



a metaverse company

一元宇宙公司

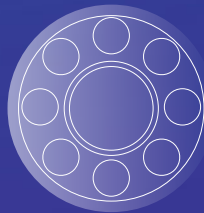
(formerly know as “Starrise Media Holdings Limited 星宏傳媒控股有限公司”)

(Incorporated in the Cayman Islands with limited liability)

(Stock Code:1616)

2021

Environmental,
Social and Governance Report
環境、社會及管治報告



關於本報告 About this Report

報告範圍 Reporting Scope

本報告是一元宇宙公司發佈的環境、社會及管治(以下簡稱「ESG」)報告，重點披露本集團於2021年1月1日至2021年12月31日(以下簡稱「本年度」)內，在公司管治、環境管理及社會責任方面的行動和表現，以滿足利益相關方對本集團的期望和要求。本報告中的ESG相關政策、聲明、資料等內容覆蓋了本集團總部及其附屬公司。其中範圍與此有差異的內容，將會在報告中進行說明。若無特殊說明，本報告所涉及的貨幣均為人民幣。

This is the environmental, social and governance ("ESG") report issued by A Metaverse Company, focusing on the disclosure of the Group's actions and performance in corporate governance, environmental management and social responsibility for the period from January 1, 2021 to December 31, 2021 (the "The Year"), in order to meet the expectations and requirements of stakeholders for the Group. The ESG-related policies, statements and information in this report cover the Group's head office and its subsidiaries. Where the scope of the contents differs from this will be explained in the report. If not specifically stated, the currencies covered in this report are in RMB.

編寫依據 Reporting Guideline

本報告參考香港聯合交易所有限公司(以下簡稱「聯交所」)《香港聯合交易所有限公司證券上市規則》附錄二十七之《環境、社會及管治報告指引》編制。本報告內容是按照一套有系統的程序而釐定的。有關程序包括：識別和排列重要的利益相關方、識別和排列ESG相關重要議題、決定ESG報告的界限、收集相關材料和數據、根據數據編制報告、對報告中的資料進行檢視等。

This report has been prepared in accordance with the "Environmental, Social and Governance Reporting Guidelines" set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Stock Exchange"). The contents of this report have been determined in accordance with a systematic process. The procedures include: identification and ranking of important stakeholders, identification and ranking of important ESG-related issues, determination of ESG reporting boundaries, collection of relevant materials and data, preparation of the report based on the data, review of the information in the report, etc.

相關簡稱 Related Abbreviations

為了方便表述和閱讀，本報告中的「一元宇宙」、「本集團」、「我們」均指代「一元宇宙公司」及其附屬公司。

For ease of presentation and reading, the terms "A Metaverse", "the Group", "We" in this report refer to "A Metaverse Company" and its subsidiaries.

數據源及可靠性保證 Data Source and Reliability Assurance

本報告的資料和案例主要來源於本集團的統計報告及相關文檔。本集團承諾本報告不存在任何虛假記載、誤導性陳述，並對其內容真實性、準確性和完整性負責。

The information and cases in this report are mainly from the Group's statistical reports and related documents. The Group undertakes that this report does not contain any false records or misleading statements and is responsible for the truthfulness, accuracy and completeness of its contents.



報告原則 Reporting Principles

本報告遵循聯交所「環境、社會及管治報告指引」中的彙報原則編制而成：

重要性原則：本報告通過與利益相關方溝通來參與識別當前的重大環境、社會及管治議題，並考慮了本公司的業務性質、營運方式及營運地點。

量化原則：本報告在可行情況下，以量化方式提供關鍵績效指標，並附帶說明，以便讀者評估和驗證本公司環境、社會及管治政策及實踐的績效表現。

平衡原則：本報告以客觀事實為基礎，全面地披露本公司在環境、社會及管治方面的績效表現，避免可能會不恰當影響讀者決策或判斷的表述或呈報格式。

一致性原則：本報告於本年度及後續年度採用一致的披露統計方法，以便讀者對本公司績效作逐年比較。

This report has been prepared in accordance with the reporting principles set out in the Stock Exchange's "Environmental, Social and Governance Reporting Guidelines":

Materiality: this report engages with stakeholders to identify current significant environmental, social and governance issues, taking into account the nature of the Company's business, how it operates and where it operates.

Quantitative: this report provides key performance indicators in quantitative terms, where feasible, with explanations to enable readers to assess and verify the performance of the Company's environmental, social and governance policies and practices.

Balance: This report provides comprehensive disclosure of the Company's environmental, social and governance performance based on objective facts and avoids statements or presentation formats that might inappropriately influence readers' decisions or judgments.

Consistency: this report uses consistent disclosure statistics for the current and successive years to allow readers to compare the Company's performance from year to year.



獲取及回應本報告 Access and Response to This Report

本報告提供繁體中文版和英文版供讀者參閱，基於保護環境的考慮，我們推薦閱讀報告電子版，報告電子版可在聯交所網站一元宇宙公司「財務報表/環境、社會及管治數據」類別內或本集團網站獲取。

This report is available in Traditional Chinese and English. For environmental protection reasons, we recommend reading the electronic version of the report, which is available on the Stock Exchange's website under the "Financial Statements/Environmental, Social and Governance Data" category of A Metaverse or on the Group's website.

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董事長致辭 Message from the Chairman

2021 is a year of opportunity for A Metaverse Company. The Covid-19 pandemic has had a huge impact on the global economy, and this has led to significant changes in people's lifestyle and entertainment habits. As a result of the pandemic prevention measures, many people worked from home, which led to a golden period for the gaming business and stimulated further innovation in gaming models. In addition, new technology has made it possible to link and create virtual worlds that map and interact with the real world. Therefore, the Group acquired Digital Lightyear Technology Co., Limited this year to provide cloud gaming, software development and technology consulting services.

In addition, we are also facing the impact of extreme weather caused by climate change, with different environmental challenges around the world, and countries are rethinking new strategies to face global risks. In this era of tightly connected networks, no one can stay out of the loop.

2021 is also a key year to review whether a company can operate sustainably. The pandemic has caused us to rethink the balanced development of Environmental, Social and Governance ("ESG"). In terms of value chain and risk management, we are committed to implementing partnerships, strengthening intellectual property management, increasing product coverage, and tackling the treacherous and ever-changing external challenges with our enterprise risk management capabilities. The Group always upholds the core concept of sustainable development and attaches great importance to the resilient and balanced development of ESG in its operation process, and is committed to growing together with stakeholders with a sound and stable corporate image.

We believe that it is a wise and necessary development strategy to integrate the ESG management philosophy into our business operations, especially in the production of content for film, television and cloud games, to bring the right values to society. This is beneficial to the overall effectiveness of the Group in the short and long term. Therefore, our goal is to continue to create more value for our shareholders, customers and communities through our commitment to excellence in product and service quality, constant attention to employee health and safety and career development, and full fulfillment of ESG by building software and platforms with a metaverse of digital identity through technology.

Chairman of A Metaverse Company
Liu Dong

2021年對於一元宇宙是充滿機遇的一年。新型冠狀病毒疫情對全球經濟也產生了巨大的影響，隨之而來民眾的生活和娛樂習慣也有了很大的改變。由於實行防疫措施，很多民眾居家上班，促使了遊戲業務也因而迎來黃金時期，刺激遊戲模式進一步創新。此外，新科技讓鏈接與創造與現實世界映射與交互的虛擬世界變得現實。因此本集團本年度收購數字光年科技有限公司，提供雲遊戲、軟件開發和技術諮詢服務的業務。

此外大家也正面對氣候變遷導致的極端天氣衝擊，各地承受不同的環境挑戰，各國也重新思考面對全球風險的新策略，在這網絡連結緊密的時代，沒有人可以置身事外。

2021年也是檢視一家企業是否能可持續經營的關鍵，因為疫情，讓大家重新省思環境、社會及公司治理（“ESG”）的平衡發展，在面對全球ESG的關鍵議題上，一元宇宙穩健經營，關注人才結構與多元競爭力議題，把我們影視製作的能力擴大到雲遊戲，創造新的數字空間；在價值鏈與風控管理上，堅定落實夥伴關係，強化知識產權管理，增加產品覆蓋面，並以企業風險管理能力面對詭譎多變的外界挑戰。集團始終秉持可持續發展的核心理念，在營運過程中十分重視ESG的韌性平衡發展，致力於以良好穩健的企業形象攜手利益相關方共同成長。

我們深信，將ESG的管理理念融合於業務營運當中是明智且必須的發展策略，特別在影視和雲遊戲的內容製作，要給社會帶來正確的價值觀。這有利於本集團短期和長期的整體效益。因此，我們的目標是通過對產品質量和服務品質的卓越承諾，對員工健康安全和職業發展的時刻關注以及對ESG的充分履行，通過科技打造具有數字身份的元宇宙的軟件及平台，為股東、客戶和社區持續創造更多價值。

一元宇宙公司董事長
劉東

關於本公司 About A Metaverse

一元宇宙公司為一家香港聯合交易所主板上市公司(股票代碼: 01616),是一家以影視製作及雲遊戲、軟件開發為主要投資方向的公司。一元宇宙專注於以製作和發現影視劇為主的媒體業務,並通過產業鏈上、中、下游業務協同化、規模化運作,將影視傳媒板塊打造成為國內優秀的影視娛樂行業企業。

此外,一元宇宙於本年度積極尋求機遇以多元化發展其業務組合,成功收購數字光年科技公司的全部已發行股份,連同其附屬公司從事雲遊戲、軟件開發、技術諮詢服務和數字內容製作服務,以涉足元宇宙領域。

A Metaverse is a company listed on the Main Board of the Hong Kong Stock Exchange (stock code: 01616), which is mainly invested in film and television production, cloud game and software development. A Metaverse focuses on the production and discovery of film and TV dramas as the main media business, and through the synergistic and large-scale operation of upstream, midstream and downstream businesses in the industry chain, A Metaverse will build the film and media segment into an outstanding domestic film and entertainment industry enterprise.

In addition, A Metaverse actively sought opportunities to diversify its business portfolio during The Year and successfully acquired all the issued shares of Digital Lightyear Technology Co., Limited, which together with its subsidiaries engaged in cloud gaming, software development, technology consulting services and digital content production services, to venture into the metaverse sector.

