



Gameone Holdings Limited

智傲控股有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 8282

2022

Environmental, Social and
Governance Report



ABOUT THIS REPORT

REPORTING PURPOSE

Gameone Holdings Limited (hereafter called “**Gameone**” or the “**Company**”) and its subsidiaries (collectively, the “**Group**” or “**we**”) are pleased to publish our Environmental, Social, and Governance (“**ESG**”) report (the “**Report**”), which discloses and highlights the Group’s sustainability management approaches and strategies, as well as our performance and measures in ESG aspects.

REPORTING PERIOD AND SCOPE

Unless otherwise stated, the Report covers the major operations in the locations where the Group’s core business operates, including Hangzhou, Hong Kong and Taiwan in the People’s Republic of China (the “**PRC**”) from 1 January 2022 to 31 December 2022 (the “**Reporting Period**”), which is consistent with the reporting scope of the Group’s annual report. The Group has determined the scope of the Report based on the corresponding importance of the business segments to our business and operations, and their impact on sustainability. During the year, the scope of the Report has been expanded to include our business operations in Hangzhou, in order to present a more comprehensive picture of the Group’s sustainability performance.

REPORTING STANDARDS

The Report has been prepared in accordance with the latest disclosure requirements of the Environmental, Social, and Governance Reporting Guide (the “**ESG Reporting Guide**”) as set out in Appendix 20 of the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (“**HKEX**”). For details in relation to our financial performance and corporate governance, please visit our website at www.gameone.com.hk and/or our Annual Report.

REPORTING PRINCIPLES

When preparing the ESG report, the Group has followed the four reporting principles as follow.

Principles	The Group’s Response
Materiality	The Group has identified ESG issues that are of significant impact on the environment and society, or on stakeholders’ assessments and decisions through a materiality assessment and stakeholder engagement, and highlighted the material issues of concern in the Report. For more information, please refer to the sections headed “Our Stakeholders” and “Materiality Assessment”.
Quantitative	Where practicable, the Group presents and discloses key performance indicators (“ KPIs ”) in a measurable manner.
Balance	The Report identifies and explains the Group’s achievements and challenges, and discloses quantifiable information to ensure a comprehensive and fair picture of the Group’s sustainable performance and development.
Consistency	Unless otherwise stated, the Group adopts a consistent reporting framework and statistical methodology to disclose information when preparing the Report, in order to facilitate stakeholders’ year-on-year comparison of its performance.

ABOUT THIS REPORT

SOURCES

The data and information used in this Report are referenced from our archived documents, records, statistics and research. Financial data is extracted from or calculated based on the Group's audited annual financial statements for the year ended 31 December 2022.

ACCESS TO THE REPORT

The Report is available in both Chinese and English on the Group's official website at www.gameone.com.hk. The Chinese version shall always prevail for any inconsistency or ambiguity between the two versions.

YOUR FEEDBACK

The Group values stakeholders' opinions and suggestions on our sustainability performance and policies. We encourage and welcome your feedback through email at goinfo@gameone.com to our Customer Service Manager, which can help us further improve the Report and enhance the Group's sustainability performance.

ABOUT THE GROUP

Established in 1999, we are one of the leading integrated game developers, operators, and publishers. Our principal business is investment holding, providing software services in mainland China, and developing, operating, publishing, and distributing online and mobile games in Hong Kong and other countries and regions.

We have been involved in the Hong Kong game industry for over 10 years, offering a portfolio of games including mobile games, online PC games, and web games, with a strategic focus on mobile games. Since 2013, we have provided over 47 mobile games, 37 online PC games, and 11 web games. In addition, we provide internet security maintenance technical services and e-commerce traffic technology services.



Demi-Gods and Semi Devils (Mobile version)
(天龍八部手機版)



The Ravages of Time- Heroes of Chaos



Dragon and Tiger Gate M (龍虎門M)



Mahjong 3 Players (今晚打牌3缺1)

The Group has over 15 years of experience in developing and operating games on multiple platforms, with a proved track record, well-established relationships with well-known game developers and/or operators, strategically important game development rights and solid management experience and expertise in the game industry.

By strategically focusing on games based on popular literature, comics, and animations, the Group has successfully obtained the rights to adapt over 8 popular literature, comics, and animations into games, including "Tiger Shark" (海虎), "Ice Fantasy" (幻城), "The Stormy Riders" (風雲), "The Ravages of Time" (火鳳燎原), "Dragon and Tiger Gate" (龍虎門), "Teddy Boy" (古惑仔), "Fengshenji" (封神紀) and "My Date With a Vampire" (我和殭屍有個約會). We believe that by strategically focusing on games based on popular literature, comics, and animations, the Group can achieve market acceptance and attract readers of such literature, comics or animations to become our game players at a lower marketing cost.

SUSTAINABILITY MANAGEMENT APPROACH

SUSTAINABILITY GOVERNANCE

As the highest governance body, the board of directors of the Group (the “**Board**”) has an overall responsibility for the strategy and reporting of our sustainability direction, and oversees our sustainability issues, including our sustainability-related management approach, strategies, and measures. By the delegation of authority of the Board, we have set up an environmental, social and governance working group (“**ESG Working Group**”) which composes members from middle and senior management to assist the Board in managing and implementing ESG-related management approach, strategies, and goals and targets. The ESG Working Group will regularly discuss with and advise the Board on ESG-related issues:

- Developing and reviewing the Group’s sustainability strategy, priorities, goals, and targets (including but not limited to green targets, for which please refer to the section headed “Environmental Protection”);
- Identifying, reviewing, and managing material ESG-related risks (including but not limited to climate-related risks and ESG risks in the supply chain);
- Planning, reviewing, and monitoring the implementation of ESG-related policies and practices to ensure compliance with laws and regulations;
- Monitoring and reviewing the Group’s ESG performance and progress against the established ESG-related targets and goals;
- Reviewing and monitoring the Group’s stakeholder engagement channels to ensure effective communication with key stakeholders;
- Assisting in the collection of ESG data from different functional departments of the Group;
- Managing and monitoring the implementation of ESG measures and coordinating with relevant functional departments of the Group to ensure that their ESG practices are aligned with the Group’s sustainability approaches;
- Preparing an annual ESG report for approval by the Board.



