



OURGAME INTERNATIONAL HOLDINGS LIMITED

聯眾國際控股有限公司

STOCK CODE 股份代碼: 06899

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環境、社會和管治報告 2021  
Environmental, Social and Governance Report



# Environmental, Social and Governance Report

## 環境、社會及管治報告

### ABOUT THIS REPORT

This is Ourgame International Holdings Limited's (the "Company", "Ourgame" or "We", and together with its subsidiaries, the "Group") (Stock code: 06899) sixth annual Environmental, Social and Governance (ESG) report. This report sets out how the Group complies with the "comply or explain" provisions under the Environmental, Social and Governance Reporting Guide in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Listing Rules") in respect of our operations and activities for the year ended 31 December 2021.

The Group strives to be a global leader in mind sports by continuously innovating and optimizing its business model, developing and operating online card and board games, and expanding the eSports business, live broadcast business and other related product chains. In addition to expanding the Group's business, the Group also highly values environmental protection and the rights and interests of its employees, and actively participates in charitable activities to contribute to society.

### The ESG Governance Structure

We are fully aware of the importance of good ESG to the long-term development of our business, especially at a time when the gaming and entertainment environment is becoming more challenging, ESG capabilities are key to seizing opportunities, resisting risks and enhancing business resilience. We will follow the ESG governance requirements of the Stock Exchange to continuously improve our ESG governance framework and enhance our governance standards.

In order to endeavour to achieve the objective of sustainability development, the Group has established the Working Group (the "ESG Working Group") during the reporting period so as to coordinate different departments and enhance their mutual co-operations for ensuring consistent work performance. The ESG Working Group comprises core members from General Management Department, Finance Department and Legal Department, and is responsible for collecting relevant information on our ESG aspects for the preparation of the ESG Report. The ESG Working Group reports to the board of directors of the Company (the "Board"), assists in identifying and assessing the Group's ESG risks, and assesses the effectiveness of the Group's ESG internal control mechanism.

### 關於本報告

本報告為聯眾國際控股有限公司(「本公司」、「聯眾」或「我們」, 連同其附屬公司統稱為「本集團」; 股份代碼: 06899) 出具的第六份年度環境、社會及管治報告。本報告載列本集團於截至二零二一年十二月三十一日止年度在營運及業務活動方面遵守香港聯合交易所有限公司證券上市規則(「上市規則」)附錄27「環境、社會及管治報告指引」項下「不遵守就解釋」原則的情況。

本集團透過不斷推陳出新及改善業務模式、開發和運營在線棋牌遊戲、擴展電子競技業務、直播業務以及其他相關產業鏈, 矢志成為全球領先的智力運動產業企業。本集團不僅致力開拓業務, 在環保和僱員權益保障方面亦不遺餘力, 並積極投入公益活動以回饋社會。

### ESG管治結構

我們充分認識ESG管治對企業長期發展的重要性, 特別是在遊戲娛樂環境挑戰性增強的當下, ESG管治能力成了把握機遇、抵禦風險、增強業務韌性的關鍵。我們將緊隨聯交所就ESG管治要求, 不斷完善ESG管治架構及提升管治水平。

為努力實現可持續發展的目標, 本集團於報告期內成立了ESG工作小組(「ESG工作小組」), 以協調不同部門, 加強相互合作, 確保工作表現一致。ESG工作小組由綜合管理部、財務部及法務部成員組成, 負責收集環境、社會及管治方面的相關信息, 以編製環境、社會及管治報告。ESG工作小組向本公司董事會(「董事會」)匯報工作, 協助識別和評估本集團的環境、社會及管治風險, 及評估本集團環境、社會及管治內部監控機制的有效性。

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告(續)

The Board has overall responsibility for the Group's ESG strategy and reporting. The Board is responsible for evaluating and determining the Group's ESG-related risks and ensuring that appropriate and effective ESG risk management and internal control systems are in place.

董事會全面負責本集團的環境、社會及管治策略及報告。董事會負責評估及釐定本集團的環境、社會及管治相關風險，並確保設立適當及有效的環境、社會及管治風險管理及內部監控系統。

### Reporting Basis

The information and data cited in this report come from our official documents, statistical reports, internal statistics and relevant public materials. During its preparation, the Group adheres to the reporting principles of materiality, quantitative, balance and consistency by:

### 報告基準

本報告所引用的信息與數據來自本公司的正式文件、統計報告、內部統計數據及相關公開資料。於編製過程中，本集團遵循重要性、量化、平衡及一致性的報告原則：

**Materiality:** Identifying material issues through stakeholder engagement and making key disclosures about these issues.

**重要性：** 通過持份者參與識別重大問題並對該等問題進行關鍵披露。

**Quantitative:** Presenting information in a quantitative way, where feasible.

**量化：** 在可行的情況下，以量化的方式呈報資料。

**Balance:** Reporting information in an objective and unbiased manner to ensure it reflects both the achievements and the challenges faced by the Group.

