56.1%."

The report also notes that: "Publishers are contending with issues on multiple fronts. These considerations include high levels of inflation, rising paper and print costs, as well as ongoing changes to advertising markets."

We continue to make investments into our journalism through training and injection of new skills, as we seek to remain relevant in the face of other competing sources of news and information. We, by far, remain the most

trusted source of credible news and information as confirmed by results of the Zimbabwe All Media Products Survey (ZAMPS), where our platforms are the most dominant.

We continue to value professional and ethical journalism, which is the mainstay of mainstream journalism in an environment where fake news continues to spread, particularly through social media. Cabinet has since approved the principles of the Media Practitioners' Bill, paving the way for the enactment of a law that will demand high standards of journalism.

4. Digital Media

The Group has taken steps to exploit positive benefits arising from the Artificial Intelligence (AI) revolution to provide better user experience while ensuring protection against negative digital manipulation and unpredictable digital side effects. The Group has configured its digital platforms to deliver the correct content to the right audience, resulting in users that are more satisfied since they can easily locate what they need. Using AI and research on global digital media trends, the Group's digital platforms continue to improve and offer more value-added services and products that can keep the users engaged longer. This allows the Group to provide better value to all its stakeholder chain.

5. Financial Performance

Application of International Accounting Standard (IAS) 29: Inflation Adjusted Financial Statements

The Directors of the Group have applied the principles of IAS 29 to prepare the Group's inflation adjusted financial statement for the year ended 31 December 2022. In that regard, the primary set of financial statements for the Group are the hyper inflated numbers, which have been the basis for this commentary.

6. Financial Performance Overview

Despite the challenging operating environment, the Group grew its revenue by 61% to Z\$18.6 billion from Z\$11.6 billion recorded for the same period last year. Owing to inflationary

pressures and unabated increase in the cost of imported raw materials, gross profit margin declined to 63% from the 66% for same period last year.

Nevertheless, the Group improved its earnings before interest and tax (EBIT) margin to 11% compared to 9% for the same period last year. This was a result of improved overheads management which were at 54% to turnover compared to 58% for last year.

The Group has configured its digital platforms to deliver the correct content to the right audience, resulting in users that are more satisfied

Owing to tight liquidity arising from delayed payments by most of our clients and the required capital expenditure, the Group had to access costly short-term funds to meet its working capital needs. This had a negative impact of increasing the cost of borrowing to Z\$610.7 million. Profitability for the Group was further affected by a monetary loss adjustment of Z\$940.8 million that was recorded during the period under review. Resultantly, a net profit before tax of Z\$384.7 million was recorded compared to Z\$494.9 million for the prior year.

7. Newspaper Division

The Newspapers Division increased its top line by 59% mainly as a result of the need to protect margins in a hyperinflationary environment. Cost optimisation remained critical in ensuring its survival and improving the profit margins of the division. The division recorded earnings before interest, tax, and monetary adjustments of Z\$1.9 billion.

8. Printing Division

The Division recorded a 63% revenue growth driven by some volume growth in labels and general printing. In line with the revenue growth and cost optimisation interventions, the unit posted earnings before interest, tax and monetary adjustment of Z\$443.0 million for the period under review. The division continued to face challenges in obtaining adequate foreign currency for importation of critical raw materials, resulting in a negative impact on the ability of the division to stretch its growth ambitions.

9. Broadcasting Division

Top line for the division grew by 67% compared to last year. The growth in revenue was driven by both radio and television units which grew by 74% and 42% respectively. The broadcasting division's overall profitability continued to be weighed down by the newly licensed television channel that was launched on DSTV channel 294 in May 2022. The channel has however been gaining acceptance in the market and its prospects are very high.

10. Corporate Governance

In compliance with good Corporate Governance, the Group's Audit and Risk Committee, Business Development and Marketing Committee, Human Resources, Remuneration, Nomination and Pension Fund Committee and the Corporate Social Responsibility Committee met four times each during the year under review to assess operations and adequacy of systems and procedures that safeguard the Group's assets.

11. Corporate Social Investment

The Group's corporate community social responsibility programs remained robust and we have embarked on Sustainable Development Goals (SDGs) driven programs. Under the Green Up campaign, the Group is leading and encouraging other organisations to green up their business premises, rooftops and road verges. Furthermore, the Zimpapers Junior Media Club mentorship program was rolled out in different schools across the country. In addition, relationships with learning institutions were strengthened as the Group's bursary scheme remained in place and its advocacy for cancer and health related matters continued during the period under review. We continued to host our flagship highly subscribed annual Cancer Power Walk where all proceeds were donated for the fight against cancer.

12. Dividend

Due to the difficult operating environment associated with severe liquidity challenges at the background of new capital-intensive projects that are being pursued by the Group, the Board of directors recommend that there be no dividend payment for the year just ended.

13. Outlook

The obtaining economic outlook is encouraging despite the first quarter of the year having started on a very difficult patch. The diversification strategy adopted by the Group will continue to anchor its ability to give clients media options of their choice as the Group now offers a 360-degree media solution.

The situation on the supply of imported raw materials is improving. This gives us better prospects for the future of the Group as new supply chains replacing the traditional Ukraine/Russia sources are being found. The increased use of the United States Dollar in the economy may bring some relief on the availability of foreign exchange. Furthermore, the record-breaking agricultural output and encouraging growth prospects from mining, tourism and general construction is the basis for our optimism for a better year ahead.

14. Appreciation

Let me extend my sincere appreciation to all the customers, readers, listeners, viewers, advertisers, shareholders and all other stakeholders who have supported the Group that has been in existence for over a century. I am aware of the sacrifices and perseverance by my fellow Board members and our greatest asset, the employees to keep the Group going and would like to thank and applaud them for their resilience and a job very well done under very difficult circumstances.

T. A. Ganda Sithole
BOARD CHAIRMAN

Chief Executive's Statement

‘Our strategic ambition has always been to leverage our content, which is telling the Zimbabwean story, across all platforms’

P. DEKETEKE
CHIEF EXECUTIVE

Overview

For Zimbabwe Newspapers (1980) Ltd, 2022 was another milestone year as we finally launched the much anticipated Zimpapers Television Network (ZTN) thereby consolidating our media business on all key content platforms from print, radio, digital to television.

The launch of the ZTN Prime channel on the DSTV satellite platform marks significant progress towards our strategic ambitions of becoming a fully-fledged integrated media house reaching millions of readers, viewers and listeners both locally and internationally on our various platforms.

The first study undertaken by global research company Meltwater on behalf of Multichoice revealed that a few months after launch ZTN had grown its audience reach to 7,6 million ahead of its local competitors. This has prompted Multichoice to consider further partnerships with ZTN.

While the channel revenues are yet to pick up substantially as audience building grows, ZTN attracted significant revenue in the last 7 months which has gone towards capitalisation of the business.

Substantial investments were made into the construction and kitting of a state-of-the-art roof top studio, serving as one of the main differentiation factors for ZTN, construction and kitting of an outside broadcast van, set to become one of the biggest revenue earners for the channel and a green screen studio and software, which will allow creation of modern virtual sets. Investment has also gone into content creation and partnerships with the aim of building and maintaining a competitive schedule in the face of growing competition.

The coming in of ZTN Prime has enabled us to create over 100 media jobs in the economy. This includes various professionals in journalism, camerawork, graphic design, content creators, among others while downstream this has opened opportunities for Zimbabwe's film-makers.



Our strategic ambition has always been to leverage our content, which is telling the Zimbabwean story, across all platforms and the growth in audiences gives us the assurance that we are on the right track in terms of building a robust media business model.

Although the printed newspapers still contribute the bulk of our revenues, the group has been transforming itself into a digital company, through continuous innovation. We successfully introduced products such as the Zimpapers App, which enables audiences to access all our content from anywhere in the world using devices of their choice such as mobile phones.

During the period under review, we were conscious that the economy was subjected to the significant shocks that arose from the Russia/Ukraine conflict, which affected raw material supply chains especially for our newspapers and commercial printing products. Locally, liquidity challenges and the high cost of borrowing affected business growth.

The monetary authorities' efforts to stabilise the local foreign exchange market and lower inflation helped in the last quarter of the year.

As a result, the gap between the official and open market exchange rates narrowed down in the last quarter of the year. Although inflation appeared to have eased down and at the same time the gap between the official exchange rate and the parallel market narrowed, there were concerns on the sustainability of these measures.

The country is reported to have recorded a significant growth in Gross Domestic Product (GDP) from 2.3% recorded in 2021 to 6.5% in 2022. The growth was mainly driven by agriculture and mining, amongst other factors.

Year on year inflation increased from 60.7% for December last year to 243.8% by the end of the year under review. The month-on-month inflation reached a peak of 30.7% in July before easing down to single digit in the last quarter of the year, after the Government instituted stringent money supply measures.

Notwithstanding some of the economic headwinds experienced during 2022, the company's growth trajectory and environment sustainability goals were vigorously pursued while ensuring that our workforce was taken care of in terms of their remuneration,

health and safety as well skills development.

To improve the lives of employees, the company offered various employee schemes, including opportunities for residential stands ownership.

Although we give a full account of our sustainability initiatives in this report, it is important to highlight that in 2022 we started a major new initiative to promote the re-greening of cities as our contribution to the whole clean-up campaign being championed by the country's President.

The Zimpapers Greening-up Campaign is encouraging different organisations to green their business premises, rooftops and road verges. This was launched in The Sunday Mail on 31 October 2022 with half a page dedicated to the campaign and a number of companies have been featured. Friends of the Environment and City of Harare have partnered us in the campaign and are working on greening the Zimpapers premises as well.

Our signature corporate social responsibility campaign, the Zimpapers Cancer Power Walk, in partnership with Island Hospice & HealthCare and several other organisations mobilised over ZWL20 million for cancer palliative care. This event has now grown to cover other cities including Bulawayo, Mutare, Masvingo, Gweru and Kariba.

Financial Performance

In compliance with the dictates of the International Accounting Standard (IAS) 29, Financial Reporting in Hyperinflationary Economies, the Company is required to adopt the hyper inflated numbers as the primary set of accounts, which has been complied with in the ensuing financial commentary.

Group revenue increased by 61% to ZWL\$18.6 billion compared to ZWL\$11.6 billion recorded for the same period last year. Although the biggest percentage growth came from the Radio Broadcasting Division (RBD) that recorded a 74% growth, in absolute terms, the Digital and Publishing Division (DAP) had the highest contribution to the growth at ZWL\$4.2 billion that was 60% contribution to the total growth of ZWL\$7.1 billion. The RBD and the Commercial Printing Divisions (CPD) contributed ZWL1.3 billion each to make a combined total contribution of 36% to the total revenue growth for the Group over the period under review.

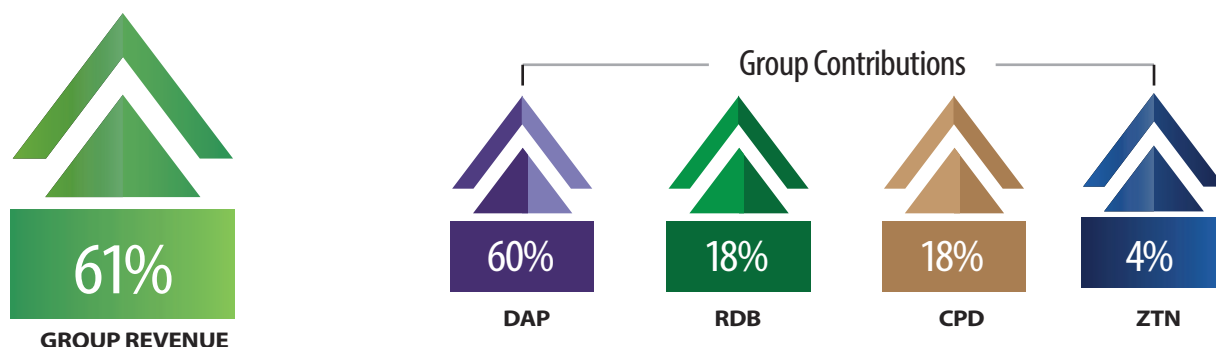
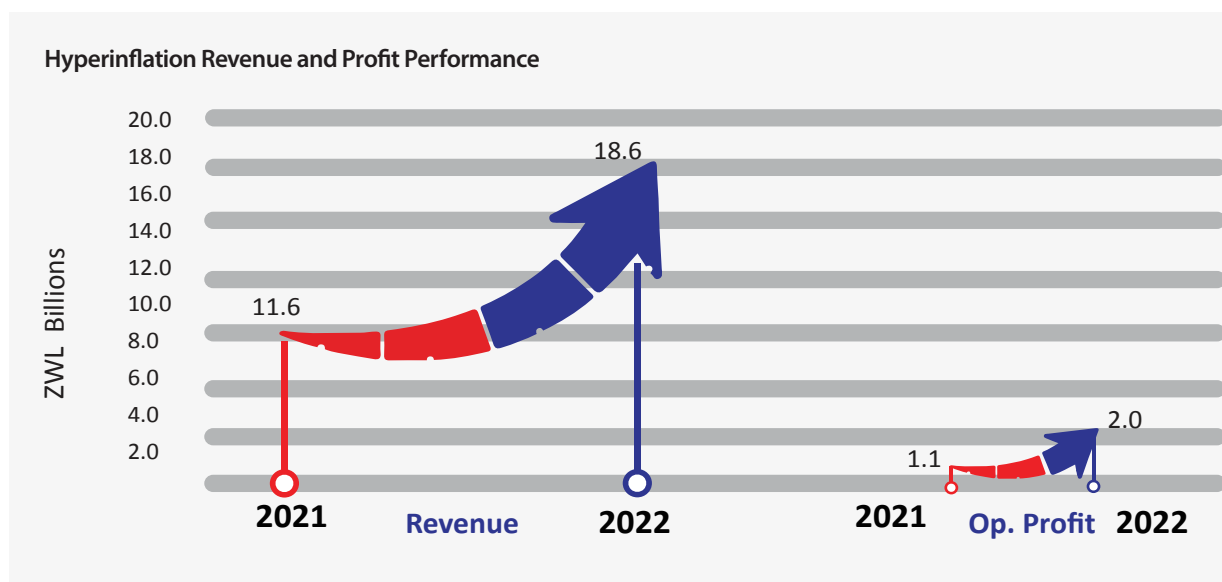
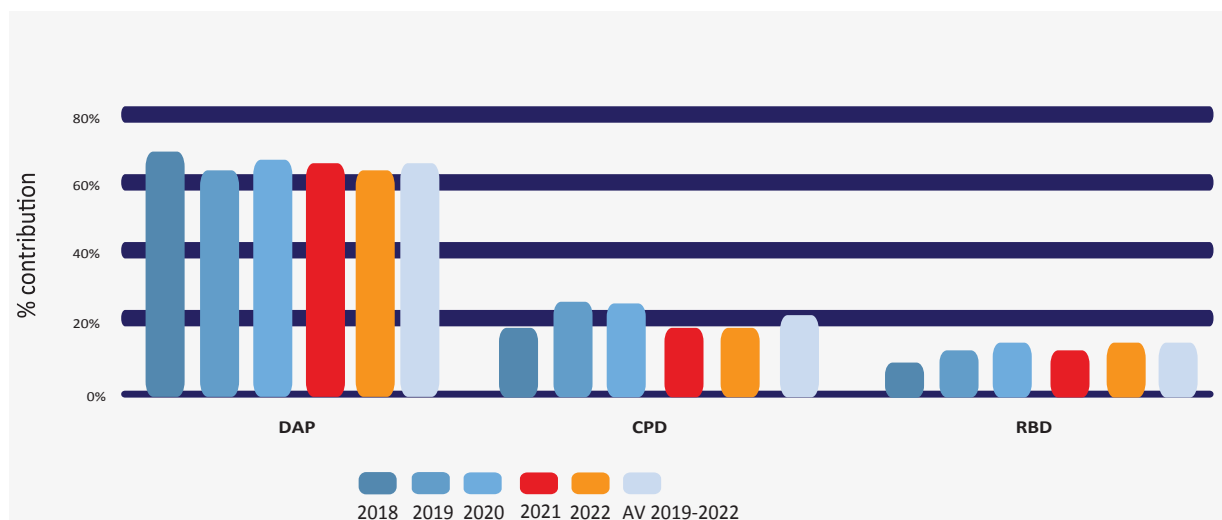


Figure 1: Revenue and Profit Performance

The improvement in operating profit before financing, exchange gains/(loses) and monetary adjustments was a result of the 61% increase in revenue across the Group and better management of costs.

Division Hyperinflation Revenue Contribution

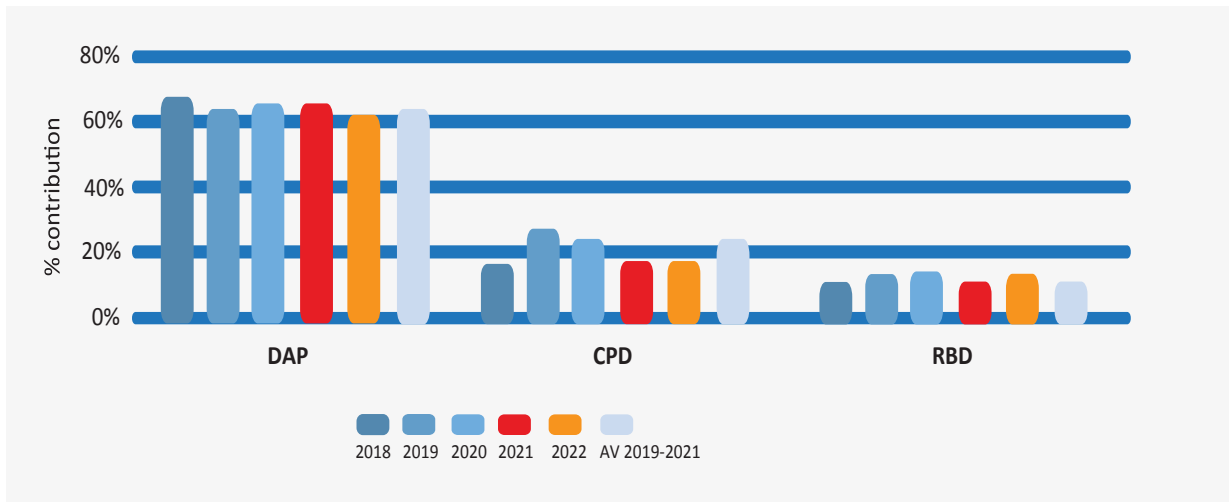
The average divisional revenue contribution analysis shows that DAP and the RBD have settled at 62% and 16% respectively, whilst the CPD performed below its four-year average of 20%.

Figure 2: Division Revenue Contribution

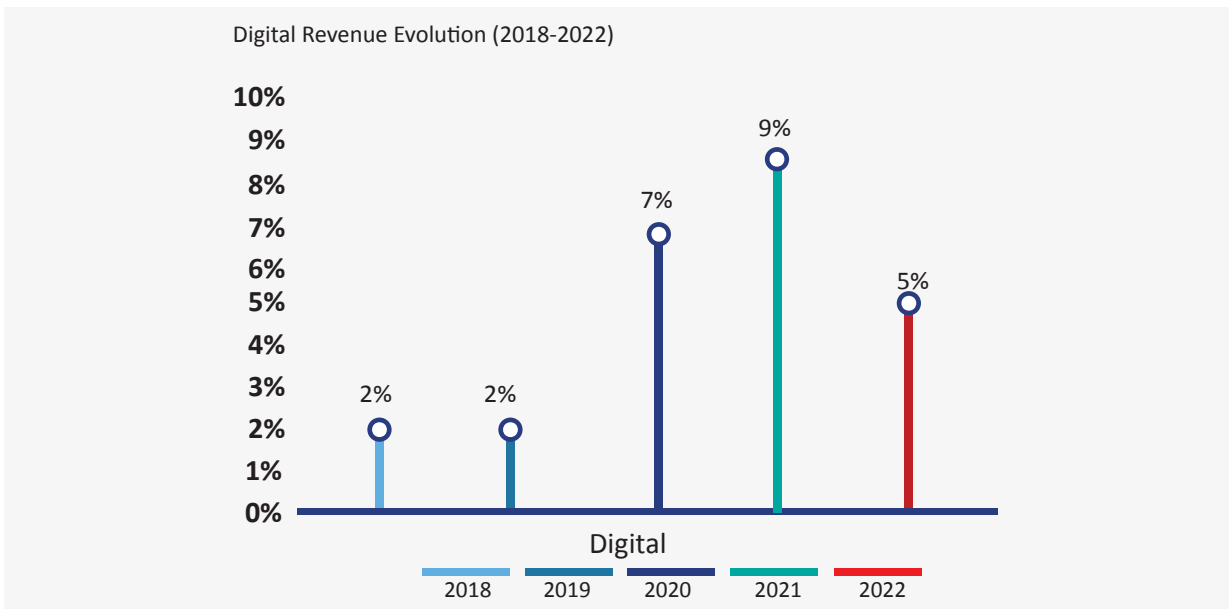
Divisional revenue contribution has remained consistent over the years with the DAP division topping the list.

Figure 3: Historical Revenue Contribution by Division 5 Year Trends

A trend analysis over the past five years shows the impact of new media on print products.

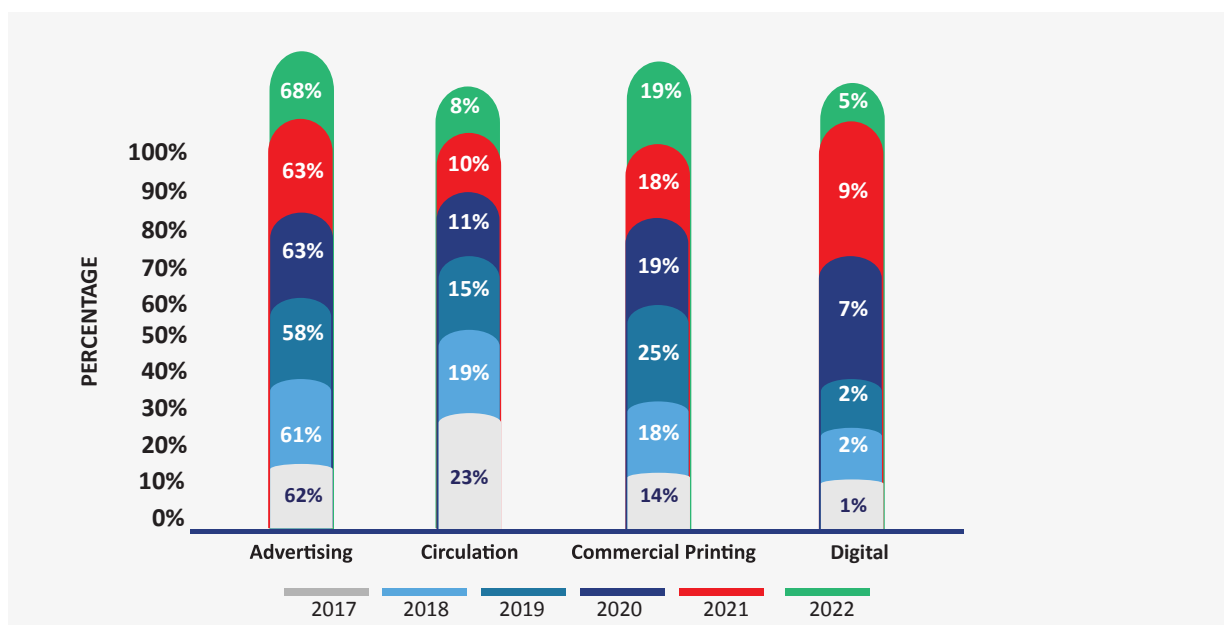


In historical terms, the average revenue contributions to Group total revenues for all the divisions have not been materially different from the trend recorded in hyperinflation terms.

Figure 4: Historical Digital Revenue Evolution (2018-2022)

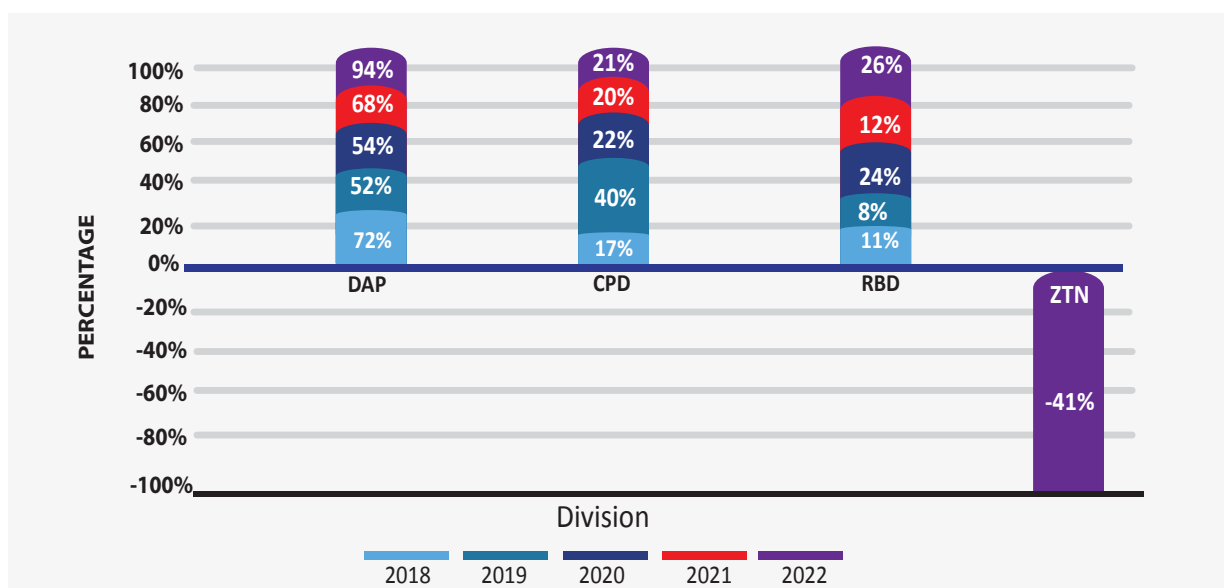
In historical terms, digital revenue contribution to total group revenue declined from 9% achieved in 2021 to 5% as the e-commerce surge experienced in 2021 became less persistent with the easing of the imposed covid-19 restrictions leading to more physical transactions and a return to pre-pandemic digital consumption patterns.

Figure 5: Revenue Contribution by Line



Advertising revenues continued to contribute the biggest share at 68% followed by 19% for Commercial Printing and 8% for Circulation. The decline in circulation revenues is in line with the emergence of new media that has seen a shift in readers' preferences.

Figure 6: Hyperinflation Profit Contribution by Division



As in prior years, the DAP division contributed the highest profit to the Group. A net profit margin of 17% compared to the 12% for same period last year was recorded.

Operations review

The Group continued to be profitable despite the challenging operating environment and the load of new projects that are still in their infancy.

Our strategic thrust remains:

- Diversification and building our leadership.
- Innovation and investing for the future.
- Continuously refining the business model, improving service delivery and product offering as well as embracing new technology.
- Audience growth.

Our objectives:

- Growing by building on core strengths and maximising opportunities.
- Transforming through cost efficiency and business model innovation.
- Building value through offering a 360-degree solution in line with our vision of becoming a fully integrated media house.