SUSTAINABILITY MANAGEMENT APPROACH

The Board has an overall responsibility for overseeing the Group's ESG-related risks and opportunities. The ESG Working Group is responsible for identifying material ESG-related risks with the assistance of a third-party sustainability professional consultant, including but not limited to climate-related risks and ESG risks in the supply chain, and incorporating them into our risk management system. The annual risk assessment will cover and assess all potential risks that may have an impact on the Group's business. Based on industry analysis, stakeholder opinions, and ESG trends, we identify ESG risks that are relevant to the Group and prioritize them by assessing their potential impact on the Group. We then submit an ESG-related risk assessment report to the Board. The Board will regularly review the effectiveness of the measures and make relevant recommendations when necessary.

SUSTAINABILITY STRATEGIES

Adhering to the belief in sustainability, the Group has been focusing on developing a broad game portfolio covering a range of self-developed and/or co-developed, as well as licensed games, with the aim of creating a thriving community for mobile game users in Hong Kong and Taiwan. We are committed to putting this belief into practice, maintaining communication with our stakeholders, and seizing opportunities to create sustainable value for the environment, employees, business partners, customers, and communities.

We recognize the importance of sustainability and actively integrate it into our business operations in the following ways:

Areas of Sustainability	Our Sustainability Strategies
1. Environmental Protection	<ul style="list-style-type: none">• Minimizing the burden on the environmental and mitigating climate change• Improving and actively exploring new opportunities to create a more sustainable future
2. People-oriented Principle	<ul style="list-style-type: none">• Nurturing and empowering our employees• Protecting human rights and social culture
3. Supply Chain Management	<ul style="list-style-type: none">• Actively communicating with business partners and suppliers to establish a sustainable supply chain
4. Product Responsibility	<ul style="list-style-type: none">• Fostering an innovative culture and continuously promoting high-quality products and content• Closely monitoring market changes and responding to crises in a timely manner
5. Community Investment	<ul style="list-style-type: none">• Actively listening to and responding to community needs• Supporting local communities

SUSTAINABILITY MANAGEMENT APPROACH

OUR STAKEHOLDERS

The Group understands that stakeholders' opinions are critical to our sustainability direction. Therefore, we maintain close communication with stakeholders to understand their concerns and expectations. To this end, we have established multiple communication channels to collect valuable feedback from stakeholders and continuously optimize our sustainability management.

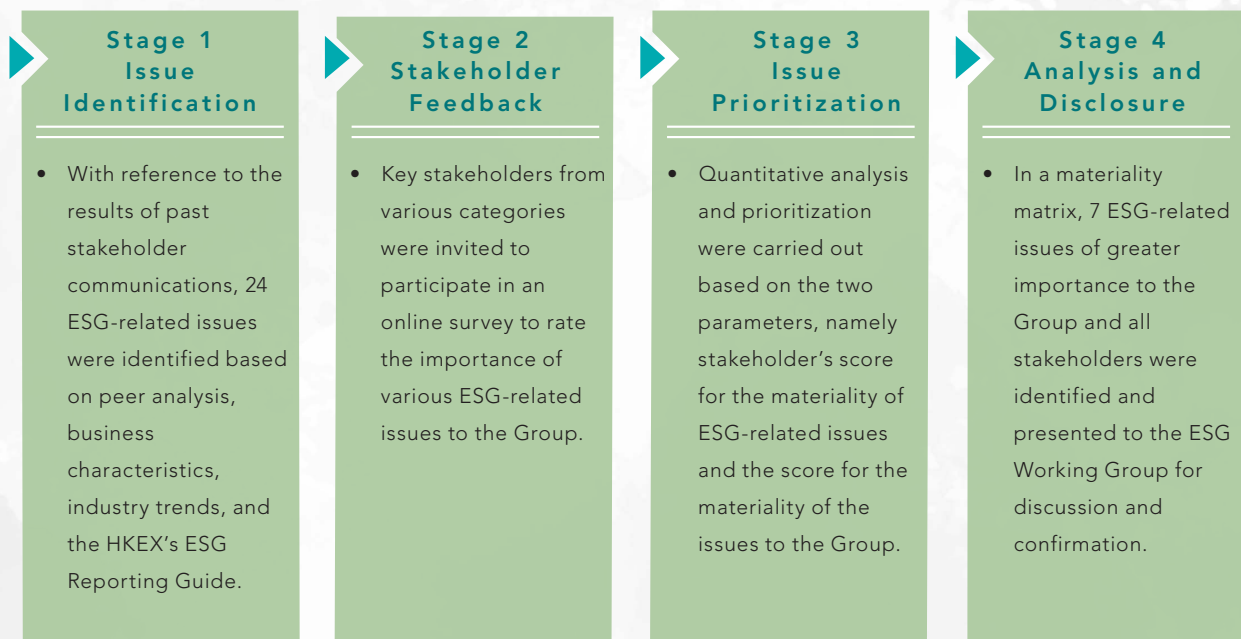
Stakeholders	Communication Channels	Material Issues of Concern
Regulators	<ul style="list-style-type: none"> • Meetings • Training • Roadshows • Workshops • Programs • Website Updates • Announcements 	<ul style="list-style-type: none"> • Compliance with Listing Rules, Timely and Accurate Announcements
Government	<ul style="list-style-type: none"> • Interaction and Visits • Government Inspections • Tax Returns and Other Information 	<ul style="list-style-type: none"> • Compliance with Laws and Regulations, Prevention of Tax Evasion, and Social Welfare
Suppliers	<ul style="list-style-type: none"> • Site Visits 	<ul style="list-style-type: none"> • Payment Schedule, and Stable Demand
Investors	<ul style="list-style-type: none"> • Seminars • Interviews • Shareholders' General Meetings • Issuing of Financial Reports and/or Operation Reports 	<ul style="list-style-type: none"> • Corporate Governance System, Business Strategies and Performance, and Investment Returns
Media & Public	<ul style="list-style-type: none"> • Issue of Newsletters on the Company's Website 	<ul style="list-style-type: none"> • Corporate Governance, Environmental Protection, and Human Right
Employees	<ul style="list-style-type: none"> • Union Activities • Trainings • Interviews for Employees • Employee Handbooks • Internal Memos • Employee Suggestion Boxes 	<ul style="list-style-type: none"> • Rights and Benefits, Employee Compensation, Training and Development, Work Hours, and Working Environment
Community	<ul style="list-style-type: none"> • Community Activities • Employee Voluntary Activities • Community Welfare Subsidies • Charitable Donations 	<ul style="list-style-type: none"> • Community Environment, Employment and Community Development, and Social Welfare