**平衡：** 以客觀和公正的方式報告信息，以確保其反映本集團的成就及面臨的挑戰。

**Consistency:** Using consistent measurement methods to enable meaningful comparisons of the Group's ESG performance.

**一致性：** 使用一致的測量方法對本集團的環境、社會及管治表現進行有意義的比較。

# Environmental, Social and Governance Report (Continued)

## 環境、社會及管治報告(續)

### Stakeholder Engagement

We attach great importance to the management of stakeholder relations and continue to improve the communication mechanism with stakeholders such as government, investors, shareholders, customers, suppliers and employees to understand their expectations and suggestions in a timely manner, and as a basis to continuously improve our sustainable development strategies and plans, so as to build a solid partnership with all stakeholders and jointly promote the coordinated and sustainable development of economy, environment and society. The Group has sorted out and responded to the expectations and requirements of various stakeholders as follows:

### 利益相關方交流

我們高度重視利益相關方關係管理，持續完善與政府、投資者、股東、客戶、供應商、員工等利益相關方的溝通機制，及時了解他們的期望和建議，並以此為依據不斷完善可持續發展戰略與規劃，務求築牢與各利益相關方的合作關係，共同推進經濟、環境、社會的協調可持續發展。本集團對各利益相關方期望和要求的梳理及響應如下：

Stakeholder 利益相關方	Expectation 期望	Engagement channel 參與渠道	Measures 措施
Government 政府	<ul style="list-style-type: none"> <li>- Abide by laws and regulations 遵守法律及法規</li> <li>- Fulfil duty to pay tax 履行納稅義務</li> <li>- Promote regional economic development and employment 促進地區經濟發展及就業</li> </ul>	<ul style="list-style-type: none"> <li>- On-site inspections and checks 實地視察及檢查</li> <li>- Company's website 公司網站</li> </ul>	<ul style="list-style-type: none"> <li>- Operated, managed and paid taxes according to laws and regulations, strengthened safety management 依法及循規例經營、管理並繳稅、加強安全管理</li> <li>- Accepted the government's supervision, inspection and evaluation 接受政府的監督、檢查及評估</li> </ul>
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> <li>- Provide high transparency for information disclosure 提供高透明度的信息披露</li> <li>- Protect shareholder's rights and interests 保障股東權利及利益</li> </ul>	<ul style="list-style-type: none"> <li>- Annual general meeting and other shareholder meetings 股東週年大會及其他股東大會</li> <li>- Annual report, interim report and announcements 年報、中期報告及公告</li> <li>- Company's website 公司網站</li> </ul>	<ul style="list-style-type: none"> <li>- Issued notices of general meeting and proposed resolutions according to regulations 按規例發佈股東大會通告及提呈決議案</li> <li>- Disclosed Company's information by publishing annual reports, interim reports and announcements 透過刊發年報、中期報告及公告披露本公司資料</li> <li>- Disclosed company contact details on website and in reports and ensured all communication channels available and effective 在網站及報告中披露公司聯絡資料，並確保各種溝通渠道可用有效</li> </ul>

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告(續)

Stakeholder 利益相關方	Expectation 期望	Engagement channel 參與渠道	Measures 措施
Employees 僱員	<ul style="list-style-type: none"> <li>- Education and training 教育及培訓</li> <li>- Career development opportunities 事業發展機會</li> <li>- Health and safety working environment 健康與安全工作環境</li> <li>- Safeguard the rights and interests of employees 保障僱員權利及利益</li> </ul>	<ul style="list-style-type: none"> <li>- Employee communication 僱員溝通</li> <li>- Training, seminars and briefing sessions 培訓、研討會及簡介會</li> <li>- Intranet and emails 內聯網及電郵</li> </ul>	<ul style="list-style-type: none"> <li>- Provided a healthy and safe working conditions and environment 提供健康與安全的工作條件及環境</li> <li>- Provided training to employee 為僱員提供培訓</li> <li>- Provided attractive remuneration packages 提供有吸引力的薪酬待遇</li> </ul>
Customers 客戶	<ul style="list-style-type: none"> <li>- Provide safe, high-quality products 提供安全和優質的產品</li> <li>- Stable relationship 穩定關係</li> </ul>	<ul style="list-style-type: none"> <li>- Website, brochures and annual report 網站、宣傳冊及年報</li> <li>- Email and customer service hotline 電郵及客戶服務熱線</li> </ul>	<ul style="list-style-type: none"> <li>- Provided prompt quality products 及時提供優質的產品</li> </ul>
Suppliers 供應商	<ul style="list-style-type: none"> <li>- Honest cooperation 坦誠合作</li> <li>- Strong relationship 穩固的關係</li> </ul>	<ul style="list-style-type: none"> <li>- Supplier review and assessment 供應商審核及評估</li> <li>- Regular meeting 定期會議</li> </ul>	<ul style="list-style-type: none"> <li>- Performed contracts according to agreements 根據協議履行合約</li> <li>- Enhanced daily communication, and established long-term cooperation with quality suppliers and contractors 加強日常交流、與優質供應商及承包商建立長期合作關係</li> </ul>

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告(續)

Stakeholder 利益相關方	Expectation 期望	Engagement channel 參與渠道	Measures 措施
Public and communities 公眾及社區	<ul style="list-style-type: none"> <li>- Discharge social responsibilities 履行社會責任</li> <li>- Community involvement 社區參與</li> </ul>	<ul style="list-style-type: none"> <li>- Charity and social investment 慈善及社會投資</li> <li>- Annual report 年報</li> <li>- Donation 捐贈</li> </ul>	<ul style="list-style-type: none"> <li>- Carried our charitable activities 進行公益活動</li> <li>- Provided volunteer service, kept communication channels open between the Company and the communities 提供義工服務，保持本公司與社區的溝通渠道暢通</li> </ul>