榮譽獎項 Honors and Awards



2021年4月 — 一元宇宙子公司北京華晟泰通傳媒投資有限公司出品的《西柏坡的警鐘》獲得第28屆北京電視節目交易會(2021春季)中榮獲“京榜劇獻”值得期待重大題材電視劇—頒獎方首都廣播電視節目。

April 2021 - "The Alarm Bell of Xibaipo" produced by Beijing Huasheng Titong Media Investment Co., Ltd, a subsidiary of A Metaverse, was awarded the "Beijing Top Drama Offer" in the 28th Beijing TV Program Fair (Spring 2021) for the drama series with major themes worthy of anticipation - the awarding party Capital Radio and TV Program.



ESG 管理 ESG Management

自成立以來，本集團始終秉承為影視和娛樂行業創造價值，結合企業定位和自身業務情況，努力在影視質量、遊戲創新、用戶體驗、觀眾滿意度和員工發展方面不斷探索並進步，在滿足企業發展內在需求的同時積極承擔社會責任，實現環境、經濟、社會的平衡發展。

為了有效貫徹落實ESG管理的相關工作，我們建立了自上而下的ESG管理體系，成立以董事會牽頭，以ESG執行委員會為核心、以ESG工作小組為工作執行主力的3層次內部ESG管理架構，確保本集團實施健全、良好的ESG管理。

Since the establishment of A Metaverse, the Group has always been committed to creating value for the film and entertainment industry. Combining its corporate positioning and its own business, the Group strives to explore and make progress in film and television quality, game innovation, user experience, audience satisfaction and employee development. While meeting the intrinsic needs of enterprise development, we actively assume social responsibility to achieve balanced development of environment, economy and society.

In order to effectively implement ESG management, we have established a top-down ESG management system and a three-level internal ESG management structure led by the Board of Directors, with the ESG Executive Committee as the core and the ESG Working Group as the main executive force, to ensure sound and effective ESG management in the Group.



<p>董事會 Board of Directors</p>	<ul style="list-style-type: none"> 負責公司整體的ESG管治 Responsible for the overall ESG governance of the company 監督管理層及檢討公司ESG相關表現 Oversee management and review ESG-related performance of the Group 審批ESG信息披露 Approve ESG disclosure
<p>ESG 執行委員 ESG Executive Committee</p>	<ul style="list-style-type: none"> 評估與公司業務相關的ESG風險 Assessing ESG risks associated with the Group's business 定期向董事會彙報ESG工作進展 Regularly report the progress of ESG work to the Board of Directors 統籌ESG工作管理及報告披露 Conduct ESG work management and report disclosure
<p>ESG工作小組 ESG Working Group</p>	<ul style="list-style-type: none"> 制定ESG工作計劃 Develop ESG work plan 每年向ESG執行委員會彙報ESG工作 Annual reporting on ESG work to ESG Executive Committee 結合公司ESG目標，制定年度分項目標 Set annual sub-goals in conjunction with the Group's ESG goals 收集ESG數據 Collect ESG data 組織編制ESG報告 Organize the preparation of ESG report

一元宇宙對聯合國可持續發展目標 (SDGs) 的呼應 A Metaverse's Response to the UN Sustainable Development Goals (SDGs)

聯合國可持續發展目標 SDGs	對一元宇宙的意義 Implications for A Metaverse	一元宇宙的呼應 Responses of A Metaverse
<p>目標3 良好健康與福祉 Goal 3 Good Health and Well-being</p> 	<ul style="list-style-type: none"> 確保員工的健康與安全，是我們的責任 It is our responsibility to ensure the health and safety of our employees. 	<ul style="list-style-type: none"> 我們時刻關注員工的身心健康，舉辦多項團隊建設活動，讓員工可以幸福健康地工作。 We always pay attention to the physical and mental health of our employees and hold many team building activities so that our employees can work happily and healthily.
<p>目標5 性別平等 Goal 5 Gender Equality</p> 	<ul style="list-style-type: none"> 對男女員工都一視同仁 Equal treatment for both male and female employees. 	<ul style="list-style-type: none"> 我們堅持多元化的僱傭原則，讓員工在平等的工作氛圍裏愉快工作。 We adhere to the principle of diversity in employment, so that employees can work happily in an equal working atmosphere.
<p>目標8 體面工作與經濟成長 Decent Work and Economic Growth</p> 	<ul style="list-style-type: none"> 為影視和遊戲行業提供就業機會及良好的工作環境 Provide employment opportunities and a good working environment for the film and game industry. 	<ul style="list-style-type: none"> 我們專注於打造高質量的服務和產品，助力提高影視及遊戲行業高質量水平的發展，為就業市場提供更多工作機會。 We focus on creating high quality services and products to help raise the quality level of the film and game industry and provide more job opportunities for the job market.
<p>目標9 產業、創新基礎建設 Industry, Innovation, and Infrastructure</p> 	<ul style="list-style-type: none"> 使用科技鏈接與創造與現實世界映射與交互的虛擬世界變得現實 Use technology to link and create virtual worlds that map and interact with the real world to become reality. 	<ul style="list-style-type: none"> 我們使用科技打具有數字身份的元宇宙的軟件及平台。 We use technology to fight software and platforms with digital identity metaverse.



利益相關方識別與溝通 Stakeholder Identification and Engagement

本集團十分重視與各利益相關方的交流，積極開展定期、有效的利益相關方溝通，瞭解利益相關方的關切點，及時響應利益相關方要求，並調整自身發展戰略。本集團識別出了對公司具有決策權、有影響力、且與我們關係密切的以下七類主要利益相關方：

The Group attaches great importance to communication with stakeholders, actively carries out regular and effective communication with stakeholders, understands their concerns, responds to their requirements in a timely manner, and adjusts its own development strategy. The Group has identified the following seven categories of major stakeholders who have decision-making power and influence over the Group and are closely related to us:

利益相關方 Stakeholders	利益相關方關注的議題 Topics of Stakeholder Concern	溝通管道/反饋方式 Communication channels / feedback methods
股東/投資者 Shareholders/Investors	<ul style="list-style-type: none"> ● 經營業績 Operational Performance ● ESG治理 ESG Governance ● 合法合規 Legal Compliance 	<ul style="list-style-type: none"> ● 股東大會 General Meeting of Shareholders ● 財務報告 Financial Report ● 業績發佈會 Earnings Release ● 公司公告 Corporate Announcements
員工 Employees	<ul style="list-style-type: none"> ● 薪酬福利 Compensation and Benefits ● 職業發展 Career Development ● 安全與健康 Safety and Health 	<ul style="list-style-type: none"> ● 員工培訓 Employee Training ● 員工會議 Employee Meetings ● 員工活動 Employee Events ● 員工面談 Employee Interviews ● 內部刊物 Internal Publications
供貨商 Suppliers	<ul style="list-style-type: none"> ● 供應鏈管理 Supply Chain Management ● 產品責任 Product Liability ● 反貪腐 Anti-Corruption 	<ul style="list-style-type: none"> ● 品質溝通 Quality Communication ● 電話/書面來往 Phone/written correspondence
觀眾和用戶 Audience and Users	<ul style="list-style-type: none"> ● 負責任影視 Responsible Film & TV ● 內容創新 Content Innovation ● 信息保密 Information Confidentiality ● 遊戲創新 Game Innovation 	<ul style="list-style-type: none"> ● 票房 Box Office ● 遊戲用戶滿意度調研 Game user satisfaction research ● 用戶投訴處理 User complaint handling ● 郵件往來 Email correspondence
社區人士 Community	<ul style="list-style-type: none"> ● 公益慈善 -Public Charity ● 合法合規 -Legal Compliance 	<ul style="list-style-type: none"> ● 小區公益活動 -Community Activities ● 小區共建活動 Community building activities
媒體 Media	<ul style="list-style-type: none"> ● 經營業績 Business Performance ● 影視播放 Film and television broadcasting 	<ul style="list-style-type: none"> ● 新聞稿/公告 Press Release / Announcement ● 採訪 Interviews ● 業績發佈會 Results Release
監管機構 Regulatory Agencies	<ul style="list-style-type: none"> ● 影視健康發展 Healthy development of film and television ● 防止未成年沉迷遊戲 Preventing underage addiction to games 	<ul style="list-style-type: none"> ● 新聞稿/公告 Press releases/announcements ● 定期溝通 Regular communication



重要性議題評估
Materiality Assessment

- 步驟1 識別重要議題**
Step 1 Identify important topics
- 步驟2 評估重要性**
Step 2 Assessing Materiality
- 步驟3 確認評估結果**
Step 3 Confirmation of assessment results

本集團委任第三方為本集團開展利益相關方重要性議題問卷調查，以瞭解議題對本集團業務運營及利益相關方自身的重要性，旨在識別重大ESG議題，從而制訂與本集團業務發展貼合的ESG策略並確定本報告的披露重點，積極響應各利益相關方的期望和需求。

The Group appointed a third party to conduct a stakeholder materiality questionnaire for the Group to understand the importance of the issues to the Group's business operations and the stakeholders themselves, with the aim of identifying significant ESG issues, so as to formulate ESG strategies that are relevant to the Group's business development and determine the focus of disclosure in this report, and actively respond to the expectations and needs of the stakeholders.

基於對本集團業務發展的情況，綜合行業內對ESG管理的普遍做法，以及《環境、社會及管治報告指引》的披露要求，擬定我們業務及利益相關方相關的21項ESG議題。

Based on the development of the Group's business, the general practice of ESG management in the industry and the disclosure requirements of the "Environmental, Social and Governance Reporting Guidelines", 21 ESG issues related to our business and stakeholders have been formulated.