SUSTAINABILITY MANAGEMENT APPROACH

MATERIALITY ASSESSMENT

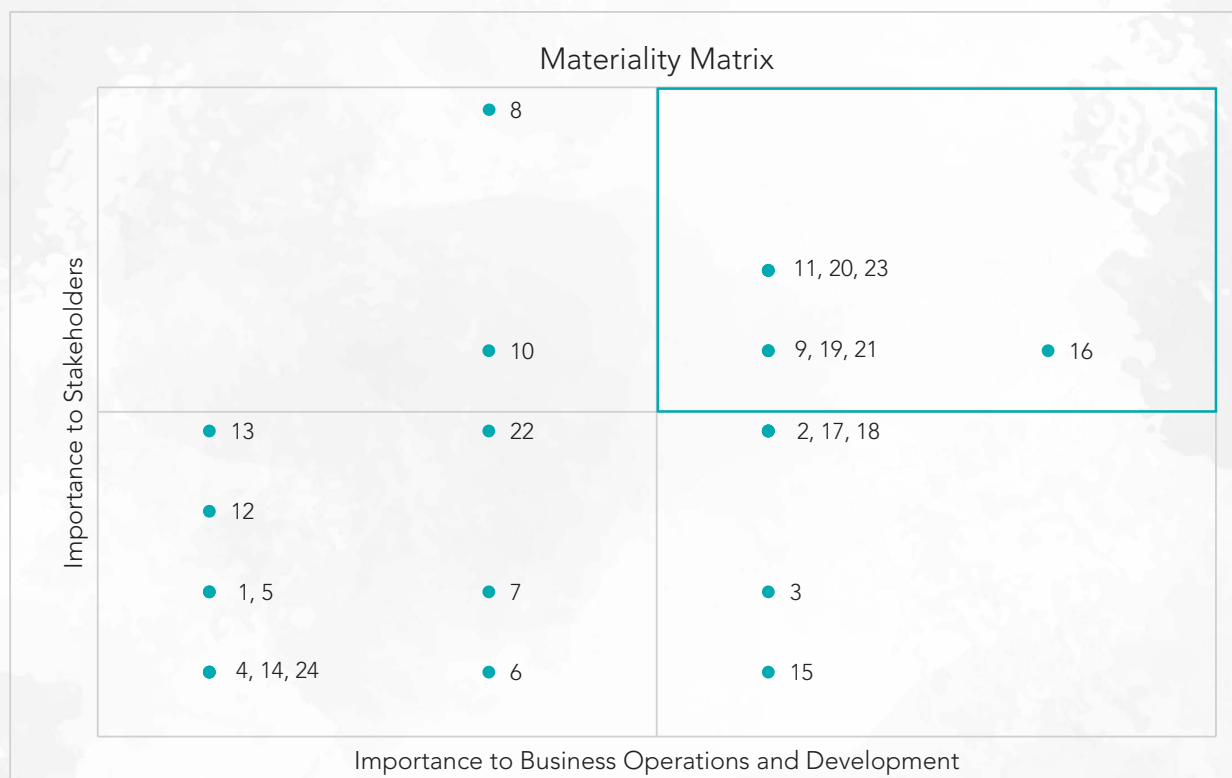
In addition to the regular communication channels mentioned above, to ensure the disclosure of the Group's important and relevant sustainability topics in the Report, we engaged an independent sustainability consultant during the Reporting Period to assist the Group in conducting a materiality assessment. Through an online stakeholder survey, we collected valuable feedback and expectations from stakeholders on the Group's sustainability strategy and performance, which helped us to improve our sustainability management approaches and strategies to meet the expectations of our stakeholders.

We have taken four steps to conduct the materiality assessment:



SUSTAINABILITY MANAGEMENT APPROACH

We have mapped a materiality matrix based on the survey results to determine the importance and relevance of ESG-related issues. The results of the materiality assessment on the identified ESG issues are set out in the table below, and the 7 issues which fell in the upper right corner of the matrix were defined as the material issues in the analysis:







1	Air Emissions	7	Environmental Risks in the Supply Chain	13	Employee Development and Training	19	Product Innovation
2	Waste	8	Employee Welfare	14	Employment Compliance	20	Intellectual Property Protection
3	Carbon Emission and Energy	9	Equal Opportunity, Diversity, Anti-Discrimination	15	Social Risks in the Supply Chain	21	Marketing and Advertising
4	Water Resource	10	Occupational Health and Safety	16	Information Protection and Cybersecurity	22	Anti-Monopoly and Anti-Unfair Competition
5	Climate Change Risks	11	Employees' Physical and Mental Health	17	Customer Service and Improving User Experience	23	Anti-Corruption
6	Green Procurement	12	COVID-19 Pandemic Prevention and Control	18	Product Safety and Quality	24	Community Investment

ENVIRONMENTAL PROTECTION

The Group actively manages the environmental footprint of its business and responds to climate change, and is committed to developing its brands and expanding its business without compromising the environment. Therefore, we strive hard to integrate environmental sustainability into our business operations by implementing various mitigation and improvement measures in the aspects of energy conservation, waste management and use of resources, aiming to improve the environmental performance of our business operations. The Group has set the following green targets, with the hope of further promoting environmental protection. We have also developed environmental guidelines that encourages employees to develop environmental practices, including saving energy, water, paper, recycling and reuse of waste, environmental management, and greening our offices

GREEN TARGETS

To review our current measures and seek further opportunities to contribute to our sustainability goals, we conducted a comprehensive review during the Reporting Period and disclosed for the first time the progress and performance against each of green targets. We will regularly monitor the progress against our targets and continue to strive for improvement to enhance our environmental performance.