## ENVIRONMENTAL PROTECTION

### Emissions Reduction

The Group's daily operation does not involve the emission of flue gas and greenhouse gas, discharge of hazardous and non-hazardous waste into water sources and land. Since the Group is mainly engaged in the online gaming business and live broadcast business, solid packaging materials are not necessary. Nonetheless, we are devoted to environmental protection. For example, we substitute business travels by using remote telephone conferencing as much as possible in order to reduce traffic emissions. Employees are also advised to take short business trips by train. However, if it is inevitable to travel by airplane, measures would be taken to minimize the impact on the environment. For instance, employees are encouraged to take shuttle buses provided by hotels or airports, subway and other public transport to reduce emissions.

During the year ended 31 December 2021, the total land transportation expenses were RMB243,146.43, all of which were business land travel by employees, and the total distance travelled was approximately 72,320.91 kilometers. The resultant NO<sub>x</sub> emissions were approximately 42,669.34 grams, SO<sub>x</sub> emissions were approximately 26.58 grams, and PM emissions were approximately 4,088.54 grams. For business travel by both land and air, the Group generated a total of 35,337.65 kilograms of CO<sub>2</sub> emissions, 35.06 kilograms of CH<sub>4</sub> and about 619.34 kilograms of N<sub>2</sub>O emissions. The HFC and PFC emissions for refrigeration and air-conditioning of our office building were 0 kilogram.

## 環境保護

### 減少排放

本集團的日常業務過程並無排放廢氣及溫室氣體、向水源及土地排污或產生有害及無害廢棄物。由於本集團主要從事線上遊戲業務及直播業務，故毋須使用實體包裝物料。然而，我們已致力保護環境，例如盡可能以視像電話取代商務差旅，以減少交通排廢。我們亦建議員工短途出差時搭乘火車；若必須搭乘飛機，我們也盡量採取措施，將對環境的影響降至最低，例如鼓勵員工搭乘酒店或機場的穿梭巴士、地鐵以及其他公共交通以減少廢氣排放。

於截至二零二一年十二月三十一日止年度，我們的陸路交通費用共計人民幣243,146.43元，均為僱員用於公幹時產生的陸路費用，總行駛距離約為72,320.91公里，由此產生的氮氧化物(NO<sub>x</sub>)排放量約為42,669.34克，硫氧化物(SO<sub>x</sub>)排放量約為26.58克，顆粒物(PM)排放量約為4,088.54克。本集團因差旅用車及搭乘飛機所產生的二氧化碳(CO<sub>2</sub>)排放總量為35,337.65千克、甲烷(CH<sub>4</sub>)排放總量為35.06千克、氧化亞氮(N<sub>2</sub>O)排放總量約為619.34千克；辦公大樓內冷凍空調設備所產生的氫氟碳化物(HFC)及全氟化碳(PFC)排放總量則為0千克。

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告(續)

During the year ended 31 December 2021, we used 333,863 kilowatt-hours of electricity and generated 159,586.51 kilograms of CO<sub>2</sub> emissions. With regard to other indirect greenhouse gas emissions, the Group consumed 1,238.19 kilograms of office paper and the CO<sub>2</sub> emissions from paper waste disposed at landfills were 5,943.31 kilograms. The Group consumed 1.5 tons of drinking water and the electricity used for processing such fresh water by the manufacturer has caused 1.05 kilograms of CO<sub>2</sub> emissions. As there was no charge for the domestic water used in the office building, we cannot provide the corresponding information. The total amount of CO<sub>2</sub> emissions generated by employees traveling by plane was about 16,904.26 kilograms. The Group generated approximately 29.06 tons of non-hazardous waste during the year ended 31 December 2021. Each employee in Beijing is provided with a small trash can and there were a total of 47 small trash cans in the USA office buildings. The density of non-hazardous waste was about 3.13 tons.

### Use of Resources

The Group has always complied with the provisions of the Environmental Protection Law of the PRC and the Listing Rules. In view of the scarcity of resources, the Group advocates policies on the efficient use of resources on its own initiative, such as storing data electronically, using e-mails for work and discouraging employees to print. Moreover, we have set up several recycling bins in our office to collect waste paper and electronic waste. During our procurement process, the Group gives priority to energy-efficient lights and other energy-saving electric appliances to minimize power consumption. Water-saving taps are also used in our washrooms to curb water consumption.

As the Group is mainly engaged in online business, most promotion campaigns are carried out online. Packaging or advertisement materials for such campaigns are therefore not required and no consumption or waste is produced. In respect of offline events engaged by the United States ("US") subsidiaries of the Company, we principally use online advertising for marketing affairs, and prefer cards, chips, tables, chairs or any other materials that are environmentally friendly and can be recycled. We also request that plastic materials should be avoided as much as possible in packaging and transportation to completely eradicate white pollution. Moreover, we motivate participants to fill and sign the forms electronically to significantly curb the consumption of paper, ink and space.