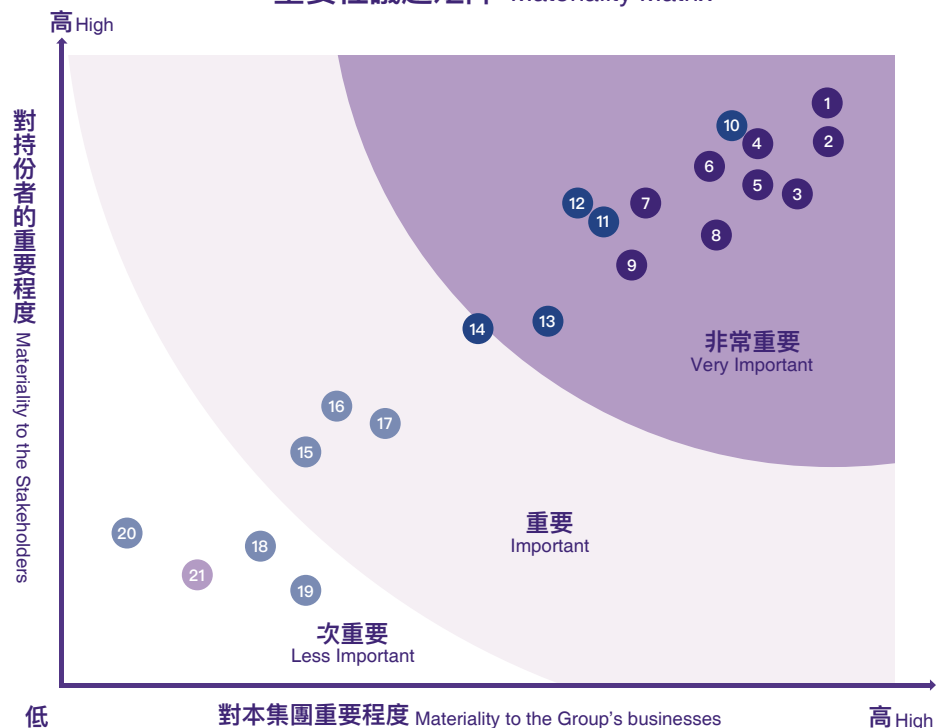
邀請僱員、客戶、供應商等內外部利益相關方參與問卷調查，從對本集團業務發展的重要性和對利益相關方的重要性兩個維度對各項議題進行實質性評估。通過分析，製成重要性議題矩陣圖（如下圖）。

Internal and external stakeholders, such as employees, customers and suppliers, were invited to participate in a questionnaire to substantively assess each issue in terms of its importance to the Group's business development and its importance to stakeholders. The analysis resulted in a matrix of importance issues (as shown in the figure below).

ESG執行委員會和ESG工作小組審閱及核實結果，已作ESG報告披露及表現優化的用途。

The results of the ESG Executive Committee and ESG Working Group review and verification have been used for ESG report disclosure and performance optimization purposes.

重要性議題矩陣 Materiality Matrix



營運合規

Operational Compliance

- 1 政策合規運營
Compliant operations
- 2 創新和負責任的產品內容
Innovative and responsible product content
- 3 客戶隱私保護與數據安全
Customer privacy protection and data security
- 4 知識產權保護
Intellectual property protection
- 5 產品及服務質量管理
Product and service quality management
- 6 反腐倡廉
Anti-corruption and integrity promotion
- 7 負責任營銷及宣傳
Responsible marketing and promotion
- 8 客戶滿意度及投訴處理
Customer satisfaction and complaint handling
- 9 供應鏈管理
Supply chain management

環境保護

Environmental Protection

- 15 資源使用及管理
Resource use and management
- 16 廢棄物處理
Waste disposal
- 17 綠色運營
Green operation
- 18 保護環境及天然資源
Protection of environment and natural resources
- 19 溫室氣體排放
Greenhouse Gas Emissions
- 20 應對氣候變化
Addressing Climate Change

僱傭管理

Operational Compliance

- 10 勞工準則
Labor Standards
- 11 僱員培訓與發展
Employee training and development
- 12 職業健康與安全
Occupational Health and Safety
- 13 平等多元
Equality and diversity
- 14 薪酬福利
Remuneration and benefits

社會貢獻

Social Contribution

- 21 社區投資
Community Investment



產品責任 Product Responsibility

創新和負責任的內容 Innovative and Responsible Content

本集團致力於提供卓越的產品質量與服務，並相信高品質且具有創新的產品對企業的可持續發展至關重要。本集團嚴格遵循《中華人民共和國產品質量法》、《中華人民共和國商標法》、《中華人民共和國廣告法》、《中華人民共和國消費者權益保護法》等法律法規，在依法保障消費者權益的基礎上提供一流的產品和服務，滿足並超越客戶的期望。於報告期內，本集團並未收到任何有關其產品或服務的重大投訴，且未違反任何對本集團有重大影響的相關法律法規。

就本集團的媒體業務而言，我們專注於嚴格把控影視主控項目和影視投資項目的質量，制定並切實貫徹《影視業務流程管控》。其中，針對主控項目，本集團從前期開發、規劃備案、主創搭建、融資、拍攝、後期製作、送審、發行等環節進行嚴格的規範管理和質量把控。另外，對於影視類投資的項目，本集團對投資作品進行全方位的系統分析，例如對劇本、主創名單等資料嚴格審核，並同步評估影片的過審風險、合作伙伴商譽、影片藝術價值等環節，確保投資作品的內容質量達到高標準的要求。本集團着眼於長遠可持續發展，持續探索影視作品內容的創新和質量，不斷深耕影視行業的新機遇和市場。本集團始終專注提升作品內容的創新性，立足新素材開發新作品，以質量優先創造品牌信任為影視製作理念。本集團持續研讀觀眾的觀影偏好，製作出膾炙人口、符合時代發展的高質量影視作品。

本集團自2021年底開始涉足元宇宙業務，就元宇宙業務而言，本集團亦嚴格遵守《互聯網信息服務管理辦法》、《網絡遊戲管理暫行辦法》等法律法規。我們致力開發高質素的雲遊戲、軟件開發、技術諮詢、數字內容製作等相關服務，以確保為我們的客戶提供更好的體驗。本集團將持續改善元宇宙技術服務及用戶服務，透過分析所收集的數據提高服務質素，並根據本集團對客戶偏好的研讀進而提升用戶體驗，從而提升用戶粘性和滿意度。

The Group is committed to providing superior product quality and services, and believes that high quality and innovative products are essential for sustainable corporate development. The Group strictly complies with the laws and regulations of the People's Republic of China, including the Law of the People's Republic of China on Product Quality, the Law of the People's Republic of China on Trademarks, the Law of the People's Republic of China on Advertising and the Law of the People's Republic of China on Protection of Consumer Rights and Interests, and provides first-class products and services to meet and exceed customers' expectations on the basis of protecting consumers' rights and interests in accordance with the law. During the reporting period, the Group did not receive any material complaints about its products or services and did not violate any relevant laws and regulations that have a significant impact on the Group.

For the Group's media business, we focus on strictly controlling the quality of master-controlled film and television projects, as well as film and television investment projects, and have formulated and effectively implemented the Film and Television Business Process Control. In particular, for master-controlled projects, the Group conducts strict standardized management and quality control from pre-development, planning and filing, creative construction, financing, filming, post-production, review and distribution. In addition, for film and television investment projects, the Group conducts systematic analysis of the investment works in all aspects, such as strict review of the script, the list of creators and related information, and evaluate the risk of the film's review, the goodwill of the partners, the artistic value of the film and other aspects to ensure that the quality of the investment works meets high standards. With a view to long-term sustainable development, the Group continues to explore the innovation and quality of the content of its film and television productions and continues to explore new opportunities and markets in the film and television industry. The Group has always focused on enhancing the innovation of the content of its works, developing new works based on new materials and creating brand trust by prioritizing quality in film and television production. The Group continues to study audience preferences and produce popular, contemporary and high-quality films and TV productions.

The Group has been involved in the metaverse business since the end of 2021. In respect of the metaverse business, the Group also strictly complies with the laws and regulations such as the "Measures for the Administration of Internet Information Services" and the "Interim Measures for the Administration of Online Games". We are committed to developing high quality cloud games, software development, technical consulting, digital content production and other related services to ensure a better experience for our customers. The Group will continue to improve the technical services and user services of metauniverse by analyzing the data collected to improve the quality of services and enhancing the user experience based on the Group's study of customer preferences, thereby enhancing user stickiness and satisfaction.



用戶隱私保障 User Privacy Protection

本集團高度重視保護客戶個人資料以保障業務及個人隱私，並嚴格遵守《中華人民共和國網絡安全法》、《信息安全技術個人信息安全規範》等法律法規。為防止本集團在外開展合作或經營活動過程中出現客戶信息洩漏的情況，本集團規定凡涉及向對方披露有關客戶信息的業務，必須與業務方提前簽訂公司《保密協議》，明確各方的保密義務。本集團在《員工手冊》中明確指出僱員必須嚴格保密本集團的信息，並具體說明了客戶數據獲取授權的方式、僱員應採取的適當保密措施等內容。如本集團機密信息的洩露對客戶及本集團造成損失，本集團將按照內部嚴格程序處以罰款或追究法律責任，切實保障客戶及本集團的利益。

The Group attaches great importance to the protection of customers' personal information to safeguard business and personal privacy, and strictly complies with the laws and regulations such as the Network Security Law of the People's Republic of China and the Code on Personal Information Security of Information Security Technology. In order to prevent leakage of customer information in the course of the Group's external cooperation or business activities, the Group stipulates that for any business involving disclosure of relevant customer information to the other party, the Group must sign the Company's Non-Disclosure Agreement with the business party in advance to clarify the confidentiality obligations of each party. The Group clearly states in the Employee Handbook that employees must keep the Group's information strictly confidential, and specifies the manner in which access to customer data is authorized and the appropriate confidentiality measures to be taken by employees. If the leakage of the Group's confidential information causes losses to the customers and the Group, the Group will impose fines or pursue legal liabilities in accordance with strict internal procedures to effectively protect the interests of the customers and the Group.



知識產權 Intellectual Property

本集團深刻了解知識產權是企業的重要資產，視知識產權為業務基石，嚴格遵守《中華人民共和國著作權法》《中華人民共和國專利法》《中華人民共和國商標法》等知識產權保護的法律法規。為有效保護本集團知識產權並尊重他人知識產權，我們制定了影視版權管理制度，對影視版權、知識產權管理職責、知識產權範圍及知識產權歸屬等相關事宜進行明確規定。本集團聘請了知識產權專員負責知識產權管理。

在落實知識產權保護的方法上，本集團與合作伙伴簽訂保密及相關保護協議來保護知識產權；我們在採購軟件及設備時，致力於使用正規渠道，既保障我方合法權益，又避免侵犯他人知識產權。另外，我們還積極開展知識產權相關培訓，以進一步提高員工的知識產權風險意識。在商標管理方面，本集團積極評估、申請和保護公司的商標，聘請知識產權專員負責商標管理，並制定商標保護制度。本集團及時註冊本集團商標，同時與專業供貨商合作，以保障商標申請的及時性與準確性。此外，在商標申請前本集團會委託外部機構出具商標分析報告，協助我們識別商標風險，做好商標維護，降低商標被侵犯的風險。

The Group deeply understands that intellectual property is an important asset of an enterprise and regards intellectual property as the cornerstone of our business. We strictly comply with the Copyright Law of the People's Republic of China, the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China and other laws and regulations on intellectual property protection. In order to effectively protect the Group's intellectual property rights and respect the intellectual property rights of others, we have formulated a film and television copyright management system, which clearly stipulates matters related to film and television copyrights, intellectual property management responsibilities, the scope of intellectual property rights and the attribution of intellectual property rights. The Group has employed an intellectual property specialist to be responsible for intellectual property management.