Green Targets ^{1, 2}		Progress in 2022	Performance	Key Measures
 Emissions	Total greenhouse gas ("GHG") emission intensity is maintained at 80% to 120% of the baseline year of 2021	-9% (i.e. maintained at 91% of the baseline year)	Achieved	Control air pollutant emissions and GHG emissions at the source <i>For more information, please refer to the section headed "Emissions and Energy Use".</i>
 Waste	Total non-hazardous waste intensity is maintained at 90% to 115% of the baseline year of 2021	0% (i.e. maintained at 100% of the baseline year)	Achieved	Promote recycling <i>For more information, please refer to the section headed "Waste Management"</i>
 Energy Use	Total energy consumption intensity is maintained at 90% to 115% of the baseline year of 2021	-11% (i.e. maintained at 89% of the baseline year)	Exceeded	Implement energy-saving measures <i>For more information, please refer to the section headed "Emissions and Energy Use".</i>
 Water Consumption	Total water consumption intensity is maintained at 90% to 115% of the baseline year of 2021	-14% (i.e. maintained at 86% of the baseline year)	Exceeded	Promote water resource recycling and improve water efficiency <i>For more information, please refer to the section headed "Water Resources Management".</i>

¹ Intensity refers to the total emissions and/or consumption related to our main business per full-time employee.

² Total GHG emissions cover both Scope 1 and Scope 2 total GHG emissions.

ENVIRONMENTAL PROTECTION

ENVIRONMENTAL COMPLIANCE

The Group strictly complies with applicable environmental laws and regulations, including the “Environmental Protection Law of the People’s Republic of China”, the “Law of the People’s Republic of China on the Prevention and Control of Air Pollution”, the “Law of the People’s Republic of China on the Prevention and Control of Water Pollution”, and the “Law of the People’s Republic of China on the Prevention and Control of Solid Waste Pollution”. During the Reporting Period, we were not aware of any material cases of serious violations of relevant environmental laws and regulations by the Group.

TACKLING CLIMATE CHANGE

In response to climate change, the Group has considered climate-related issues and incorporated them into our risk management system. During the Reporting Period, with the assistance of a third-party sustainability professional consultant, we conducted ESG-related risk assessments, and the ESG Working Group reviewed and identified the Group’s potential climate-related risks, and regularly assessed the effectiveness of existing response measures to further enhance our resilience to climate risks. In addition, we strictly comply with relevant laws and regulations related to climate change, such as the “Law of the People’s Republic of China on the Prevention and Control of Air Pollution”, and will continue to review the latest status of laws, regulations and regulatory requirements related to climate change to prepare for climate change.

We have also considered potential climate-related risks with reference to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), as summarized below:

Potential Climate-Related Risks		Impact	Countermeasures
Physical Risks	Increased severity and frequency of extreme weather events and temperature rise	<ul style="list-style-type: none">• Extreme weather events (such as super typhoon, heavy rainfall, flood, etc.) may damage the facilities and equipment at the operation site, which may lead to increased costs of maintenance and preventive measures• May cause instability or interruption of business operation, thus affecting service quality and customer satisfaction, and may lead to revenue reduction• May increase the health and safety risks of employees	<ul style="list-style-type: none">• Encourage employees to use natural lighting and turn off all idle electrical appliances• Use energy-saving appliances, such as LED light bulbs, to reduce unnecessary power consumption• Set up offices in cities with rare extreme weather• Make special work arrangements for bad weather• Regularly inspect and maintain electrical appliances to ensure that energy efficiency is maintained at a high level

ENVIRONMENTAL PROTECTION

Potential Climate-Related Risks	Impact	Countermeasures
Transition Risks	Changes in climate-related government policies and regulatory requirements	<ul style="list-style-type: none"> • May need to comply with relevant new regulations, resulting in greater operating and compliance costs • Regularly review government policies, regulatory requirements and latest developments related to climate to ensure compliance with relevant regulations

EMISSIONS AND ENERGY USE

As a responsible corporate citizen, we are committed to improving energy efficiency and reducing energy consumption, as well as reducing air pollutants and GHG emissions in our operations. As our core business is the development, operation, and distribution of digital games, the main sources of GHG emissions are electricity consumption and the usage of company vehicles for transferring our management, customers, and employees. To effectively reduce GHG emissions, we have implemented a series of energy-saving and emission-reducing measures to further reduce our carbon footprint, including but not limited to:

- Posting reminders next to light switches to remind employees to turn off lights, fans, or air conditioners before leaving the office;
- Prioritizing energy-efficient appliances, such as LED light bulbs, by referring to energy labels when purchasing appliances;
- Adjusting indoor temperatures to a reasonable level to avoid excessively low temperatures;
- Encouraging employees to use natural lighting as much as possible (rather than electric lighting) and develop energy-saving habits;
- Keeping lighting equipment clean to achieve maximum lighting efficiency;
- Turning off all idle electrical appliances such as radios, televisions, audio equipment, and computers.

ENVIRONMENTAL PROTECTION

Environmental KPIs ^{3, 4, 5}	2022	2021	Unit
GHG^{6, 7, 8}			
Total GHG Emissions (Scope 1&2)	91.22	98.56	Tonnes of CO ₂ e
Direct Emissions (Scope 1)	11.22	13.75	Tonnes of CO ₂ e
Indirect Emissions (Scope 2)	80.00	84.81	Tonnes of CO ₂ e
Intensity of Total GHG Emissions (Scope 1&2)	1.82	2.01	Tonnes of CO ₂ e/employee
Air Emissions⁹			
Nitrogen Oxides (NO _x)	2.32	2.83	kg
Sulphur Oxides (SO _x)	0.07	0.08	kg
Particulate Matter (PM)	0.17	0.21	kg
Energy^{10, 11}			
Total Energy Consumption	159.34	175.78	MWh
Electricity	117.91	125.06	MWh
Diesel	31.93	37.27	MWh
Unleaded Petrol	9.50	13.45	MWh
Intensity of Total Energy Consumption	3.19	3.59	MWh/employee

³ The figures may not sum up to the total due to rounding.

⁴ Due to business adjustments during the Reporting Period, the reported data for both years are not directly comparable.

⁵ The environmental intensity indicators in this chapter are based on the number of full-time employees in our major businesses, unless otherwise stated.

⁶ Due to the nature of our business, as the GHG emissions (Scope 3) from electricity consumed in fresh water and sewage processing accounted for insignificant proportion of our GHG emissions, the total GHG emissions only cover direct emissions (Scope 1) and indirect emissions (Scope 2). The data on the total GHG emissions and their intensity for 2021 have been adjusted accordingly.