The Group motivates all its employees to participate in resources conservation activities and encourages them to save water, power and paper. The Group reminds its employees to turn off power of their workstations to save electricity when they finish work and on festive days.

於截至二零二一年十二月三十一日止年度，我們用電333,863千瓦時，產生二氧化碳排放總量約為159,586.51千克。就其他間接溫室氣體排放而言，本集團辦公用紙1,238.19千克，棄置到堆填區的廢紙所產生的二氧化碳當量排放為5,943.31千克；本集團消耗飲用水1.5噸，而生產商就處理有關食水而耗用電力所產生的二氧化碳當量排放為1.05千克。由於辦公大樓未就生活用水收費，故無法提供相關資料。僱員乘坐飛機出外公幹所產生的二氧化碳排放總量約為16,904.26千克。本集團於截至二零二一年十二月三十一日止年度所產生的無害廢棄物約為29.06噸，北京每個員工均配備一個小型垃圾桶，美國辦公樓共有47個小型垃圾桶。無害廢棄物的密度約為3.13噸。

### 資源運用

本集團向來謹守中國《環境保護法》及上市規則的規定，並深知資源的珍貴，因此自行推動多項節能方案，例如以電子方式儲存數據，並採用電子郵件辦公，不鼓勵員工打印紙張。此外，我們在辦公室內安設多個回收箱收集廢紙和電子廢料。本集團在採購時會優先考慮選用節能電燈及其他節能型號的電器，盡量降低用電量。我們也於洗手間選用節約型水龍頭，務求減少食水的耗用。

由於本集團主要從事線上業務，大部分宣傳均於線上進行，不會使用包裝或廣告宣傳物料，因此並無造成消耗或產生廢物。就本公司美國附屬公司參與的線下賽事而言，我們主要透過線上廣告進行市場營銷，而棋牌、桌椅或任何其他物料則選用可多次循環使用的環保產品。同時，我們要求在物料包裝及運輸過程中盡量避免使用塑料，以盡力杜絕白色污染。此外，我們鼓勵參與者以電子方式填寫及簽署表格，大大節省紙張、油墨及空間的耗用。

本集團推動全體員工參與節約資源行動，鼓勵彼等節約用水、用電、用紙。於下班及節慶假日，本集團會提醒員工關閉電源以節約用電。

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告(續)

As a result of the concerted efforts of various parties of the Group, the annual power consumption totaled approximately 333,863.00 kilowatt-hours, with an average of approximately 0.43 kilowatt-hour per square meter per employee and approximately 1,854.79 kilowatt-hours<sup>1</sup> per employee annually. The annual water consumption of barreled water for daily drinking was approximately 1.5 ton, with an average water consumption of approximately 0.01 ton<sup>1</sup> per employee annually.

### Environmental and Natural Resources

Since there is no industrial discharge into water, waste gas emission and waste arising from the daily operation of the Group, prior to the listing of Ourgame, the environmental protection authority had confirmed that the Group was not required to make an environmental impact assessment, and our businesses in essence did not change substantially since our listing, i.e. the online related business. Most of our events are held indoors. They last for a short period of time, and the resources used are not significant. No discharge of pollutant is involved and thus there is no material impact on the environment. Nevertheless, we exert ourselves to recycle various materials so as to prolong their service cycles and reduce renewal frequency. Although the transportation of trophies and other articles has little impact on the environment, we have reduced the transportation frequency as much as possible and recycled packing boxes to minimize the environmental impact.

### Climate change

Climate change is among the most pressing global challenges of our time. Acute physical risk can arise from extreme weather conditions such as flooding and storms and chronic physical risk can arise from sustained high temperature, while transition risk may result from the change in environmental-related regulations or change in customer preferences. To minimize life, property and financial losses, precautionary measures on flexible working arrangement have been taken by the Group under different extreme weather scenarios of extreme heat and flooding. Though climate change and above said extreme weather conditions do not directly impose significant threat to the Group's business operations, the effects of global climate change harm the wellbeing and stability of countries and people on earth. However, we will continue to monitor the climate-related risks and implement relevant measures to minimize the potential impact of climate change.

<sup>1</sup> The data is calculated based on the 180 employees as at 31 December 2021

在本集團各方面的共同努力下，全年總用電量約為333,863.00千瓦時，平均每平方米每名僱員的用電量約為0.43千瓦時，每名僱員全年用電量約為1,854.79千瓦時<sup>1</sup>；員工日常飲用的桶裝水全年用水量約為1.5噸，平均每名僱員全年用水量約為0.01噸<sup>1</sup>。

### 環境和自然資源

由於本集團的日常業務並無產生工業廢水、廢氣和廢棄物，聯眾上市前亦已獲環保當局確認我們毋須進行環境影響評估，且上市後，我們的業務形態沒有發生根本性的變化，仍然主要是線上相關業務。我們的賽事多於室內舉辦，屬短期賽事，故所用資源不多。由於不涉及污染物的排放，因此不會對環境造成重大影響。然而，我們也盡力循環再用各類用品，盡量延長其使用週期，降低更換頻率。雖然運輸獎盃和其他物品會對環境的影響不大，但我們亦盡量減少運輸頻率，並重用包裝盒，以將對環境的損害減至最低。