In terms of the methods to implement intellectual property protection, we sign confidentiality and related protection agreements with our partners to protect intellectual property rights; we are committed to using formal channels when purchasing software and equipment to protect our legal rights and interests while avoiding infringement of others' intellectual property rights. In addition, we also actively conduct intellectual property-related training to further enhance our employees' awareness of intellectual property risks. In terms of trademark management, the Group actively evaluates, applies for and protects the Group's trademarks, employs an intellectual property specialist for trademark management, and establishes a trademark protection system. The Group registers the Group's trademarks in a timely manner and also cooperates with professional suppliers to ensure the timeliness and accuracy of trademark applications. In addition, the Group will commission an external organization to issue a trademark analysis report prior to trademark application to assist us in identifying trademark risks, maintaining our trademarks properly and reducing the risk of trademark infringement.



反貪污 Anti-corruption

本集團深信誠信道德地合規運營是企業發展業務的基石，本集團嚴格遵守《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》及《中華人民共和國反洗錢法》等法律法規，堅決杜絕貪腐現象，持續完善反舞弊機制，督促全體僱員遵紀守法，廉潔從業，致力營造誠實可信的經營環境。本集團依法制定並落實《舞弊或違規行為投訴、舉報管理辦法》等內部管理政策，確保公司董事、高級及中級管理人員和普通僱員規範職業行為並恪守相關法律法規，防止損害公司及股東利益的行為發生。於本報告期內，本集團未發生任何貪污訴訟案件，且未有違反關於貪污、賄賂、洗黑錢等法律法規的情況。

於報告期內，本集團在內部開展了年度反舞弊培訓，涵蓋董事層人員、管理層人員、全職僱員等。同時，我們亦通過內部郵件和宣傳欄等途徑進行廉潔宣傳，致力規範僱員的職業行為，加強僱員的廉潔教育，築牢預防貪腐防線。

為確保企業健康、穩定、可持續的發展，本集團組建了一套完善的內控結構，明確了各組織層面對反舞弊行為的職責與責任歸屬。公司管理層承擔對反舞弊行為的管理與監督責任，由審核委員會負責公司反舞弊行為的指導工作，由辦公室負責具體執行公司範圍內的反舞弊工作。針對日常業務運營的各工作流程，此套內控結構明確了反貪腐工作在預防、控制及反饋等環節的具體要求，旨在降低舞弊的風險。

同時，本集團設立多種舉報渠道，舉報人可通過審核委員會以及公司辦公室的舉報電話、傳真、電郵以及董事長信箱進行舉報。對於接收到的舞弊舉報事件，本集團制定了明確的處理程序、獎懲方案、補救措施等，確保內部運營的合規有序。本集團保護任何僱員基於忠誠盡職原則對舞弊現象進行的舉報行為，並禁止任何針對參與舞弊事項調查的任何人員的報復行為。任何僱員若因舉報舞弊行為或參與舞弊調查而收到了報復、恐嚇、歧視等報復措施的，有權向公司高級管理層和審計委員會進行申訴。於報告期內，本集團未接收到任何相關舉報事件。

The Group believes that ethical and honest compliance is the cornerstone of business development. The Group strictly complies with the laws and regulations of the People's Republic of China Anti-Unfair Competition Law, the Interim Provisions on Prohibition of Commercial Bribery and the Anti-Money Laundering Law of the People's Republic of China, etc., resolutely eliminates corruption, continuously improves the anti-fraud mechanism, urges all employees to comply with the law and practice with integrity, and strives to create an honest and trustworthy We will continue to improve the anti-fraud mechanism, urge all employees to comply with the law, practice integrity and strive to create an honest and credible business environment. The Group has formulated and implemented internal management policies such as the Measures for the Management of Complaints and Reports of Fraud or Irregularities in accordance with the law to ensure that the directors, senior and middle-level management and ordinary employees of the Company regulate their professional conduct and comply with relevant laws and regulations to prevent acts that are detrimental to the interests of the Company and its shareholders. During the reporting period, the Group did not have any corruption litigation cases and did not violate any laws and regulations on corruption, bribery and money laundering.

During the reporting period, the Group conducted annual anti-fraud training internally, covering board level staff, management staff and full-time employees. At the same time, we also conducted integrity promotion through internal emails and bulletin boards to regulate the professional conduct of our employees, strengthen the integrity education of our employees and establish a firm line of defense against corruption.

To ensure the healthy, stable and sustainable development of the enterprise, the Group has formed a comprehensive internal control structure, which specifies the responsibility and accountability attributed to anti-fraud behaviors at each organizational level. The management of the Company assumes the responsibility for the management and supervision of anti-fraud behaviors, the Audit Committee is responsible for the guidance of anti-fraud behaviors of the Company, and the office is responsible for the specific implementation of anti-fraud work within the scope of the Company. For each workflow of daily business operations, this internal control structure specifies the specific requirements of anti-corruption work in terms of prevention, control and feedback, aiming to reduce the risk of fraud.

Meanwhile, the Group has established various reporting channels for whistleblowers to report through the Audit Committee as well as the whistleblower phone number, fax, email and the Chairman's mailbox at the corporate office. The Group has established clear procedures, rewards and punishments, and remedial measures to ensure the compliance and orderliness of its internal operations in case of fraud reports received. The Group protects any employee who reports fraud based on the principle of loyalty and due diligence, and prohibits any retaliation against any person involved in the investigation of fraud matters. Any employee who receives retaliation, intimidation, discrimination or other retaliatory measures for reporting fraud or participating in fraud investigations has the right to appeal to the Company's senior management and the Audit Committee. During The Year, the Group did not receive any relevant reporting incidents.



關懷僱員 Caring for Employees

本集團視員工的才能為寶貴財產，努力為員工提供適當的平台和工作環境，促進他們的專業發展，以及保障員工福祉。我們嚴格遵守與僱傭相關的法律及法規，包括但不限於《中華人民共和國勞動法》及《中華人民共和國勞動合同法》，提供平等機會及創造和諧的工作環境，確保任何準員工及現職員工不會因性別、種族、背景、宗教信仰、年齡、婚姻狀況、家庭狀況、退休、身體狀況、懷孕、政治聯繫、性取向等因素而遭受歧視或被剝奪機會。我們致力成為負責任的僱主及在工作場所執行良好的僱傭常規，以及推崇道德及人權。本年度，本集團並無涉及或發現任何違反僱傭和勞動的相關法律法規的情況。

The Group regards the talents of our employees as our valuable assets and strives to provide them with an appropriate platform and working environment to facilitate their professional development as well as to safeguard their well-being. We strictly comply with employment-related laws and regulations, including but not limited to the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China, to provide equal opportunities and create a harmonious working environment to ensure that no prospective or current employee is discriminated against or denied opportunities on the basis of gender, race, background, religious belief, age, marital status, family status, retirement, physical condition, pregnancy, political affiliation, sexual orientation. We are committed to being a responsible employer and a responsible employee. We are committed to being a responsible employer and to enforcing good employment practices in the workplace, and to promoting ethics and human rights. During The Year, the Group was not involved in or aware of any violations of employment and labor-related laws and regulations.

僱傭 Employment

本集團秉持公平競爭、擇優錄取的原則進行公開招聘。我們主要通過校園招聘、內部推薦、個人推薦及在線招聘平台招聘僱員。同時，本集團設立內部獎勵推薦制度，合資格的推薦人（包括所有本集團正式員工、實習生及外部人員）可以推薦人選擔當本集團在職所有正式和實習崗位，以鼓勵推崇及廣納賢才。於招聘時，本集團重視求職者的教育背景、專業技能水平、工作經驗及對相關工作崗位要求的適切性，不受其年齡、性別、身心健康狀況、種族、宗教等因素影響。招聘管理辦法列明人力行政中心和職能部門的分工及職責，並於每年制定招聘計劃，以有組織地實施招聘工作。

The Group conducts open recruitment based on the principle of fair competition and merit. We recruit employees mainly through campus recruitment, internal referrals, personal recommendations and online recruitment platforms. Meanwhile, the Group has set up an internal incentive referral system whereby qualified referees (including all our regular employees, interns and external personnel) can recommend candidates for all regular and internship positions in the Group to encourage the promotion and recruitment of talents. In the recruitment process, the Group attaches importance to the educational background, professional skill level, work experience and suitability for the relevant job requirements of the candidates, regardless of their age, gender, physical and mental health, race, religion and other factors. The recruitment management method sets out the division of work and responsibilities between the Human Resources Administration Center and functional departments, and formulates a recruitment plan each year to implement the recruitment process in an organized manner.



勞動準則 Labor Standards

本集團嚴格遵守中國《禁止使用童工規定》等相關法律法規，並在招聘過程中檢查及審閱求職者的身份證明文件、相關證書及工作經驗，以核實彼等年齡，禁止聘用童工。若發現童工，我們將立即停止其工作，並進行調查以識別漏洞，實施補救措施，防止事件再次發生。在員工正式入職前，本集團會與僱員簽訂僱傭合同，當中清楚列明員工的工作時間、休息時間、薪酬、保險、福利等條款，保證僱員的自由和權益不受侵犯，避免強制勞工。本集團亦制定離職管理相關制度，列明適當的辭職、終止僱傭關係及解僱程序。當員工提出離職要求時，相關人員會與其進行會面，以瞭解其離職原因。

The Group strictly complies with the Regulations on Prohibition of Child Labor and other relevant laws and regulations in the PRC, and inspects and reviews the identity documents, relevant certificates and work experience of job applicants during the recruitment process to verify their age and prohibits the employment of child labor. If child labor is found, we will immediately terminate their work and conduct an investigation to identify loopholes and implement remedial measures to prevent the recurrence of the incident. Before an employee is formally hired, the Group will sign an employment contract with the employee, which clearly sets out the terms and conditions of the employee's working hours, rest time, salary, insurance, benefits, etc. to ensure that the employee's freedom and rights are not infringed upon and to avoid forced labor. The Group has also established a system for separation management, which sets out the appropriate procedures for resignation, termination of employment and dismissal. When an employee requests to leave, the relevant personnel will meet with him/her to understand the reasons for leaving.