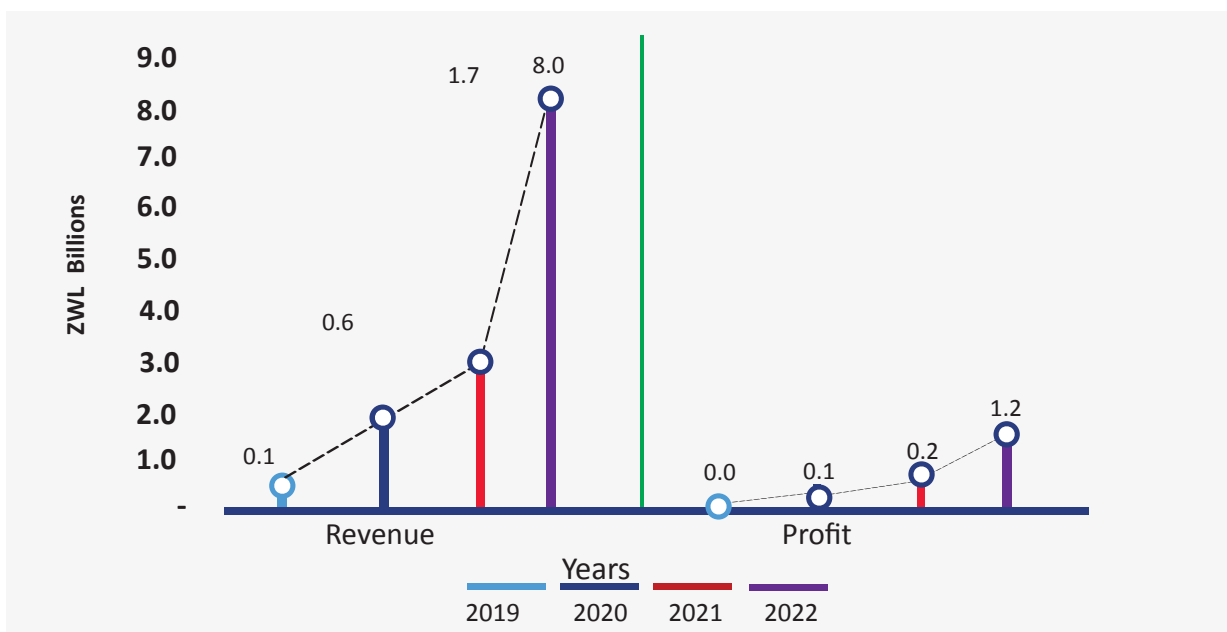
In pursuit of the 360-degree solution vision, the Company is now fully represented on all media platforms following the launch of ZTN in May 2022.

Publishing and Digital Division (DAP)

In historical terms, the Division increased its revenue by 375% to ZWL\$8 billion compared to ZWL1.7 billion for the same period last year. The growth in revenue was driven by increased advertising revenues.

Figure 7: DAP Performance Trending (Historical Publishing)

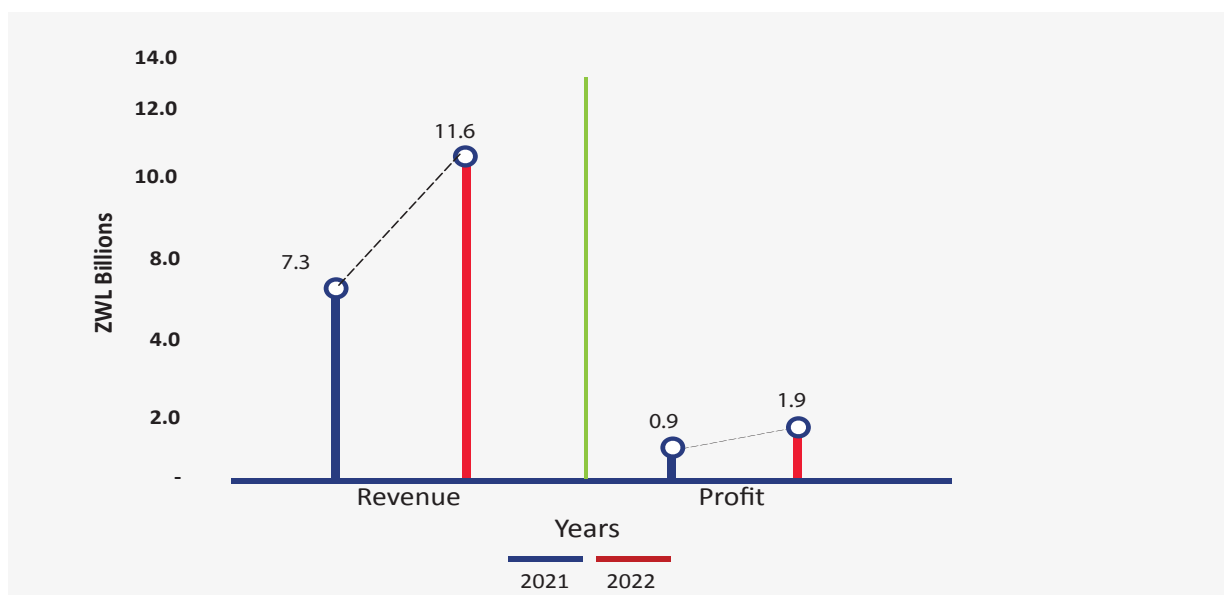
Net profit grew by 501% to ZWL1.2 billion when compared to same period last year. Cost management was enhanced.



Despite the change in reader habits, liquidity and the general economic challenges that continued to affect performance, the Division recorded satisfactory performance, as advertising grew by 425% whilst circulation grew by 293%.

Figure 8: DAP Performance (Hyperinflation)

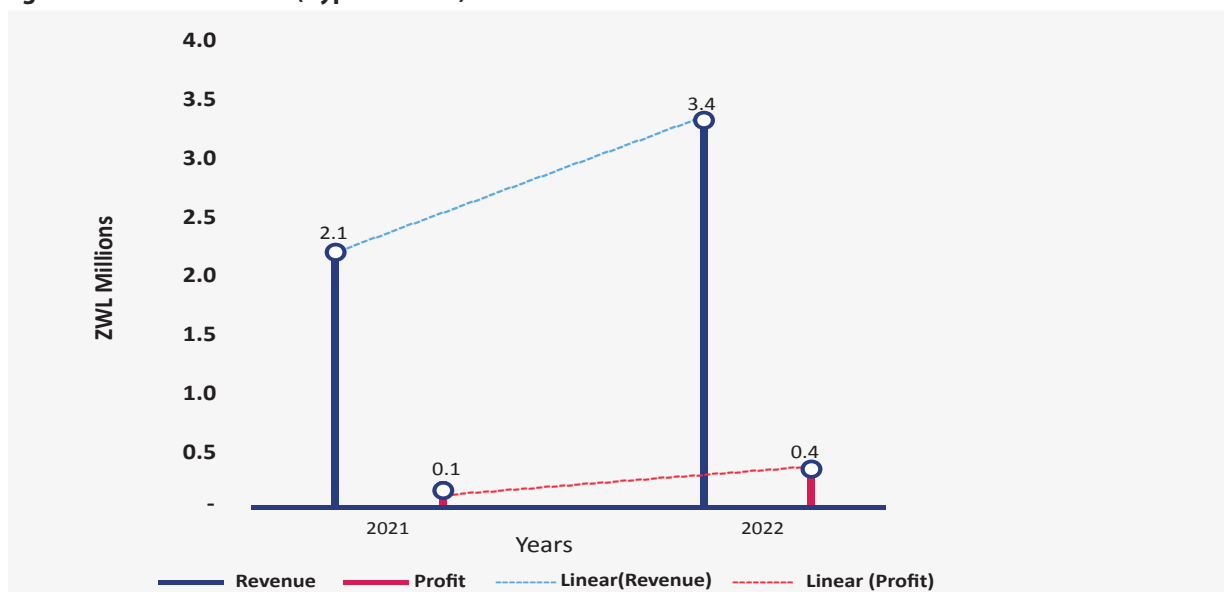
The Division's revenue in hyperinflation terms increased by 59% when compared to same period last year. Due to the prevailing hyperinflationary environment, price reviews were done to protect the division's profit margins.



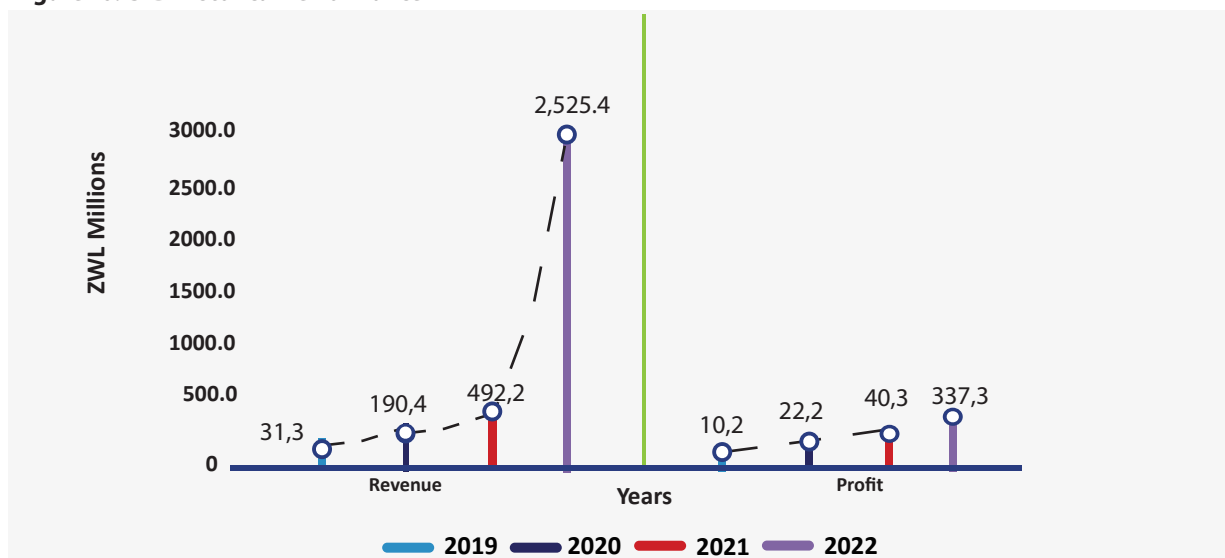
The net profit before monetary adjustments grew by 111% to ZWL1,9 billion from ZWL941 million for same period last year.

Commercial Printing Division (CPD)

As the Division's products continue to attract more clients resulting in revenue for the Division, in hyperinflation terms, increasing by 63% to ZWL3.4 billion compared to ZWL2.1 billion for the same period last year.

Figure 9: CPD Performance (Hyper inflated)

The Division's net profit margin increased to 12% from the 7% recorded for the same period in prior year owing to better sourcing.

Figure 10: CPD Historical Performance

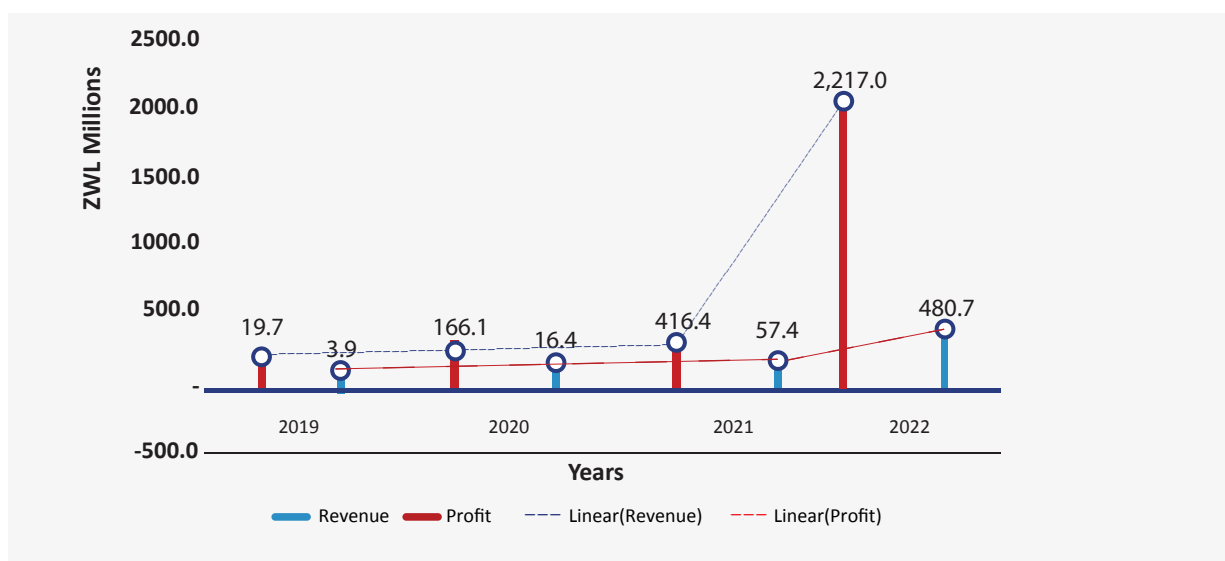
Net profit margin increased to 13% when compared to 8% for same period last year.

Radio Broadcasting Division (RBD)

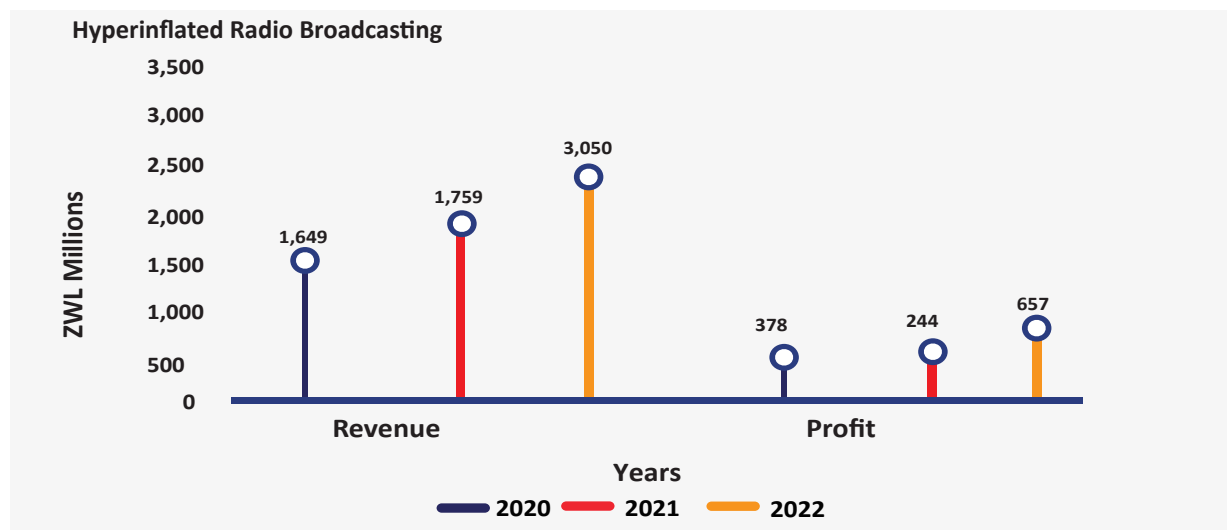
The Division continued on a positive organic growth path as both revenue and profitability in historical terms grew by 432% and 742% respectively. The division continued to make positive strides on volume and revenue growth capitalising on the overall acceptance of its products.

Figure 11: RBD Performance

The division continued to show resilient performance over the period under review as there was growth in top and bottom lines. Net profit margin increased from 14% for 2021 to 22% for the period under review.



In hyperinflation terms, revenue for the RBD division grew by 73% to ZWL3.1 billion compared to ZWL1.8 billion for the same period last year.

Figure 12: RBD Performance

Profitability for the division increased by 169% to ZWL657 million compared to ZWL244 million for the same period last year. Accordingly, net profit margin increased to 22% from 14% for the same period last year.

The overall broadcasting division's profitability was affected by the newly launched ZTN that recorded a loss of ZWL1,1 billion compared to ZWL300 million for the same period last year. The company is aware of the significant investments required in a new television project to produce a solid and competitive product that will create a mark in the market.

Looking back on 2022 I take pride in what we have achieved collectively as a group. Our newspapers, despite the challenges brought about by digital disruption, are very resilient and continue to dominate the market and are the bedrock of our business. Our commercial printing business is also steadfastly holding its own with Typocrafters making some significant inroads into the exercise book market. The radio division has continued to grow with Star FM being voted Superbrand of the Year together with The Herald.

Outlook

The launch of ZTN channel in May 2022 on DSTV Channel 294 is a significant milestone, which will enable us to optimise our media business by leveraging on our scale and scope. The Group has full confidence in the future of our news business despite the headwinds facing print media worldwide arising from new reader preferences. The digital first strategy will need to be further enhanced to ensure growth in audiences and revenues.

We will continue to focus on servicing the needs of the market through growing deeper relationships with our audiences, advertisers and various stakeholders, which will entail re-imagining our journalism to meet the new media trends and operating a sustainable business model.

The operating environment challenges witnessed in the second half of the year may cause performance of the company in 2023 to be adverse to 2022 if not urgently corrected. There will be continued pressure on wage reviews to restore employee buying power that has been eroded by inflation.

P. DEKETEKE
CHIEF EXECUTIVE



Zimpapers Newshub

Download Zimpapers Newshub
for a good news reading experience.



Access to all of the Zimpapers publications online electronically.

The Herald **The Sunday Mail** **Chronicle** **The Sunday News**

The Manica Post **BUSINESSWEEKLY** **KWAYEDZA** **UMTHUNYWA**

SUBURBAN

SUBURBAN

B-METRO

H-Metro

iLunda

Dzidza

Agriculture Journal

SCAN HERE



Best for Corporates, Educational institutions and the fervent reader.



OUR DIVISIONS

Zimpapers has five main operating divisions namely Digital and Publishing Division (DAP), Commercial Printing Division (CPD), Radio Broadcasting Division (RBD), BoldAds and the Zimbabwe Television Network (ZTN). Their profiles are as below:

DIGITAL AND PUBLISHING DIVISION (DAP)

DAP is the flagship division of Zimpapers with three sections: publishing, digital and Zimpapers Knowledge Centre. The publishing houses all newspaper's editorial aspects in physical or hard copy format, while the digital focuses on electronic publications and the Zimpapers Knowledge Centre is the editorial library.



DAP Division in Detail - Publications



The Herald

The Herald is one of the most widely read dailies in Southern Africa. Over the years, the Herald grew to become the flagship of the biggest newspaper group in Southern Africa. The Herald is a heavily paged newspaper made up of local and foreign news, business news, sports news, entertainment news, farming news and lifestyle section. The Herald has an unmatched online presence and has developed into sending news content via mobile devices through a Mobile News platform.



The Sunday Mail

The Sunday Mail is a weekly Sunday newspaper that was established in 1935. It is the largest newspaper in Zimbabwe, in terms of readership, circulation and pagination. Sunday Mail carries more top-quality news and advertisements than any other publication in Zimbabwe. Some of the sections in the paper include sports news, entertainment news, business news, political news, social news, and foreign news. The publication also runs innovative promotional campaigns, namely The Bride of the Year and The Baby of the Year.



The Chronicle

It is the nation's liveliest newspaper established in 1894. It became part of the Zimpapers Group in 1980, after the Zimbabwe Mass Media Group bought the Argus Group. It is a digitally oriented and robust brand that is made up of three distinct publications: Chronicle, Saturday Chronicle and Chronicle Online. The Chronicle is the first newspaper to offer Matabeleland news. There is no other publication that covers the South-Western region of the country than the Chronicle. In keeping with the core values of journalism, the Chronicle strives for fairness, balance, objectivity and accuracy in its news coverage. The Chronicle is the first newspaper to reach the resort town of Victoria Falls and the border town of Beitbridge daily. Due to its delivery efficiency, it has turned out to be the most recognised newspaper in the area.





Sunday News

Sunday News is a mass-market paper that was established in 1930. The publication focuses on a wide selection of columns for a diverse readership, which includes tourism, property, sport, local and foreign farming, Sunday leisure and entertainment. It is also a valuable advertising medium to both organisations and individuals due to its wide circulation network. When people in the Southern region of the country talk about the newspaper on Sunday; they will be referring to the Sunday News. There is no weekly newspaper in this country that sells well than Sunday News in the Southern Region.



Manica Post

The Manica Post is a weekly provincial paper covering events from all districts of the Manicaland province. It started publishing on December 13, 1893. The main thrust of The Manica Post is to promote development in Manicaland and other provinces. Apart from coverage of Manicaland events, The Manica Post also covers national, regional and international events that are relevant to the people of Manicaland.



Business Weekly

Business Weekly is a Zimbabwean online publication that focuses on business and economic current affairs. The paper was founded in 2017 by Zimpapers 1980 Limited Group as a national printed broadsheet before going 100 percent digital.

Its main publication comes out every Friday in form of a subscriber-based pdf. Business Weekly is supplemented by its Daily Newsletter that is distributed via subscriber-based emails. All Business Weekly stories are found online on its main website www.ebusinessweekly.co.zw. The publication can also be found on social media platforms such as Twitter under the handle @BusinessWeeklyZ and Facebook @ebusinessweekly.



The Suburban

Suburban newspapers contain "hyper local content", which is community news. People in various suburbs want to read about what's happening in their locality before looking for national news. The Suburban speaks to such readers and tracks their interests, i.e. on how they spend their weekends or where they like to hang out. We cover religion (church events such as prayer meetings, conferences, crusades, commemorations) and also school events. The Suburban, is one of the Zimpapers' publications which have managed to remain afloat following the substitution of print copies with e-papers. The newspaper is distributed through WhatsApp, email and the website.



Tabloids

In addition to the main newspapers above, Zimpapers also manages four tabloids. These papers are smaller versions of the ordinary newspapers and often cover news in a compact form, and much of the content is photographic. The four papers are as below:



H-Metro is Zimbabwe's first real social news tabloid that centres on human interest stories, entertainment and sport. It was established in 2009.



B-Metro is a tabloid newspaper that has been in circulation since December 2010. It started as a daily newspaper and was later converted to a weekly. The thrust of the paper is sensational news that offers a light read with no political news whatsoever. It is intensely local with a major focus on Bulawayo, hence the name B-Metro.



Kwayedza is a Zimbabwean newspaper published in Shona that started its circulation in June 1986. Kwayedza aims to promote Zimbabwean cultures by being published in a local language.



UMthunywa is a 12-page Zimbabwean local language (isiNdebele) publication, which started its circulation in July 2004. The publication carries a universal appeal to readers as it tackles people-oriented content that appeals to Ndebele readers both in and out of Zimbabwe.





RADIO BROADCASTING

Zimpapers is a major radio broadcaster with 4 popular radio stations in Zimbabwe. The radio stations serve a wide coverage of listeners from the nation at large to regional, global and business focused listeners.

The four radio stations are as follows:



Star FM

Launched on the 25th of June 2012, Star FM ushered in a new era in broadcasting by being the country's independent radio station. It changed the face of radio broadcasting by being the first to use a digital studio instead of the traditional analogue equipment. Star FM targets the 18-35 urban age group, which is the country's largest demographic. The station's programming is tailored for this audience, by being a Contemporary Hit Radio station, featuring the latest and hottest music, plus classic tracks from 1990 onwards.



Capitalk 100.4 FM

This is a talk based commercial radio station that terrestrially broadcasts to over 4.2 million people in the Harare Metropolitan Province and surrounding environs. It focuses on social, economic, political and environmental issues affecting residents in different communities. Broadcasting commenced on the 16th of January 2017 and is currently operating under a management arrangement with Kingstons who hold the Radio broadcasting Licence. The station can be listened to anywhere in the world via our website, www.capitalkfm.co.zw or by downloading the Zimpapers App on Google Playstore or the Capitalk application.



Diamond FM

Diamond FM is a 24 hour music and talk station focusing on hyper local content that celebrates and affirms the unique cultural, religious and social norms, and values of people from the Eastern Highlands. This is achieved through the use and promotion of local dialects, such as Manyika, Hwesa, Jindwi, Ndau and ChiBarwe.

The Station was officially launched on the 13th of May 2016. Broadcasting from the historic Manica Post building, Diamond FM has grown from a metropolitan commercial radio station- reaching a radius of only 40km around Mutare at inception- to reach all the seven districts of Manicaland.



Nyami-Nyami FM (now Platinum FM)

Nyaminyami FM is a music-focused, hyper-local and progressive lifestyle brand. It was established in January 2017. It epitomises Mashonaland West Farmers' success and leadership, with attitude. Its listeners are high achievers with a lot of ambition, confidence, potential and the enviable ability to feel at home in modern Zimbabwe. Nyaminyami FM broadcasts in vernacular (Shona dialects and Tonga) with a broadcasting format that carries 70% music and 30% talk shows. Frequency – 94.5 Kariba – 103.4 FM Karoi, Chinhoyi 102,3FM. Zimpapers is operating Nyaminyami (now Platinum FM) under a management arrangement with Kingstons who hold the Radio Broadcasting License.



COMMERCIAL PRINTING DIVISION

We are the market leader in the production of press inserts, exercise books, posters, flyers, books, labels, cartons and customised print orders.

National Printing & Packaging (NatPrint)

NATPRINT has established itself as an originator, printer and supplier of packaging cartons to food, detergent and tobacco industries. We are also renowned in the scholastic sector as a producer of quality textbooks and exercise books.

Commercially, we produce magazines, annual reports, bulletins, calendars, brochures and labels for the beverage and chemical industries. We are environ-friendly in our production processes. Our market coverage is countrywide and we have established distribution networks for delivery. We have also extended our market to Zambia and Malawi.

Typocrafters

Typocrafters, is a unit of Zimbabwe Newspapers Commercial Printing Division focused on the manufacture and distribution of exercise books locally and beyond Zimbabwe borders. The Group supplies exercise books, covers and bond papers.

Origination



Finishing



Books



Labels



Magazines



Cartons



NATPRINT
National Printing & Packaging

DESIGN &
ORINATION

PRINTING

FINISHING

TYPOCRAFTERS

BoldAds

BoldAds offers clients a 360-degree media approach, linking their brand to audiences across Zimpapers and other media platforms – digital, radio, print and television. Its 3 key arms are as follows:

Digital Services Management - This arm oversees plans, budgets and defines, and initiates digital accounts and projects. It also manages internal and external social media and online platforms. The products include – videos (virtual bridal expo), social media posts, digital newsletters, webinars, experiential marketing, surveys and data mining.

Commercial Content Creation - The arm is involved in commercial content production, a system for the creation of information for a defined audience with the intent of selling the content in part, in whole or as an idea. It involves working out who the client wants to speak to, and what they want them to do. Common goals for a commercial content production system are to build awareness, leads and sales. The type of content created by this arm targets to meet these goals.

Media Management - The media landscape which now spans from traditional to digital requires an intelligent and informed approach to have the desired results. Hence the need for data mining to assist in effective planning and buying in a complex modern marketplace.

BoldAds

ZIMPAPERS TELEVISION NETWORK (ZTN)

Zimpapers Television Network (ZTN) is a division of the Zimbabwe Newspapers Ltd (1980) Group. ZTN was set up five years ago as part of the Group's broad vision of becoming a full-fledged integrated media house. ZTN has diverse content which ranges from; current affairs, news, sports and magazine shows. It has something for everybody be it local, regional or international with particular attention to diverse demographics. ZTN is a reliable source of news, objective and topical discussions, analytical and fun filled sports entertainment. The network has built an audience of over 7.6 million since its first live stream on Zimbabwe's Election Day (July 30, 2018), signifying the massive appetite for its products. We have various social media platforms that include Facebook, Twitter, YouTube and our website.



ZTN PRIME

GET THE PICTURE

CHANNEL 294

- SPORT
- NEWS
- MUSIC
- DRAMA
- LIFESTYLE



RADIO

Zimpapers Radio Division



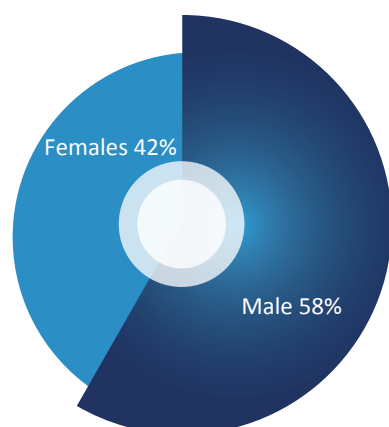
CORPORATE GOVERNANCE

Zimpapers subscribes to global best practices on corporate governance which guide the strategic direction of the business. The Board and management believe the governance systems and practices in place are appropriate for the Group operations in accordance with the Articles of Association and provisions of the National Code on Corporate Governance Zimbabwe (ZIMCODE). The Board, through its committees, conducts regular reviews of the Group's documents and policies to ensure they reflect current legal and other requirements, as well as international developments in best practices of corporate governance. Reviews are in line with the Companies and Other Business Entities Act (24:31) and the Statutory Instrument S.I 134 of 2019 Securities and Exchange (Zimbabwe Stock Exchange Listing Requirements) Rules.