### 氣候變化

氣候變化是我們這個時代最緊迫的全球挑戰之一。嚴重物理風險可能來自洪水及暴風雨等極端天氣情況，長期物理風險可能來自持續高溫，而過渡風險則可能來自環境相關法規變動或客戶偏好變化。為盡量減少生命、財產及財務損失，本集團已就高溫及洪水等各種極端天氣情況採取靈活工作安排的預防措施。儘管氣候變化及上述極端天氣狀況並未直接對本集團的業務運營構成重大威脅，但全球氣候變化的影響損害了各個國家及人民的福祉與穩定。然而，我們將繼續監測與氣候相關的風險並實施相關措施，將氣候變化的潛在影響降至最低。

<sup>1</sup> 該數據按截至二零二一年十二月三十一日有180名員工計算得出。



# Environmental, Social and Governance Report (Continued)

環境、社會及管治報告(續)

## SOCIETY

### Employment and Labour Practices

#### Rights and Interests of Employees

The Group values the rights and interests and the needs of each employee, and strictly observes the provisions of applicable employment laws in different jurisdictions, such as the Labour Contract Law of the PRC, the Social Insurance Law of the PRC, the Labour law of the PRC for our PRC subsidiaries, and relevant employment laws both federally and state-wide in the US for our US subsidiaries. The Group has also adopted relevant employee handbooks which clearly set out the policies on working hours, compensation for overtime and business trips. The Group advocates an eight-hour shift and formulates flexible working hours to enable employees to control their work schedules. Meanwhile, our eSports business is an extremely creative and unique business which requires some of our employees to work schedules and shifts which do not fit the typical work day.

In terms of recruitment, we adhere to the principles of fairness and equality and hire people based on their talents. In principle, employees recruited and hired are not allowed to work in the same department as their lineal relatives. Recruitment of employees dismissed from the corporate headquarters, other subsidiaries and offices shall be subject to special approval. In addition, we have set up a sound promotion and assessment system to encourage fair competition, and also introduced a comprehensive promotion and demotion system. Promotion opportunities are available to all employees, provided that they work hard and deliver outstanding performance. We regularly evaluate our employees with key performance indicators and objectives management to adjust their remuneration and positions, to provide coaching and training, and to take other measures including rewards and punishments.

In addition, we put great emphasis on the welfare of female employees. During their pregnancy, female employees are entitled to holidays and welfare as prescribed by legislations. We advocate breast-feeding by setting up a wellness room in the office.

We dismiss employees legally and reasonably, and strictly follow the provisions in respect of laws and regulations, including the Labour Law of the PRC and applicable employment laws in the US, and take the employee handbooks and relevant rules and regulations of the Group as the specific operating guidelines, so as to earnestly safeguard our employees' interests and prevent any illegal, unfair and discriminatory situation in this regard.

## 社會

### 僱傭和勞工慣例

#### 僱員權益

本集團重視每名僱員的權益及需要，嚴加遵守不同司法地區的適用勞工法例條文，例如適用於我們的中國附屬公司的中國《勞動合同法》、中國《社會保險法》、中國《勞動法》和適用於我們的美國附屬公司的美國聯邦及州規定的相關勞工法律。本集團同時制定員工手冊，清楚列明員工的工作時間、加班及出差補償等政策。本集團提倡八小時工作制，並制定彈性工作時間，讓員工自主掌握工作時間。同時，因我們電競業務是創新和獨特的業務，有一些員工的工作時間和班次不適用典型的工作日。

在招聘方面，我們依循公正、公平的原則，唯才是用。我們原則上不允許獲聘用及錄用的員工與其直系親屬於同一部門工作。重新聘用公司總部、其他附屬公司、辦事處已經辭退的僱員亦須經特殊審批。同時，我們也制定一套完善的晉升及考核機制，鼓勵公平競爭，推行能上能下的職位升降體制。每位努力工作且表現出色的僱員均有機會晉升。我們定期通過關鍵績效考核指標及目標管理對員工進行評核，作出薪酬及職位調整、培訓輔導和各項賞罰等措施。

此外，我們高度重視女性僱員的福利，女性僱員懷孕期間享有法例規定的假期和福利。我們提倡母乳餵哺，並在辦公室設立健康室。

我們辭退僱員合法、合理並嚴格遵守中國《勞動法》和其他美國相關勞工法律法規，以員工手冊以及本集團相關規例為具體操作準則，以切實維護僱員利益，避免就此出現任何違法、不公及歧視情況。

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告(續)

The Group is committed to facilitating a harmonious relationship among its employees and fostering a pleasant working environment. In our Beijing office in the PRC, each department regularly organizes their own activities such as departmental trips, dinners and birthday parties as appropriate.

As at 31 December 2021, the Group has a total of 180 employees, with a male-to-female ratio of approximately 2:1. Due to the particularities of the industry, most of our employees tend to be in their young adulthood. However, the Group thinks highly of employee diversity and avoids discrimination and unfairness in any aspects, including age and location. Around 55% of our employees work in Beijing, with the rest in the US primarily. We attach importance to communications with our employees. Apart from personalized mailbox and Dingding accounts, there are systems in place to allow one-on-one communication between employees and the Chief Executive Officer, communication between employees and their line managers, and communication channels including all-staff town hall meetings.