薪酬及晉升 Compensation and Promotion

我們以激勵性、公平性為原則建立薪酬管理體系，同時在為員工提供相應的激勵措施。每年會根據員工工作表現、績效考評、勞動力市場現狀及公司經營等因素考慮對員工薪酬進行調整，以確保能夠為員工提供具有市場競爭力的薪酬。

就晉升、內部調職及職業發展而言，我們已建立績效考核管理制度和相關職位管理辦法，為員工的職業發展提供清晰觀點及方向，並完善人力資源管理。我們每年對員工過去一年的工作能力、態度、改善情況及年度突出表現和失誤進行綜合評估，客觀而全面地考核各員工的工作績效。本集團會依據僱員的績效考核表現、職業發展規劃以及職位空缺的情況，予以升職或降職，並先考慮內部晉升，後考慮外部聘請，為員工提供更廣泛的發展道路。

We establish the compensation management system based on the principle of motivation and fairness, while providing corresponding incentives for employees. Every year, we will consider the adjustment of employees' salary according to their work performance, performance appraisal, the current situation of the labor market and the company's operation, in order to ensure that we can provide employees with market-competitive salary.

In terms of promotion, internal transfer and career development, we have established a performance appraisal management system and related job management methods to provide a clear view and direction for employees' career development and to improve human resource management. We conduct a comprehensive assessment of our employees' work ability, attitude, improvement and annual outstanding performance and mistakes in the past year to evaluate the performance of each employee objectively and comprehensively. The Group will promote or demote employees based on their performance appraisal performance, career development plans and job vacancies, and will consider internal promotions first and external hires later to provide a broader development path for employees.

本報告期，本集團員工總人數為108人，按照性別、地區、催傭類型、職級和年齡不同類型劃分的員工統計情況如下：

During the Reporting Period, the total number of employees of the Group was 108, and the statistics of employees summarized in terms of gender region, type of employment, position and age is as follows:

劃分依據 Classification Criteria		員工人數 (人) Number of Employees
性別 Gender	男性 Male	60
	女性 Female	48
催傭類型 Employment Type	全職 Full-time	105
	兼職 Part-time	3
職級 Position	管理層 Number of management	34
	普通僱員 Number of general employees	74
年齡 Age	30歲及以下 ≤30Years Old	27
	31-50歲 31-50Years Old	53
	50歲以上 >50Years Old	28
地區 Region	北京市 Beijing	24
	陝西省 Shanxi Province	17
	其他省份 Other Provinces	64

於本報告期內，我們共有12名員工流失，員工流失率為11%，分別按照性別、年齡組別、地區劃分的流失率如下表所示：

During the reporting period, we had a total of 12 staff turnover, with a turnover rate of 11%, broken down by gender, age group and region as shown in the table below.

劃分依據 Classification Criteria		員工人數 (人) Number of Employees
性別 Gender	男性 Male	6
	女性 Female	6
年齡 Age	30歲及以下 ≤30Years Old	4
	31-50歲 31-50Years Old	5
	50歲以上 >50Years Old	3
地區 Region	北京市 Beijing	2
	河北省 Hebei Province	4
	山西省 Shanxi Province	2
	其他省份 Other Provinces	4

健康與安全 Health and Safety

我們的北京辦公室各樓層備有消防栓。我們每年會舉辦消防演習，指導員工如何使用消防栓。

Fire hydrants are available on each floor of our Beijing office. We hold annual fire drills to instruct our employees on how to use the fire hydrants.



除了消防栓，我們辦公室各個角落也備有滅火器。

In addition to fire hydrants, we also have fire extinguishers in all corners of our office.



本集團時刻關注僱員的健康與安全，全面考慮各項預防措施，為僱員建立健康與安全的工作環境，增進全體僱員的健康福祉。本集團嚴格遵守《中華人民共和國職業病防治法》、《中華人民共和國勞動法》、《中華人民共和國消防法》、《中華人民共和國安全生產法》等相關法律法規。於報告期內，本集團並未發生任何重大違法違規的情況。由於本集團的業務性質，僱員大部分於辦公室工作，遭遇工傷機會較低。本集團在過去三年，包括本報告期內，並未發生任何嚴重工傷及因工死亡的事故。

為創造並維持良好和健康的工作環境，本集團已建立並持續完善各項工作健康及安全的措施如下：

1. 為保障劇組工作人員的安全與健康，本集團制定了《劇組管理規章制度》，規定在攝影基地拍攝開機前對所有工作人員進行安全培訓，告知安全注意事項，併為劇組工作人員購買保險。其中，安全培訓的具體內容包括：劇組人員應密切關注拍攝現場安全，不得在拍攝現場進行危險動作；拍攝動作戲時無關人員應避開，避免武器誤傷人員。如發生安全意外，應立即上報製片主任並立即將受傷人員送往醫院救治。

2. 本集團高度重視消防安全，與具有專業資質的消防設備公司簽訂了《消防工程維修保養服務合同》，服務商每年定期對本集團的所有消防設備進行檢查，包括對火災報警系統的性能、運行情況等的檢查；如發現設備及安全故障，在接到維修通知的24小時內達到現場並修繕設備，確保消防安全。同時，服務商每季度定時對本集團的僱員組織消防知識培訓和消防演習，讓本集團的僱員掌握了消防器材的使用方法，學習了報警設備的操作方法，有效地提升了本集團整體消防安全意識。

The Group is committed to the health and safety of its employees and considers all preventive measures comprehensively to establish a healthy and safe working environment for its employees and to enhance the health and welfare of all employees. The Group strictly complies with the Law of the People's Republic of China on Prevention and Control of Occupational Diseases, the Labor Law of the People's Republic of China, the Fire Services Law of the People's Republic of China, the Work Safety Law of the People's Republic of China and other relevant laws and regulations. During the reporting period, the Group did not have any material violations of laws and regulations. Due to the nature of the Group's business, most of the employees work in offices and have a low chance of being injured at work. The Group has not suffered any serious work-related injuries and work-related fatalities in the past three years, including the current reporting period.

To create and maintain a good and healthy working environment, the Group has established and continues to improve various work health and safety measures, as follows:

1. In order to protect the safety and health of the filming crew members, the Group has formulated the Rules and Regulations for the Management of the Cast and Crew, which stipulates that safety training is given to all staff members before the start of filming at the camera base, informing them of safety precautions and purchasing insurance for the filming crew members. Among the specific contents of the safety training are: filming crew members should pay close attention to the safety of the shooting site and should not perform dangerous actions on the shooting site; unrelated persons should avoid the shooting of action scenes to avoid weapons accidentally injuring people. In case of safety accidents, they should immediately report to the production director and immediately send the injured personnel to the hospital for treatment.

2. The Group attaches great importance to fire safety and has signed a Fire Engineering Repair and Maintenance Service Contract with a professionally qualified fire equipment company. The service provider regularly inspects all the fire equipment of the Group every year, including the inspection of the performance and operation of the fire alarm system; if equipment and safety failures are found, the service provider will reach the site and repair the equipment within 24 hours of receiving the repair notice to ensure Fire safety. At the same time, the service provider regularly organizes fire training and fire drills for the employees of the Group every quarter, so that the employees of the Group can master the use of fire equipment and learn the operation of the alarm equipment, which effectively enhances the overall fire safety awareness of the Group.

3. 本集團持續關注新冠肺炎疫情形式的變化，積極響應國家號召，有序開展並落實各項疫情常態化防控的工作，積極踐行企業社會責任，切實保障僱員的生命安全和身體健康。本集團嚴格遵守營運所在地區政府機關所頒佈的措施及指令，並採取適當的預防措施以保護僱員，在辦公室及拍攝基地內為彼等提供健康及衛生的工作環境，如下所示：

3. The Group continues to pay attention to the changes in the status of the Covid-19 pandemic and actively responds to the call of the State to carry out and implement various regular prevention and control of the pandemic in an orderly manner, actively practices its corporate social responsibility and effectively protects the lives and health of its employees. The Group strictly complies with the measures and directives issued by the government authorities in the regions where it operates and takes appropriate precautionary measures to protect its employees and provide them with a healthy and hygienic working environment in its offices and filming bases, as follows:

<p>推行遠程辦公模式 Implementation of Remote working mode</p>	<p>在疫情嚴重期間，通過線上辦公開展工作業務，減少線下面對面會議。 During severe outbreaks, work operations are conducted through online offices, reducing offline face-to-face meetings.</p>
<p>監測僱員健康狀況 Monitor employee health status</p>	<p>為所有進入工作場所的僱員測量並記錄體溫，並要求員工申報外遊史。 Take and record the temperature of all employees entering the workplace and require employees to declare a history of out-of-town travel.</p>
<p>充分儲備防疫物資 Adequate Covid-19 prevention supplies</p>	<p>為全體僱員提供醫用口罩、洗手液及消毒搓手液等防疫用品。 Provide all employees with epidemic prevention supplies such as medical masks, hand sanitizer and disinfectant soap.</p>
<p>定期消毒工作場所 Regular disinfection of the workplace</p>	<p>定期清潔及消毒工作場所，並在辦公室周圍放置消毒洗手液，保持環境衛生。 Clean and disinfect the workplace regularly and place disinfectant hand sanitizer around the office to maintain environmental hygiene.</p>



培訓與發展 Training and Development

員工才能是公司重要的財富，員工的成長能對公司的發展帶來促進作用。我們制定了《培訓管理制度》，該制度對部門職責、培訓類型、培訓計劃、培訓實施及效果評估等事項進行了明確的約定，以規範培訓程序，提高員工素質，實現員工和公司的可持續發展。

我們的培訓方式分為內訓、外訓和委外培訓工作。內訓和委外培訓是指邀請內部的資深人員或是外聘講師在企業內部為員工提供培訓，外訓是指在員工外出參加培訓。培訓內容涵蓋管理、遊戲開發、軟件開發、劇本、寫作、財務和人事等多個業務層面。除了常規培訓，我們人事部不定期進行員工專業知識提升方面的討論會，包括最新政策、行業情況分享、觀點碰撞等。針對行業動態、市場變化、觀眾心理等內容，我們組織員工開展了知識分享會以及前瞻性分析會等，通過多樣化的培訓形式持續提升員工的專業技能和行業認知。

我們注重為不同職級的僱員提供不同種類的培訓，例如我們為新進入員工提供入職培訓，培訓內容以公司制度、通用技能類課程為主，協助新員工快速熟悉工作環境。我們亦向其董事及高級管理層提供培訓及更新內容，助其保持持續專業發展並提升其知識及技能。培訓及更新內容包括上市公司規例的定期更新、有關相關法律及法規、企業管治、內幕消息、反貪污及賄賂、網絡風險及國際會計準則的培訓以及董事風險管理責任。我們會定期檢討僱員的表現及能力，並參考相關規例及法規的規定，以識別培訓需要及評估其成效。

於本報告期，本集團的員工培訓相關數據如下表所示：

Talent of employees is an important asset of a company, and the growth of employees can promote the development of the company. We have formulated the Training Management System, which clearly stipulates the responsibilities of the department, training types, training programs, training implementation and effect evaluation, so as to standardize the training procedures, improve the quality of employees and realize the sustainable development of employees and the Group.