⁷ According to the Greenhouse Gas Protocol — A Corporate Accounting and Reporting Standard (Revised Edition) published by the World Business Council for Sustainable Development and the World Resources Institute, GHG emissions (Scope 1) are direct emissions generated by the operations that are owned or controlled by the Group, while GHG emissions (Scope 2) are indirect emissions generated by the emissions of electricity consumed (purchased or acquired) by the Group.

⁸ The data on the total GHG emissions (Scope 1 and 2), direct emissions (Scope 1) and the total GHG emissions (Scope 1 and 2) and their intensity for 2021 have been adjusted to reflect actual situations.

⁹ The data on air emissions for 2021 have been adjusted to reflect actual situations.

¹⁰ As the electricity supply for the Hangzhou office is controlled by the property management company, which is unable to provide individual tenants with electricity consumption data or sub-meters, the electricity data do not cover Hangzhou operations.

¹¹ The data on total energy consumption, unleaded petrol, diesel and intensity of total energy consumption for 2021 have been adjusted to reflect actual situations.

ENVIRONMENTAL PROTECTION

WASTE MANAGEMENT

The Group is committed to promoting responsible waste management and reducing waste generation. The non-hazardous waste produced by the Group was mainly the paper waste produced in daily office operations. All waste is properly disposed of in strict compliance with the laws, regulations and standards related to waste disposal. We make good use of technology to reduce resource consumption and strive to create a paperless working environment. We have put in place a series of measures as follows:

- Replacing all printed GO Card with digital GO Card selling on online platforms
- Encouraging employees to reuse single-side-printed paper to reduce paper consumption
- Placing collection boxes of paper products in office for recycling purpose
- Replacing printed documents with digital documents

Due to the nature of our business, the Group is principally engaged in development, operation and publishing of digital games. Therefore, during the Reporting Period, the Group was not aware of any significant hazardous waste generated in its operations. In addition, as all physical GO Cards have been replaced with digital GO Cards, the Group was not aware of any significant use of packaging materials during the Reporting Period.

Environmental KPIs ^{12, 13, 14}	2022	2021	Unit
Non-hazardous Waste			
Total Non-hazardous Waste	2.06	1.92	Tonnes
Intensity of Total Non-hazardous Waste	0.04	0.04	Tonnes/employee

¹² Due to business adjustments during the Reporting Period, the reported data for both years are not directly comparable.

¹³ The data on non-hazardous waste for 2021 have been adjusted to reflect actual situations.

¹⁴ The environmental intensity indicators in this chapter are based on the number of full-time employees in our major businesses, unless otherwise stated.

ENVIRONMENTAL PROTECTION

WATER RESOURCE MANAGEMENT

We are committed to promoting the recycling of water resources and improving water efficiency to reduce wastage of freshwater. The Group's water is sourced from government agencies. During the Reporting Period, we did not encounter any issue in sourcing water that is fit for purpose. In order to conserve water resources and reduce indirect consumption during water treatment processes, we have taken the following measures to encourage employees to save water:

- Posting labels in the office to encourage employees to save water
- Repairing leaking pipes or fixtures in a timely manner to reduce the wastage of freshwater
- Regularly checking the water usage and conducting inspections and follow-ups as needed

Environmental KPIs ¹⁵	2022	2021	Unit
Water Consumption¹⁶			
Total Water Consumption	62.50	71.00	m ³
Intensity of Total Water Consumption	1.25	1.45	m ³ /employee

¹⁵ The environmental intensity indicators in this chapter are based on the number of full-time employees in our major businesses, unless otherwise stated.

¹⁶ The water supply for the Hangzhou and Taiwan offices shall be controlled by the property management company. However, as the management company has not been able to provide water consumption data or sub-meter for individual occupant, water consumption data do not cover Hangzhou and Taiwan operations.

THE ENVIRONMENT AND NATURAL RESOURCES

We promise to make continuous efforts on environmental protection in the coming future for the mutual sustainability of our business and the environment. Based on our business nature, our activities are mostly held online, which we believe that our activities do not pose significant impacts on the environment and natural resources. However, in order to preserve environmental and natural resources, we have also developed the environmental guideline for our employees to comply with. The guideline encourages our staff to:

- Switch off all idle appliances before leaving the office;
- Procure electrical appliances with high energy efficiency;
- Maintain air-conditioning at a reasonable temperature level;
- Carry out regular checks and maintenance on electrical appliances to avoid any energy inefficiency;
- Avoid overuse of water, electricity and paper products;
- Promote multiple use and recycling of paper products;
- Regularly monitor the level of usage of electricity and water;
- Plant more plants in the office to promote green office and improve indoor air quality.

PEOPLE-ORIENTED PRINCIPLE

Our professional and talented team is the key to the continuous success of the Group's business. In order to grow together with our employees, we continuously improve our human resources development and provide various professional knowledge and training opportunities to our employees, hoping to help them realize their full potential. At the same time, we adhere to a diverse, fair, and inclusive working environment, and are committed to creating a friendly and harmonious workplace.

EMPLOYMENT COMPLIANCE

The Group strictly abides by relevant laws and regulations such as the "Labor Contract Law of the People's Republic of China" and the "Regulation on Public Holidays for National Annual Festivals and Memorial Days". We are committed to providing equal opportunities for our employees and have established the "Employee Handbook" and "Human Resources Management System" covering issues related to compensation and dismissal, recruitment and promotion, working hours, holidays, equal employment opportunities, diversity, employee code of conduct, anti-discrimination, and other benefits and welfare, to ensure that our employees are not subjected to any form of discrimination based on gender, age, race, nationality, marital status and other factors in their work.

For recruitment and dismissal process, the Group goes through the procedures according to the human resources policies stated internally. During the recruitment process, we seek and select the best candidates based on their qualifications, experiences, knowledge, skills and other standards, ensuring that equal opportunities are provided to all applicants. For compensation and dismissal, if employees act improperly or are in breach of contract terms and code of conduct, adequate investigation will be conducted by us before giving an exhortation or a warning, or even suspending them from their duties or terminating labor contracts with them, depending on the impact of the violation and the degree of losses arising out of the violation. Compensations are provided to those dismissed employees when applicable according to the relevant laws and regulations.