In addition, we have established a staff and workers union (the “**Union**”) to improve communication with our employees in our Beijing office. Moreover, during traditional festivals in China such as the Dragon Boat Festival and the Mid-autumn Festival, the Union also offers holiday welfare and gives out shopping cards. Besides, the Union holds health-related activities from time to time, such as oral health salon to promote our employees’ health. Certain employees in our US subsidiaries are part of the International Alliance of Theatrical Stage Employees Local 700 Union, which offers certain benefits such as collective bargaining, health, coverage and pensions. Our US subsidiaries also offer comprehensive health and dental insurance to employees, as well as a 401(k) investment plan into which employees can invest pre-tax dollars.

### Health and Safety

The Group complies with the Production Safety Law of the PRC, the Fire Protection Law of the PRC and applicable laws and regulations in the US, and has established a system of responsibility for production safety and relevant assessment mechanism. The safety standards of our PRC subsidiaries and US subsidiaries are in full compliance with stipulations of the PRC and the US, respectively. In relation to security, all employees must wear staff cards in the office, and shall swipe their cards to verify their identity when entering and leaving the office. Full-time security staff is on duty 24 hours for the office building. We also place fire extinguishers throughout the office, have a non-smoking area (smoking is prohibited at the Beijing office) and conduct fire safety inspection on a regular basis. Clear signs for fire exits are set up in the office.

本集團致力促進僱員之間的和諧友好關係，培養和諧的工作環境。在中國北京辦公室，各部門會根據各自的情況定期組織部門旅行、聚餐、生日慶祝會等。

截至二零二一年十二月三十一日，本集團共有180名員工，男女比例約2:1。鑒於行業特殊性質，僱員大部分屬初步步入成年一輩，但本集團重視員工多樣化，避免在年齡、地域等任何層面上出現歧視或不公。本集團約有55%的僱員在北京工作，其餘僱員主要在美國。我們重視與僱員的溝通，除個性化郵箱及釘釘帳戶外，亦設有僱員與行政總裁可進行單對單溝通、僱員與直屬經理溝通的制度，以及僱員全民大會等溝通渠道。

此外，我們已在北京辦公室設立職工工會（「工會」），以加強與僱員的溝通。此外，在端午節、中秋節等中國傳統節日期間，工會也會向員工提供節日福利及發放購物卡。此外，工會不時舉辦保健活動，例如口腔護理環節等，以促進僱員的健康。我們美國子公司的某些員工是國際舞臺員工聯盟的成員，該聯盟提供某些福利，如集體談判、醫療、保險和養老金。我們美國附屬公司還為其員工提供全面的健康和牙科保險，以及一個401(k)投資計劃，通過該計劃員工可以投資稅前美元。

### 健康及安全

本集團遵守中國《安全生產法》、中國《消防法》及其他美國相關的法律法規，並已制定安全生產責任制度和相關的評核機制。我們的中國附屬公司和美國附屬公司的安全標準完全符合中國和美國的規定。在保安方面，所有僱員在辦公室內必須佩戴員工證，出入本公司均須刷卡核實身分。辦公大樓有專職保安24小時值班。我們同時放置滅火器，設置禁煙區（北京辦公室內全面禁煙區），並定期進行消防安全檢查，在辦公室設置清晰的走火通道指引。

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告(續)

The security company personnel monitor the Company's eSports venues to safeguard our employees and customers. Once a hidden danger is identified, we will contact the responsible party to look into the matter at the first opportunity and to inform our employees and participants. The activity shall not kick off until the hidden danger is eliminated.

We carry out safety educational promotion campaign and training for employees on a regular basis, including safety training. Computer equipment and devices of employees, such as the screens, are branded products purchased by the Company in bulk. In case of any damage, the person responsible for the equipment will act in conjunction with the administrative department to fix or replace the equipment in question and thus to ensure its safety and availability. We occasionally organize training activities relating to employees' physical and psychological health. For example, dentists are invited to provide our employees with relevant inspections and training so as to strengthen their safety and health awareness. Harassment training is provided to staff in the US subsidiaries as required by the applicable labor laws in the US.

We have also formulated a sound contingency system in response to emergencies and established a leading group for emergency rescue as a preventive measure. In case of any accident at work, employees can report to their managers and the human resources department immediately, and the person in charge shall take the necessary actions as appropriate. On holidays and festival days, the Company will publish the contact details of the emergency contact. In addition, the Group will conduct emergency exercises on a regular basis.

### Development and Training

The Group advocates lifelong learning and continuously provides employees with self-improvement opportunities. We have business and legal training from time to time with various staff, and training for employees will be included in their attendance to encourage active involvement.

In 2021, we did not offer any grants to our employees for their long-term external training, but paid training expenses for their short-term external training and offered subsidies for accommodation, meals and travelling expenses.

### Labour Standards

The Group complies strictly with the provisions of the Labour Law of the PRC, the Labour Contract Law of the PRC, the Social Insurance Law of the PRC and applicable labour laws and regulations both federally and state-wide in the US, and carefully studies the information, identity and age of new recruits at the time the employee reports to duty to completely eradicate child labour.