Our training programs are divided into internal training, external training and delegated training. Internal and delegated training means inviting internal senior personnel or external instructors to provide training for employees within the company, and external training is when employees go out for training. The training content covers management, game development, software development, scripting, writing, finance and personnel, etc. In addition to regular training, our human resources department conducts seminars from time to time in terms of staff expertise enhancement, including the latest policies, industry situation sharing, and collision of ideas. For industry dynamics, market changes, audience psychology and other contents, we organize knowledge sharing sessions as well as forward-looking analysis sessions for our employees, etc. We continue to improve their professional skills and industry awareness through diversified training forms.

We focus on providing different types of training for different levels of employees. For example, we provide induction training for new employees, which focuses on company systems and general skills courses to help new employees quickly become familiar with the working environment. We also provide training and updates to our directors and senior management to help them maintain continuous professional development and enhance their knowledge and skills. Training and updates include regular updates on listed company regulations, training on relevant laws and regulations, corporate governance, insider information, anti-corruption and bribery, cyber risk and international accounting standards, and directors' risk management responsibilities. We regularly review the performance and competency of our employees, taking into account the provisions of relevant regulations and legislation, to identify training needs and assess their effectiveness.

During the reporting period, the Group's staff training related data are shown in the following table:

按性別劃分的員工的 受培訓比例 Percentage of employees trained and average training hours by gender	受培訓比例 (百分比) Percentage of employees trained	平均受訓時長 (小時) Average training hours
男性員工 Male Employee	50%	5.2
女性員工 Female Employee	60%	7.7

按員工類別劃分的受培 訓比例及平均受訓時長 Percentage of employees trained and average training hours by gender	受培訓比例 (百分比) Percentage of employees trained	平均受訓時長 (小時) Average training hours
管理層 Management	59%	8.3
普通員工 General employee	53%	5.2



供應鏈管理 Supply Chain Management

打造可持續的供應鏈對於我們保障並提升產品和服務質量至關重要。本集團認為完善供應鏈管理不僅可以幫助我們降低採購成本、優化產品服務質量和提升客戶滿意度，而且有利於儘早識別供應鏈的環境與社會風險，助力供應商履行環境及社會責任。

本集團供應商的業務範圍包括影視道具製作、影視基地運營等方面。在與供應商建立合作之前，我們會通過多種方式（包括查詢工商登記信息、運營資質登記及行業口碑等）對供應商的情況進行審查，重點考察供應商公司資質的合法性，審核供應商業務是否存在法律糾紛或安全隱患等問題，旗下產品或服務的質量以及供應商的社會影響等相關因素。在此基礎上，對於遊戲和軟件平台類供應商我們會考察其隱私政策及其對用戶信息保護的制度；對於辦公用品及辦公設備類供貨商，我們會考察其環保節能的認證情況，並優先選擇更加環保節能的產品。公司管理層會根據獲取的信息進行最終審核。

於本報告期，我們的供應商大部分為影視及軟件技術供應商，且均來自國內，總數為38家，按地理地區劃分的供應商數目如下：

Building a sustainable supply chain is essential for us to safeguard and enhance the quality of our products and services. The Group believes that improving supply chain management not only helps us reduce procurement costs, optimize product and service quality and enhance customer satisfaction, but also helps identify environmental and social risks in the supply chain as early as possible and helps suppliers fulfill their environmental and social responsibilities.

The business scope of our suppliers includes film and TV prop production, film and TV base operation and other aspects. Before establishing cooperation with suppliers, we will examine the situation of suppliers by various means (including checking business registration information, operation qualification registration and industry reputation, etc.), focusing on the legality of the supplier's company qualification, reviewing whether there are legal disputes or security risks in the supplier's business, the quality of its products or services and the social influence of the supplier and other related factors. On this basis, we will examine the privacy policy and the system of user information protection for game and software platform suppliers; for office supplies and office equipment suppliers, we will examine their environmental protection and energy-saving certification and give priority to more environmentally friendly and energy-saving products. The company's management will conduct a final review based on the information obtained.

During the reporting period, the majority of our suppliers were film and television and software technology suppliers, all of which were from China, with a total of 38 suppliers, with the number of suppliers by geographic region as follows:

地理區域 Geographical area	供應商數目 Number of suppliers
北京市 Beijing	14
浙江省 Zhejiang Province	12
重慶市 Chongqing	8
廣東省 Guangdong Province	2
江西省 Jiangxi Province	2



環境 Environment

本集團會深知履行作為負責任企業公民之角色的重要性。本集團一直推廣環保節能，並在切實可行的情況下改善耗用資源的效率。在制訂內部政策時，本集團一貫嚴格遵守政府所實行有關環境保護的法律法規。本集團不時檢討作業流程和相關措施的執行情況，確保相關政策可貫徹實行。本年度，並無有關違反環境相關法律及法規的重大事件。

The Group understands the importance of fulfilling its role as a responsible corporate citizen. The Group has been promoting environmental protection and energy conservation and improving the efficiency of resource consumption where practicable. In formulating internal policies, the Group has always strictly complied with the laws and regulations imposed by the government in relation to environmental protection. The Group reviews its operational processes and the implementation of related measures from time to time to ensure that the relevant policies are implemented. During The Year, there was no significant incident related to the violation of environmental related laws and regulations.

排放物 Emissions


本集團主要從事影視製作及遊戲業務。本集團的工作環境為位中國內地的室內辦公室，並無設有任何工業廠房。因此，除溫室氣體及廢棄物外，本集團的業務不會直接產生任何重大排放。

The Group is mainly engaged in the film and television production and game business. The Group works in indoor offices in Mainland China and does not have any industrial plants. Therefore, the Group's operations do not directly generate any significant emissions, except for greenhouse gases and waste.

溫室氣體排放 Greenhouse gas (GHG) emissions

辦公室的電力消耗是我們溫室氣體排放的主要來源。本年度，本集團的溫室氣體排放相當於合共約51.11噸二氧化碳當量，詳細的溫室氣體排放概列如下：

Electricity consumption in the office is the main source of our greenhouse gas emissions. During The Year, the Group's GHG emissions were equivalent to a total of approximately 51.11 tons of carbon dioxide equivalent, and the detailed GHG emissions are summarized as follows:

 溫室氣體 GHG	排放量 Emissions	密度(消耗 / 人數) Number of suppliers
範疇1直接的溫室氣體排放 Scope 1 Direct GHG emissions	0噸二氧化碳當量 0tons of CO2 equivalent	0噸二氧化碳當量 0tons of CO2 equivalent
範疇2間接的溫室氣體排放 Scope 2 Indirect GHG emissions	51.11噸二氧化碳當量 51.11tons of CO2 equivalent	0.47噸二氧化碳當量 0.47tons of CO2 equivalent
溫室氣體排放總量 Total GHG emissions	51.11噸二氧化碳當量 51.11tons of CO2 equivalent	0.47噸二氧化碳當量 0.47tons of CO2 equivalent

- (1) 基於本集團業務性質，本集團的重大氣體排放物為溫室氣體，主要源自電力。
- (2) 排放物統計範圍涵蓋本集團位於北京的辦公場所。
- (3) 溫室氣體排放（範圍二）產生於外購電力消耗，數據來源為相關費用的繳費單以及行政統計台賬。外購電力的溫室氣體排放係數參考國家生態環境部發布的《2017年度中國區域電網基準線排放因子》，其他能源排放係數參考香港聯交所發布的《環境關鍵績效指標彙報指引》。
- (4) 溫室氣體範圍二：來自本集團內部消耗（購買獲得或取得的）電力所引致的「間接能源」溫室氣體排放。

- (1) Based on the nature of the Group's business, the Group's significant gas emissions are greenhouse gases, which mainly originate from electricity.
- (2) The scope of emission statistics covers the Group's office premises in Beijing.
- (3) GHG emissions (Scope 2) arise from the consumption of purchased electricity, and the data sources are the payment bills for related expenses and the administrative statistical ledger. The GHG emission factors of purchased electricity refer to the China Regional Power Grid Baseline Emission Factor for 2017 issued by the Ministry of Ecology and Environmental of PRC, and other energy emission factors refer to the Reporting Guidance on Environmental KPIs issued by the Hong Kong Stock Exchange.
- (4) GHG emissions Scope 2: GHG emissions from indirect energy resulting from the Group's internal consumption (purchased acquired or obtained) of electricity.

本集團已實施多項措施減輕能源消耗及減少溫室氣體排放，主要措施包括

- 夏季辦公室溫度保持在26°C
- 辦公室使用LED照明
- 合理開啓和使用計算器、打印機、複印機等用電設備，
- 僱員離開辦公室前須關閉辦公室電燈、空調、打印機及計算機；
- 當局部使用辦公室時，關上不必要的照明；

The Group has implemented a number of measures to reduce energy consumption and greenhouse gas emissions, the main measures include:

- Maintaining office temperature at 26°C in summer
- Use of LED lighting in offices
- Properly turning on and using electricity-using equipment such as calculators, printers and photocopiers
- Employees are required to turn off office lights, air conditioners, printers and computers before leaving the office
- Turning off unnecessary lighting when using the office partially



本集團奉行及積極實施循環利用和節約之原則與實務。本集團亦於我們的業務營運過程中提倡環保措施，以減少廢棄物的排放。本年度，本集團營運產生的廢棄物主要包括我們辦公室的紙張及打印耗材。

我們定期監控紙張及打印耗材的消耗量，並已實施多項節省措施。本集團辦公室亦提供適當設施，並鼓勵員工分類廢棄物來源及循環再用廢物，力求於營運過程中達致減廢、再用及再造的目標。本集團在減廢方面維持高標準，並教導員工可持續發展的重要性及提供相關支持，培養他們實行可持續發展的技能及知識。

除回收外，本集團已推行多項計劃，鼓勵員工參與減廢管理，包括：

- 鼓勵雙面打印及廢紙重用。紙張如須單面打印，僅適用於必要時打印正式文件及機密文件；
- 鼓勵儘量以電子渠道（郵件、微信）進行內部通訊及溝通；
- 由物業管理安排的清潔員工收集廢紙；及
- 使用過的打印耗材盒及墨盒將送回打印耗材公司循環再用。

透過上述減廢措施，本集團相信其將改變我們工作場所的資源使用習慣，並於未來實現節能減排目標。


The Group pursues and actively implements the principles and practices of recycling and conservation. The Group also promotes environmental protection measures in our business operations in order to reduce waste emissions. During The Year, the waste generated from the Group's operations mainly consisted of paper and printing consumables from our offices.