During the Reporting Period, we were not aware of any significant non-compliance or violation of laws relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

PEOPLE-ORIENTED PRINCIPLE

As at 31 December 2022, we had 50 employees in total¹⁷. The detailed employment information is as follows:

	2022	2021
Total Number of Employees	50	49
Number of Employees by Gender		
Male	35	37
Female	15	12
Number of Employees by Age Group¹⁸		
≤30	12	10
31–40	22	21
41–50	8	7
51–60	5	8
>60	3	3
Number of Employees by Employee Type		
Full Time	50	49
Part Time	0	0
Number of Employees by Geographical Region		
Mainland China	3	N/A
Hong Kong	44	46
Taiwan	3	3

¹⁷ The number of employees covers the data of all staff of the Group.

¹⁸ The number of employees by age group for 2021 has been adjusted to ensure data comparability.

PEOPLE-ORIENTED PRINCIPLE

As at 31 December 2022, our employee overall turnover was at 10%. The detailed turnover information¹⁹ is as follows:

	2022	2021
Employee Overall Turnover (%)	10	33
Employee Turnover Rate by Gender		
Male (%)	11	35
Female (%)	7	25
Employee Turnover Rate by Age Group²⁰		
≤30 (%)	17	50
31–40 (%)	9	48
41–50 (%)	13	14
>50 (%)	0	0
Employee Turnover Rate by Geographical Region		
Mainland China	0	N/A
Hong Kong	11	35
Taiwan	0	0

¹⁹ Based on the business adjustment during the Reporting Period, the reporting data for both years is not directly comparable.

²⁰ The employee turnover rate by age group for 2021 has been adjusted to ensure data comparability.

PEOPLE-ORIENTED PRINCIPLE

EMPLOYEE BENEFITS

The Company places great importance on talent reserves and sustainable corporate culture. We provide our employees with diversified compensation and benefits, including medical insurance plans, labor insurance, retirement benefits, annual bonuses, overtime compensation and paid leave. The Group strictly abides by labor laws and regulations that are relevant to each of our businesses, covering all employment guarantees and benefits. In accordance with the "Regulation on Public Holidays for National Annual Festivals and Memorial Days", we provide statutory holidays for our employees. Employees may also apply for sick leave, maternity leave and annual leave as needed. In addition, the Group organizes team-building activities, such as holiday celebrations, from time to time, to strengthen relationships among employees and allow them to relax. Furthermore, we offer promotion opportunities to outstanding employees to attract and retain talents. The Group has developed the "Personnel Promotion Management System" and established a promotion assessment team to regularly evaluate employee performance and carry out promotion work.

HEALTH AND SAFETY

The Group places high emphasis on the safety and well-being of our employees. We strictly comply with relevant laws and regulations such as the "Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases" and are committed to taking preventive measures to minimize potential office safety risks. Our employee handbook clearly outlines response measures for employee safety, work-related injury accidents and work arrangements during adverse weather conditions to guide employees on how to respond to emergency situations.

In addition, to enhance employee fire safety awareness and prevent fire risks, we strictly prohibit smoking in office areas and require employees to turn off all electrical appliances after work. Our office and server rooms are equipped with fire extinguishers, fire hydrants and other fire-fighting equipment to prevent fire accidents. During the Reporting Period, we arranged for employees to watch videos on fire-fighting science popularization, and fire engineering contractors registered with the Hong Kong government, conducted annual inspections and testing of the fire equipment in the building where the Company is located, to ensure that emergency equipment is adequately equipped and complete.

Regarding the arrangement for the prevention and control of the COVID-19 pandemic, we regularly keep abreast of the latest arrangements from the government and provide our employees with pandemic prevention guidelines introduced by the Company, including work arrangements for confirmed cases and close contacts. When the pandemic situation is severe, we will implement a rotating return-to-office system and require employees to disinfect their shoe soles with diluted bleach water, measure body temperature, and use disinfection guns to disinfect their entire body before entering the office, so as to reduce transmission and social contact.

The Group strictly complies with the "Employees' Compensation Ordinance in Hong Kong" to report any accident to the Commissioner for Labour to contribute sufficient social insurance of work injuries of our employees. The Group also strictly complies with other relevant health and safety laws and regulations, such as the local fire services regulations, to provide a safe working environment to its employees by protecting them from occupational hazards.

During the Reporting Period, our lost days due to work injury were 0 (2021: 161²¹). In each of the past three years (including the Reporting Period), there were no work-related fatalities, and we were not aware of any material violation of any laws and regulations related to health and safety.

²¹ The Group recorded an work-related injury accident in 2021, which has been promptly handled, investigated and reported to the Labour Department of Hong Kong. We provided work-related injury medical expenses compensation and paid related medical expenses for the affected employee. The employee has successfully returned to work. We have always attached importance to the safety and health of employees and will continue to take measures to ensure the safety and health of the workplace.

PEOPLE-ORIENTED PRINCIPLE

DEVELOPMENT AND TRAINING

The Group is actively providing training and development opportunities for employees. We offer various types of training courses to employees, including vocational skills training, safety and fire awareness training, practical office software training and new employee orientation training, striving to impart industry and professional knowledge to our employees. We encourage employees to develop personal development plans based on their individual skills and provide suitable opportunities for them to achieve their goals. During the Reporting Period, a total of 1,114 hours (2021: 1,310 hours) of training²² were provided to employees of the Group, to enrich their skills and knowledge.

In addition, we conduct annual performance evaluations for employees to understand their job capabilities, adjust salaries based on individual performance or provide relevant training. We also have preliminary and promotion evaluations in place, to let the management better understand employees' needs and performance, and act as the reference for rewarding the top-performing employees. To reward top-performing employees, discretionary bonus would be granted by the Group to eligible employees based on the Company's and individual performance.