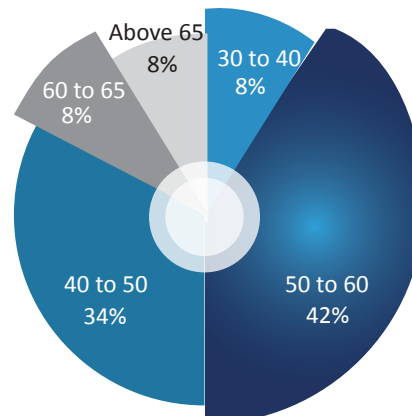
Board Composition

The diverse Board of Directors comprises twelve (12) members who are all non-executive directors except two, the Group Chief Executive and the Chief Finance Officer. The Chairperson of the Board is a non-executive director. Appointments to the Board are made with consideration to skills, expertise, age and gender diversity.

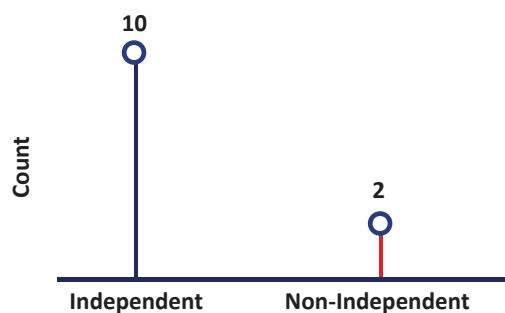
Board Gender Composition



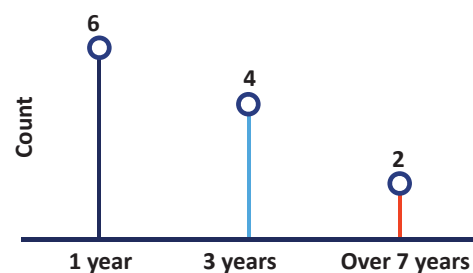
Board Age Profile



Board Independence



Tenure on the Board



Board Responsibility

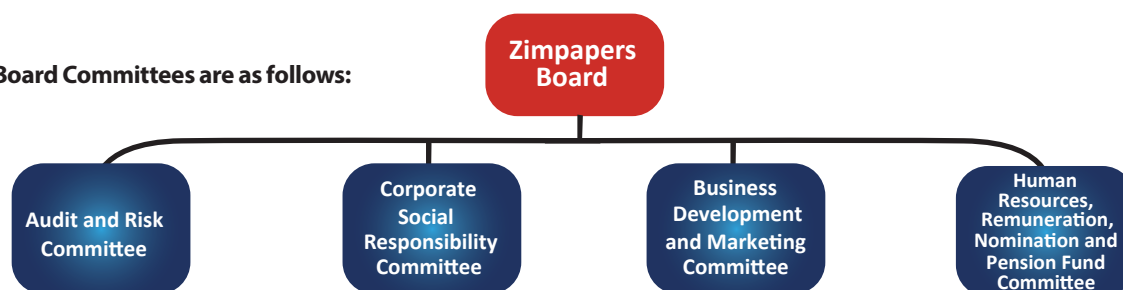
The Board serves to determine and approve, at Group level, the policies, plans and strategic direction of the business. It is also responsible for ensuring ethical compliance and integrity of the Group's accounting and financial reporting systems including independent audits. Board meetings, committees and strategic planning workshops provide board members with channels to manage system controls, risks and opportunities and ensure legal compliance.

Board Committees

The Board's functions are executed and supported through various Committees. The Committees hold scheduled as well as ad hoc meetings to assess performance, and advise management on operational and policy matters. Each Committee operates in accordance with written terms of reference, under which certain Board tasks are assigned with specified objectives.

The Board monitors the effectiveness of policies and system procedures through reviews by the Audit and Risk Committee and an independent assessment by external auditors. The Group periodically evaluates the number of Committees as required by the prevailing legal provisions and environment.

Our Board Committees are as follows:



The Board meets quarterly to monitor the performance and to ensure proper control over the strategic direction of the business.

The various Committees are tasked with the following responsibilities:

Committee Name	Committee Members	Committee Responsibilities
Audit and Risk Committee	R Nyahwa (Chair) T L Chibvongodze T Chiweshe M A Ziyambi P Deketeke* F Matanhire*	The Committee is composed 4 of non-executive directors and 2 executive members. The Committee chair is a non-executive director. The Committee deals with issues of compliance, internal control, risk management, review of financial statements and related audit matters. The Committee meets on a quarterly basis, and at least twice a year with the Group's external auditors to discuss accounting, auditing, internal control, financial reporting and risk management matters. The external auditors have unrestricted access to the Committee.
Corporate Social Responsibility Committee	L Mhango (Chair) T L Chibvongodze T Chiweshe E Dube MA Ziyambi P Deketeke* F Matanhire*	The Committee constitute of five non-executive Directors and also incorporates the Group Chief Executive and Chief Finance Officer. The Committee's responsibilities are to establish, review and recommend to Zimpapers policies and procedures that help to maintain a business environment committed to high standards of ethics and integrity, corporate social responsibility and compliance. It also establishes the Group's guidelines and practices with respect to contributions to charitable, educational, political and other tax-exempt organisations.
Human Resources, Remuneration, Nomination and Pension Fund Committee	S Madzikanda (Chair) L Mhango AJV Maunganidze R Nyahwa C Mukwasi P Deketeke* F Matanhire*	The committee is made up of 5 non-executive directors and 2 executives. The Committee's major responsibilities are to ensure that the directors, executives and staff are fairly remunerated. The Committee also reviews the broad terms and conditions of service for all staff to ensure that they are fair and competitive, and also to ensure that the industrial relations climate within the Group is cordial and harmonious.
Business Development and Marketing Committee	E Dube (Chair) S Madzikanda L Chibvongodze C Mukwasi AJV Maunganidze P Deketeke* F Matanhire*	The Committee's major responsibilities are to oversee the development and implementation of strategic business initiatives aligned with Zimpapers strategic plan. The Committee also reviews and also where appropriate makes recommendations to the Board on business growth and diversification opportunities. It also respond to emerging issues related to business development and in this regard reviews the general market conditions and how they may present or limit new business development opportunities.

* Executive Directors

Board and Committee Meeting Attendance

The table below sets out the number of meetings held and individual directors' attendance. Where individual directors did not attend scheduled meetings, apologies were received and accepted by the Chairman before the commencement of the meetings.

Director	Main Board 4 Meetings	Human Resources, Remuneration, Nomination and Pension Fund Committee 4 Meetings	CSR Committee 4 Meetings	Audit and Risk Committee 4 Meetings	Business Development and Marketing Committee 4 Meetings
T.AG Sithole	4	-	-	-	-
L. Mhango	3	4	4	-	-
S. Madzikanda	4	4	-	-	4
T. L. Chibvongodze	4	-	4	4	-
T. Chiweshe	4	-	4	4	-
P. Deketeke *	4	4	4	4	4
F. Matanhire *	4	4	4	4	4
A. J. V. Maunganidze	4	4	-	-	4
E. Dube	4	-	4	-	4
C. Mukwasi	4	4	-	-	4
M.A. Ziyambi	4	-	4	4	-
R. Nyahwa	4	4	-	4	-

* Executive directors

Directorate

The Articles of Association of the Company require the AGM to note the resignation of any Director, that any newly appointed Directors should be subjected to election at the next AGM after their appointment and also that at least one third of the directors should retire by rotation each year (excluding those appointed by the Board during the year).

Accordingly, at the Annual General Meeting to be held on the 29th June 2023, the Shareholders will be asked to confirm the retirement by rotation of Mrs. C. Mukwasi, Mrs. M. A. Ziyambi and Dr. A. J. V. Maunganidze. The Board having reviewed the performance of these three Directors and their contributions, recommend that they be re-elected as Directors at the Annual General Meeting.

Company Secretary

The Company Secretary provides advice, accurate, timely and clear information and professional guidelines to all the Group's Directorate to ensure that Board procedures and applicable rules and regulations are fully observed. Overseeing the induction of new directors and assisting the Board Chairman and the Chief Executive Officer to determine Board agendas and Board related issues is also part of the Secretary's duties. The Company Secretary acts as the advisor for the effective functioning of the Board ensuring appropriate alignment of information flows between the Board and its Committees in compliance with the National Code of Governance.

Professional Advice

The non-executive directors have access to independent professional advice on Group business at the Group's expense.

Dividend Policy

The Group's dividend policy is consistent with the Group's strategy which takes into account the Group's overall capital requirements, liquidity and profitability.

Remuneration Policy

It is Zimpapers' policy that remuneration for its executives is competitive and comparable with other companies of similar nature. A portion of their salaries is performance-related based on audited financial statements for the year. The performance schemes are continuously reviewed in line with the company strategy.

Board direct engagement with stakeholders

The Zimpapers Board has scheduled interface with its internal and external stakeholders through various platforms. These platforms include annual general meetings, notices to stakeholders, press releases of interim and annual reports, investor briefings, yearly reporting to shareholders, as well as online statement releases.

Independence of Non-Executive Directors

All the directors, save for the Company Chief Executive and the Chief Finance Officer, are non-executive directors, and are independent in character and judgment and with no relationships or circumstances which are likely to affect, or could appear to affect their judgement.

Director's Interests

Currently the Board Chairperson holds 0,17% shareholding (984,660.shares) in Zimpapers and the Chief Executive holds 0.14% shareholding (824 311 shares) under the Zimpapers Management Share Trust. No other director has any interest in the Company. However each year, directors of the Company are required to submit in writing whether they have any material interest in any contract of significance with the Company which could have given rise to a related conflict of interest. No such conflicts were reported this year.



LEADERSHIP



T.A.G. Sithole
Non-Executive Chairman
Tenure: 3 years



P. Deketeke
Chief Executive
Tenure: 7 years



F. Matanhire
Chief Finance Officer
Tenure: 7 years



Dr A.J.V. Maunganidze
Independent Non-Executive Director
Tenure: 1 year



E. Dube
Independent Non-Executive Director
Tenure: 1 year



T. Chiweshe
Independent Non-Executive Director
Tenure: 3 years



R. Nyahwa
Independent Non-Executive Director
Tenure: 1 year



M.A. Ziyambi
Independent, Non-Executive Director.
Tenure: 1 year



L. Mhango
Independent, Non-Executive Director
Tenure: 1 year



S. Madzikanda
Independent, Non-Executive Director.
Tenure: 3 years



T. L. Chibvongodze
Independent, Non-Executive Director
Tenure: 3 years



C. Mukwasi
Independent Non-Executive Director
Tenure: 1 year

COMPANY AND DIVISION MANAGEMENT

Group Chief Executive	Pikirayi Deketeke
Chief Finance Officer	Farai Matanhire
Chief Marketing Officer	Tapuwa Mandimutsira
Company Secretary	Daphine Tomana
Group Human Resources Manager	Herbert Simemeza
Group Internal Audit Manager	Kennedy Mutimudye
Editorial Executive	William Chikoto
Group Finance Controller	Chancellor Annah Kufakunesu
Chief Technology Officer	Gorden Mwerenga

DIVISION MANAGEMENT**Digital and Publishing**

General Manager	Marks Shayamano
Assistant General Manager	Daisy Sakara

Radio Broadcasting

General Manager	Comfort Mbofana
Deputy General Manager	Munyaradzi Hatendi

Commercial Printing Division

General Manager	Cleopus Mutsawuri
-----------------	-------------------

Zimbabwe Television Network

General Manager	Nomsa Nkala
Deputy General Manager	Morris Mkwate

Digital &
Publishing

Commercial
Printing

RADIO

ZTN

**Ufuna ukutshaya izifundo
zesiNdebele ikakhulu kuCALA,
thenga uMthunywa Funda!**



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yinsika
yempilo**



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0773 675 473

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IPHEPHANDABA LIKAZULU

BUSINESS ETHICS AND CONDUCT

As a leading news publishing and broadcasting Group, integrity is key to our business culture. As such, ethics and good business conduct are integral in all our operations from content sourcing, processing and final publication. We place the same ethical expectations on all employees and other stakeholders who interface directly with our business. This increases efficiency, productivity and competitive position as a responsible business.

Within our Code of Ethics, we have guidelines for our editorial and advertisement that governs the quality of content published by our Divisions. Our Human Resources department is equipped to administer and enforce the requirements of these policies and procedures. Departmental inductions and refresher courses are facilitated for all employees and contractors as means to promote awareness and encourage compliance. Further, we make use of the different meeting platforms to discuss ethical issues in our operations.

Activities by the Department are aimed at the prevention of impacts such as litigation cases related to ethics and negative brand reputation.

The key elements of our code of ethics are shown below:



Gifts Policy

As part of our ethical conduct requirements, all employees who receive any form of gifts from an external party are required to declare such gifts to the Human Resources Department. The gifts are then recorded and assessed for risk of bribery or facilitation payments. Appropriate action is taken depending on the outcome of the assessment, with dismissal being the highest penalty.

Social Media Policy

Further to our overall Code of Ethics, we have a separate policy aimed at governing the behaviours and interactions of our employees on social media platforms. It is important that employees are aware of the reputational risks which may arise from irresponsible conduct online.

We are pleased to report that for the year under review, we recorded zero cases of unethical conduct.

Anti-Corruption

The nature of our business comes with exposure to sensitive information which creates a risk of corruption. To effectively manage this risk, we established a comprehensive Anti-Corruption Programme underpinned on the local legislative framework and our Code of Ethics. Continual awareness sessions are conducted on definitions of corrupt practices, handling risks, the appropriate reporting channels and the consequences of engaging in corrupt activities. In addition to these sessions, behavioural monitoring is conducted particularly on individuals at the highest risk.

Our Internal Auditing Department is responsible for handling all matters relating to corruption and other unethical practices which may expose our brands to risk. Through internal and external audits, we track the effectiveness of our anti-corruption mitigation measures. For the reporting period, the business did not record any significant cases of corruption indicating good progress towards our program objective of zero tolerance to corruption.

RISK MANAGEMENT

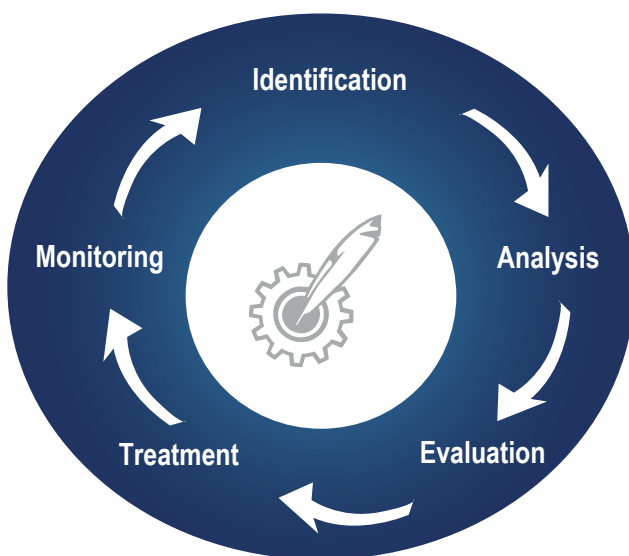
The Internal Audit Department, as guided by the Board Audit and Risk Committee, is responsible for identifying, assessing and recommending management of all forms of risks for the business. Risks may be in the form of compliance, financial and employee issues which require the Group to put in place strategies and systems that ensure risks are adequately addressed. Adequate risk management is key in ensuring business sustainability and protection of shareholder value.

Risk Governance

The Board has overall responsibility for the Group's risk management objectives and policies. The accountability and responsibility of effecting the objectives is delegated to the finance and audit functions of the Group. The Group's Internal Auditors reviews risk management policies and processes, and report their findings to the Audit and Risk Committee.

Risk Management Framework

The business has a dynamic and structured risk management framework which guide our risk management strategies. Through our materiality assessments, the business identifies key Environmental, Social and Governance (ESG) issues which can result in potential operational risks. Our risk management framework is guided by the following steps:



Risks are mainly identified proactively by each division and shared with divisional heads on a routine basis. This is further reinforced by the following third parties:

- External Auditors who conduct risk scoping on annual basis.
- Third Parties such as insurance, the Environmental Management Agency (EMA), and the Standards Association of Zimbabwe (SAZ) who provide insights on key identified risks during their inspections and audits.

The internal audit plays a key role in risk assessment by evaluating the risk likelihood against the severity of impact of the identified risks. After risks are assessed they are then categorised according to risk ranking and appropriate mitigation measures are effected according to level of risk using the hierarchy of controls. Audits are conducted regularly to evaluate the effectiveness of risk mitigation processes and improvement opportunities.

Financial Risk Management

The Group manages several financial risks namely; Credit risk, Liquidity risk, Interest rate risk, and Foreign exchange risk which are further explained in the financial statements.

Operational Risks

Operational risks relate to failures in the process, systems and policies in place to manage the risk mostly emanating from people, external events, and compliance. The business continuously evaluates and stress tests the strength of its processes in withstanding operational risks.

Environmental Risks

These risks relate to the impact of the Group on the natural environment, for instance, pollution, climate change, raw materials, water and energy usage. The change in environmental regulations creates significant risks for the business. The engagement of regulators and other third parties such as the Environmental Management Agency and the Standards Association of Zimbabwe play a critical role in identifying and managing related risks. The business remains committed to adopting sustainability as a business strategy and risk management process. This will be influential in gaining full control of the business's environmental risks.

Risk Category	Risk Description	Challenges	Mitigation Measures
Technological Risks	IT System failure.	Susceptibility to manipulation due to the use of manual systems.	Implementation of a new cloud Enterprise Resource Planning System.
	Threats of cyber-attacks.	The rise in online increases the risk of hackers and online frauds.	The Chief Technology Officer (CTO) driving the stability, safety and security of information.
	The pace of implementing digital products.	Implementation and marketing of digital products have been slow.	The company engaged stakeholders to ensure smooth implementation of digital products.
Human Capital	Availability of content and technical expertise for TV Programming licensing.	Challenges in retaining technical skills.	Content production plans now in place and the appointment of a Chief Engineer.
Contagion Risks from related parties	Underperforming radio stations	Reputational risks of association.	New structures were put in place to reboot radio stations. Engagement with Zimbabwe Mass Media Trust (ZMMT) for radio licensing
Supply Chain Risks	Procurement and Supply Chain Disruption	Delays in supply deliveries	Supplier engagements.
Ageing assets	Replacement and repair of old infrastructure.	Capital expenditure budget rollover.	Repairs and resuscitation in progress.

Cyber Security and Data Privacy

The year saw the deployment of a three year Zimpapers Cyber Security Strategy which was developed through a comprehensive consultative process that included an evaluation of the existing capabilities, an assessment of our cyber security maturity level, as well as key internal and external risk assessments.

The strategy directs us to follow a list of simple but tangible steps that will help us to accelerate recovery times, reduce the impact of incidents on employees, customers and partners: and also aim to ensure that the cyber security plans enable, rather than expose, the business. We, therefore, packaged our efforts into four strategic pillars, and the following has been achieved in the first year of the policy deployment:

PEOPLE



- Our people are the first firewall and trainings and attack simulations were carried out to entrench a cyber-security culture
- We have started building a multi-skilled internal cyber-security team to manage our connected organization including cloud and third party interfaces

PROCESS



- We have built some “fit-for-purpose” security processes that feature consistent user experiences.
- Established strict identity controls and developed work approval processes to achieve a mature state of identity governance and services.

DATA & TECHNOLOGY



- Zimpapers always considers cyber security and privacy issues up front when exploring emerging technologies, including the evolving risks associated with adopting AI systems.
- Our data protection policy assigns responsibilities and establishes accountability around how critical data is processed and managed in the organization and how it supports critical business processes.

REGULATORY



- Zimpapers has worked with the “Posts and Telecommunications Regulatory Authority” (POTRAZ) and has met and submitted all the requirements of the Zimbabwe Cybersecurity and Data Protection Act to the regulator.
- Through our external auditors, we carried out our first “full IT Audit” and are now working to close the few gaps identified during the exercise.

Compliance with Laws and Regulations

Our business is regulated by the Registrar of Companies, the Zimbabwe Stock Exchange, Zimbabwe Media Commission, and the Broadcasting Authority of Zimbabwe. The Group is dedicated to complying with all legislative and regulatory requirements. We maintain a transparent and accountable relationship with the regulatory authorities to ensure absolute compliance at all times.

Our compliance obligations are based on the following key regulations:

- Broadcasting Services Act [Chapter 12:06],
- Freedom of information Act [Chapter 10:33],
- Value Added Tax (VAT) Act (23:12),
- Companies and Other Business Entities Act (24:31),
- Income Tax Act (23:06),
- National Social Security Act (17:04),
- Environmental Management Act (20:27),
- Labour Act (28:01),
- Entity Use Promotions Act (24:24) and
- SI.134 of 2019 Securities and Exchange (Zimbabwe Stock Exchange listing requirements) Rules.

Managing Compliance

Our Group Company Secretary is the main custodian for compliance matters. Various mechanisms are currently in place to manage compliance risks which include provision of ongoing training on legal requirements expected from each division including any critical changes. This is often translated into a checklist of legal and regulatory expectations summarised for each division. The Internal Audit assesses adherence to the compliance checklists and provide indications on areas where significant gaps are identified. The internal auditors ensure licence renewals and other regulatory compliance obligations are done timeously.

SUSTAINABILITY

As a leading publishing and news broadcaster, Zimpapers is committed to sustainable business operations from our procurement practices to our distribution channels taking into account our impacts on the economy, environment and society including their human rights. Good sustainability performance results in operational efficiency contributing to cost reduction and subsequent maximising of profits. Our operations are guided by the ISO 9001:2015- Quality Management System (QMS), which gives provision for a systematic way to guide the management of our operations by adhering to our certification.

Sustainable Media

Our business aims to manage and improve accessibility of media services, diversity of media production, and ethical journalism. We have codes of ethics and other policies which enable us to enhance freedom of expression while promoting credible journalism.

Responsible Operation

Our operations are heavily reliant on paper, energy and water, we therefore aim to efficiently use these finite resources to reduce negative impacts on the environment and society.



Human Capital

Employees are a capital resource to the success of our business. Ensuring employee satisfaction, safety and security therefore forms a key part of our operational procedures to ensure optimum performance and welfare. We strongly uphold human rights at the work place and aim to promote diversity and inclusivity.

Corporate Social Responsibility

We derive our success from the different communities around our operations as they are primary consumers of our printed products. On a wider scale, through our broadcasting divisions, our community definition extends beyond geographical locations. In order to support the communities which, provide us with human capital and customer support, the Group makes investments for the betterment of communities, particularly the vulnerable ones. Investments are made in education, healthcare, infrastructural developments and empowerment projects.

Economic Impacts

Our operations create positive economic opportunities for various stakeholders who include suppliers, employees, shareholders and local communities. We therefore continue to grow our business through enhancing the quality of services to customers and adopting new product lines to facilitate extensive distribution of direct economic value generated. Through our tax strategy, we ensure compliance with all regulatory tax requirements.

STAKEHOLDER ENGAGEMENT

Stakeholders are critical to the success and failure of Zimpapers and its subsidiaries. We interact with and affect a wide range of individuals or groups at different levels and locations. As such we identify these as our stakeholders because of their material interest in our business and the relationship we have. Regular engagement with our stakeholders provides key insights into how we can improve our operations and systems by addressing our stakeholder needs and expectations. Stakeholder engagement is a substantial part of our sustainability materiality assessment which allows us to identify significant impacts in our operations.

Engagement approach

We categorise our stakeholders as below which allows us to devise the most appropriate strategy for engaging:

- **Internal: employees, management, shareholders, and investors.**
- **External: customers, government, regulators, suppliers, and communities.**

Our Public Relations department takes a leading role of building sustainable relations with various stakeholders. Engaging with stakeholders.

During the year, our engagements were as follows:

Stakeholder	Material Interests	Our Responses	Engagement methods	Frequency of engagement
Employees	Salaries or compensation. Occupational Health and Safety Feedback	Salary and benefits adjustments.	Works Council Meetings. Notice Board updates. Management engagement	Ongoing on daily, weekly and Monthly basis.
Suppliers	Quality of procured products and services. Sustainable supplies.	Payment on inspection of products and / or services. Sharing usage rates.	Physical meetings. Calls and emails.	Ad-hoc
Government and Regulators.	Compliance with regulations.	Internal and external audits. Regulator engagement.	Meetings. Emails and calls.	Ad-hoc.
Shareholders and Potential Investors.	Dividend declaration.		Annual General Meetings. Annual Report Publications Investor Briefings	Annual, Biannually, Quarterly.
Customers	Consistency in the supply of products. Competitive pricing. Quality of products and services. Timely delivery of products and services.	Management of supply chain risks. Competitive product pricing. Efficiency and consistency in product quality. Understanding and complying with customer requirements.	Meetings. Phone calls and emails.	On each purchase.
Local Communities	Request for additional support. Continuity of support.	The company is assessing its capacity to continue funding specific projects. The Company is working on focusing on providing capacity development rather than donating which creates a dependency.	Physical visits. Follow up calls. Meetings.	Quarterly.

SUSTAINABILITY MATERIALITY ASSESSMENT

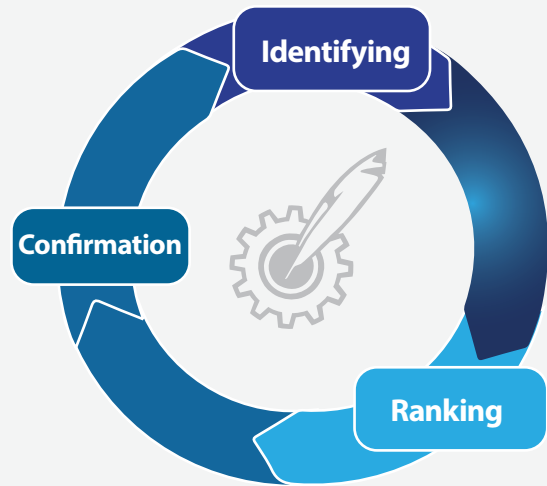
Our sustainability reporting methodology is supported by the materiality process, which allows us to identify key topics and aspects associated with our operations in terms of economic, environmental, social, and governance impacts. Annually, we conduct the materiality assessment process using the Global Reporting Initiative (GRI) Standards. The final topics are determined through an integration of survey methods which include interviews, desktop research and questionnaires.

Materiality process

Material issues often represent key issues in the media industry where our business activities are concentrated.

The materiality process for the year was conducted as follows:

- 1. Identifying**
 - Reviewing of prior year materiality topics.
 - Benchmarking with other leading media and publication companies.
- 2. Ranking-** ranking of material topics according to their significance and importance to the business and stakeholders.
- 3. Confirmation** – Confirmation of material topics for reporting in line with business operations, the business environment and stakeholder expectations by senior executives.