We regularly monitor the consumption of paper and printing consumables and have implemented a number of conservation measures. Our office also provides appropriate facilities and encourages our staff to separate waste sources and recycle waste in order to achieve waste reduction, reuse and recycling in our operations. The Group maintains high standards in waste reduction and teaches its staff the importance of sustainability and provides them with support to develop the skills and knowledge to implement sustainable development.

In addition to recycling, the Group has implemented a number of programs to encourage staff participation in waste reduction management, including

- Encouraging double-sided printing and reuse of waste paper. Paper that has to be printed on one side is only applicable for printing official documents and confidential documents when necessary.
- Encouraging internal communication and communication by electronic channels (email, WeChat) as much as possible.
- Waste paper is collected by cleaning staff arranged by property management; and
- Used cartridges and ink cartridges will be returned to the print supplies company for recycling.

Through the above waste reduction measures, the Group believes that it will change the resource usage habits in our workplace and achieve energy saving and emission reduction targets in the future.)

 廢棄物 Waste	單位 Unit	2021年 2021	密度(消耗 / 人數) Intensity(consumption / person)
無害廢棄物 Non-hazardous waste	噸 Tonne	3.11	0.02
有害廢棄物 Hazardous waste	噸 Tonne	0.03	0.0003

資源使用 Resource Usage

基於本集團的業務性質，我們的消耗量相對較低，尤其是用水量微乎其微。電力消耗構成本集團碳排放的主要部分。誠如上節所述，本集團已制定與環境管理相關的政策及指引，包括能源管理。自實施該等措施以來，我們已相應降低我們的電力消耗。

電力消耗是溫室氣體排放的最大來源。於報告期間，本集團的電力消耗如下：

Due to the nature of the Group's business, our consumption is relatively low, particularly in terms of water consumption, which is minimal. Electricity consumption forms a major part of the Group's carbon emissions. As mentioned in the above section, the Group has put in place policies and guidelines relating to environmental management, including energy management. Since the implementation of these measures, we have reduced our electricity consumption accordingly.

Electricity consumption is the largest source of greenhouse gas emissions. During the reporting period, the Group's electricity consumption was as follows:

1.二零二一年集團消耗的能源類型包括外購電力，數據來源為相關費用的繳費單以及行政統計台賬；能耗係數參考國際能源署提供的轉換因子以及國家《GB/T2589—2008綜合能耗計算通則》。

1.The types of energy consumed by the Group in 2021 include purchased electricity, and the data sources are the payment bills of relevant fees and administrative statistical accounts; the energy consumption coefficients refer to the conversion factors provided by the International Energy Agency and the General Principles for Calculation of Total Production Energy Consumption (GB/T 2589-2008)

能源使用 Energy Consumption	單位 Unit	2021年 2021	密度(消耗 / 人數) Intensity(consumption / person)
能源總耗量 Total energy consumption	千個千瓦時 '000 kWh	54.27	0.50
電力 Electricity	千瓦時 kWh	54,270	502.50

本集團的主要用水來源於日常辦公室營運，產生的生活廢水將排放至市政污水官網中進行處理。本集團並無在用水方面遇到任何問題。水是珍貴的資源，特別在中國北方。因此，我們致力於節約用水，減少浪費。我們的廁所都裝有雙壓節水馬桶。如果水管有滲漏，我們會及時通知物業管理公司安排維修檢查。

集團辦公室的用水量如下：

The Group's main source of water is from daily office operations and the domestic wastewater generated will be discharged to the municipal sewage website for treatment. The Group has not encountered any problem in the use of water. Water is a precious resource, especially in northern China. Therefore, we are committed to conserving water and reducing waste. Our toilets are equipped with dual pressure water-saving toilets. If there is a leak in the plumbing, we will promptly notify our property management company to arrange a maintenance check.

The water consumption of the group offices is as follows:

用水 Water Consumption	單位 Unit	2021年 2021	密度(消耗 / 人數) Intensity(consumption / person)
用水總量 Total water consumption	立方米 m ³	410.00	3.79



環境與天然資源

The Environment and Natural Resources

基於我們的業務性質，本集團的經營活動不會對環境及自然資源產生重大影響。然而，為儘量減少我們經營活動、產品及服務對環境的影響，本集團已：

- 識別我們影視業務對環境及自然資源的任何影響，並設定目標以減輕相關壓力；
- 防止污染、減少浪費及儘量減少影視業務營運之資源消耗；
- 教育僱員形成可持續發展觀以令其以對環境負責之方式開展業務活動。

Due to the nature of our business, the Group's operations do not have a significant impact on the environment and natural resources. However, the Group has implemented the following measures minimize the environmental impact of our operations, products and services.

- Identifying any impacts of our film and television operations on the environment and natural resources, and setting targets to reduce the associated pressures.
- Preventing pollution, reducing waste and minimizing resource consumption in film and television business operations.
- Educate employees on sustainability so that they can conduct their business in an environmentally responsible manner.



應對氣候變化

Climate Change Adaptation

應對氣候變化及管理碳排放是目前全球最迫切的環境問題之一，也是各界的共同責任。本集團於本年度暫未發現任何與作為一家影視及遊戲商品及服務平台運營商業務相關的重大氣候變化相關風險。儘管如此，本集團瞭解全球暖化問題的嚴重性，因此已制定相關應急管理制度、以提高員工處置突發事件的能力，並指派合適的人員負責處理氣候相關風險，以避免或減少氣候變化所帶來的惡劣天氣情況所造成的損失。本集團亦建立法律團隊以及時識別及監察本集團所面臨的與氣候相關的訴訟和有關的法律風險。本集團會繼續審視全球及業務營運地區的政策、法規更新、科技發展及市場動向，定期識別、評估及管理可能對本集團業務造成財務影響的氣候相關風險，並採取相應措施。

本集團氣候變化實體風險主要來自於氣候變化導致的急性實體風險及慢性實體風險，而過渡風險則來自於國家碳中和行動中可能引致的政策、法律、技術、市場及聲譽風險。

就實體風險而言，氣候變化導致的暴風、水災、火災及其他惡劣天氣事件可能會導致影視外景拍攝設備損壞、人員傷亡等，進而造成停止影視拍攝及資產損失。此外，對於我們的遊戲業務，可能會影響數據鏈接，威脅公司業務的安全與可持續性。因此我們在佈局業務時考慮了區域氣候的影響，購買了外部數字化雲上存儲服務，並制定了氣候變化的應急措施，來抵禦因遭遇急性和慢性實體風險而帶來的資產損失。

就過渡風險而言，在低碳經濟加速普及的時代背景下，若我們未能有效、即時把握國家出台的各项相關政策及法律條例，可能會導致本公司品牌聲譽受損、客戶流失及遭受行政處罰等嚴重後果。目前我們正在加強相關技術研發投入，以提供更加低碳的服務及產品，並減少自身以及上下游價值鏈的碳排放。

Addressing climate change and managing carbon emissions is one of the most pressing environmental issues in the world today and is a shared responsibility of all sectors. The Group has not identified any significant climate change related risks associated with its business as an operator of video and game goods and services platform during The Year. Nevertheless, the Group is aware of the seriousness of the global warming issue and has therefore put in place an emergency management system to enhance the ability of its staff to deal with emergencies and assign appropriate personnel to deal with climate-related risks in order to avoid or reduce losses caused by severe weather conditions brought about by climate change. The Group has also established a legal team to identify and monitor the Group's exposure to climate-related litigation and related legal risks in a timely manner. The Group will continue to review policies, regulatory updates, technological developments and market trends globally and in the regions in which it operates to regularly identify, assess and manage climate-related risks that may have a financial impact on the Group's business and take appropriate measures.

The Group's climate change entity risk arises primarily from acute and chronic physical risk due to climate change, while transition risk arises from policy, legal, technical, market and reputational risks that may arise from national carbon neutral actions.

In terms of physical risks, storms, floods, fires and other severe weather events caused by climate change could result in damage to film and television location equipment, injuries and loss of assets, which could result in the cessation of film and television filming. In addition, for our gaming business, it may affect data links and threaten the security and sustainability of our business. We have therefore laid out our business with regional climate impacts in mind, purchased external digital cloud-based storage services, and developed climate change contingency measures to protect against asset losses due to acute and chronic physical risks.

In terms of transition risks, against the backdrop of the accelerating popularity of the low-carbon economy, if we fail to effectively and immediately grasp the various relevant policies and legal regulations issued by the state, it may lead to serious consequences such as damage to our brand reputation, loss of customers and administrative penalties. We are currently strengthening our investment in relevant technology research and development to provide more low-carbon services and products and to reduce carbon emissions from ourselves and our upstream and downstream value chains.



社區投資 Community Investment

作為負責任的企業公民，在尋求自身發展的同時，我們充分關注影視院校的需求。並與影視融媒體院校建立了合作，為院校提供資金和行業資源，並依據其需求開展多樣化的公益活動，為院校和和諧發展貢獻影響力。於2021年，我們與影視融媒體學院合作面向社會開展的公益活動如下表所示：

As a responsible corporate citizen, while seeking our own development, we pay full attention to the needs of film and television colleges and universities. We have also established cooperation with film and television media schools, providing them with funding and industry resources, and carrying out diversified public welfare activities based on their needs to contribute to the impact of the schools and harmonious development. In 2021, the following table shows the public welfare activities we have carried out in cooperation with film and television media schools.