DEVELOPMENT AND TRAINING DATA^{23, 24, 25}

	2022	2021
Percentage of Employee Trained (%)	65.45	53.85
Percentage of Employee Trained by Gender		
Male (%)	80.56	85.71
Female (%)	19.44	14.29
Percentage of Employee Trained by Employee Category		
Senior Management (%)	16.67	25.71
Middle Management (%)	5.55	0
General and Technical Employees (%)	77.78	74.29

	2022	2021
Average Employee Training Hours	20.25	20.15
Average Employee Training Hours by Gender		
Male	23.73	24.12
Female	11.76	6.93
Average Employee Training Hours by Employee Category		
Senior Management	0.63	6.42
Middle Management	24.32	14.00
General and Technical Employees	23.50	23.82

²² Due to business adjustments during the Reporting Period, the training data for both years are not directly comparable.

²³ Due to business adjustments during the Reporting Period, the training data for both years are not directly comparable.

²⁴ The training data for 2021 has been adjusted to reflect actual situations and ensure data comparability.

²⁵ The data on employee training includes employees who have resigned during the Reporting Period.

LABOUR STANDARDS

The Group strictly complies with relevant laws and regulations such as the “The Law of the People’s Republic of China on the Protection of Minors” and the “Labor Contract Law of the People’s Republic of China”, and prohibits any child labor or forced labor. During the recruitment process, our human resources department takes effective measures to verify the age of job applicants, such as checking their identification cards, to avoid hiring child labor. In our “Employee Handbook” and “Human Resources Management System”, we adhere to employment standards and provide detailed regulations on working hours, rest periods, overtime arrangements, holidays, dismissal and other labor arrangements, to ensure that employees have sufficient rest days and avoid overwork or forced labor to protect their rights and interests. Through the whistle-blowing mechanism, employees are able to voice out injustice they faced. Department heads will communicate with the employees about the issue, and General Manager is responsible for further investigation to ensure that all injustice cases are tackled appropriately. If child labor below the legal minimum employment age or forced labor is discovered in the Group, we will immediately take remedial measures and terminate their employment relationship, while reviewing the loopholes in the recruitment process and conducting rectification thereon.

During the Reporting Period, we were not aware of any major cases of non-compliance with any laws and regulations related to child labor and forced labor by the Group.

SUPPLY CHAIN MANAGEMENT

As a responsible business, the Group is committed to establishing mutually beneficial cooperation with our suppliers, with the hope to work with our suppliers to uphold our ethical values and professional standards. We formed strategic alliance with renowned game developers, distributors and operators to collectively develop high-quality licensed games and obtain exclusive game rights to enrich our product portfolio. Set out below were the number of suppliers by geographical region during the Reporting Period and in 2021:

	Number of Suppliers by Geographical Region	
	2022	2021
Mainland China	14	6
Hong Kong	18	18
Other Regions	7	4
Total	39	28

When selecting suppliers, we take into account the game developers' qualifications, reputation, technical requirements and quality. Only suppliers that pass the initial assessment can be included in our list of approved suppliers. We conduct regular evaluations and remove suppliers from the approved supplier list if their evaluation results are unsatisfactory, to ensure that we provide the highest quality digital games. During the Reporting Period, the Group implemented practices relating to engaging suppliers, in respect of all its suppliers. Besides the supplier selection, we also assess the quality of the digital games before we obtain the exclusive game rights as follows:

- Background checks of the game developers are conducted to investigate their product portfolio.
- Research on the local leaderboard is carried out to understand the popularity and the prospect of the targeted game in the current market.
- Internal testing is executed to ensure that the product operates as intended.

SUPPLY CHAIN MANAGEMENT

To encourage our suppliers to fulfill their social responsibilities, during the Reporting Period, the Group improved the “Code of Conduct for Contractors/Suppliers”, which requires our contractors or suppliers to operate their business in an ethical, social, and environmentally responsible way, aiming to encourage our suppliers to pursue sustainability in their daily operations. The key contents of the “Code of Conduct” are summarized below, including but not limited to:

“The Code of Conduct for Contractors/Suppliers”

1. Environmental Protection	Establish an effective environmental management system to (among other things) monitor and report on environmental impacts, and take appropriate measures such as proper waste management, pollution control and waste recycling to protect the environment and promote sustainable development.
2. Labor Standards and Conventions	Adhere to the code of employment that promotes fairness, humanitarianism and non-discrimination by establishing communication mechanisms and complaint handling procedures that allow employees to directly report concerns and complaints to management. Additionally, contractors/suppliers are prohibited from subjecting workers to any form of corporal punishment.
3. Health and Safety	Provide a safe and healthy working environment in accordance with the applicable regulations and requirements on occupational safety and health.
4. Business Integrity and Ethics	Conduct business with honesty, fairness, and ethical standards at all levels, including procurement, operations, and handling relationships with customers, employees, contractors/suppliers, and business partners.

In addition, with the assistance of a third-party sustainability professional consultant, we have conducted ESG-related risk assessment, and the ESG Working Group reviewed and identified the ESG-related risks, including identification of the potential ESG risks in the Group’s supply chain. We also reported such risks to the Board. In order to further optimize our supplier management measures, we have also reviewed the effectiveness of control measures on a regular basis to explore room for improvement.

When selecting suppliers, we give priority to those who offer environmentally friendly products and services, such as using energy-efficient appliances or eco-friendly materials. We also consider working with suppliers who are closer to us geographically to minimize the negative impact on the environment.

PRODUCT RESPONSIBILITY

The Group regards compliance of products and services as the core of our business. We strictly comply with relevant laws and regulations such as the “Law of the People’s Republic of China on Product Quality” and the “Advertising Law of the People’s Republic of China”. Since the Group specializes on the development, operation and publishing of digital games, we are committed to complying with and even exceeding applicable standards and quality control to ensure the Group’s reputation and the public interests.

QUALITY STANDARDS

To continuously optimize customer experience and provide the best gaming experience, we have established a research and development (“R&D”) team to constantly keep a close eye on the game content and maintain novelty of our games. Before publishing the games, our R&D team makes best efforts to fix bugs and plug the loopholes in the system. Unique and value-added features are integrated into the finalize version of the products for the sake of providing the gamers with the best gaming experience. Furthermore, we have formulated the “Guidelines for Development and R&D Department” to provide clear guidance to employees in the R&D department on how to respond to unexpected situations, such as computer intrusion or game file damage, to ensure product and service stability.