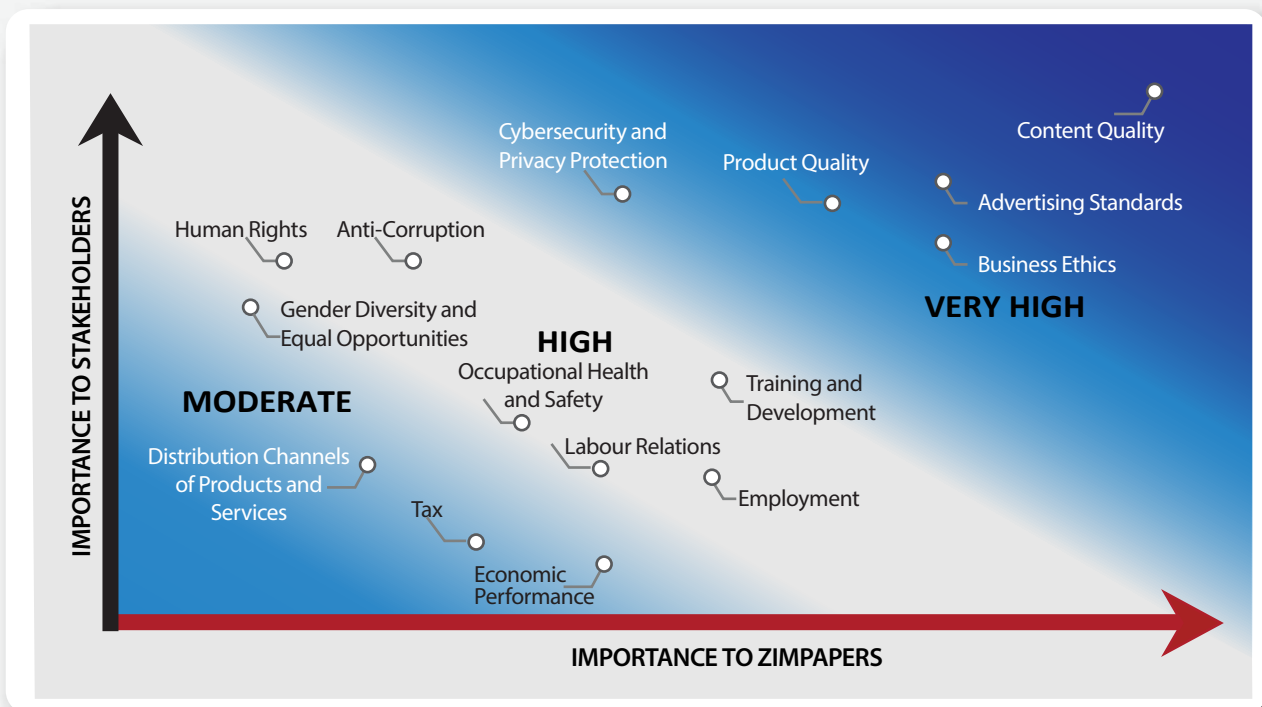
Material Topics

Economic	Environment	Social	Governance
<ul style="list-style-type: none"> • Tax management • Economic • Performance • Responsible sourcing • Corporate Social • Responsibility • Anticorruption • Distribution Channels • Materials used 	<ul style="list-style-type: none"> • Climate Change • Water • Energy • Waste 	<ul style="list-style-type: none"> • Occupational Health and Safety • Diversity and Inclusion • Employment • Education and Training • Labour Relations • Human Rights • Cybersecurity and Data Privacy 	<ul style="list-style-type: none"> • Business Ethics and Compliance • Content Quality • Advertising Standards • Product Quality

Materiality Outcomes

Our materiality processes evaluated an original list of 22 issues and the top 15 issues are presented in the materiality matrix below:

Top 15 Material Topics



- **Very High** - Identifies issues with potential risk and require urgent management attention or action.
- **High** - Identify issues which may require improvements to minimise negative impacts from limited existing systems.
- **Moderate** - Indicates issues which may be under management control.

During the year cybersecurity and privacy protection, product quality, content quality, advertising standards and business ethics were among the topics considered very significant to both stakeholders and the business.

SUSTAINABILITY IN OUR MEDIA SERVICES

Accessibility

As a media business, it is imperative that we ensure our publications and broadcasts are well received and understood by our intended markets and audience. Barriers to accessibility and reception include language, geographically remote locations, costs and limited transmitters. Our Marketing Department is responsible for ensuring our products reach the wider society.

Zimpapers considers itself a content factory with multiple channels for society to access media services and these include radio, television, digital and print in varied languages. We have the Breaking News Policy, which ensures all major stories are shared across all our platforms. To cater for the deaf, ZTN has the World-in-Five, which is a news bulletin specialised for the hearing impaired. We evaluate products and service access through readership, listenership and viewership trends. Zimbabwe All Media Products Survey (ZAMPS) and the Circulation departments provide insights into our service reach.

Distribution Channels

Our distribution channels include the chain of business or intermediaries through which our products pass before getting to the final customer. The channels are a crucial element around which many marketing strategies evolve.

To ensure an effective distribution channel for our products and services, the following strategies are in place:

- Physical induction of secondary distributors,
- Delivery route mapping,
- Timeous delivery, and
- Adequate supply.

Ethical Journalism

Our business involves unearthing information regarding trending material topics within the country as such integrity in our reporting practices is what sets us apart as a leader in the media industry in Zimbabwe. Maintaining credibility and trust helps our business competitiveness in the market. We have an Editorial Policy, a Code of Ethics for Journalists and a Social Media Policy that promotes commitment to accuracy, balance, fairness, and protection of minors and victims of sexual violence in reporting. We train our journalists on ethics, monitoring ethical violations, and reporting of any misconduct to the Voluntary Media Council of Zimbabwe and Zimbabwe Media Commission.

Media Diversity

Zimpapers aims to produce content that meets the wide range of interests and tastes of our varied customer base through our different publication and broadcasting platforms. We value feedback from our customers and other stakeholders, and have various channels for communication. Feedback received is then assessed and improvement opportunities noted. As a business, we are committed to accuracy, fairness, balance, diversity and inclusivity in our content.

Advertising Standards

Advertising Standards refer to a general code of ethics relating to the advertising of different products. Ethical advertising is about truth, fairness and equity in messaging, and consumer experience. Effective advertising provides consumer protection especially in areas such as decency of an advertisement.

Management Approach

We have Standard Operating Procedures (SOPs) used by all employees in the course of their everyday duties. We request identification and proof of residence when taking up ads pertaining property sales and letting to authenticate ownership, and we file the copies of identification particulars of property sellers in case we are asked to retrieve them.

We aim to attain zero re-publications due to errors and this is monitored through quarterly satisfaction surveys. Further, we have implemented the Yield Matrix that incentivises clients based on volume of business and payment plans. We are glad to inform you that no employees were charged for advertising errors for the period under review.

As part of the Advertising and Marketing Association (ADMA) we:

- Conduct background checks to ensure authenticity of adverts,
- Publish all paid for adverts,
- Ensure appropriateness and decency of adverts,
- Compensate when we fail to meet publication obligations,
- Proofread all material before publication,
- Offer draft proofing services, and
- Seek approval from clients before publication.

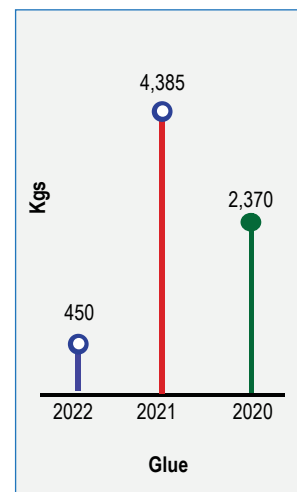
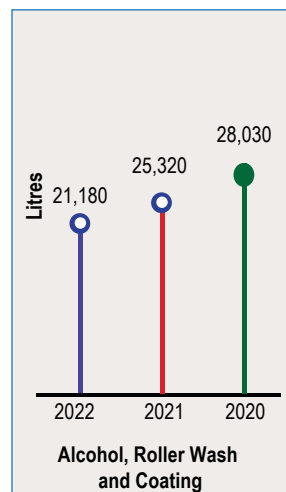
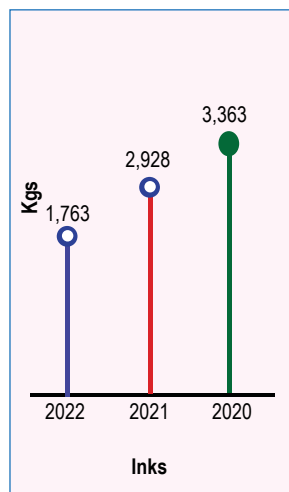
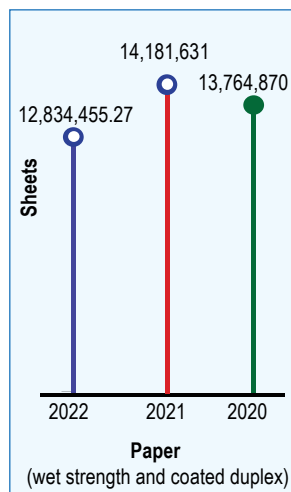
RESPONSIBLE OPERATIONS

Raw Materials

Our operations rely heavily on paper and ink particularly the printing division. We use various types of paper for our different publications and advertising material. Through our production processes, we aim to strike a balance between efficient material usage and environmental protection. We have paper recycling initiatives to reduce waste as part of our waste minimisation initiatives.

Our responsible sourcing systems ensure compliance with our commitments to:

- Promote green purchasing.
- Purchase material that can be used and disposed in an environmentally friendly manner.
- Engage sustainability-oriented suppliers.



There was no line of production that required top, side and bottom glue in FY2022, hence it was not purchased.

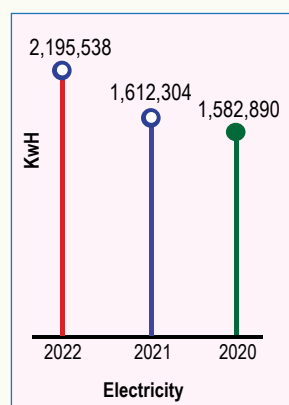
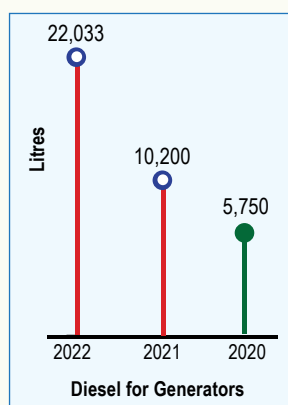
Energy

Our Group Divisions depend on energy to ensure consistent production runs and outputs. While a key driver, we prioritise energy efficiency through our energy saving initiatives, these lead to a reduction in utility bills and ultimately positively affect our pricing considerations. Beyond, cost savings energy management directly reduces our carbon emissions as part of efforts to meet our internal sustainability goals and regulatory requirements.

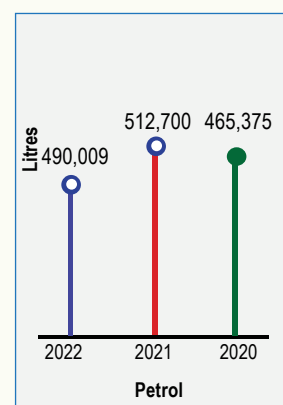
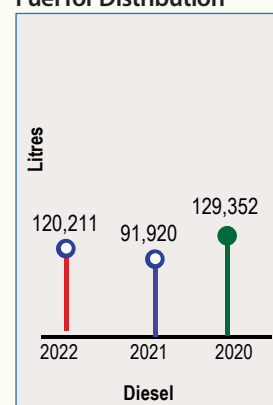
Due to unstable energy supplies, we installed UPS and voltage regulators to ensure equipment safety and smooth flow of our operations. As part of our 'Agile Working Suite', Zimpapers waded into Sustainability and Green Energy by facilitating the installation of solar systems for staff members through our banking partners (FBC Bank) and energy partners (Chloride Zimbabwe).

During the period, our energy use was as follows:

Energy Consumption within the Operation:



Energy Consumed Outside the Company – Fuel for Distribution



Water

We prioritise effective water management in our operations as we appreciate the finite nature of the resource evidenced by unreliable supplies from municipality. The Group makes use of municipal, borehole as well as third-party water suppliers to ensure constant availability while upholding the human right principle on access to clean water for all. For drinking purposes, we have engaged various purified water suppliers who refill water dispensers throughout our facilities under supervision from our Administration and Human Resources Managers. As part of our water conservation program, water saving tips and guidelines signage have been installed at water points to create awareness on water saving.

Water supply infrastructure such as piping, boreholes and reservoir tanks are regularly inspected for leakages and or malfunctions and repairs works are prioritised.

During the year, our water consumption was as follows:

Water withdrawal source	Unit	2022	2021	2020
Borehole	Cubic Meters	12,600	11,763	10,480
Municipal	Cubic Meters	54,514	51,821	48,704
Total Water Usage		67,114	63,584	59,184

Waste

Our various printing and broadcasting operations generate different streams of waste, all which require specific management in terms of temporary storage, transportation, recycling where applicable and final disposal. Waste management is important for environmental cleanliness and ambience around our operations.

Management Approach

Key to good waste management is to focus efforts on waste minimisation, reusing and recycling materials such as paper and plastic generated from our processes. Liquid wastes also form a significant stream of waste and it is pre-treated through separator settling tanks before final disposal. Treatment is essential to neutralise the quality of the wastewater such that it does not pose a threat to municipal water treatment systems. We engaged third parties to direct some of our waste for recycling. Regular engagements with authorities such as the Environmental Management Agency guide our waste management practices to ensure efficiency and environmental stewardship.

Waste generated

Waste Generated	Unit	2022	2021	2020
Recyclable waste (newsprint, carbon boxes, etc.)	Tons	119	123	102
Label Waste	Tons	146	156	101

Our target is to reduce waste levels to less than 3% of production material which we managed to attain 2022 due to our improved waste management practices.

Waste diverted from disposal

Waste diverted from disposal	Unit	2022	2021	2020
Recyclable waste (newsprint, carbon boxes etc.)	Tons	119	24	23

All recyclable waste is sent to National Waste Collection (NWC), a third-party company, for recycling. Our waste management actions have been effective as indicated by the reduction in waste figures and material usage.

EMPLOYEES

Employment

The success of our operations hinges upon employees, their welfare and skills development in line with our business strategies. Our Human Resources Department is responsible for appropriate recruitments, inductions, training and development as well as general welfare and remuneration of employees at all levels.

Guided by our Remuneration policy, our goal is to timeously pay competitive salaries and benefits to our employees so as to boost their morale. We benchmark salaries and benefits to the market realities and ensure that we effectively attract, retain, engage and reward the critical talent required for ongoing business success. Employee turnover rate indicates the efficacy of our Remuneration Policy.

For the year 2022, we managed to abide by our budgeted plans on remuneration. However, currency volatility risks have led to considerations on benchmarking salaries in a more stable currency. National Employment Council (NEC) Printing and Newspaper industry was instrumental in providing direction and guidance regarding salary adjustments.

In addition, our policies require that we conduct the following:

- Surveys on market practices i.e. salary and benefits, reviews and assessments,
- Scheduled monthly and Quarterly Works council and town hall meetings as worker engagement platforms,
- Quarterly review of policies in line with prevailing best practices.

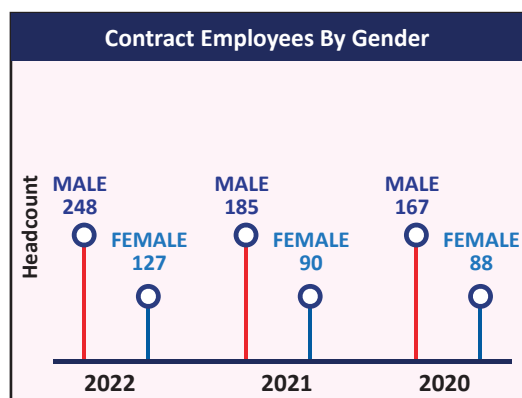
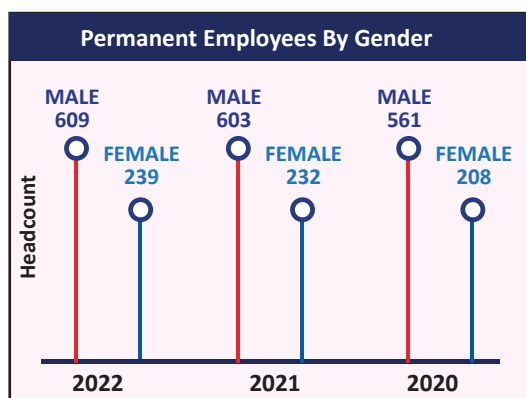
Management includes employees in key decision-making processes such as strategy planning and business improvement initiatives. Implementation of agreed positions and improves trust between management and employees. Internal and external audits are conducted at scheduled intervals to assess our compliance to our internal and other regulations regarding employee management issues.

Human Capital Management

Employees are central to how we deliver value to our stakeholders and sustain our corporate brands. Zimpapers recognises that its competitive advantage hinges largely on its human capital and the talent that resides within every one of its employees. Management therefore provides a conducive work environment supported by prospects for professional development and employment opportunities.

During the year, our employee base was as follows:

Total Employees by contract type	Unit	2022	2021	2020
Permanent	Headcount	848	835	769
Contract	Headcount	375	280	255
Total Employees	Headcount	1,223	1,115	1,024



Staff whose work is controlled by Zimpapers but are not Employees

Category	Unit	2022	2021
Apprentices	HEAD COUNT	30	10
Contractors	HEAD COUNT	114	103
Interns	HEAD COUNT	87	106
Graduate Trainees	HEAD COUNT	5	1
TOTAL WORKERS	HEAD COUNT	236	220

Employee Hire by Gender

Employees Hire by Gender	Gender	2022	2021	2020
Permanent	Male	131	113	51
Contract	Female	97	44	29
Total Employees	Headcount	228	157	80

Employee Hire by Age

Employees Hire by Age		2022	2021	2020
Over 50 years		4	4	-
30 - 50 years		141	127	58
Under 30 years		83	26	22
Total Employees	Headcount	228	157	80

Employee Turnover

Employees Turnover by Gender	Gender	2022	2021	2020
	Male	74	56	59
	Female	34	22	28
Total Employees	Headcount	108	78	87

Employee Turnover by Age

Employees Hire by Age	2022	2021	2020	
Over 50 years	2	5	3	
30 - 50 years	54	62	70	
Under 30 years	52	11	14	
Total Employees	Headcount	108	78	87

Employee Welfare

Empowering employees to thrive in the workplace is of significant concern to Zimpapers. This is demonstrated by the number of policies developed to promote employee welfare. The policies include the Sexual Harassment policy, Wellness policy, Funeral Assurance policy, Medical Aid policy, Subsidised canteen meals, Health and Safety policy, School Fees policy, Group Insurance cover, and advance payment policy. Medical aid and funeral benefits are managed through payroll. We provide personal loan guarantee with banks, housing assistance engagement with local authorities and transport allowance.

We demonstrate our commitment to employee wellness through the following measures:

- Enforcement of Sexual Harassment Policy.
- Employee Wellness - provision of the free in-house gym for fitness, soccer, darts, netball teams, in-house clinic and counselling.
- Funeral assurance - Group policy for funeral cover with contribution towards premiums.
- Medical Aid cover - with Group contribution towards premiums.
- Subsidised staff canteen - serving breakfast and lunches.
- Health and Safety Policy - disaster preparedness.

Our goal is to enhance and improve the quality of life for employees, and to continuously improve employee welfare in line with the economic and social realities. We noted that our welfare programmes contributed to staff turnover reduction, loyalty, and productivity improvement.

Collective Bargaining

The business respects the rights of employees to freely bargain the conditions of their employment. The major collective bargaining agreements for our operations are the printing, packaging and newspaper industry and the National Employment Council for Electronic Communications, Radio, TV, Manufacturing and Allied Industries.

Pension Payments

The Group makes contributions to the National Social Security Scheme promulgated under the National Social Security Act of 1989. The Group's obligation under the scheme is limited to specific contributions as legislated from time to time.

During the year, our pension payments were as follows:

Pension Payments (ZWL)	2022	2021	2020
National Social Security Authority (NSSA)	235,719,771	25,874,917	5,820,412

Employee Training and Development

Zimpapers significantly invests in training and development programs designed to develop technical and leadership skills for employees necessary to execute the Group's strategy. Annually, we develop training plans, programs and budgets to cover training needs arising from prior year activities and performance evaluations. All training facilitated internally or externally are evaluated by attendants to ensure training objectives are adequately met. Post training, individual performance score cards are effected to monitor progress and improvements expected after trainings are done and improved performance is duly rewarded. Our goal is to build a high-performance team which fosters improvement on product quality, revenues and profitability.

Supporting employee skills development

The business, as alluded to in our HR policy, provides 10 days of study leave to all employees to prepare for and write exams annually as part of our support for continuous personal development. Additionally, we provided a facility for employees to further their education by getting educational loans from FBC and POSB Bank.

During the reporting period, our average training hours per employee were as follows:

Average training hours by gender	UNIT	2022	2021	2020
Male	Hours	0,89	0,44	0,30
Female	Hours	1.07	0,68	0,61

Average training hours by employee category	UNIT	2022	2021	2020
Executives	Hours	-	7	2,5
Senior Management	Hours	2,14	3	1,44
Other Employees	Hours	0,8	1,47	1,49

Occupational Health and Safety

A healthy workforce is key to achieving business objectives and our goal is to achieve zero work related injuries. Occupational health matters are managed under our Human Resources Department and we are committed to providing safe workplaces which are conducive for optimum performance.

Guided by local regulations on health and safety as well as international best practices, we have employed procedures to uphold occupational safety. These include: personnel medical checks, wellness, and training sessions as well as ensuring our equipment is safe for use at all times.

Hazard Identification and Risk Assessment (HIRA)

We believe risk identification is the first step to risk management and ultimately the creation of a safe work environment. While the nature of our business has minimal work-related hazards, we aim to adequately manage the risks present. Employees are trained on risk identification, reporting and mitigation. Hazards are reported to Head of Departments who then trigger a risk assessment session to inform decisions on risk mitigation according to the hierarchy of controls.

Zimpapers is committed to full compliance with the Factories and Works Act [14:08] and the NSSA Occupational Health and Safety Regulations. We conduct occupational health and safety audits and we have an emergency preparedness plan to ensure that our system is prepared for any emergencies which may occur.

Fire Safety

The nature of our operations is mainly paper based which creates significant fire risk. While the risk cannot be eliminated we have procedures to reduce the risk of fire outbreaks such as: fire prevention and fire extinguishing mechanisms.

Fire suppressant systems have been installed at our premises which automatically activate in the event of a fire. We also make use of fire extinguishers which are strategically placed across all our buildings and are routinely inspected and serviced as per regulatory requirements. The business has detailed evacuation procedures and assembly points for employee safety.

During the year, our safety performance was as follows:

Occupational Health and Safety	Unit	2022	2021	2020
Work-related injuries	Incidences	62	13	5
Lost days as a result of injuries	Days	174	185	18
Work-related fatalities	Incidents	0	1	18
Recordable work-related injuries	Incidents	5	13	2

Gender Diversity and Equal Opportunity

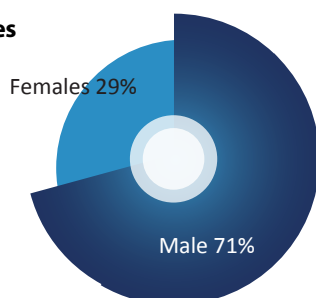
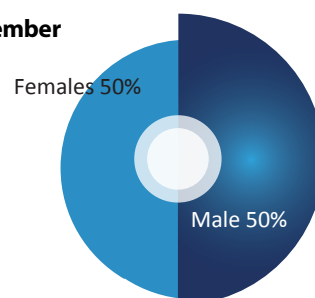
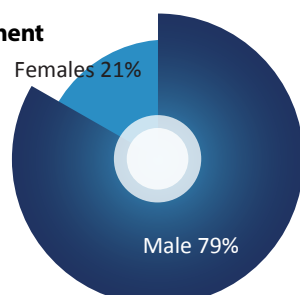
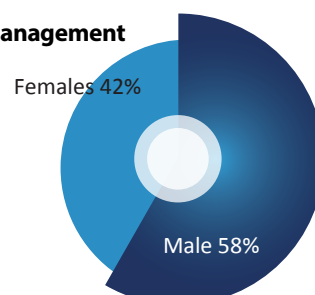
Zimpapers seeks to play an important role in encouraging and embracing diversity at the workplace as we believe diversity empowers employees to accomplish exceptional results. Our human resources policies ensure that equal opportunities are provided to both men and women of all ages across all levels including senior management.

Women have access to leadership opportunities based on merit. This is being strengthened by the recruitment of more women for management traineeship programs, attachment and apprenticeships. We incentivize high performing women to increase retention and attract other women to join the Group. Our goal is to improve the number of women employees and we target that they constitute at least 28% of total employees.

By valuing different viewpoints, promoting collaboration, we provide fair and equitable opportunities for all employees. We firmly believe that inclusion is imperative for development, retention and driving long term value. We are committed to identifying and eliminating challenges on different personnel associated with gender, age, race, and disability.

Gender Distribution

For FY23, our employee gender composition was as follows:

Gender Composition in our Management**Total Employees****Board Member****Senior Management****Middle Management**

Human Rights

Zimpapers is committed to the promotion of human rights and good labour practices. We aim to ensure human rights violations and any other forms of occupational abuse are monitored to maintain a safe environment for all employees, contractors and visitors. Training sessions are conducted to create awareness on definitions of human rights and appropriate channels for confidentially communicating any cases of rights abuse.

Matters brought to management attention are investigated with the highest degree of confidentiality to maintain the dignity of the parties involved.

We have a Sexual Harassment Prevention policy drafted in consultation with the Women in News (WIN) aimed at preventing harassment in the workplace. Our aim is to eliminate Sexual Harassment through raising awareness and having deterrent punitive measures for noncompliance. Disciplinary hearings for offenders and counselling sessions for victims are conducted within the earliest convenience.

During the year 2022, awareness programs on human rights were conducted. The Group appointed human rights champions at departmental level indicating progress towards our objectives.

The beauty of news



CLIMATE IMPACTS AND ACTIONS

Climate change is currently a topical issue on the global, regional and local scale with its effects being felt on a day to day basis. As Zimpapers, we contribute to climate change through our use of electricity, fuel and paper which comes from deforestation activities. Therefore, it is important to track and manage our greenhouse generating activities so as to reduce our carbon footprint and play our part in climate mitigation.

Emissions

Zimpapers calculates its carbon footprint by converting its energy consumption to carbon dioxide (CO₂) equivalency using internationally accepted conversion factors.

Scope 1: Direct Emissions

These are direct Greenhouse Gas (GHG) emissions from operations that we own or control. Primarily, these are emissions from fuel consumed by generators and vehicles owned or controlled by Zimpapers. We applied emission factors obtained from the United Kingdom (UK) Government GHG Conversion Factors as there are no locally adopted factors to convert liquid bio-fuel usage and coal combustion as presented below:

Scope 1 Energy Source	Unit	2022	2021	2020
Diesel	(Kg CO ₂ e litres)	305,825	219,558	290,469
Petrol	(Kg CO ₂ e litres)	1,494,527	1,563,735	1,419,394
Total Scope 1 emissions	(Kg CO₂e litres)	1,800,352	1,783,293	1,709,863

Scope 2: Indirect Emissions

These are emissions from the consumption of energy generated and supplied by a third party over which Zimpapers has no direct control. Our Scope 2 emissions were calculated using emission factors obtained from the Southern African Power Pool 2015 using Operating Margin factors and the Global Warming Potential rates from the Intergovernmental Panel on Climate Change (IPCC) as presented below:

Scope 2 Emissions Source	Unit	2022	2021	2020
Electricity	(Kg CO ₂ e litres)	771,863	566,582	556,480



INVESTING IN COMMUNITY ECONOMIC DEVELOPMENT

Investing in our Communities

Corporate Social Responsibility (CSR) covers donations and other community support provided by Zimpapers. CSR activities may be direct (monetary) or indirect (non-monetary), both of which play a significant role in uplifting the communities from which we derive our human capital as well as market. Activities are aimed at capacity development and self-help initiatives to reduce the level of dependency by recipients.