保安公司人員負責監控本公司的電子競技場館，以保障員工及顧客的安全。一旦發現隱患，將第一時間聯繫隱患問題負責方進行查核，並通知員工及活動參與者，在確保隱患問題已得到妥善解決後方會開辦活動。

我們更會定期為員工進行安全推廣教育活動及培訓，包括安全培訓等。僱員的電腦設備（如屏幕），一律為本公司統一採購的品牌產品。如有損壞，設備負責人會配合行政部盡快進行維修或更換，確保該設備安全可用。我們也會不定期舉辦有關僱員身心健康的培訓活動，例如邀請牙醫為僱員提供相關檢查及培訓，提升安全健康意識。根據美國相關勞動法的要求，為美國附屬公司的員工提供性騷擾培訓。

我們已同時制定一套完善的突發意外應變制度，並成立應急救援領導小組，防患於未然。工作期間一旦發生意外，僱員可第一時間向經理和人力資源部匯報情況，由負責人員視情況採取必要措施。節慶假期期間，本公司會公佈緊急連絡人的聯繫方式。此外，本集團會定期舉行應急演習。

### 發展及培訓

本集團提倡終身學習，不斷為員工提供增值機會。我們針對不同的員工不定期的進行業務和法律培訓，員工的培訓亦會計入考勤，以鼓勵員工積極參與。

於二零二一年，我們未有資助員工在外進行長期培訓，但有為員工參與的外部短期培訓支付培訓費用並提供住宿、膳食及交通津貼。

### 勞工標準

本集團嚴格遵守中國《勞動法》、中國《勞動合同法》、中國《社會保險法》及其他美國聯邦及州規定的相關勞工法律法規，並在員工入職時詳細審閱其資料、身份和年齡，以杜絕童工。

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告(續)

Moreover, the employee handbooks clearly set out restrictions and provisions with respect to forced labour. In case forced labour occurs, employees have the right to file complaints to the Company. In addition, we provide our employees with relevant training resources to improve their work efficiency and to reduce or avoid overwork.

此外，我們在員工手冊上，列明對強制勞工的若干管束及規定，倘出現強制勞工的情況，員工有權向本公司提出申訴。此外，我們為僱員提供相關培訓資源，以提高工作效率，減少或避免工作過勞的情況。

## OPERATION MODEL

### Supply Chain Management

Due to its industrial particularities, the supply chain relationship of the Group is relatively simple, and there is no written policy in this regard. However, the Group places high regard on environmental protection and social significance, and selects, on its own initiative, suppliers whose products and services are in compliance with relevant national standards and adopts strict acceptance standards including a preliminary assessment on the impact on the environment and the society imposed by the goods or services provided by the suppliers. If a supplier is found to be in violation of the standards, we will not sign a contract with them and decide whether or not to report such conduct, as the case may be. Under our strict supervision, no risk has been identified in our supply chain.

## 營運模式

### 供應鏈管理

鑒於行業特殊性質，本集團的供應鏈關係相對簡單，因此並無就此制定成文政策，惟本集團一向重視環保和社會影響，主動選擇產品及服務符合國家相關標準的供應商，並採取嚴格的採納標準，包括對供應商提供的貨品或服務對環境和社會造成的影響進行初步評估。倘若發現供應商違規，我們將不會與其訂立合約，並會視情況決定是否對其行為作出舉報。在我們嚴格監管下，並無於供應鏈發現任何風險。

As at 31 December 2021, the approximate number of suppliers by country is as follows:

於二零二一年十二月三十一日，按國家劃分的供應商概約數目如下：

Location	地點	No. 數目
PRC	中國	76
Outside the PRC	中國境外	234
Total	總計	310

### Product Responsibility

For the online games in the PRC, our PRC subsidiaries posted the Healthy Gaming Advice on their official websites, their web games and mobile games, and implemented the "Project for Parental Monitoring of Minors in Ourgame". We have also set up a link to the security center to provide users with account security services including password protection. In addition, we have put into effect an anti-addiction system on online games by which various anti-addiction measures are implemented to protect the mental health of our users. If there are complaints that users become addicted to our products, we will take relevant actions to strengthen the operation of the anti-addiction system. Furthermore, we have maintained a list of shielded words to regulate the healthy development of game products in accordance with the constitution and other laws and regulations.

### 產品責任

針對中國線上遊戲業務，我們的中國附屬公司在其官方網站、網上遊戲、手機遊戲等界面均標示《健康遊戲忠告》，並實施「聯眾遊戲家長監護工程」，設置安全中心鏈接，為用戶提供密碼保護等賬戶安全服務，同時實施遊戲防沉迷系統，以各種遊戲防沉迷措施保障用戶的精神健康。倘接獲有關用戶沉迷產品的投訴，我們將採取相應行動加強防止沉迷遊戲系統的操作。此外，我們依據憲法及其他法律法規，實施遊戲屏蔽字庫，以規管遊戲產品的健康發展。

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告(續)

With respect to our eSports, we strictly comply with various laws and regulations governing product responsibility, such as gaming ratings boards for video game play. We also use 800-GAMBLER helpline for gambling addiction as needed by our business partners. Moreover, our US subsidiaries comply with video game age requirements at eSports tournaments and applicable privacy laws. Relevant departments of the Group will also supervise the promotion contents and labels used in games and events. Any non-compliance, once identified, will be followed up and rectified immediately.