PRODUCT HEALTH AND SAFETY

Not only does the Group focus on the product quality, the Group also places huge importance on the gamers’ mental health, especially for children and teenagers. As such, all of our games do not contain any nudity content, which was required in “Article 44 of the Children Protection Act” and “Electronic Game Arcade Business Regulation Act” in Taiwan. In addition, our advertisements also based on actual game content with proper endorsements.

In addition, the age restrictions for each game are also set out on our official website, with a reminder of time spent by gamers to prevent addiction to games. There is a “Game User License Agreement (遊戲用戶授權協議)” in place for each game, which prohibits users from engaging in any improper behavior during the game, including use of any words having the meaning of assault, harassment and menace, and disruption of the fairness of games.

During the Reporting Period, we were not aware of any serious cases in relation to the Group’s non-compliance with of any laws or regulations regarding the health and safety of gamers, and our games have not been recalled for safety or health reasons (2021: nil).

CUSTOMER SERVICE

In order to ensure the quality of our services, we attach great importance to the quality of customer service and customer satisfaction. Therefore, the Group has independently developed a multi-functional and comprehensive online customer service system, which eliminates the problem of not being able to receive emails due to loss during transmission and allows gamers to provide feedback and make inquiries by logging into their member accounts and then have their questions answered by a dedicated team without stepping out of their homes. Corresponding handling procedures of various kinds of enquires and compliant are maturely established to ensure that professional responses are provided for customers requirement and we promise to solve our customers' compliant within 7 to 14 days. All escalated cases would be examined thoroughly and passed to the relevant departments for developing solutions. All significant compliant and the corresponding handling results are recorded in details for our management to further follow up if necessary and for our improvement.

During the Reporting Period, we were not aware of any case (2021: nil) of complaint reported to the Consumer Council nor the Group's Customer Services team regarding virtual items in the games.

INTELLECTUAL PROPERTY RIGHTS AND DATA PROTECTION

Protecting intellectual property is an important part of our business operations. We attach great importance to safeguarding our intellectual property and are committed to combating infringing behaviors. Therefore, we have set out our policies and principles (among other things) on the usage of computer software, copyright protection, and customer data protection etc. As to protect copyright, we have registered 23 trademarks and Hangzhou operations have gained 10 software copyrights during the Reporting Period. Furthermore, unless approved by the management or head of information technology department, no one is allowed to copy or modify the computer software installed.

The Group often collaborates with other gaming companies or individuals to obtain the copyright of creative work or anime characters. To ensure there is no infringement of copyright, contracts and non-disclosure agreement are signed with the relevant parties. The policies and procedures regarding the contract signing process and the right to use the copyright have been in place. We will keep updating our related policy according to the latest rules and regulations so to ensure that it is in line with the best practices.

Due to the nature of our business, the Group places great emphasis on network and information security, and strictly complies with relevant laws and regulations related to privacy protection, such as the "Personal Data (Privacy) Ordinance". We have posted a "Personal Information Collection Statement" on our official website to inform users of the purpose of data collection. We have also developed guidelines and policies on the destruction of customer information associated with game accounts that have been inactive for more than one year. The Group has established membership account regulations for users during the game account registration period, which clearly stipulate the rules for game accounts and the statements on personal data collection and privacy policy. The account users have agreed and accepted the above statements before obtaining the right to use the game account. To safeguard the employee data privacy, the employee data is only used for salary and welfare adjustment purpose and the personal data on the unsuccessful applicants will be destroyed within one year.

During the Reporting Period, we were not aware of any serious cases in relation to the Group's material non-compliance with any laws or regulations regarding data leakage or copyright infringement.

PRODUCT RESPONSIBILITY

ADVERTISING

The Group strictly adheres to relevant laws and regulations applicable to our business such as the “Advertising Law of the People’s Republic of China”. We generally advertise on social media platforms and therefore, we strictly follow the advertising guidelines specified by the respective platforms to protect the rights of our customers.

As the Group does not produce physical products, the laws and regulations regarding product labeling are not applicable to us.

ANTI-CORRUPTION

We attach great importance to the construction of a culture of integrity and strictly comply with laws and regulations such as the “Criminal Law of the People’s Republic of China”, the “Anti-Money Laundering Law of the People’s Republic of China”, and the “Prevention of Bribery Ordinance of Hong Kong”. We are committed to combating any form of corrupt behavior and actively promoting a culture of integrity. The Group has established a “Code of Conduct” that states clearly the Group’s stance and the responsibilities of its employees. The Group severely prohibits its employees, including directors, to make inappropriate payments or to accept any forms of gifts and benefits beyond proper permission. Any gifts and benefits accepted should be promptly reported to the management for further decisions. In addition, our employees of the Group are strictly prohibited from engaging in any illegal acts, including extortion, fraud, money laundering, etc. Identified cases will be followed-up with applicable legal actions.

To raise our employees’ awareness of anti-corruption, during the Reporting Period, we provided our directors and employees anti-corruption training, the content of which includes the “Anti-Corruption Programme — A Guide for Listed Companies” issued by the Independent Commission Against Corruption (ICAC) and the Prevention of Bribery Ordinance of Hong Kong. In addition, we updated our “Whistleblowing Policy” during the Reporting Period to encourage employees to report any violations of law regarding bribery, extortion, fraud, and money laundering. We value and welcome our employees to report any suspected malpractices through the contact information contained in the Whistleblowing Policy. Management, and even Audit Committee, takes immediate action to investigate the issue. The Group promises to fully support the whistleblowers and the identity of the whistleblowers is also well protected.

During the Reporting Period, we were not aware of any material cases in relation to the Group’s involvement of corruption, extortion, bribery, fraud, or money laundering, or any pending or concluded legal cases brought against us or our employees.

COMMUNITY INVESTMENT

The Group is committed to fulfilling its corporate social responsibility to the community. Over the years, we have participated in various community investment activities and actively contributed to the community.

We did not participate in any community and charity activities during the Reporting Period due to the impact of the COVID-19 pandemic. Nonetheless, we are committed to safeguarding the healthy development of the local community by remaining vigilant and following the government's recommendations for pandemic prevention. We also took necessary and appropriate actions to ensure the safety of our employees and reduce the burden on medical services.

Furthermore, we encourage our employees to make an impact in the community by participating in volunteer services, such as donating blood for those in need.

Looking ahead, we will continue to understand needs of the community, in order to provide assistance to those in need.

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