The business seeks to deliver and capture value for all its stakeholders without depleting the natural resources particularly focusing on ethical, environmental, economic and philanthropy responsibilities. As part of our programme, we do clean up campaigns, tree planting and donations to orphanages.

Engagement with our different stakeholders provide the opportunity to identify the need for our stakeholders which informs our CSR initiatives.

Monitoring CSR Projects

Our CSR Policy provides for accountability on all activities and donations made. We track the following:

- Payments made to suppliers and service providers to CSR projects,
- Project progress,
- Academic performance of students funded by scholarships,
- Health checks on cancer patients assisted and
- Condition of waste bins donated.



During the year 2022, our community support was as follows:

Theme	Purpose Of Investing In The Theme	Beneficiary	Other Items Donated	Amount/ Value
Education	Promote access to education in marginalised schools	Queen Elizabeth Girls High School – Harare, Destiny Achievers School-Domboshawa, Mufakose High School – Harare, Mother Touch Primary School – Harare, Masiyapambili College, Founders High School, Domnican Convent, Emakhandeni High, Emganwini High, Evelyn High, Inyanda High Magwegwe High, Milton High, Mzilikazi, Petra College, Sizane High, Sobukazi High, St Bernards, St Columbus High, Townsend, St Dominics, Mutare Girls, Muparutsa Secondary, and First Class & Rock Ages Academy.	Workshop+Hosting	ZWL2,050,700
		Chikukwa Primary School, Biriri Secondary School, and Mukombiwani Secondary School.	School fees, computers and printers.	ZWL 697,137.80
		Association of Technical Universities and Polytechnics in Africa (ATUPA)	Advert Publicity	ZWL 1,114,981
Children's Home - Vulnerable Groups	Enhance the quality of life for vulnerable groups.	Shungu Dzevana Children's home.	Borehole installation borehole solar panels, Groceries.	US\$ 690 ZWL 117,973.62
		Thembiso Children’s home.	Groceries, lunch and school shoes.	ZWL 316,575
Career Development	Mentorship and Motivation - encourage adoption of journalism careers.	NJAMA - National Journalistic and Media Awards.	Cash	ZWL 1,050,000
Health	Sustain life and reduce the cancer burden in society.	Island Hospice & Health care - cancer advocacy and therapy.	Cash	US\$ 18,274 ZWL 8,512,189.43
	Philanthropic.	Accident victim.	Hospital bills and transport.	ZWL 120,000
	Promoting healthy communities.	Nyamatanda Village – Makonde.	Borehole drilling and installation.	US\$5,135 ZWL 60,000
Philanthropic	Supporting and promoting listeners.	Star FM listener.	Residential stand.	US\$30,000
Environment	Sustaining the environment	Zimpapers Junior Media Club	Fruit trees	US\$900
Public Institutions	Support public institutions to ensure efficient delivery of services.	Kasimure Police Post - ZRP Karoi.	Cash.	ZWL 4,285
		ZIMRA Charity Trust Ball.	Cash.	ZWL 813,325
		Zimbabwe Prison & Correctional Services Charity Golf Tournament.	Cash and branded bins.	ZWL398,767
Total				ZWL 15,255,934 US\$ 54,999



Mentoring and motivating the youth through Media Clubs



Promoting healthy communities - donations for the triplets in need



Promoting access to education in marginalised schools



You went the extra mile for a good cause
we thank you!



Zimpapers CEO, Mr Pikirai Deketeke (third from left, hands over proceeds from the 2022 Zimpapers Cancer Power Walk to Island Hospice and Healthcare Director, Mr Mudiwa Mundawarara (third from right). Looking on are, Zimpapers Digital and Publishing Division General Manager, Marks Shayamano (left), The Herald Managing Editor, Ruth Butaumocho (second from left), West Property Finance Director, Simbarashe Kadye (right) and PSMA's Marketing and Member Service Director, Edgar Makore (second from right).



Zimpapers thanks everyone who participated in the 2022 Zimpapers Cancer Power Walk - on the Zimpapers routes, in your neighborhoods, we appreciate your support and charity.

To our Sponsors, you brought overwhelming joy to those in need.





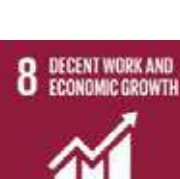


We look forward to your support again next year!



SUSTAINABLE DEVELOPMENT

The Sustainable Development Goals (SDGs) provide an opportunity for Zimpapers to contribute towards a better world. In this report, we have analysed how we contributed towards the below identified SDGs through our sustainability initiatives and community investment.

During the year, our contributions to SDG2, 3, 4, 6, 8, 15, and 16 were as follows:

SDG		Business Actions	Impact
	Target 2.1	The Group contributed groceries amounting ZWL 430,899.62 to Shungu Dzevana and Thembisio Childrens home.	Nutritious food and ending hunger to the less privileged.
	Target 3.8	Zimpapers contributed over ZWL 8,512,189.43 and US\$18,274 towards reducing the burden of cancer on patients and the health system in Zimbabwe.	Ensure healthy lives and promote the well-being of society.
	Target 4.1; 4.2; 4.3	Zimpapers contributed ZWL 3,862,818.80 towards education through school fees, computer, printers, public adverts and workshops.	Equal marginalised education support.
	Target 6.1	Borehole installation and borehole solar panels worth US\$5,825 and ZWL 63,074 were donated to Shungu Dzevana children home and Nyamatan-da Village in Makonde	Equal access and affordable to clean water for all.
	Target 8.1; 8.3; and 8.8	The Group supports decent work and creates employment opportunities within the Group and the supply chain and recruited 228 employees during the year. Zimpapers contributed ZWL2, 974,468,117 in taxes and ZWL235, 719,771 in pension contribution for employees.	Contributed taxes for economic development and employee welfare post-employment.
	Target 15.2	Fruit trees worthy US\$900 were donated towards afforestation to the Zimpapers Junior Media Company.	Support sustainable implementation through afforestation.
	Target 16.3	The Group donated ZWL 957,610, to support public institutions in effectively deliver of their mandate.	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective societies.

ECONOMIC IMPACTS

Economic value generated and distributed

Our activities are centred on economic performance and creation of sustainable added value for our stakeholders. The value added is expressed in terms of its benefits to various stakeholder groups namely, customers, suppliers, employees, investors and the Government.

The benefits include among others;

- Improved Group performance.
- Increased profits.
- Foreign currency generation.
- Business growth through enhancement of quality services to customers.

We have been able to provide high quality services by adhering to our Standard Operating Procedures (SOPs), which set out step by step instructions on routine operations. Moreso, customer feedback has helped us build a strong base of loyal customers, gaining insight on customer satisfaction levels through addressing customer issues.

We have been working towards becoming a highly profitable and financially stable Company, with a specific target of achieving a 15% net profit margin. As such, we review our strategies each year to ensure our policies are in line with current realities.

The direct economic value generated and distributed is presented on pages 77 to 107.

Responsible Procurement

Our approach to sustainability extends to all our operations including the procurement services. It is our commitment to ensure all goods and services acquired for our direct or indirect use are sourced from reputable suppliers. We only engage suppliers with deliberate efforts towards upholding human rights, environmental protection and good labour practices, particularly those with ISO certifications.

Further, we carry out inspections of products before payment to ensure the expected quality is received. Our sustainability strategy includes an ambitious goal of supplier management and optimisation to achieve zero litigation cases.

Payments to Government

Our tax remittances contribute to Government revenue which supports the national treasury obligation, social service delivery, infrastructural developments, and national policy formulation. Good tax compliance boosts our Group's reputation and provides security for our stakeholders.

Approach to tax

Through our financial policies, we have established a strong tax compliance culture which enforces timely and accurate tax filings and remittances. Voluntary disclosures to tax authorities where any errors may be detected is part of our approach to being a good corporate citizen. We conduct quarterly reviews on all tax filing correspondences between the business and the tax authorities.

Engaging with tax authorities

We regularly engage with policymakers to support the development of tax rules and regulations based on sound tax policy principles. We further engage our stakeholders' views through emails, letters, public hearings and consultative meetings.

Our tax payments for 2022 were as follows:

Tax Payments	2022 (ZWL\$)	2021 (ZWL\$)	2020 (ZWL\$)
Corporate Tax	232,807,194	110,424,623	5,111,588
Value Added Tax (VAT)	1,558,197,609	295,214,887	98,218,282
PAYE	1,094,184,872	201,973,416	63,224,574
Withholding Tax	56,452,896	9,426,956	3,234,993
Aids Levy	32,825,546	6,059,202	1,896,737
Total	2,974,468,117	623,099,084	171,686,174



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DIRECTORS' RESPONSIBILITY STATEMENT

The directors are required by the Companies & Other Business Entities Act (24:31) to maintain adequate accounting records and are responsible for the content and integrity of the financial statements and related financial information included in this report. It is their responsibility to ensure that the consolidated financial statements fairly present the state of affairs of the Company as at the end of the financial year and the results of its operations and cash flows for the year then ended, in conformity with International Financial Reporting Standards. The external auditors are engaged to express an independent opinion on the financial statements.

The directors acknowledge that they are ultimately responsible for the system of internal financial control established by the Company and place considerable importance on maintaining a strong control environment. To enable the directors to meet these responsibilities, the Board sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the Company and all employees are required to maintain the highest ethical standards in ensuring the Company's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the Company is on identifying, assessing, managing and monitoring all known forms of risk across the Company. While operating risk cannot be fully eliminated, the Company endeavours to minimize it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The directors are of the opinion, based on the information and explanations given by management that the system of internal control provides reasonable assurance that the financial records may be relied upon for the preparation of the financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

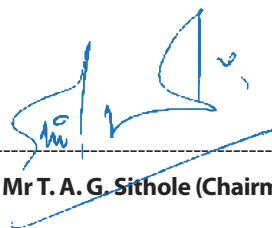
The directors have assessed the ability of the Company to continue operating as a going concern and believe that the preparation of the financial statements on a going concern basis is still appropriate.

The external auditors are responsible for independently auditing and reporting on the financial statements. The financial statements and related notes have been examined by the Company's external auditors and their report is presented on pages 73 to 75.

The financial statements and the related notes set out on pages 77 to 107, which have been prepared on the going concern basis, were approved by the Board and were signed on its behalf by:



Mr P. Deketeke (Chief Executive Officer)



Mr T. A. G. Sithole (Chairman)

23rd March 2023

Report of the Directors

The Directors have pleasure in presenting their annual report together with the audited financial results for the year ended 31 December 2022.

Share capital

The authorised number of shares of the Company remained unchanged at 576,000,000 shares with a nominal value of ZWL0.0001 per share.

Reserves

The movements in the reserves of the Company were attributed to the net profit for the year.

Financial performance

The Company's hyperinflation results for the year ended 31 December 2022 are summarised as follows:

Description	2022 ZWL	2021 ZWL
Revenue	18,635,387,438	11,577,760,955
Profit for the year	96,526,062	333,112,692
Net profit margin	1%	3%

Profit for the year decreased by ZWL237 million from prior year to ZWL97 million largely due to high cost of borrowings and monetary loss. The business undertook some capacity increase projects at the Commercial Printing Division and expansion of the broadcasting footprint by continuing to capacitate television broadcasting where equipment was purchased using borrowed funds.

Subsequently, basic earnings per share declined from ZWL57.83 cents in 2021 to ZWL16.76 cents in 2022.

Funding

The Company did not issue out any new shares during the year. Borrowing levels increased to finance major capital expenditure projects at the Commercial Printing Division and the Broadcasting Division following diversification into television broadcasting.

Capital expenditure

Capital expenditure for the year amounted to ZWL1,208,276,138. This included ZTN broadcasting equipment and some motor vehicles.

Dividend

The Directors have recommended that there will be no dividend payment for the financial year ending 31 December 2022.

Directorate

During the year, there were no new appointments for directors.

Directors' interests

There were no Directors with interests that conflicted with the Company's business.

Directors' fees

A resolution will be proposed at the Annual General Meeting to approve Directors' fees in respect of the period ended 31 December 2022 amounting to ZWL46,747,739

Auditors

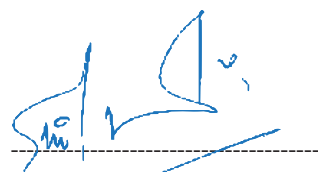
Members will be asked to re-appoint Baker Tilly Chartered Accountants as auditors of the Company for the ensuing year.

By order of the Board

Mr F Matanhire
Chief Finance Officer



Mr P Deketeke
Chief Executive




Mr TAG Sithole
Chairman

23rd March 2023

CERTIFICATE OF COMPLIANCE BY COMPANY SECRETARY

In my capacity as the Company Secretary of Zimpapers and its subsidiary companies, I confirm that in terms of the Zimbabwe Companies and Other Business Entities Act (Chapter 24:31), the Company lodged, with the Registrar of Companies, all such returns as are required of a public quoted company in terms of this Act, and all such returns are true, correct and up to date.



Daphne Tomana (Mrs)
Company Secretary

23rd March 2023

INDEPENDENT AUDITOR'S REPORT

To the Shareholders of Zimbabwe Newspapers 1980 Limited ("Zimpapers")

Report on the Audit of the Inflation Adjusted Consolidated Financial Statements

Opinion

We have audited the inflation adjusted consolidated financial statements of Zimbabwe Newspapers 1980 Limited ("Zimpapers") and its divisions which comprise the inflation adjusted consolidated statement of financial position as at 31 December 2022, the inflation adjusted consolidated statement of profit or loss and other comprehensive income, inflation adjusted consolidated statement of changes in equity, inflation adjusted consolidated statement of cash flows for the year then ended, a summary of significant accounting policies and other explanatory notes to the financial statements.

In our opinion, the consolidated inflation adjusted financial statements fairly present the consolidated statement of financial position as at 31 December 2022, and its financial performance and cashflows for the year ended in accordance with the International Financial Reporting Standards (IFRS) and in the manner required by Zimbabwe Newspapers 1980 Limited ("Zimpapers") accounting policies.

Basis for Opinion

We conducted our audit in accordance with International Standards (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the financial statements section of our report. We are independent of the organisation in accordance with the International Ethics Standards Board for Accountants Code of Ethics Professional Accountants (Parts A and B) (IESBA Code) and other independence requirements applicable to performing audits of financial statements in Zimbabwe. We have fulfilled our other ethical responsibilities in accordance with the IESBA Code and in accordance with other ethical requirements applicable to performing audits in Zimbabwe. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter

Ownership of Radio Licences for Capitalink and Nyaminyami

We draw attention to the notes of the inflation adjusted financial statements which brings to attention of users of financial statements that the radio licences for Capitalink and Nyaminyami were awarded to Kingstons by the Broadcasting Authority of Zimbabwe. Zimpapers is managing the radio stations on behalf of Kingstons under a management agreement. Our opinion is not modified in respect of this matter.

Other Information

The directors are responsible for the other information. The other information comprises, the Directors Report, Chairman's Report, Chief Executive Officer's Report and the Corporate Governance Report. Other information does not include the inflation adjusted financial statements and our auditor's report thereon.

Our opinion on the inflation adjusted financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the inflation adjusted financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the inflation adjusted financial statements or our knowledge obtained during the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement on this other information, we are required to report that fact. We have nothing to report in this regard.

Auditor's Responsibilities for the Audit of the Financial Statements

The objectives of our audit are to obtain reasonable assurance about whether the financial statements as a whole, are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with International Standards on Auditing, we exercise professional judgment and maintain professional scepticism throughout the planning and performance of the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the inflation adjusted consolidated financial statements, including the disclosures, and whether the inflation adjusted consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the inflation adjusted consolidated financial statements.

We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for the audit opinion.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit. We also provide the directors with a statement that we complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be brought to bear on our independence, and where applicable related safeguards.

From the matters communicated with the Directors, we determine those matters that were significant in the audit of the inflation adjusted financial statements of the current period and therefore the key audit matters. We describe those matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

The engagement partner on the audit resulting in the Independent Auditor's report is Courage Matsa

Report on Other Legal and Regulatory Requirements

Companies and Other Business Entities Act (Chapter 24:31)

In our opinion, the accompanying inflation adjusted financial statements have in all material respects, been properly prepared in compliance with the disclosure requirements of and in the manner required by the Companies and Other Business Entities Act (Chapter 24:31).

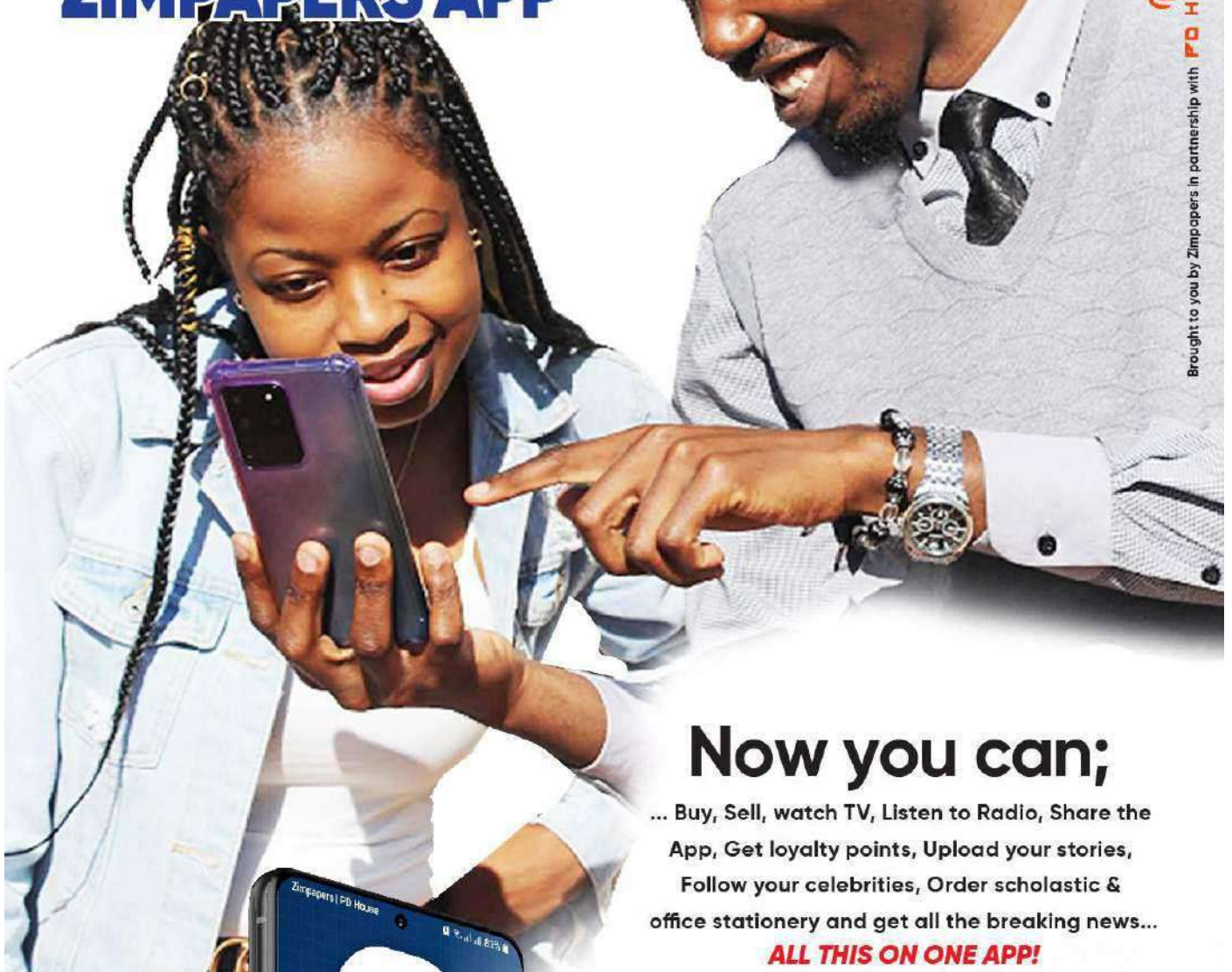
Partner: Courage Matsa

PAAB Practising Number: 0607

Baker Tilly Chartered Accountants (Zimbabwe) Harare

Date: 24/03/2023

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STATEMENT OF FINANCIAL POSITION

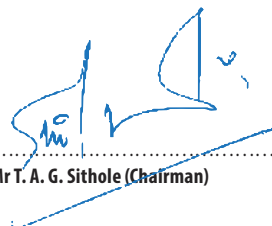
as at 31 December 2022

		Inflation Adjusted		Historical Cost	
	Notes	2022 ZWL	2021 ZWL	2022 ZWL	2021 ZWL
ASSETS					
Non current assets					
Property, plant and equipment	4	17,693,836,167	10,544,679,517	12,987,937,044	825,023,090
Intangible assets	5	4,028,105	8,157,284	26,163	61,032
Long term investment	6	3,231,771	11,109,532	3,231,771	3,231,771
		17,701,096,043	10,563,946,333	12,991,194,978	828,315,893
Current assets					
Inventories	7	408,965,210	303,551,866	392,246,532	83,494,861
Trade and other receivables	8	2,835,427,494	2,232,182,047	2,766,867,743	475,057,151
Financial assets at fair value through profit or loss	9	21,147,345	56,524,856	21,147,345	16,443,122
Cash and cash equivalents	22	438,277,301	89,110,498	438,277,301	25,922,309
		3,703,817,350	2,681,369,267	3,618,538,921	600,917,443
Total assets		21,404,913,393	13,245,315,600	16,609,733,899	1,429,233,336
EQUITY AND LIABILITIES					
Equity					
Share capital	10	8,868,204	8,868,204	57,600	57,600
Non distributable reserve		-	-	-	-
Retained loss		4,405,025,529	4,343,502,712	796,060,104	238,557,017
Revaluation reserve		9,237,357,751	3,800,258,701	9,066,790,228	286,920,461
		13,651,251,484	8,152,629,617	9,862,907,932	525,535,078
Non current liabilities					
Long term borrowings	11	23,853,391	369,362,893	23,853,391	107,447,936
Deferred tax	13	3,968,609,397	2,153,952,031	2,961,773,455	66,727,100
		3,992,462,788	2,523,314,924	2,985,626,846	174,175,036
Current liabilities					
Trade and other payables	14	3,240,246,067	1,938,772,884	3,240,246,067	546,081,751
Short term portion of borrowings	11	131,887,962	229,090,324	131,887,962	66,642,543
Bank overdraft	15	389,065,092	401,507,851	389,065,092	116,798,928
		3,761,199,121	2,569,371,059	3,761,199,121	729,523,222
Total liabilities		7,753,661,909	5,092,685,983	6,746,825,967	903,698,258
Total equity and liabilities		21,404,913,393	13,245,315,600	16,609,733,899	1,429,233,336



Mr P. Deketeke (Chief Executive Officer)

23rd March 2023



Mr T. A. G. Sithole (Chairman)

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME for the year ended 31 December 2022

	Notes	Inflation Adjusted		Historical Cost	
		2022 ZWL	2021 ZWL	2022 ZWL	2021 ZWL
Revenue	16	18,635,387,438	11,577,760,955	13,255,053,452	2,708,274,032
Cost of sales	17	(6,859,771,967)	(3,938,669,150)	(5,106,063,558)	(937,493,814)
Gross profit		11,775,615,471	7,639,091,805	8,148,989,894	1,770,780,218
Other income	16.1	313,095,754	150,280,416	205,302,449	36,016,556
Operating expenses		(10,134,358,584)	(6,734,794,411)	(7,100,644,853)	(1,593,004,955)
Selling and distribution expenses		(1,981,490,392)	(1,088,879,067)	(1,417,527,676)	(259,942,235)
Administrative expenses		(8,152,868,192)	(5,645,915,344)	(5,683,117,177)	(1,333,062,720)
Profit from operations		1,954,352,641	1,054,577,810	1,253,647,490	213,791,819
Finance costs	18	(615,559,813)	(291,092,900)	(482,777,674)	(67,660,616)
Finance income		4,830,098	1,181,588	2,206,356	213,842
Monetary (loss)/ gain		(940,812,827)	(313,984,019)	-	-
Exchange gain/ (loss)		(18,131,462)	44,215,162	51,490,092	11,569,839
Profit before tax	19	384,678,637	494,897,641	824,566,264	157,914,884
Income tax expense	20	(288,152,575)	(161,784,949)	(244,771,977)	(44,137,093)
Profit for the year		96,526,062	333,112,692	579,794,287	113,777,791
Other comprehensive income:					
Items that will not be reclassified to profit and loss					
Gains on property, plant and equipment revaluation net of tax		5,437,099,050	-	8,779,869,768	-
Revaluation surplus		7,222,501,395	-	11,662,951,339	-
Tax on revaluation		(1,785,402,345)	-	(2,883,081,571)	-
Items that will or may be reclassified to profit or loss:		-	-	-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		5,533,625,112	333,112,692	9,359,664,055	113,777,791
Basic earnings per share - cents	21.1	16.76	57.83	100.66	19.75
Diluted earnings per share - cents	21.2	16.76	57.83	100.66	19.75
Headline per share - cents	21.3	37.79	49.72	93.63	17.21

STATEMENT OF CHANGES IN EQUITY

for the year ended 31 December 2022

Historical Cost

	Share capital ZWL	Non distributable reserve ZWL	Retained (loss)/ profit ZWL	Revaluation reserve ZWL	Total ZWL
Balance as at 1 January 2022	57,600	-	124,779,226	286,920,461	411,757,287
Total comprehensive income for the year	-	-	113,777,791	-	113,777,791
Dividend paid	-	-	-	-	-
Balance as at 31 December 2022	57,600	-	238,557,017	286,920,461	525,535,078
Total comprehensive income for the year	-	-	579,794,287	-	579,794,287
Revaluation surplus	-	-	-	8,779,869,767	8,779,869,767
Dividend paid	-	-	(22,291,200)	-	(22,291,200)
Balance as at 31 December 2022	57,600	-	796,060,104	9,066,790,228	9,862,907,932

Inflation Adjusted

	Share capital ZWL	Non distributable reserve ZWL	Retained loss/ (profit) ZWL	Revaluation reserve ZWL	Total ZWL
Balance as at 1 January 2022	8,868,204	-	4,010,390,020	3,800,258,701	7,819,516,925
Total comprehensive income for the year	-	-	333,112,692	-	333,112,692
Dividend paid	-	-	-	-	-
Balance as at 31 December 2022	8,868,204	-	4,343,502,712	3,800,258,701	8,152,629,617
Total comprehensive income for the year	-	-	96,526,062	-	96,526,062
Revaluation surplus	-	-	-	5,437,099,050	5,437,099,050
Dividend paid	-	-	(35,003,245)	-	(35,003,245)
Balance as at 31 December 2022	8,868,204	-	4,405,025,529	9,237,357,751	13,651,251,484

STATEMENT OF CASH FLOWS

for the year ended 31 December 2022

	Note	Inflation Adjusted		Historical Cost	
		2022 ZWL	2021 ZWL	2022 ZWL	2021 ZWL
Cash flows from operating activities					
Profit before tax		384,678,637	494,897,641	824,566,264	157,914,884
Adjustments for:					
Depreciation of property, plant and equipment		1,147,849,532	981,045,304	137,158,412	61,563,076
Unrealised gain on exchange		18,131,462	(44,215,162)	(51,490,092)	(11,569,839)
Amortisation of intangible asset		4,129,179	58,535	34,869	13,422
Finance income		(4,830,098)	(1,181,588)	(2,206,356)	(213,842)
Finance costs		615,559,813	291,092,900	482,777,674	67,660,616
Other non-cashflow items including hyperinflation effect		7,877,759	198,614,857	-	-
(Profit)/ loss on sale of property, plant and equipment		85,746,103	(3,519,548)	(35,795,421)	(636,962)
Fair value gain on equities		35,377,511	(43,229,613)	(4,704,223)	(14,036,971)
Operating cash flows before working capital changes		2,294,519,898	1,873,563,326	1,350,341,127	260,694,384
(Increase)/ Decrease in inventories		(105,413,344)	(50,357,646)	(308,751,671)	(39,528,801)
Decrease in trade and other receivables		(612,678,397)	(789,389,880)	(2,240,320,500)	(205,611,902)
Increase/ (Decrease) in trade and other payables		1,141,313,604	827,014,573	2,549,392,147	339,619,641
Cash generated from operations		2,717,741,761	1,860,830,373	1,350,661,104	355,173,322
Income taxes paid		(107,436,485)	(541,208,254)	(88,035,025)	(110,424,624)
Net cash from operating activities		2,610,305,276	1,319,622,119	1,262,626,078	244,748,698
Cash flows from investing activities					
Purchase of property, plant and equipment		(1,208,276,138)	(2,095,443,300)	(639,774,312)	(466,163,713)
Acquisition of intangible asset		-	(74,162)	-	(21,574)
Proceeds on disposal of property, plant and equipment		48,025,248	42,398,522	38,448,706	3,545,783
Finance income		4,830,098	1,181,588	2,206,356	213,842
Net cash used in investing activities		(1,155,420,792)	(2,051,937,352)	(599,119,250)	(462,425,662)
Cash flows from financing activities					
Finance costs		(615,559,813)	(291,092,900)	(482,777,674)	(67,660,616)
Repayment of long term borrowings		(345,509,502)	365,175,601	(83,594,545)	106,690,127
Repayment of short term borrowings		(97,202,362)	224,040,195	65,245,419	65,728,580
Dividend paid		(35,003,245)	-	(22,291,200)	-
Net cash used in financing activities		(1,093,274,922)	298,122,896	(523,418,000)	104,758,091
Net increase in cash and cash equivalents		361,609,562	(434,192,337)	140,088,828	(112,918,873)
Cash and cash equivalents at beginning of the year		(312,397,353)	121,794,984	(90,876,619)	22,042,254
Cash and cash equivalents at end of the year	22	49,212,209	(312,397,353)	49,212,209	(90,876,619)

1. GENERAL INFORMATION

1.1 Nature of business

Zimbabwe Newspapers (1980) Limited is incorporated and domiciled in Zimbabwe and is listed on the Zimbabwe Stock Exchange. The Company's main business is that of newspaper proprietors, printers, broadcasting and publishers. The Company's registration number is 600/B280.