If any advertisement is involved, we will strictly select advertisers in compliance with the Advertisement Law of the PRC and applicable advertising laws and regulations in the US, including the FTC regulations, and manage and control the risks over the content and form of the advertisement to assume corresponding social responsibilities and be responsible for users. And for our US subsidiaries, the use of legal disclaimers in advertisements were applied in accordance with applicable US laws.

### Anti-corruption

To prevent unlawful and rule-breaking acts including bribery, extortion, fraud and money-laundering from happening, our PRC subsidiaries formulated and implemented various anti-fraud and anti-corruption systems, including the Anti-fraud System, the Commitment Letter of Integrity on Business Procurement and the Outline of Moral Operation Regulations. All of these documents are published on the intranet of the Company. We have also established a sound reporting mechanism and corruption reporting approaches which are well implemented. No corruption issue has been identified among employees as at the date of this report. Moreover, the anti-corruption rules also set out in the employee handbook.

As a publicly listed US company, our US subsidiary, Allied Esports Entertainment, Inc. (NASDAQ: AESE), has many checks and balances in place, ranging from financial controls and contract execution management systems to maximum value gift receipt policies, and has a Code of Business Conduct & Ethics Policy which allows for anonymous whistleblower reports to be made in regard to any unlawful or rule-breaking acts.

### Community Investment

The policy objective of the Group in contributing to society is to create effective and lasting benefits for the communities where the Group operates its business and for the disadvantaged. The Group is committed to supporting long-term investment in communities through corporate charitable activities and by encouraging its employees to participate in charity activities.

就我們的電競而言，我們嚴格遵守有關產品責任的各項法律法規，如視頻遊戲的遊戲評審等。根據合作夥伴的需求，我們還使用800-GAMBLER服務熱線來幫助他們戒賭。此外，我們的美國附屬公司在電子競技比賽中遵守電子遊戲年齡要求，並遵守隱私法規。本集團的相關部門亦會對遊戲及大賽的宣傳內容和所使用的標籤進行監察，倘發現不符合法律規定的情況，將馬上跟進及處理。

如涉及廣告行為，我們將遵守中國《廣告法》和聯邦貿易委員會條例等美國廣告法律法規的相關規定，對廣告商進行嚴格篩選，並對廣告內容及形式進行風險管控，以承擔相應的社會責任，對用戶負責。對於我們的美國附屬公司，在廣告中使用法律免責聲明是根據適用的美國法律實施的。

### 反貪腐

為防止賄賂、勒索、欺詐及洗黑錢等違法違規的行為，我們的中國附屬公司已制定和實施各項反舞弊和反貪腐制度，包括《反舞弊制度》、《商務採購廉潔承諾函》及《道德經營規範綱要》，該等制度文件均刊登於本公司內聯網。我們設有完善的申報機制和貪腐舉報途徑，其實施情況良好，於本報告日期，概無發現僱員貪腐問題。此外，員工手冊中亦有反貪腐規則。

我們美國附屬公司Allied Esports Entertainment, Inc. (納斯達克：AESE)，作為公眾上市的美國公司，從財務控制和契約執行管理系統到最大價值禮物的接收政策等存在很多制衡，並有一個商業行為和道德政策，允許匿名檢舉者舉報任何違法或違規行為。

### 社區投資

本集團貢獻社會的政策目標是為本集團經營業務所在的社區及弱勢社群締造有效及持久的效益。本集團致力透過企業慈善活動及鼓勵僱員參與公益活動，支持長遠的社區投資。

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告(續)

Since launching the Sports Care Fund in collaboration with the Chinese Red Cross Foundation in January 2008, the Group has spared no effort in providing financial aid to the physical education developments of middle and primary schools in remote mountainous areas. The special salvation fund has developed continuously throughout the years, and was officially separated from the Chinese Red Cross Foundation and has been operated by Ourgame independently since July 2011.

In 2021, AESE provided a sponsorship which worths US\$12,000 to an organization called 1000 Dreams Fund Broadcastthe Academy, an organization that supports women in gaming and content creation.

The Group will continuously provide employees with cultural, educational and health-related information, organize sports activities, focus on the rights and interests of female employees and offer holiday welfare. The Group will also support charity activities relating to the rights and interests of employees, education, environment, health, culture and sports in communities where the union is located by way of paying membership dues.

本集團自於二零零八年一月與中國紅十字基金會聯合發起成立《體育關愛基金》以來，一直在資助偏遠山區中小學校的體育教育發展不遺餘力。該專項救助基金經多年發展逐漸成熟，自二零一一年七月起正式脫離中國紅十字基金會，並由聯眾獨力營運。

於2021年，AESE向一個以遊戲和內容創作支持女性的組織1000 Dreams Fund Broadcastthe Academy，提供了1.2萬美元的贊助。

本集團將持續為僱員提供文化、教育及健康的相關資訊、舉辦體育活動、關注女性僱員權益並提供節日福利，並通過繳納會費的形式支持工會在其所在社區進行僱員權益、教育、環境、健康、文化、體育等方面的公益活動。