The registered address is : **6th Floor Herald House**
Corner Sam Nujoma Street and George Silundika Avenue
P.O. Box 55
Harare

1.2 Currency and Change in Functional Currency

The Company's presentation currency is the Zimbabwean dollar ("ZWL") effective 1st of January 2019.

2. SIGNIFICANT ACCOUNTING POLICIES

2.1 Basis of preparation

The principal accounting policies adopted in the preparation of the financial statements are set out below. The policies have been consistently applied to all the years presented, unless otherwise stated.

The Company's financial statements for the year ended 31 December 2022 have been prepared in accordance with the Zimbabwe Stock Exchange Listing requirements and the Zimbabwe Companies and Other Business Entities Act (Chapter 24:31). The Financial statements have been prepared based on statutory records maintained under the historical cost basis as restated in line with IAS 29 (Financial Reporting in Hyperinflationary Economies) principles and modified by the revaluation of property, plant and equipment and equity investments have been measured at fair value.

2.1.1 Adoption of IAS 29 (Financial Reporting in Hyperinflationary Economies)

In October 2019, the Public Accountants and Auditors Board (PAAB) issued a pronouncement prescribing that the adoption of financial reporting in hyper inflationary economies had become effective for the reporting periods on or after 1 July 2019 in Zimbabwe. These financial statements have been prepared in accordance with IAS 29 (Financial Reporting in Hyperinflationary Economies) together with International Financial Reporting Interpretations Committee (IFRIC) 7, as if the economy had been hyperinflationary from 1 January 2018. The Company adopted the Zimbabwe Consumer Price Index as the general price index to restate transactions and balances. Assets and liabilities carried at fair value have not been restated as they are presented at the measuring unit current at the end of the reporting period. Items recognised in the Statement of Profit or Loss and Other Comprehensive Income have been restated by applying the change in the general price index from the dates when the transactions were initially recorded in the Company's records. A net monetary adjustment was recognised in the Statement of Profit Loss for the year. All items in the Statement of Cashflows are expressed based on the restated financial information for the period.

The Company applied the Zimbabwe Statistical Office Consumer Price Index (CPI) as the general price index and used the conversion factors to inflation adjust the historical cost figures.

Below are the factors used in the period under review

Month	CPI	Factor
Dec-20	2,474.50	5.53
Dec-21	3,977.46	3.44
Dec-22	13,672.91	1.00

The financial statements have been prepared in accordance with International Financial Reporting Standards, International Accounting Standards and Interpretations (Collectively IFRS) issued by the International Accounting Standards Board (IASB).

The preparation of the financial statements in compliance with IFRS requires the use of certain critical accounting estimates. It also requires Company management to exercise judgement in applying the Company's accounting policies. The areas where significant judgement and estimates have been made in preparing the financial statements and their effect are disclosed in note 2.2.

2.1.2 Presentation and Reporting Currency

The financial statements are expressed in Zimbabwean dollar ("ZWL") which was the presentation and functional currency of the Company for the year ended 31 December 2022.

2.2 Changes in accounting policy and interpretations

The Company adopted the following standards and interpretations for the first time during the financial reporting periods commencing on or after 1 January 2022.

Amendments to IAS 16 Property, Plant and Equipment (PPE) - The amendments prohibit deducting from the cost of an item of PPE any proceeds from selling items produced before that asset is available for use. Furthermore, clarity on the meaning of testing whether an asset is functioning properly has been given.

Amendments to IAS 37 Onerous Contracts - The amendments specify that the cost of fulfilling a contract comprises the costs that relate directly to the contract. Costs that relate directly to a contract consist of both the incremental costs of fulfilling that contract and an allocation of other costs that relate directly to the contracts.

Annual Improvements to IFRS Accounting Standards 2018-2020 Cycle for the first time in the current year. The annual improvements include amendments to; IFRS 9 Financial Instruments which clarifies that in applying the '10 per cent' test to assess whether to derecognise a financial liability, an entity includes only fees paid or received between the entity (the borrower) and the lender, including fees paid or received by either the entity or the lender on the other's behalf. IFRS 16 Leases, the illustration of the reimbursement of leasehold has been removed.

2.3 Property, plant and equipment

Items of property, plant and equipment are initially measured at cost. Cost includes expenditure that is directly attributable to the acquisition of the asset. Subsequent costs are included in the asset's carrying amounts or recognised as separate assets, as appropriate, only when it is probable that future economic benefits associated with the items will flow to the entity and the costs can be measured reliably. All other repairs and maintenance costs are charged to profit or loss during the period in which they are incurred.

Property, plant and equipment are subsequently carried at fair value, based on periodic valuations by a professionally qualified valuer, less accumulated depreciation and impairment losses. These revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting period. Changes in fair value are recognised in other comprehensive income and accumulated in the revaluation reserve except to the extent that any decrease in value in excess of the credit balance on the revaluation reserve, or reversal of such a transaction, is recognised in profit or loss.

Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset, and the net amount is restated to the revalued amount of the asset. Increase in the carrying amount arising on revaluation of property, plant and equipment are credited to a revaluation reserve through the statement of comprehensive income. Decreases that offset previous increases of the same asset are charged against revaluation reserve in equity through other comprehensive income; all other decreases are charged to the statement of comprehensive income.

The revaluation surplus included in equity in respect of an item of property plant and equipment is transferred directly to retained earnings when the asset is derecognised.

Depreciation is provided at the following rates:

Buildings	2% to 2.5%
Plant and machinery	3% to 25%
Furniture and fittings	5% to 10%
Motor vehicles	20%
Computer equipment	25% to 33%

Land and work in progress are not depreciated. Depreciation is provided on all other items of property, plant and equipment so as to write off their carrying value over their expected useful economic lives.

The assets' residual values and useful lives are reviewed at each reporting date and adjusted if appropriate. The residual value of an asset is the estimated amount that would currently be obtained from disposal of the asset, after deducting the estimated costs of disposal, if the asset was already of the age and in condition expected at the end of its useful life.

Impairment of property, plant and equipment

The carrying amounts of property, plant and equipment is reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, the assets' recoverable amount is estimated.

Impairment loss is recognised through profit or loss when the carrying amount of the assets exceed the fair value of the respective assets.

De-recognition of property, plant and equipment

An asset is derecognized upon disposal or when no future economic benefits are expected from its use or disposal. Gains and losses on disposals are determined by comparing proceeds with the carrying amounts. These gains and losses are included in profit and loss.

2.4 Intangible assets

Externally acquired intangible assets are initially recognised at cost and subsequently at cost less accumulated

amortisation and any accumulated impairment losses. The intangible asset has a finite useful life of 10 years and is amortised on a straight line basis over its useful life. The amortised expense is recognised in profit or loss.

2.5 Inventories

Inventories are initially measured at cost, established on the weighted average cost basis. Cost comprises direct materials, and where applicable direct labour costs and those overheads that have been incurred in bringing the inventory to their present location and condition. Subsequently, it is measured at the lower of cost and net realisable value.

Net realisable value represents the estimated selling price of inventories less estimated costs of completion and estimated costs necessary to make the sale. For inventories used in production the net realisable value represents the estimated replacement cost.

2.6 Financial instruments

2.6.1 Financial assets

The Company classifies its financial assets into one of the categories discussed below, depending on the purpose for which the asset was acquired. The Company's accounting policy for each category is as follows:

2.6.2 Fair value through profit or loss

The assets are initially and subsequently measured at fair value with changes in the fair value recognised in profit or loss. Transaction costs are recognised as an expense in profit or loss.

2.6.3 Loans and receivables

These assets are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They arise principally through the provision of services to customers (e.g. trade receivables), but also incorporate other types of contractual monetary assets. They are initially recognised at fair value plus transaction costs that are directly attributable to their acquisition or issue, and are subsequently carried at amortised cost using the effective interest rate method, less provision for impairment.

Impairment provisions are recognised when there is objective evidence (such as significant financial difficulties on the part of the counterparty or default or significant delay in payment) that the Company will be unable to collect all of the amounts due under the terms receivable, the amount of such a provision being the difference between the net carrying amount and the present value of the future expected cash flows associated with the impaired receivable.

For trade receivables, which are reported net; such provisions are recorded in a separate allowance account with the loss being recognised within administrative expenses in profit or loss. On confirmation that the trade receivable will not be collectable, the gross carrying value of the asset is written off against the associated provision.

2.6.4 De-recognition of financial assets

Investments are derecognized when the rights to receive cash flows from the investments have expired or where they have been transferred and the Company has also transferred substantially all risks and rewards of ownership. Gains and losses are recognised in the statement of comprehensive income when the financial assets are derecognized or impaired, as well as through the amortization process.

2.6.5 Impairment of financial assets

A financial asset is deemed to be impaired when its carrying amount is greater than its estimated receivable amount, and there is evidence to suggest that the impairment occurred subsequent to the initial recognition of the asset in the financial statements.

2.6.6 Financial liabilities

The Company's financial liabilities include borrowings, trade and other payables, bank overdrafts and related party payables.

Bank borrowings are initially recognised at fair value net of any transaction costs directly attributable to the issue of the instrument. Such interest bearing liabilities are subsequently measured at amortised cost using the effective interest rate method, which ensures that any interest expense over the period to repayment is at a constant rate on the balance of the liability carried in the consolidated statement of financial position.

Trade payables and other short-term monetary liabilities, are initially recognised at fair value and subsequently carried at amortised cost using the effective interest method.

2.6.7 Fair value measurement hierarchy

IFRS 7 requires certain disclosures which require the classification of financial assets and financial liabilities measured at fair value using a fair value hierarchy that reflects the significance of the inputs used in making the fair value measurement. The fair value hierarchy has the following levels:

- (a) quoted prices (unadjusted) in active markets for identical assets or liabilities (Level 1);
- (b) inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices) (Level 2); and
- (c) inputs for the asset or liability that are not based on observable market data (unobservable inputs) (Level 3).

The level in the fair value hierarchy within which the financial asset or financial liability is categorised is determined on the basis of the lowest level input that is significant to the fair value measurement. Financial assets and financial liabilities are classified in their entirety into only one of the three levels.

2.7 Income tax

(i) Current tax

Current tax assets and liabilities for the current and prior periods are measured at the amount expected to be recovered from or paid to the tax authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted by the reporting date.

(ii) Deferred tax

Deferred income tax is provided using the liability method on temporary differences at the reporting date between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes.

Deferred tax liabilities are recognised for all taxable temporary differences except: Where the deferred tax liability arises from the initial recognition of goodwill or of an asset or liability in a transaction that is not a business combination and at the time of the transaction affects neither the accounting profit nor taxable profit or loss; and in respect of taxable temporary differences associated with investments in subsidiaries, associates and interests in joint ventures where the timing of the reversal of the temporary differences can be controlled and it is probable that reversal of the temporal differences can be controlled and it is probable that the temporary differences will not reverse in the foreseeable future.

Deferred income tax assets are recognised for all deductible temporary differences, carry-forward of unused tax credits and unused tax losses to the extent that it is probable that taxable profit will be available against which the deductible temporary differences and the carry forward of unused tax credits and unused tax losses can be utilized except: "where the

deferred income tax asset relating to the deductible temporary difference arises from the initial recognition of an asset or liability in a transaction that is not a business combination and at the time of the transaction affects neither the accounting profit nor taxable profit or loss; and in respect of deductible temporary differences associated with investments in subsidiaries, associates and interests in joint ventures. Deferred tax assets are recognised only to the extent that it is probable that the temporary difference will reverse in the foreseeable future and taxable profit will be available against which the temporary differences can be utilised.

The carrying amount of deferred income tax assets at each reporting date are reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred income tax asset to be utilised.

Unrecognised deferred income tax assets are reassessed at each reporting date and recognised to the extent that it has become probable that future taxable profit will allow the deferred tax asset to be recovered.

Deferred income tax assets and liabilities are measured at the tax rates that are expected to apply to the year when the asset is realised or the liability is settled based on tax rates (and tax laws) that have been enacted or substantively enacted at the reporting date. Income tax relating to items recognised directly in equity is recognised in equity and not in profit or loss.

Deferred tax assets and deferred tax liabilities are offset if a legally enforceable right exists to set off current tax assets against current tax liabilities and the deferred tax relate to the same taxable entity and the same taxation authority. Deferred capital gains tax arises on the revalued property. The capital gains tax liability is computed on the revaluation adjustment based on rates ruling on the statement of financial position date.

2.8 Segment reporting

Operating segments are reported in a manner consistent with the internal reporting provided to the chief operating decision-maker. The chief operating decision maker has been identified as the executive management team including the Company Chief Executive and the Finance Director.

2.9 Foreign currencies

Transactions in foreign currencies are translated into United States American dollars at rates of exchange prevailing at the date of transaction. At each reporting date, monetary assets and liabilities that are denominated in foreign currencies are translated at rates prevailing at the statement of financial position date. Non monetary assets and liabilities measured in terms of historical cost in foreign currencies are translated at rates prevailing at the date of the initial transactions. Gains and losses arising on exchange are included in profit or loss.

2.10 Employment benefits

Employee benefits are all forms of consideration given by the company in exchange for services rendered by employees.

(a) Pension obligations

The company has a defined contribution plan. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. The company has no legal or constructive obligations to pay further contributions if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current period and prior periods.

The Company pays contributions to publicly or privately administered pension insurance plans on a mandatory contractual or voluntary basis. The Company has no further payment obligations once the contributions have been paid. The contributions are recognized as employee benefit expense when they are due and are charged to the profit or loss in the year to which they related.

(b) Bonus plans

The Company recognizes a liability and an expense for bonuses based on a formula that takes into consideration key performance indicators measured on a quarterly basis. The company recognizes a provision where it is contractually obliged or where there is a past practice that has created a constructive obligation

2.11 Cash and cash equivalents

For the purpose of the cash flow statement, cash and cash equivalents comprise cash on hand, deposits and short term highly liquid investments readily convertible to known of cash and subject to insignificant risk of changes in value, and bank overdrafts.

2.12 Revenue

Revenue comprises the invoice value of sales in respect of trading operations and excludes non-operating income and value added tax.

i) Revenue from commercial printing and packaging

Revenue from the sale of goods is recognised when the Company entities have delivered the goods to the customers and the customers have accepted the goods.

ii) Advertising and broadcasting revenue

Revenue is recognised when the advertisement has been published in the newspaper or flighted on the radio.

iii) Newspaper sales

Revenue is recognised when the newspaper is dispatched for delivery to the customers (readers) net of returns.

iv) Interest income

Interest income is accrued on a time basis by reference to the principal outstanding and at the effective interest rate applicable.

v) Other Income

Other operating income arises mainly from rental income, inserts, fees and commission income. The income is recognised on a receipt basis.

2.13 Share capital

Financial instruments issued by the Company are classified as equity only to the extent that they do not meet the definition of a financial liability or financial asset.

The Company's ordinary shares are classified as equity instruments.

2.14 Related parties

Related parties are defined as:

- Parties that have significant influence over Zimbabwe Newspapers (1980) limited.
- Key management personnel or close family members.

2.15 Borrowing costs

Interest on borrowings is recognised in profit or loss as an expense when incurred.

3. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

The Company makes certain estimates and assumptions regarding the future. Estimates and judgements are continually evaluated based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. In the future, actual experience may differ from these estimates and assumptions. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

3.1 Trade receivables

The Company assesses its trade receivables for impairment at each reporting date. In determining whether an impairment loss should be recorded in the income statement, the Company makes judgments as to whether there is observable data indicating a measurable decrease in the estimated future cash flows from a financial asset.

3.2 Impairment testing

The Company is required to test, on an annual basis, whether an asset has suffered any impairment. Impairment loss is the amount by which the carrying amount of an asset exceeds its recoverable amount. The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. The determination of value in use requires the estimation of future cash flows and of a discount rate.

3.3 Fair values

Quoted investments are measured at fair value using the Zimbabwe Stock Exchange selling prices.

3.4 Residual values and useful lives

The Company is required to assess the residual values and the remaining useful lives of its property, plant and equipment on an annual basis. This affects the amount of depreciation that is recognized in the financial statements. Management assessed residual values at nil for all assets as it intends to use the assets until the end of their economic useful life.

3.5 Going concern

The operations of the Company were significantly affected and may continue to be affected for the foreseeable future, by the adverse effects of the liquidity challenges in the economy. The ability of the Company to continue operating as a going concern, in such an environment is subject to continual assessment.

3.6 Provision for obsolete stock

The Company determines the stock obsolescence provision at each reporting date.

3.7 Determination of Functional Currency

In the determination of functional currency, the following factors were considered;

- The currency that mainly influences the sales prices of goods and services
- The currency in which funds from financing activities (i.e. issuing debt and equity instruments) are generated.
- The currency in which receipts from operating activities are usually retained.

The following was observed from an analysis of transactions in the final quarter of the year

- (i) Sales of prices and goods were denominated predominantly in RTGS FCA.
- (ii) Funds from financing activities were denominated predominantly in RTGS FCA.
- (iii) Receipts from operating activities were predominantly in RTGS FCA.

As result of considering the above factors, we conclude that the functional currency of the entity at year end was the de facto local currency consisting of RTGS FCA, mobile money or bond notes and coins.

Translation of Functional Currency to Presentation Currency

According to IAS 21, when there is a purported change in functional currency within the operating environment of an entity, management should apply the prevailing market exchange rate at the date of change to arrive at the financially presented figures ('presentation currency'). In this case management chose to comply with the provisions of the law through S.I 33/19 in presenting these financial statements.

Management applied a rate of 1:1- a fixed exchange rate between the functional currency ('de facto local currency') and the presentation currency of USD for transactions and balances relating to the 2018 financial year as guided S.I 33/19.

Furthermore, the directors have performed a sensitivity analysis of how different exchange rates would impact the Company's statement of financial position in note 31.2 to the financial statements. This confirms that had the local currency been translated to USD in accordance with IAS 21, elements in the statement of financial position would have been materially affected.

3.8 Hyperinflation

The Company exercised judgment in determining the onset of hyperinflation in Zimbabwe:

- Functional currency of the Company is the currency of a hyperinflationary economy.
- Various characteristics of the economic environment in Zimbabwe were taken into account in assessing whether an economy is hyperinflationary or not. These characteristics include, but are not limited to, the following:
 - o The general population prefer to keep its wealth in non-monetary assets or in a relatively stable foreign currency;
 - o Prices are quoted in a relatively stable foreign currency;
 - o Sales and purchases on credit take place at prices that compensate for the expected loss of purchasing power during the credit period, even if the period is short;
 - o Interest rates, wages and prices are linked to a price index; and
 - o The cumulative inflation rate over three years is approaching, or exceeds, 100%.

Management exercised judgment as to when a restatement of the financial statements of a Group entity became necessary.

4 PPE

HISTORICAL COST

	Land & Buildings ZWL	Plant and machinery ZWL	Motor vehicles ZWL	Furniture and fittings ZWL	Computer equipment ZWL	Work in progress ZWL	Total ZWL
Net carrying amount at 1 January 2021	196,120,354	142,071,122	60,662,397	13,328,595	10,908,193	240,616	423,331,277
Gross carrying amount - deemed cost	199,234,548	158,077,490	68,024,678	14,768,437	13,141,648	240,616	453,487,417
Accumulated depreciation and impairment	(3,114,194)	(16,006,368)	(7,362,281)	(1,439,842)	(2,233,455)	-	(30,156,140)
Disposals	-	(1,592,952)	(2,798,966)	1,594,003	(110,909)	-	(2,908,824)
Gross carrying amount	-	(1,592,952)	(3,760,262)	1,594,003	(145,319)	-	(3,904,530)
Accumulated depreciation and impairment	-	-	961,296	-	34,410	-	995,706
Additions	3,757,705	21,095,314	179,026,039	9,896,258	1,451,633	220,936,764	466,163,713
Depreciation charge for the year	(3,168,244)	(19,355,094)	(29,802,088)	(1,695,808)	(7,541,842)	-	(61,563,076)
Net carrying amount at 31 December 2021	196,709,815	142,218,390	207,087,382	23,123,048	34,707,075	221,177,380	825,023,090
Gross carrying amount - deemed cost	202,992,253	177,579,852	243,290,455	26,258,698	44,447,962	221,177,380	915,746,600
Accumulated depreciation and impairment	(6,282,438)	(35,361,462)	(36,203,073)	(3,135,650)	(9,740,887)	-	(90,723,510)
Revaluation - cost adjustment	11,652,854,471	-	-	-	-	-	11,652,854,471
Disposals	-	(789)	(2,635,259)	-	(17,233)	-	(2,653,281)
Gross carrying amount	-	(1,041)	(4,119,378)	-	(99,900)	-	(4,220,319)
Accumulated depreciation and impairment	-	252	1,484,119	-	82,667	-	1,567,038
Additions	36,153,274	307,951,846	340,225,119	28,429,459	73,443,190	(146,428,576)	639,774,312
Depreciation eliminated on revaluation	10,096,865	-	-	-	-	-	10,096,865
Depreciation charge for the year	(3,814,427)	(28,880,156)	(75,060,062)	(3,623,976)	(25,779,791)	-	(137,158,412)
Net carrying amount at 31 December 2022	11,891,999,998	421,289,291	469,617,180	47,928,531	82,353,241	74,748,804	12,987,937,044
Gross carrying amount	11,891,999,998	485,530,657	579,396,196	54,688,157	117,791,252	74,748,804	13,204,155,064
Accumulated depreciation and impairment	-	(64,241,366)	(109,779,016)	(6,759,626)	(35,438,011)	-	(216,218,019)

Land and buildings was revalued on 31 December 2022 by Intergrated Properties (Private) Limited, a sworn independent valuer and conforms to International Valuation Standards. The market value was determined by reference to observable prices in an open market. Land and buildings with a gross cost of \$5,052,000,000 are held as security for the FBC Limited loan which is disclosed in Note 11.

4 PPE

INFLATION ADJUSTED

	Buildings ZWL	Plant and machinery ZWL	Motor vehicles ZWL	Furniture and fittings ZWL	Computer equipment ZWL	Work in progress ZWL	Total ZWL
Net carrying amount at 1 January 2021	4,739,658,808	3,506,493,487	819,934,896	275,242,840	121,866,412	5,964,045	9,469,160,489
Gross carrying amount - deemed cost	4,820,219,211	3,896,103,873	1,025,875,330	305,825,379	181,901,259	5,964,045	10,235,889,097
Accumulated depreciation and impairment	(80,560,403)	(389,610,386)	(205,940,434)	(30,582,538)	(60,034,847)	-	(766,728,608)
Disposals	-	(8,801,894)	(37,333,623)	8,807,708	(1,551,159)	-	(38,878,968)
Gross carrying amount	-	(8,801,894)	(54,337,839)	8,807,708	(1,865,769)	-	(56,197,794)
Accumulated depreciation and impairment	-	-	17,004,216	-	314,610	-	17,318,826
Additions	16,183,761	81,354,691	791,172,179	49,672,853	131,601,921	1,025,457,895	2,095,443,300
Depreciation charge for the year	(80,884,076)	(397,745,856)	(363,409,498)	(35,549,824)	(103,456,050)	-	(981,045,304)
Net carrying amount at 31 December 2021	4,674,958,493	3,181,300,428	1,210,363,954	298,173,579	148,461,124	1,031,421,940	10,544,679,517
Gross carrying amount - deemed cost	4,836,402,972	3,968,656,670	1,762,709,670	364,305,940	311,637,411	1,031,421,940	12,275,134,603
Accumulated depreciation and impairment	(161,444,479)	(787,356,242)	(552,345,716)	(66,132,362)	(163,176,287)	-	(1,730,455,086)
Revaluation - cost adjustment	6,978,633,574	-	-	-	-	-	6,978,633,574
Disposals	-	(109,675)	(133,688,835)	317,903	(290,747)	-	(133,771,354)
Gross carrying amount	-	(144,623)	(256,917,485)	-	(1,685,489)	-	(258,747,597)
Accumulated depreciation and impairment	-	34,948	123,228,650	317,903	1,394,742	-	124,976,243
Additions	76,963,457	490,768,459	04,700,407	44,244,595	128,200,792	63,398,428	1,208,276,138
Depreciation charge for the year	(82,423,345)	(445,942,513)	(433,482,012)	(40,855,054)	(145,146,608)	-	(1,147,849,532)
Eliminated on Revaluation	43,867,824	-	-	-	-	-	243,867,824
Net carrying amount at 31 December 2022	11,892,000,003	3,226,016,699	1,047,893,514	301,881,022	131,224,561	1,094,820,368	17,693,836,167
Gross carrying amount	11,892,000,003	4,459,280,506	1,910,492,592.00	408,550,535	438,152,714	1,094,820,368	20,203,296,718
Accumulated depreciation and impairment	-	(1,233,263,807)	(862,599,078)	(106,669,513)	(306,928,153)	-	(2,509,460,551)

Land and buildings was revalued on 31 December 2022 by Intergrated Properties (Private) Limited, a sworn independent valuer and conforms to International Valuation Standards. The market value was determined by reference to observable prices in an open market. Land and buildings with a gross cost of \$5,052,000,000 are held as security for the FBC Limited loan which is disclosed in Note 11.

NOTES TO THE FINANCIAL STATEMENTS (Cont'd)

for the year ended 31 December 2022

	Inflation Adjusted		Historical Cost	
	2022 ZWL	2021 ZWL	2022 ZWL	2021 ZWL
5 INTANGIBLE ASSETS				
Net carrying amount as at beginning of the year 2022				
Gross carrying amount-cost	8,157,284	8,141,657	61,032	52,880
Accumulated amortisation	82,163,638	82,089,476	554,755	533,181
	(74,006,354)	(73,947,819)	(493,723)	(480,301)
Additions	-	74,162	-	21,574
Amortisation for the year	(4,129,179)	(58,535)	(34,869)	(13,422)
Net carrying amount as at yearend 31 December 2022	4,028,105	8,157,284	26,163	61,032
Gross carrying amount-cost	82,163,638	82,163,638	554,755	554,755
Accumulated amortisation	(78,135,533)	(74,006,354)	(528,592)	(493,723)

The Company was granted a radio licence, Zimpapers Talk Radio, in November 2011. The broadcasting operations were commissioned in June 2012.

The Company was granted a community radio licence, Zimpapers Daimond FM, on 20 March 2015. The broadcasting operations were commissioned in May 2016.

The Company was granted a content distribution services television licence on the 18th February 2018 with a useful life of 10 years. The licence was rescinded in 2020. The Company was also granted a webcasting service license on the 10 October 2018 which was renewed in October 2021 for an additional useful life of 3 years. Furthermore, the company was awarded a Digital Terrestrial Television Licence in 2021 and launched on DSTV Channel 294 in May 2022.

6 LONG TERM INVESTMENT				
Opening balance	11,109,532	17,857,225	3,231,771	3,231,771
Movement for the year	(7,877,761)	(6,747,693)	-	-
Closing balance	3,231,771	11,109,532	3,231,771	3,231,771

The investment in Namzim of ZWL2,449,317 is the contribution which was made by the company in its partnership with New Era of Namibia. The purpose of the partnership is to print a weekly newspaper called the Southern Times. Namzim is registered in the Republic of Namibia. The investment is carried at cost because the fair value cannot be determined since there is no active market for the investment. The investment will be constituted into a joint venture once all the formalities are finalised.

The investment in TODA Zimbabwe of \$782 454 was made in May 2019. TODA Zimbabwe is a start-up technology company in the Transport industry. The investment is carried at cost because the fair value cannot be determined since there is no active market for the investment. The investment have been fully provided for impairment.

7 INVENTORIES

Newsprint, inks and other raw materials	289,089,539	179,651,255	272,370,861	47,452,083
Consumable stores	69,169,398	112,886,637	69,169,398	32,838,805
Work in progress and finished goods	50,706,273	11,013,974	50,706,273	3,203,973
	408,965,210	303,551,866	392,246,532	83,494,861

NOTES TO THE FINANCIAL STATEMENTS (Cont'd)

for the year ended 31 December 2022

8 TRADE AND OTHER RECEIVABLES

Trade receivables
Less: allowances for credit losses

Net trade receivables

Other receivables
Corporate taxation refundable

Total financial assets other than cash and cash equivalents classified as loans and receivables

Inflation Adjusted		Historical Cost	
2022 ZWL	2021 ZWL	2022 ZWL	2021 ZWL
2,728,101,974 (251,382,548)	1,638,239,557 (239,451,398)	2,728,101,974 (251,382,548)	476,565,087 (69,656,587)
2,476,719,426	1,398,788,159	2,476,719,426	406,908,500
358,708,068 -	823,960,938 9,432,950	290,148,317 -	65,404,599 2,744,052
2,835,427,494	2,232,182,047	2,766,867,743	475,057,151

The carrying value of trade and other receivables classified as loans and receivables approximates their fair values.

As at 31 December 2022, trade receivables of \$1,480,769,212 (2021: \$131,044,851) were past due but not impaired. They relate to the clients with no default history. The ageing analysis of these receivables is as follows:

Up to 30 days past due	562,342,894	253,108,682	562,342,894	73,629,501
31 to 60 days past due	367,968,774	74,089,009	367,968,774	21,552,547
61 to 90 days past due	191,381,729	85,192,938	191,381,729	24,782,688
More than 90 days past due	359,075,815	38,088,990	359,075,815	11,080,115
	1,480,769,212	450,479,619	1,480,769,212	131,044,851

As at 31 December 2022, trade receivables of \$251,382,548 (2021: \$69,656,587) were past due and impaired. The main factors considered in determining that the amounts due are impaired are that the debtors have a default history and the balances have not been settled within the stipulated credit period. The ageing of these receivables is as follows:

31 to 90 days past due	38,084,456	36,271,727	38,084,456	10,551,472
More than 90 days past due	213,298,092	203,179,671	213,298,092	59,105,115
	251,382,548	239,451,398	251,382,548	69,656,587

Movement on the allowance for credit losses is as follows:

At the beginning of the year	239,451,398	145,228,180	69,656,587	42,246,984
Bad debts written off	10,314,633	-	10,314,633	-
Movement during the year	1,616,517	94,223,218	171,411,328	27,409,603
	251,382,548	239,451,398	251,382,548	69,656,587

The movement in the impairment allowance for trade receivables has been included in the administration expenses line in the statement of profit or loss and other comprehensive income.

Other classes of financial assets included within trade and other receivables do not contain impaired assets.

9 FINANCIAL ASSETS AT FAIR VALUE THROUGH PROFIT OR LOSS

Opening balance
Fair value gain
Closing balance

56,524,856 (35,377,511)	13,295,243 43,229,613	16,443,122 4,704,223	2,406,151 14,036,971
21,147,345	56,524,856	21,147,345	16,443,122

10 SHARE CAPITAL

10.1 Authorised, issued and fully paid

576 000 000 ordinary shares of US\$0.0001 each

8,868,204	8,868,204	57,600	57,600
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NOTES TO THE FINANCIAL STATEMENTS (Cont'd)

for the year ended 31 December 2022

	Inflation Adjusted		Historical Cost	
	2022 ZWL	2021 ZWL	2022 ZWL	2021 ZWL
11 BORROWINGS				
FBC Bank Limited				
Long term	23,853,391	369,362,893	23,853,391	107,447,936
Short term portion of long term loan	131,887,962	229,090,324	131,887,962	66,642,543
	155,741,353	598,453,217	155,741,353	174,090,479
The FBC Limited borrowing was obtained at the prevailing interest rates of 90% per annum and is repayable over 3 years.				
The loan is secured by land and buildings with a gross cost of \$5,052,000,000.00.				
12 TOTAL TAX LIABILITIES				
Current tax liability	551,962,891	81,567,392	551,962,891	23,728,014
	551,962,891	81,567,392	551,962,891	23,728,014
This tax Liability is included in Other Payables				
13 DEFERRED TAX				
Analysis of deferred tax				
Property, plant and equipment	4,019,171,927	2,213,144,415	3,012,335,985	83,946,209
Provisions	(50,562,530)	(59,192,385)	(50,562,530)	(17,219,108)
	3,968,609,397	2,153,952,030	2,961,773,455	66,727,100
Reconciliation				
Opening balance	2,153,952,031	2,044,297,089	66,727,100	78,413,257
Movement through statement of profit or loss	(10,354,938)	70,044,983	10,366,744	(13,284,197)
Movement through statement of other comprehensive income	1,825,012,304	39,609,959	2,884,679,611	1,598,040
Closing balance	3,968,609,397	2,153,952,031	2,961,773,455	66,727,100
14 TRADE AND OTHER PAYABLES				
Trade	749,721,835	309,605,933	749,721,835	90,064,593
Other	1,717,746,236	1,535,747,725	1,717,746,236	428,841,437
Total financial liabilities excluding borrowings classified as financial liabilities at amortised cost	2,467,468,071	1,845,353,658	2,467,468,071	518,906,030
Other payables:				
Pay As You Earn	257,764,390	10,316,400	257,764,390	32,091,122
Corporate Taxation	142,028,119	-	142,028,119	-
National Social Security Authority	78,786,986	11,851,834	78,786,986	3,447,707
Value Added Tax	294,198,501	(28,749,008)	294,198,501	(8,363,108)
	3,240,246,067	1,938,772,884	3,240,246,067	546,081,751
The carrying value of trade and other payables classified as financial liabilities measured at amortised cost approximates fair value.				
15 BANK OVERDRAFT				
FBC Bank Limited	389,065,092	401,507,851	389,065,092	116,798,928
The Company has an overdraft and borrowing facility with FBC Limited. The company can borrow to a limit of \$650,000,000.00.				
Interest on the overdraft facility is charged at prevailing market rates. The facility is secured by land and buildings with a gross cost of \$5,052,000,000.00.				
16 REVENUE				
Newspapers	11,563,436,189	7,288,031,265	8,038,814,882	1,691,059,811
Commercial printing	3,370,966,978	2,071,916,204	2,525,423,532	492,211,577
Broadcasting	3,700,984,271	2,217,813,486	2,690,815,038	525,002,644
	18,635,387,438	11,577,760,955	13,255,053,452	2,708,274,032
16.1 OTHER INCOME				
(Loss)/ profit on sale of property, plant and equipment	(85,746,103)	3,519,548	35,795,421	636,962
Fees and commissions of other publications	7,675,799	3,206,609	7,452,232	478,097
Rental received	18,067,394	3,252,976	14,453,915	2,747,407
Other income	373,098,664	140,301,283	147,600,881	32,154,089
	313,095,754	150,280,416	205,302,449	36,016,556

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (Cont'd)

for the year ended 31 December 2022

	Inflation Adjusted		Historical Cost	
	2022 ZWL	2021 ZWL	2022 ZWL	2021 ZWL
17 COST OF SALES				
Cost of sales include, inter alia, the following:				
Material	1,928,253,041	1,227,837,045	1,479,402,364	274,034,628
Labour	3,352,051,381	1,956,377,587	2,793,376,151	474,259,727
Overheads	1,579,467,545	754,454,518	833,285,043	189,199,458
	<u>6,859,771,967</u>	<u>3,938,669,150</u>	<u>5,106,063,558</u>	<u>937,493,814</u>
18 NET FINANCE COSTS				
Finance cost				
- bank overdraft	415,370,339	117,310,773	329,140,319	26,170,084
- loan interest	200,189,474	91,771,240	153,637,355	20,488,351
- Interest- Other	-	82,010,887	-	21,002,182
	<u>615,559,813</u>	<u>291,092,900</u>	<u>482,777,674</u>	<u>67,660,616</u>
Finance income				
- short term	4,830,098	1,181,588	2,206,356	213,842
	<u>4,830,098</u>	<u>1,181,588</u>	<u>2,206,356</u>	<u>213,842</u>
Net finance cost	<u>610,729,715</u>	<u>289,911,312</u>	<u>480,571,318</u>	<u>67,446,774</u>
19 PROFIT/ (LOSS) BEFORE TAX				
Profit/ (loss) before tax include, inter alia, the following:				
Income				
(Loss)/ profit on disposal of property, plant and equipment	(85,746,103)	3,519,548	35,795,421	636,962
Fair value (loss)/ gain on equities	(35,377,511)	43,229,613	4,704,222	14,036,971
Expenses				
Staff costs	5,948,929,852	3,116,418,937	5,612,197,974	715,185,036
Depreciation of property, plant and equipment	1,147,849,532	981,045,304	137,158,412	61,563,076
Amortisation of intangible assets	4,129,179	58,535	34,869	13,422
Auditors remuneration	86,109,852	68,502,186	86,109,852	15,720,524
Directors' emoluments-fees	86,950,795	31,361,798	46,747,739	7,197,199
Directors' and senior management emoluments	1,042,490,938	547,499,313	560,478,999	125,645,275
20 INCOME TAX EXPENSE/ (CREDIT)				
Current	258,897,554	52,068,130	232,807,194	55,823,250
Deferred Liability / (Asset)	29,255,021	109,716,819	11,964,783	(11,686,157)
	<u>288,152,575</u>	<u>161,784,949</u>	<u>244,771,977</u>	<u>44,137,093</u>
Tax rate reconciliation				
Profit before tax	<u>384,678,637</u>	<u>494,897,640</u>	<u>824,566,264</u>	<u>157,914,884</u>
Tax at statutory rate of 24.72%	95,092,559	122,338,697	203,832,780	39,036,559
Non deductible items/ (taxable) items	193,060,016	39,446,253	40,939,197	5,100,534
	<u>288,152,575</u>	<u>161,784,950</u>	<u>244,771,977</u>	<u>44,137,093</u>

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (Cont'd)

for the year ended 31 December 2022

	Inflation Adjusted		Historical Cost	
	2022 ZWL	2021 ZWL	2022 ZWL	2021 ZWL
21 EARNINGS PER SHARE				
Earnings per share have been determined using the following as numerators and denominators respectively:-				
Profit/ (loss) attributable to equity holders of the company	96,526,062	333,112,692	579,794,287	113,777,791
Weighted number of ordinary shares in issue	576,000,000	576,000,000	576,000,000	576,000,000
Basic earnings per share				
Basic earnings per share is calculated by dividing the profit attributable to ordinary equity holders of the parent company by the average number of ordinary shares in issue during the year.				
Headline earnings per share				
Headline earnings per share is calculated by dividing headline earnings for the period attributable to ordinary equity holders of the parent company by the weighted average number of ordinary shares in issue during the year.				
Headline earning is calculated as follows:				
Profit/ (loss) for the year attributable to ordinary equity holder	96,526,062	333,112,693	579,794,287	113,777,791
Loss/ (profit) on disposal of property, plant and equipment	85,746,103	(3,519,548)	(35,795,421)	(636,962)
Fair value gain on equities	35,377,511	(43,229,613)	(4,704,222)	(14,036,971)
Headline earnings	217,649,676	286,363,532	539,294,644	99,103,858
21.1 Basic earnings/ (loss) per share (cents)	16.76	57.83	100.66	19.75
21.2 Diluted earnings/ (loss) per share (cents)	16.76	57.83	100.66	19.75
21.3 Headline earnings/ (loss) per share (cents)	37.79	49.72	93.63	17.21
22 CASH AND CASH EQUIVALENTS				
Bank and cash balances	438,277,301	89,110,498	438,277,301	25,922,309
Bank overdraft	(389,065,092)	(401,507,851)	(389,065,092)	(116,798,928)
	49,212,209	(312,397,353)	49,212,209	(90,876,619)
The Company has an overdraft facility with FBC Limited. The company can borrow to a limit of ZWL\$650,000,000.00. Interest on overdraft is charged at the prevailing rates. The facility is secured by land and buildings with a gross cost of ZWL\$5,052,000,000 as described in note 4.				
23 CONTINGENT LIABILITIES				
Legal claims	3,400,000	17,359,874	3,400,000	5,050,000
	3,400,000	17,359,874	3,400,000	5,050,000
The legal claims relate to legal suits that are pending in the courts and are related to the Company's normal business operations. Legal opinion is that the liability is unlikely to materialise.				
24 CAPITAL EXPENDITURE COMMITMENTS				
Capital commitment relates to acquisition of plant, equipment and delivery motor vehicles. The commitment will be financed from available Company resources and borrowings.				

NOTES TO THE FINANCIAL STATEMENTS (Cont'd)

for the year ended 31 December 2022

25 RETIREMENT BENEFITS

25.1 Zimpapers Pension Fund

The Zimbabwe Newspapers (1980) Limited Pension Fund is a defined contribution plan under which retirement benefits are determined by reference to contributions to the fund together with investment earnings thereon. The liability (legal or constructive) of the employees is limited to the agreed amounts to be paid to a separate fund (funded plan), to provide for the payment of post employment benefits to employees. A record is maintained of the contributions of each member (by employee) and the investment earnings thereon. The ultimate benefits payable to the members will not exceed the contributions made by and on behalf of the members and the investment earnings generated by these contributions. As a consequence, the risk that benefits will be less than expected (actuarial risk) and the risk that the assets invested in will be insufficient to meet expected benefits (investment risk) fall on the employee. All eligible employees are members of the Zimpapers Pension Fund which is administered by Old Mutual. The company was given a paid-up status from 1 November 2014 and therefore, no pension contributions were made to the Pension Fund during the 2022 financial year. In June 2019, it was unilaterally agreed to dissolve the fund. The Dissolution agreement has already been authorised by the Pensions Regulatory Body, IPEC. The dissolution process is still underway.

Contributions for the year were as follows:

Inflation Adjusted		Historical Cost	
2022 ZWL	2021 ZWL	2022 ZWL	2021 ZWL
-	-	-	-

Employer's contributions

25.2 National Social Security Authority Scheme

The Company makes contributions to the National Social Security Scheme, a Defined Benefit Pension Scheme promulgated under the National Social Security Act of 1989. The Company's obligation under the scheme is limited to specific contributions as legislated from time to time. These are presently 4.5% of basic salary per month.

Contributions for the year were as follows:

Inflation Adjusted		Historical Cost	
2022 ZWL	2021 ZWL	2022 ZWL	2021 ZWL
90,612,480.86	11,851,834	90,612,480.86	3,447,707

Employer's contributions

26 SEGMENT INFORMATION

Segments

The Company has three main reportable segments as follows:

Commercial printing

The commercial printing segment is involved in the printing of books, labels, security documents, diaries, calendars and offering of origination services.

Newspaper division

This segment is involved in newspaper and magazine printing and publishing.

Broadcasting services

This segment is involved in the commercial advertising through its free-to-air TV and commercial radio stations.

Factors that management used to identify the Company's reportable segments

The Company's reportable segments are the distinct business lines. They are reviewed for performance separately because of varying market forces at play in these segments.

Operating segments are reported in a manner consistent with the internal reporting provided to the chief operating decision-maker. The chief operating decision maker has been identified as the management team including the Chief Executive Officer, Chief Marketing Officer and Chief Finance Officer.

NOTES TO THE FINANCIAL STATEMENTS (Cont'd)

for the year ended 31 December 2022

26 SEGMENT INFORMATION(cont'd)

Measurement of operating segment profit or loss, assets and liabilities

The Company evaluates segmental performance on the basis of profit or loss from operations calculated in accordance with International Financial Reporting Standards. Inter-segment sales are priced along the same lines as sales to external customers, with an appropriate discount being applied to encourage use of Company resources at a rate acceptable to local tax authorities. This policy was applied consistently throughout the current and prior period.

Segment assets exclude tax assets and assets used primarily for corporate purposes. Segment liabilities exclude tax liabilities and defined benefit liabilities. Loans and borrowings are allocated to the segments based on relevant factors (e.g. funding requirements). Details are provided in the reconciliation from segment assets and liabilities to the company position.

Historical Cost 2022

	Commercial Printing 2022 ZWL	Newspapers Printing 2022 ZWL	Broadcasting 2022 ZWL	Corporate 2022 ZWL	Total 2022 ZWL
Revenue from external customers	2,525,423,532	8,038,814,882	2,690,815,038	-	13,255,053,452
Depreciation	8,186,517	80,198,336	36,911,008	11,862,551	137,158,412
Amortisation	-	-	34,869	-	34,869
Segment profit/ (loss)	337,283,748	1,201,932,547	(324,787,985)	39,219,180	1,253,647,490
Finance costs					(482,777,674)
Finance income					2,206,356
Exchange loss					51,490,092
Income tax expense					(244,771,977)
Profit for the year					579,794,287
Segment assets	4,893,901,343	10,248,752,524	1,346,863,509	120,216,524	16,609,733,899
Current assets	973,391,955	1,710,141,685	857,317,600	77,687,681	3,618,538,921
Non current assets	3,920,509,388	8,538,610,839	489,545,909	42,528,843	12,991,194,978
Segment liabilities	600,357,686	1,913,420,747	762,179,845	509,094,234	3,785,052,512
Current liabilities	594,718,797	1,913,420,747	743,965,343	509,094,234	3,761,199,121
Non current liabilities	5,638,889	-	18,214,502	-	23,853,391
Deferred tax liability	-	-	-	-	2,961,773,455

NOTES TO THE FINANCIAL STATEMENTS (Cont'd)

for the year ended 31 December 2022

Inflation Adjusted 2022

	Commercial Printing 2022 ZWL	Newspapers Printing 2022 ZWL	Broadcasting 2022 ZWL	Corporate 2022 ZWL	Total 2022 ZWL
Revenue from external customers	3,370,966,978	11,563,436,189	3,700,984,271	-	18,635,387,438
Depreciation	95,420,843	772,735,823	221,152,881	58,539,985	1,147,849,532
Amortisation	-	-	4,129,179	-	4,129,179
Segment profit/ (loss)	442,988,902	1,881,832,585	(456,050,476)	85,581,630	1,954,352,641
Finance costs					(615,559,813)
Finance income					4,830,098
Exchange loss					(18,131,462)
Monetary gain					(940,812,827)
Income tax expense					(288,152,575)
Profit for the year					96,526,062
Segment assets	5,199,712,178	13,186,362,579	2,723,468,334	295,370,303	21,404,913,393
Current assets	987,994,414	1,733,995,465	865,343,782	116,483,689	3,703,817,350
Non current assets	4,211,717,764	11,452,367,114	1,858,124,552	178,886,614	17,701,096,043
Segment liabilities	600,357,686	1,913,420,747	762,179,845	509,094,234	3,785,052,512
Current liabilities	594,718,797	1,913,420,747	743,965,343	509,094,234	3,761,199,121
Non current liabilities	5,638,889.00	-	18,214,502	-	23,853,391
Deferred tax liability	-	-	-	-	3,968,609,397

NOTES TO THE FINANCIAL STATEMENTS (Cont'd)

for the year ended 31 December 2022

26 BUSINESS SEGMENTAL ANALYSIS (Cont'd)

Historical Cost
2021

	Commercial Printing 2021 ZWL	Newspapers Printing 2021 ZWL	Broadcasting 2021 ZWL	Corporate 2021 ZWL	Consolidated 2021 ZWL
Revenue from external customers	492,211,577	1,691,059,811	525,002,644		2,708,274,032
Depreciation	4,044,667	36,846,996	12,452,491	8,218,922	61,563,076
Amortisation	-	-	13,422	-	13,422
Segment loss	38,337,703	200,104,916	(17,033,340)	(7,617,460)	213,791,819
Finance costs					(67,660,616)
Finance income					213,842
Exchange gain					11,569,839
Income tax expense					(44,137,093)
Profit for the year					113,777,791
Segment assets	244,737,699	748,149,286	357,238,658	79,107,693	1,429,233,336
Current assets	152,905,396	307,942,425	115,353,323	24,716,299	600,917,443
Non current assets	91,832,303	440,206,861	241,885,335	54,391,394	828,315,893
Segment liabilities	112,220,926	425,510,417	219,697,122	79,542,693	836,971,158
Current liabilities	94,196,684	417,994,303	145,632,679	71,699,556	729,523,222
Non current liabilities	18,024,242	7,516,114	74,064,443	7,843,137	107,447,936
Deferred tax liability	-	-	-	-	66,727,100

NOTES TO THE FINANCIAL STATEMENTS (Cont'd)

for the year ended 31 December 2022

26 BUSINESS SEGMENTAL ANALYSIS (Cont'd)

Inflation Adjusted 2021

	Commercial Printing 2021 ZWL	Newspapers Printing 2021 ZWL	Broadcasting 2021 ZWL	Corporate 2021 ZWL	Consolidated 2021 ZWL
Revenue from external customers	2,071,916,204	7,288,031,265	2,217,813,486	-	11,577,760,955
Depreciation	712,136,863	84,179,704	122,866,754	61,861,982	981,045,304
Amortisation	-	-	-1,180,781	-	-1,180,781
Segment loss	149,894,552	941,156,469	-24,724,654	(11,748,557)	1,054,577,810
Finance costs					(291,092,900)
Finance income					1,181,588
Exchange gain					44,215,162
Monetary gain					(313,984,019)
Income tax credit					(161,784,949)
Profit for the year					333,112,692
Segment assets	2,949,336,426	8,074,225,948	1,885,904,181	335,849,045	13,245,315,600
Current assets	1,113,162,499	1,082,399,386	400,631,192	85,176,190	2,681,369,267
Non current assets	1,836,173,927	6,991,826,562	1,485,272,989	250,672,855	10,563,946,333
Segment liabilities	385,770,517	1,462,734,087	755,230,559	334,998,789	2,938,733,952
Current liabilities	323,810,405	1,436,896,703	500,626,720	308,037,231	2,569,371,059
Non current liabilities	61,960,112	25,837,384	254,603,839	26,961,558	369,362,893
Deferred tax liability	-	-	-	-	2,153,952,031

NOTES TO THE FINANCIAL STATEMENTS (Cont'd)

for the year ended 31 December 2022

27 FINANCIAL RISK MANAGEMENT

The Company is exposed through its operations to the following financial risks:

1. Credit risk
2. Liquidity risk
3. Interest rate risk
4. Foreign exchange risk

In common with all other businesses, the Company is exposed to risks that arise from its use of financial instruments. This note describes the Company's objectives, policies and processes for managing those risks and methods used to measure them. Further quantitative information in respect of these risks is presented throughout these financial statements.

There have been no substantive changes in the Company's exposure to financial instrument risks, its objectives, policies and processes for managing those risks or the methods used to measure them from the previous periods unless otherwise stated in this note save for the contingent liability for foreign creditors on Note 23. Foreign currency risk is the risk that the fair value or future cash flows of an exposure will fluctuate because of changes in foreign exchange rates. The Company's exposure to the risk of changes in foreign exchange rates relates primarily to the Company's imports of raw materials. The Company is reliant on imported raw materials to some significant extent. In the normal course of business, the Company enters into transactions denominated in foreign currencies. As a result, the Company is subject to transaction and translation exposure from fluctuations in foreign currency exchange rates. In principle it is the policy to cover foreign currency exposure in respect of liabilities and purchase commitments to some extent with foreign currency exposure on receivables. There were no speculative positions in foreign currencies at year end. All foreign exchange contracts are supported by underlying transactions.

(i) Principal financial instruments

The principal financial instruments used by the Company, from which financial instrument risk arises, are as follows:

- a) Trade and other receivables
- b) Financial assets at fair value through profit or loss
- c) Long term investments
- d) Bank and cash
- e) Trade and other payables
- f) Borrowings
- g) Bank overdraft

(ii) Financial assets by category:

Financial assets

Historical Cost

	At fair value through profit and loss		Loans and receivables	
	2022 ZWL	2021 ZWL	2022 ZWL	2021 ZWL
Trade and other receivables	-	-	2,766,867,743	475,057,151
Financial assets at fair value through profit or loss	21,147,345	16,443,122	-	-
Bank and cash	-	-	438,277,301	25,922,309
Long-term receivable	-	-	3,231,771	3,231,771
	21,147,345	16,443,122	3,208,376,815	504,211,231

Inflation Adjusted

	At fair value through profit and loss		Loans and receivables	
	2022 ZWL	2021 ZWL	2022 ZWL	2021 ZWL
Trade and other receivables	-	-	2,835,427,494	2,232,182,047
Financial assets at fair value through profit or loss	21,147,345	-	56,524,856	-
Bank and cash	-	-	438,277,301	89,110,498
Long-term receivable	-	-	3,231,771	11,109,532
	21,147,345	56,524,856	3,276,936,566	2,332,402,077

NOTES TO THE FINANCIAL STATEMENTS (Cont'd)

for the year ended 31 December 2022

27 FINANCIAL RISK MANAGEMENT(Cont'd)

Financial liabilities

	Inflation Adjusted		Historical Cost	
	At amortised cost		At amortised cost	
	2022 ZWL	2021 ZWL	2022 ZWL	2021 ZWL
Long term borrowings & liabilities	23,853,391	369,362,893	23,853,391	107,447,936
Trade and other payables	3,240,246,067	1,938,772,884	3,240,246,067	546,081,751
Short term portion of long term borrowings	131,887,962	229,090,324	131,887,962	66,642,543
Bank overdraft	389,065,092	401,507,851	389,065,092	116,798,928
	3,785,052,512	2,938,733,952	3,785,052,512	836,971,158

(iii) Financial Instruments not measured at fair value

Due to their short-term nature, the carrying value of cash and cash equivalents, trade and other receivables, trade and other payables approximates their fair value.

iv) Financial instruments measured at fair value

The fair value hierarchy of financial instruments measured at fair value is provided below:

Historical Cost		Level 1		Level 2		Level 3			
		2022	2021	2022	2021	2022	2021	2022	2021
		ZWL	ZWL	ZWL	ZWL	ZWL	ZWL	ZWL	ZWL
Financial assets									
Financial assets at fair value through profit or loss		21,147,345	16,443,122	-	-	-	-	-	-

Inflation Adjusted		Level 1		Level 2		Level 3			
		2022	2021	2022	2021	2022	2021	2022	2021
		ZWL	ZWL	ZWL	ZWL	ZWL	ZWL	ZWL	ZWL
Financial assets									
Financial assets at fair value through profit or loss		21,147,345	56,524,856	-	-	-	-	-	-

There were no transfers between levels during the year.

General objectives, policies and processes

The Board has overall responsibility for the determination of the Company's risk management objectives and policies and, whilst retaining ultimate responsibility for them, it has delegated the authority for designing and operating processes that ensure the effective implementation of the objectives and policies to the Company's finance function. The Company's Internal Auditors also review the risk management policies and processes and report their findings to the Audit and Risk Committee.

NOTES TO THE FINANCIAL STATEMENTS (Cont'd)

for the year ended 31 December 2022

27 FINANCIAL RISK MANAGEMENT (Cont'd)

Credit risk

Credit risk is the risk of financial loss to the company if a customer or a counterparty to a financial instrument fails to meet its contractual obligations. Financial assets which potentially subject the Company to concentrations of credit risk consist primarily of cash and trade receivables. The Company's cash and cash equivalents are placed with high quality financial institutions. The credit risk with respect to trade receivables is limited to contractual obligations by debtors.

Quantitative disclosures of the credit risk exposure in relation to financial assets are set out below:

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Company manages its liquidity risk through regular review of daily, weekly, monthly cash flows. In events of critical gaps, the Company uses its borrowing facilities which are limited to levels set by the Board. The facilities are short and medium term loans and overdraft as disclosed in note 11 and note 15. Management continuously renegotiates with suppliers and lenders so as to manage the liquidity gap.

Quantitative disclosures of the liquidity risk exposure in relation to financial liabilities are set out below.

Historical cost

Financial liabilities

	Up to 3 months	Between 3 and 12 month	Between 1 and 2 years	Over 2 years	Total
2022 ZWL	2022 ZWL	2022 ZWL	2022 ZWL	2022 ZWL	2022 ZWL
Trade and other payables	3,240,246,067	-	-	-	3,240,246,067
Bank overdraft	389,065,092	-	-	-	389,065,092
Short term portion of long term borrowings	32,971,991	98,915,972	-	-	131,887,962
Long term - related party payables	-	-	-	-	-
Long term borrowings	-	-	23,853,391	-	23,853,391
Long term - Other payables	-	-	-	-	-
	3,662,283,150	98,915,972	23,853,391	-	3,785,052,512

Inflation Adjusted

27 Financial liabilities

	Up to 3 months	Between 3 and 12 months	Between 1 and 2 years	Over 2 years	Total
2022 ZWL	2022 ZWL	2022 ZWL	2022 ZWL	2022 ZWL	2022 ZWL
Trade and other payables	3,240,246,067	-	-	-	3,240,246,067
Bank overdraft	389,065,092	-	-	-	389,065,092
Short term portion of long term borrowings	32,971,991	98,915,972	-	-	131,887,962
Long term - related party payables	-	-	-	-	-
Long term borrowings	-	-	23,853,391	-	23,853,391
Long term - Other payables	-	-	-	-	-
	3,662,283,150	98,915,972	23,853,391	-	3,785,052,512

NOTES TO THE FINANCIAL STATEMENTS (Cont'd)

for the year ended 31 December 2022

27 FINANCIAL RISK MANAGEMENT (Cont'd)

Historical cost

Financial liabilities

	Up to 3 months	Between 3 and 12 months	Between 1 and 2 years	Over 2 years	Total
	2021 ZWL	2021 ZWL	2021 ZWL	2021 ZWL	2021 ZWL
Trade and other payables	546,081,751	-	-	-	546,081,751
Bank overdraft	116,798,928	-	-	-	116,798,928
Short term portion of long term borrowings	16,660,636	49,981,907	-	-	66,642,543
Long term borrowings	-	-	107,447,936	-	107,447,936
	679,541,315	49,981,907	107,447,936	-	836,971,158

Inflation Adjusted

Financial liabilities

	Up to 3 months	Between 3 and 12 months	Between 1 and 2 years	Over 2 years	Total
	2021 ZWL	2021 ZWL	2021 ZWL	2021 ZWL	2021 ZWL
Trade and other payables	1,938,772,884	-	-	-	1,938,772,884
Bank overdraft	401,507,851	-	-	-	401,507,851
Short term portion of long term borrowings	57,272,581	171,817,743	-	-	229,090,324
Long term borrowings	-	-	369,362,893	-	369,362,893
	2,397,553,316	171,817,743	369,362,893	-	2,938,733,952

Market risk

Market risk arises from the Company's use of interest bearing, tradable and foreign currency financial instruments. It is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in interest rates (interest rate risk) and foreign exchange rates (currency risk).

Interest rate risk

Interest rate risk is the risk that fluctuating interest rates will unfavorably affect the Company's earnings and the value of its assets, liabilities and capital. The Company held interest bearing liabilities as at 31 December 2019 as disclosed in Note 11. However, interest rates are fixed and, therefore, a sensitivity analysis has not been performed.

Foreign exchange risk

Foreign exchange risk arises when individual Company entities enter into transactions denominated in a currency other than their functional currency. The Company's policy is, where possible, to allow the entities to settle liabilities denominated in their functional currency) with the cash generated from their own operations in that currency. Where the Company's entities have liabilities denominated in a currency other than their functional currency (and have insufficient reserves of that currency to settle them), cash already denominated in that currency will, where possible, be transferred from elsewhere within the Company.

NOTES TO THE FINANCIAL STATEMENTS (Cont'd)

for the year ended 31 December 2022

28 GOING CONCERN

The Company posted a profit before tax of ZWL\$384,678,637 (2021 ZWL\$494,897,641) for the year ended 31 December 2022. As of that date, net assets were ZWL\$13,651,251,484 (2021: ZWL\$8,152,629,617). Management continues to have a reasonable expectation that the Company has adequate resources to continue in operation for at least the next 12 months and that the going concern basis of accounting remains appropriate. For the year ended 31 December 2022, the Company recognised a net profit after tax of ZWL\$97 million (2021: ZWL\$333 million). The Company's net current assets as at 31 December 2022 were negative ZWL\$57 million (2021: ZWL\$112 million). The Company has ZWL\$879 million of resources comprising cash and cash equivalents, other highly liquid assets and unused credit lines available at the date of authorisation of these financial statements.

The appropriateness of the going concern basis of accounting is dependent on the continued availability of borrowings by compliance with the bank facility and loan covenants. The Company has a term loan of \$155.7million requiring compliance with interest cover covenants at the date of authorisation of these financial statements. As at the date of company authorisation of the financial statements, the Company had sufficient headroom on its facilities.

Also, to respond to a severe downside scenario, management continued with the following mitigatory actions to reduce costs, optimise the Company's cash flow and preserve liquidity:

- reducing non-essential capital expenditure and deferring or cancelling discretionary spend;
- freezing non-essential recruitment; and

Based on these factors, management has a reasonable expectation that the Company has adequate resources and sufficient loan facility headroom.

The Company's operations have been significantly affected and may continue to be affected by the challenging environment particularly the lack of liquidity in the Zimbabwean economy. The Directors have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future and accordingly, the annual financial statements have been prepared on a going concern basis. The Board and Management are not aware of any new material changes that may adversely impact the Company other than those disclosed in the going concern note to the financial statements.

29 RELATED PARTY INFORMATION

29.1 The following are the related parties of the Group:-

Related party	Nature of relationship
Zimpapers Pension Fund	Member
Herald Investments (Private) Limited	Subsidiary
Independent Newspapers (Private) Limited	Subsidiary
Directories of Zimbabwe (Private) Limited	Subsidiary
Douglas Road Enterprises (Private) Limited	Subsidiary
Beatrice Road (Private) Limited	Subsidiary
Publications Central Africa (Private) Limited	Subsidiary
Typoflex Packaging (Private) Limited	Subsidiary
A.C.Braby (Private) Limited	Subsidiary
Typocrafters (Private) Limited	Subsidiary
Citizen Press (Private) Limited	Subsidiary
B.T.Directories (Private) Limited	Subsidiary
Mr P Deketeke (Chief Executive Officer)	Key management
Mr F Matanhire (Chief Finance Officer)	Key management
Mr T Mandimutsira (Chief Marketing Officer)	Key management

The subsidiaries which are 100% owned by the Company did not trade during the current and preceding years hence were not consolidated in these financial statements.

NOTES TO THE FINANCIAL STATEMENTS (Cont'd)

for the year ended 31 December 2022

29 RELATED PARTY INFORMATION (cont'd)

29.2 Compensation to key management

Key management are employees who have authority, are responsible for planning, directing and controlling the activities of the Company.

Non executive directors

Short term benefits

Inflation Adjusted		Historical Cost	
2022 ZWL	2021 ZWL	2022 ZWL	2021 ZWL
86,950,795	31,361,798	46,747,739	7,197,199
86,950,795	31,361,798	46,747,739	7,197,199
1,042,490,938	547,499,313	560,478,999	125,645,275
1,042,490,938	547,499,313	560,478,999	125,645,275
1,129,441,733	578,861,111	607,226,738	132,842,474

Executive directors and senior management

Short term benefits

Total

29.3 Loans to key management

Loans to management comprise motor vehicle, personal and educational loans.

Loans to key management

19,737,453	9,249,150	19,737,453	2,690,585
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Interest is charged on the reducing balance method at 15% per annum. The loan repayments are deducted from the payroll over 3 years.

29.4 Executive management's shareholding

The executive directors hold 824,311 ordinary shares in the Company under the Zimpapers Management Share Trust.

The shares were acquired from an investor at market value as follows:

Name	Designation	No. of shares	Percentage shareholding
Mr. P Deketeke	Chief Executive Officer	824,311	0.14%
		824,311	0.14%

30 MANAGEMENT OF CAPITAL

The Company's objective when managing capital is to safeguard the Company's ability to continue as a going concern so that it can continue to provide returns for shareholders and benefits to other stakeholders. The capital of the Company comprises issued share capital and non distributable reserves. In order to maintain or adjust the capital structure, the Company may adjust the amount of dividends paid to shareholders, issue new shares or reduce debt. The equity of the Company is as follows:

	Inflation Adjusted		Historical cost	
	2022 ZWL	2021 ZWL	2022 ZWL	2021 ZWL
Share capital	8,868,204	8,868,204	57,600	57,600
Retained loss	4,405,025,529	4,343,502,712	796,060,104	238,557,017
Revaluation reserve	9,237,357,751	3,800,258,701	9,066,790,228	286,920,461
	13,651,251,484	8,152,629,617	9,862,907,932	525,535,078

31 EVENTS AFTER THE REPORTING DATE

31.1 Approval of financial statements

These financial statements were approved by the Board of Directors for issue on 23 March 2023.



News on the go

DIGITAL & PUBLISHING DIVISION

The Herald **The Sunday Mail** **Chronicle** **The Sunday News**

The Manica Post **KWAYEDZA** **UMTHUNYWA**

iUnda
Mthunywana

Dzidza
Ruzivo ndiro simbali

SUBURBAN
SOUTH AFRICA
SUBURBAN
SOUTH AFRICA

Agriculture Journal

BUSINESSWEEKLY

B-METRO

H-Metro

TOP 20 ZIMBABWE NEWSPAPERS (1980) LIMITED SHAREHOLDERS AS AT 31 DECEMBER 2022

HOLDER NUMBER	HOLDER NAME	TOTAL HOLDING	PERCENTAGE OF TOTAL ISSUED SHARES
314527	ZIMBABWE MASS MEDIA TRUST	294,299,040	51.09
957423	OLD MUTUAL LIFE ASSURANCE OF ZIMBABWE LIMITED	81,956,387	14.23
949801	HAMILTON & HAMILTON TRUSTEES LTD - NNR	43,354,707	7.53
398479	HOTAIR INVESTMENTS (PVT) LTD	29,895,185	5.19
389907	MESSINA INVESTMENTS LIMITED	16,435,749	2.85
956554	WILLOUGHBY'S CONSOLIDATED PLC	11,989,679	2.08
949628	ZIMPAPERS EMPLOYEES' SHARE TRUST	11,893,844	2.06
957835	NSSA-NATIONAL PENSION SCHEME	8,341,602	1.45
444952	THE BEXLEY TRUST	8,135,551	1.41
941936	ZIMPAPERS PENSION FUND	7,750,193	1.35
952092	GREEK ORTHODOX ARCHBISHOPRIC OF ZIMBABWE	5,743,001	1.00
956663	STANBIC NOMINEES (PVT) LTD NNR AC120016770011	4,000,000	0.69
422401	DATVEST NOMINEES (PVT) LTD	2,988,817	0.52
949616	ZIMPAPERS MANAGERS' SHARE TRUST	2,184,863	0.38
46902	WABATAGORE BIRIAM	2,000,000	0.35
3948	WORKERS COMPENSATION INSURANCE FUND	1,792,177	0.31
842673	WANG LI PING	1,663,840	0.29
772896	HOOPER ADIAN CHARLES NORGATE	1,600,000	0.28
632478	RWODZI INNOCENT	1,149,900	0.20
690744	BLAGOJEVIC GORAN	1,003,940	0.17
TOTAL HOLDING OF TOP SHAREHOLDERS		538,178,475	93.43
REMAINING HOLDING TOTAL ISSUED SHARES		37,821,525	6.57
TOTAL ISSUED SHARES		576,000,000	100

Notice of Annual General Meeting

Notice is hereby given that the Ninety-Sixth (96th) Annual General Meeting of Shareholders of Zimbabwe Newspapers (1980) Ltd will be held **virtually** on 29th June 2023 at **1100 hours** by electronic communication only, and not by physical meeting to transact the following business:

Ordinary Business

1. Minutes

To approve the minutes of the last meeting held on 28th June 2022.

2. Financial Statements and Reports

To receive, consider and adopt the Audited Financial Statements and the Reports of the Directors and Auditors for the financial year ended 31st December 2022.

3. Dividend

To sanction the non-payment of a dividend for the year ended 31st December 2022 as recommended by the Board.

4. Directors

- (ii) To re-elect the following Directors who retire by rotation in terms of Article 68 of the Company's Articles of Association, and being eligible, offer themselves for re-election.
 - (a) Mr. C. Mukwasi
 - (b) Mrs. M. A. Ziyambi
 - (c) Dr. A. J. V. Maunganidze

NB: Each Director will be appointed through a separate resolution.

5. Directors Fees

To confirm and approve the Directors' fees for the year ended 31st December 2022.

6. Independent Auditors

To confirm and approve the remuneration of the Auditors for the year ended 31st December 2022 and to re-appoint Messrs Baker Tilly as auditors for the current year.

7. Any Other Business

To transact all such business as may be transacted at an Annual General Meeting.

Login Instructions

May you please ensure that you have downloaded the ZOOM application and follow the login instructions below:

Meeting ID:

Password: Shareholders to contact the **Transfer Secretaries** on the following numbers: 0772 862 956, 0772 936413, 0773 668 857.

Write your **username** on Zoom in the format below:

XXXXXX SHAREHOLDER NAME

Where XXXXXX is your shareholder number.

If you have any challenges kindly contact us on 0772 862 956, 0772 936 413, 0773 140 140, 0773 668 857.

General Notes

- (i) In terms of Article 37 of the Company's Memorandum and Articles of Association, a notice of 42 days must be given for any special business to be transacted at the Annual General Meeting.
- (ii) In terms of Section 171 of the **Companies and Other Business Entities Act [Chapter 24:31]**, Members are entitled to appoint one or more proxies to act in the alternative, to attend, speak and vote in their place at the meeting. A proxy need not be a Member of the Company.
- (iii) **Registration must be completed not less than 48 hours before the time appointed for holding the meeting.**
- (iv) Proxy forms must be at the registered office of the company not less than 48 hours before the time for holding the meeting.
- (v) E-mail proxy to the **Zimpapers Company Secretary** or the **Transfer Secretaries – ZB Transfer Secretaries – TRANSFERSECRETARIES@zb.co.zw** not less than **48 hours** before the time for holding the meeting.

By order of the Board.



Daphine Tomana

COMPANY SECRETARY

6th Floor, Herald House

Cnr, G. Silundika Ave & Sam Nujoma Street, Harare

P. O. Box 55

HARARE

2 June 2022

ANNUAL GENERAL MEETING PROPOSED RESOLUTIONS

Resolution 1 – Financial Statements

The Directors of the company are obliged to present their Report and Accounts to shareholders of the Company at the Annual General Meeting. This is a standard form of resolutions common to all Annual General Meetings.

Resolution 2 - Dividend

The payment or non-payment of a dividend is required to be approved by the Company in a General meeting in terms of Article 99 of the Memorandum and Articles of Association of the Company. Accordingly, Members will be requested to sanction the non-payment of a dividend for the year ended 31st December 2022 as recommended by the Board.

Resolution 3 – Directors

The Company's Articles of Association require a third of the Directors to stand down at each Annual General Meeting and if they are eligible, to offer themselves for re-election.

The Directors standing down are (a) Mr. Clement Mukwasi (b) Mrs. Maidaani Alice Ziyambi (c) Dr. Aspect Jacob Vengani Maunganidze and being eligible, offers themselves for re-election. Information of the Directors is provided.

a. Mr. Clement Mukwasi (Non-Executive Director)

He was appointed to the Zimpapers Board with effect from 1st October 2021. Mr. Mukwasi is a holder of a Bachelor of Arts Degree in English and Communication Studies (BAECS) and a Bachelor of Law Honours Degree (LLB). He is also studying towards a Masters of Social Science Degree in Development Studies. He has a long track record of law enforcement both as a Public Prosecutor and as a Police Officer.

b. Mrs. Maidaani Alice Ziyambi (Non-Executive Director)

She was appointed to the Zimpapers Board with effect from 1st October 2021. Mrs Ziyambi holds a PhD in Philosophy in French, Masters Degree in French, BA Honours Degree in French and a Diploma in Education (French). She is a member of the ZFTA (Zimbabwe French Teachers Association) and ZANA.

c. Dr. Aspect J. V Maunganidze (Non-Executive Director)

He was appointed to the Zimpapers Board with effect from 1st October 2021. He is a Fellow of the College of Surgeons for East, Central and Southern Africa. He holds a Masters of Medicine in Surgery, Bachelor of Medicine and Bachelor of Surgery (MBChB) Degree.

Resolution 4 – Directors Fees

Shareholders are requested to approve Directors' fees. The Directors' fees for 2022 have been disclosed in the Annual Report.

Resolution 5 – Auditors Approval

All public companies are required to appoint Auditors at each Annual General Meeting at which Financial Statements are presented to hold office until the next such meeting in terms of section 191(2) of the Companies and Other Business Entities Act (Chapter 24:31). This resolution therefore proposes the appointment of Auditors in accordance with the usual practice and the Companies and other Business Entities Act (Chapter 24:31).

Note: In terms of Section 69 (6) of S.I. 134 of 2019 Securities and Exchange (Zimbabwe Stock Exchange Listing Requirements) Rules 2019, companies must change their audit partners every five years and their audit firm every ten years. Messrs Baker Tilly have been auditing Zimpapers for the past 7 years and as such are compliant with the laws and regulations. The Audit Partner Mr. C. Matsa had been the audit partner for the past year and as such is also compliant with the laws and regulations.

Resolution 6 – Auditors Fees

The Remuneration of the auditors is required to be fixed by the Company in a General meeting in terms of section 191 (6) of the Companies and Other Business Entities Act [Chapter 24:31]. Accordingly, Members will be requested to approve the remuneration paid to the external auditors of the Company, Baker Tilly for the year ended 31st December 2022 of ZWL86,109,852.00 (2021- ZWL 15,720,524.00) exclusive of VAT.

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CORPORATE INFORMATION		Company Structure
REGISTERED OFFICE & HEAD OFFICE	Zimbabwe Newspapers (1980) Limited	6th Floor, Herald House Cnr S. Nujoma & G. Silundika Harare Tel: 0242 - 708296-9 or 0242 - 704088 Website: www.zimpapers.co.zw
AUDITORS	Baker Tilly Chartered Accountants	Celestial Office Park, Unit D & H, Block 1, Borrowdale Road, Borrowdale, Harare
MAIN BANKERS	FBC Bank Limited	45 Nelson Mandela Avenue Harare
ATTORNEYS	Messrs Muzangaza, Mandaza & Tomana, Legal Practitioners	No. 2 Margate Avenue Eastlea Harare
	Messrs Gula Ndebele & Partners	No. 5 Empress Street Partners Legal Practitioners Belmont BULAWAYO
	Messrs Chirimuuta & Associates Legal Practitioners	No. 12 Inverness Road Eastlea HARARE
	Messrs Job Sibanda & Associates Legal Practitioners	3rd Floor East Wing Forestry Commission Building Cnr 5 Street / Leopold Takawira Av BULAWAYO
TRANSFER SECRETARIES	ZB Transfer Secretaries	21 Natal Road Avondale Harare Tel: 0242-304038/44/45/49 E-mail: info@zb.co.zw
CONSULTANT	Institute for Sustainability Africa (INSAF)	65 Whitewell Road Borrowdale West, Harare

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GRI Content Index					
GRI Standard	Disclosure	Page number(s)	Omission		
			Part Omitted	Reason	Explanation
GRI 101: Foundation 2016					
General Disclosures					
GRI 102: General Disclosures 2016	Organizational profile				
	102-1 Name of the organization	Front Cover			
	102-2 Activities, brands, products, and services	10, 28-36, 83			
	102-3 Location of headquarters	83,116			
	102-4 Location of operations	29-36, 116			
	102-5 Ownership and legal form	11,111			
	102-6 Markets served	29-36			
	102-7 Scale of the organization	14-15			
	102-8 Information on employees and other workers	15,55-56			
	102-9 Supply chain	67			
	102-10 Significant changes to the organization and its supply chain	67			
	102-11 Precautionary Principle or approach	45-46			
	102-12 External initiatives	62-63			
	102-13 Membership of associations	11			
	Strategy				
	102-14 Statement from senior decision-maker	16			
	Ethics and integrity				
	102-16 Values, principles, standards, and norms of behaviour	2			
	Governance				
	102-18 Governance structure	37			
	Stakeholder engagement				
	102-40 List of stakeholder groups	49			
	102-41 Collective bargaining agreements	57			
	102-42 Identifying and selecting stakeholders	49			
	102-43 Approach to stakeholder engagement	49			
	102-44 Key topics and concerns raised	49			

	Reporting practice				
	102-45 Entities included in the consolidated financial statements.	9			
	102-46 Defining report content and topic Boundaries	4.50			
	102-47 List of material topics	50			
	102-48 Restatements of information	4			
	102-49 Changes in reporting	50	There were changes in the list of materials		
	102-50 Reporting period	4	The reporting period for this report is from 1 January 2022 to 31 December 2022.		
	102-51 Date of most recent report	4	31 December 2021		
	102-52 Reporting cycle	4	We report on an annual basis.		
	102-53 Contact point for questions regarding the report	4			
	102-54 Claims of reporting in accordance with the GRI Standards	4	This report has been prepared in accordance with the GRI Standards Core option.		
	102-55 GRI content index	118-121			
102-56 External assurance	4				
GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission		
			Part Omitted	Reason	Explanation
Material Topics					
200 series (Economic topics)					
Economic Performance					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	4,50			
	103-2 The management approach and its components	67			
	103-3 Evaluation of the management approach	67			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	79-82			
	201-3 Defined benefit plan obligations and other retirement plans	57			
Indirect Economic Impacts					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	62			
	103-2 The management approach and its components	62			
	103-3 Evaluation of the management approach	62			
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	63			

Anti-Corruption				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	4,50		
	103-2 The management approach and its components	45		
	103-3 Evaluation of the management approach	45		
Procurement Practices				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	4,50		
	103-2 The management approach and its components	67		
	103-3 Evaluation of the management approach	67		
300 series (Environmental topics)				
Energy				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	4,50		
	103-2 The management approach and its components	53		
	103-3 Evaluation of the management approach	53		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	53		
	302-2 Energy consumption outside of the organization	53		
Water				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	4,50		
	103-2 The management approach and its components	54		
	103-3 Evaluation of the management approach	54		
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	54		
Materials				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	4,50		
	103-2 The management approach and its components	53		
	103-3 Evaluation of the management approach	53		
GRI 301 Materials 2016	301-1 Materials used by weight or volume	53		
Emissions				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	4,50		
	103-2 The management approach and its components	61		
	103-3 Evaluation of the management approach	61		
GRI 305 Emissions	305-1 Direct Scope 1 GHG	61		

GRI 305 Emissions	305-1 Direct Scope 1 GHG	61		
2016	Emissions			
	305-2 Energy Indirect (Scope 2) GHG Emissions.	61		
400 series (Social topics)				
Employment				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	4,50		
	103-2 The management approach and its components	55		
	103-3 Evaluation of the management approach	55		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	56		
Occupational Health and Safety				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	4,50		
	103-2 The management approach and its components	58		
	103-3 Evaluation of the management approach	59		
GRI 403: Occupational Health and Safety 2018	403-2 Hazard Identification, risk assessment, and incident investigation	58		
	403-9 Work related injuries	59		
Training and Education				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	4,50		
	103-2 The management approach and its components	57-58		
	103-3 Evaluation of the management approach	58		
GRI 403: Training and Education 2016	404-1 Average hours of training per year per employee	58		
Diversity and Equal Opportunity				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	4,50		
	103-2 The management approach and its components	59		
	103-3 Evaluation of the management approach	59		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	59		
Human Rights				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	4,50		
	103-2 The management approach and its components	60		
	103-3 Evaluation of the management approach	60		

Proxy form

I/We of

 being a member of the above Company and entitled to:..... votes,
 hereby appoint of
 or failing him/her of
 or failing him/her, the Chairman of the meeting as my / our proxy to vote for me/us on my/ our behalf at the
 Annual General Meeting of the Company to be held virtually by electronic means on Thursday, 29th June 2023
 at 1100 hours and at any adjournment thereof.

Signed this: day of 2023.

Signature of member: Witness:

Note:

1. A member of the Company is entitled to appoint one or more proxies to act in the alternative to participate and vote instead of him. A proxy need not be a member of the Company.
2. Article 52 of the Company's Articles of Association provides that instruments of proxy must be deposited at the Registered Office of the Company not less than forty eight hours before the time appointed for holding the meeting.
3. Registration must also be completed not less than forty-eight hours before the time appointed for holding the meeting.

E-mail proxy to: TRANSFERSECRETARIES@zb.co.zw

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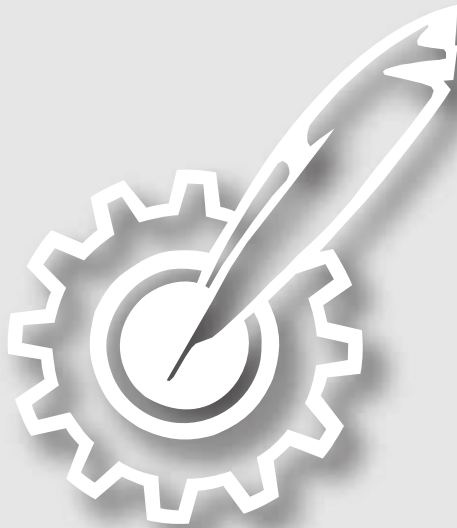


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