1	2021.3	“國學經典與國學智慧”講座 Chinese Classics and Chinese Wisdom Seminar
2	2021.3	“京東國際”6週年慶直播帶貨 "Jingdong International" 6th anniversary live streaming with goods
3	2021.4	互聯網商會地方共建實習實訓基地 The Internet Chamber of Commerce local co-construction internship training base
4	2021.4–至今	“影媒大課堂”以微笑服務，創青春風采– 語言表達課程 The "Film Media Classroom" served with a smile to create a youthful style - Language Expression Course
5	2021.4–至今	“影媒大課堂”數字剪輯軟件操作課程 "Digital editing software operation course of "Film Media Classroom"
6	2021.5	CCTV-1 央視新聞聯播報道我支部成員參加重慶市紅巖廣場“學黨史 強信念 跟黨走”主題活動 CCTV-1 CCTV news broadcast reported that our branch members participated in the theme activity of "Learning Party History, Strengthening Faith and Following the Party" in Chongqing Red Rock Square.
7	2021.6	青春守護美麗河道 共建三廟繁榮農村宣傳視頻拍攝 Youth guarding beautiful rivers and building a prosperous countryside of three temples together with promotional video shooting
8	2021.6	“大美三江 文明合川”微電影拍攝 Microfilming of "Beautiful Sanjiang Civilization Hechuan"
9	2021.6–2021.10	傳承紅色基因，弘揚革命精神紅色文化進校園系列主題活動 Passing on the Red Gene, Promoting the Revolutionary Spirit - Red Culture in Campus Series Theme Activities

10	2021.6	《中國川劇的傳承與發展》的主題講座 "The Heritage and Development of Chinese Sichuan Opera" Theme Seminar
11	2021.6	《“永遠跟黨走奮進新征程”慶祝中國共產黨成立100週年 文藝晚會 Celebrating the 100th anniversary of the founding of the Communist Party of China: "Always Follow the Party and Advance to a New Journey" Cultural Gala
12	2021.6	“勞模工匠、先進典型”進校園 宣講活動 Lecturing activities of "model workers and craftsmen and advanced models" in campus
13	2021.7	合川電影電視藝術家協會成立大會 Hechuan Film and Television Artists Association Inaugural Meeting
14	2021.7	“文揚古今 紅色研學”暑期“三下乡”社會實踐活動 Summer "Three Villages" Social Practice Activity of "Wen Yang Ancient and Modern Red Study"
15	2021.8	南津街街道疫苗接種督查工作開展 Nanjin Street street vaccination inspection work carried out
16	2021.9	重塑美，發現最美銅梁—攝影知識普及活動 Reinventing Beauty, Discovering the Most Beautiful Tongliang - Photographic Knowledge Popularization Activity
17	2021.10	參與志願活動 情暖鄉村社區 Participate in volunteer activities to warm the rural community
18	2021.10	垃圾分分類 文明進社區 Garbage sorting and civilization in the community
19	2021.10	繪製文化牆繪 扮靚美麗鄉村 Draw cultural wall painting to dress up the beautiful countryside
20	2021.11	非遺中華，絢爛多姿—銅梁舞龍精神學習、欣賞系列活動 Learning and Appreciating the Spirit of Tongliang Dragon Dance - A Series of Activities for Learning and Appreciating the Non-Foreign Heritage of China
21	2021.11	鄉村振興，主旋律電影進校園—新時代影視藝術教育的普及與展覽系列活動 Rural revitalization, melodramatic films in schools - popularization and exhibition series of film and television art education in the new era
22	2021.11	楓華正貿 -助力鄉村振興古樓鎮楓葉林景區新媒體宣傳 "Feng Hua Zheng Mao" -Help rural revitalization Gulou Town Maple Leaf Forest Scenic Area new media publicity
23	2022.1	《吉可，回家吧》舞台劇 "Jike, Come Home" stage show

附錄I 二零二一年ESG關鍵績效數據表 Appendix I ESG Key Performance Data Tables for 2021

環境範疇 Environmental Aspects

關鍵績效指標 KPI	單位 Unit	二零二一年 2021	
排放物 Air Emissions	二氧化硫排放量 Sulfur dioxide	千克 kg	不適用 n/a
	氮氧化物排放量 Nitrogen oxides	千克 kg	不適用 n/a
	顆粒物排放量 Particulate matter	千克 kg	不適用 n/a
溫室氣體排放 Greenhouse Gas Emissions	溫室氣體排放量 (範圍一) Greenhouse gas emissions (Scope 1)	噸二氧化碳當量 tCO2e	0
	溫室氣體排放量 (範圍二) Greenhouse gas emissions (Scope 2)	噸二氧化碳當量 tCO2e	51.11
	溫室氣體總排放量 Greenhouse gas emissions (Scope 1 + Scope 2)	噸二氧化碳當量 tCO2e	51.11
	溫室氣體排放強度 Greenhouse gas emission intensity	噸二氧化碳當量/員工人數 tCO2e/ Number of employees	0.47
有害廢棄物 Hazardous Waste	有害廢棄物總量 Total Hazardous Waste	噸 Tonne	0.03
	有害廢棄物密度 Hazardous waste intensity	噸/員工人數 Tonne/ Number of employees	0.003
無害廢棄物 Non-hazardous Waste	無害廢棄物總量 Total non-hazardous waste	噸 Tonne	3.11
	無害廢棄物密度 Non-hazardous waste intensity	噸/員工人數 Tonne/ Number of employees	0.02
能源使用 Energy Consumption	總能耗量 Total energy consumption	兆瓦時 '000 kWh	54.27
	直接能耗量 Direct energy consumption	兆瓦時 '000 kWh	0
	間接能耗量 Indirect energy consumption	兆瓦時 '000 kWh	54.27
	能耗強度 Energy consumption intensity	兆瓦時/員工人數 '000 kWh/ Number of employees	0.5

關鍵績效指標 KPI		單位 Unit	二零二一年 2021
能源使用 Energy Consumption	總用電量 '000 kWh	兆瓦時 '000 kWh	54.27
	汽油使用量 Gasoline use	升 Litre	无 n/a
用水量 Water Consumption	用水量 Water Consumption	立方米 m ³	410
	用水強度 Intensity of water consumption	立方米/員工人數 m ³ / Number of employees	3.79

環境數據與係數說明

1. 環境數據的時間跨度為二零二一年一月一日至十二月三十一日；數據收集範圍覆蓋。
2. 溫室氣體排放（範圍二）產生於外購電力消耗，數據來源為相關費用的繳費單以及行政統計台賬。外購電力的溫室氣體排放係數參考國家生態環境部發布的《2017年度中國區域電網基準線排放因子》，其他能源排放係數參考香港聯交所發佈的《環境關鍵績效指標彙報指引》。
3. 二零二一年集團消耗的能源類型包括外購電力，數據來源為相關費用的繳費單以及行政統計台賬；能耗係數參考國際能源署提供的轉換因子以及國家《GB/T2589—2008綜合能耗計算通則》。
4. 有害廢棄物為廢棄墨盒及硒鼓。
5. 無害廢棄物為行政辦公產生的辦公垃圾及其他垃圾。
6. 集團用水來源於市政管網供水，數據來源為財務記錄以及行政統計台賬。

Description of environmental data and indexes:

- 1.Environmental data spans the period from January 1 to December 31, 2021; the data collection scope covers.
- 2.GHG emissions (Scope 2) arise from the consumption of purchased electricity; the data sources are the payment bills of relevant fees and administrative statistical ledgers. The GHG emission factors of purchased electricity refer to the China Regional Power Grid Baseline Emission Factor for 2017 issued by the Ministry of Ecology and Environmental of PRC , and other energy emission factors are based on the Reporting Guidance on Environmental KPIs issued by the Hong Kong Stock Exchange.
- 3.The type of energy consumed by the Group in 2012 includes purchased electricity, and the data sources are the payment bills of relevant fees and administrative statistical accounts; The energy consumption indexes are subject to conversion factors provided by the International Energy Agency and the General Principles for Calculation of Total Production Energy Consumption (GB/T 2589-2008)
- 4.Hazardous waste is waste ink cartridges and toner cartridges.
- 5.Non-hazardous waste is office waste and other garbage generated from administrative offices
- 6.The Group's water is supplied from the municipal network, and the source of data is financial records and administrative statistical accounts.

社會範疇 Social aspects

關鍵績效指標 KPI		二零二一年 2021	
按性別、僱傭類型、年齡組別及地區劃分的僱員總數 Total number of employees by gender, employment type, age group and region			
		員工人數 (人) Number of employees (persons)	佔比 (%) Percentage (%)
按性別劃分 By Gender	男 Male	60	56%
	女 Female	48	44%
按僱傭類型劃分 By Employment Type	全職 Full-time	105	97%
	兼職 Part-time	3	3%
按年齡組別劃分 By Age Group	30週歲以下 Under 30 years old	30	25%
	31-50週歲 31-50 years old	58	49%
	50週歲以上 50 years old or above	20	26%
按地區劃分 By Geographical Region	北京市 Beijing	24	25%
	陝西省 Shanxi Province	17	16%
	其他省份 Other Provinces	64	59%
員工總人數 Total Number of Employees		108	
按性別、年齡組別及地區劃分的僱員流失比率 Total number of employees by gender, employment type, age group and region			
		離職人數 (人) Number of employees (persons)	離職率 (%) Percentage (%)
按性別劃分 By Gender	男 Male	6	5.5%
	女 Female	6	5.5%

關鍵績效指標
KPI

二零二一年
2021

按年齡組別劃分 By Age Group	30週歲以下 Under 30 years old	4	3.7%
	31–50週歲 31-50 years old	5	4.6%
	50週歲以上 50 years old or above	3	2.7%
按地區劃分 By Geographical Region	河北省 Shanxi Province	4	3.7%
	北京市 Beijing	2	1.8%
	山西省 Shanxi Province	2	1.8%
	其他省份 Other Provinces	4	3.7%

健康與安全
Health and Safety

過去三年因工死亡的人數 Number of work-related fatalities in the past three years	0
因工傷損失的工作日數 Lost days due to work injury	0

按性別及僱傭類型劃分的受訓僱員百分比及受訓平均時數
Percentage of Employees Trained and Average Hours Trained by Gender and Employment Type

		受訓僱員百分比 Percentage of employees trained	人均受訓時數 Number of training hours per capita
按性別劃分 By Gender	男 Male	50%	5.2
	女 Female	60%	7.7
按職級劃分 By Position	管理層 Management	59%	8.3
	普通員工 General staff	53%	5.2

供應商數量
Number of suppliers

供應商數量
Number of suppliers

供應商數量 Number of suppliers	北京市 Beijing	14
	浙江省 Zhejiang Province	12
	重慶市 Chongqing	8
	廣東省 Guangdong Province	2
	江西省 Jiangxi Province	2

附錄II 《環境、社會及管治報告指引》內容索引

Appendix II ESG Guide Content Index

ESG指標 ESG Indicators		披露情況 Disclosures	對應章節 Corresponding Sections
A1—一般披露 A1 General Disclosure	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的政策及遵守對發行人有重大影響的相關法律及規例的資料。 Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	已披露 Disclosed	10.0環境 10.0 Environment
A1.1 A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	已披露 Disclosed	附錄I Appendix I
A1.2 A1.2	直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	附錄I Appendix I
A1.3 A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	附錄I Appendix I
A1.4 A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	附錄I Appendix I
A1.5 A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of emission target(s) set and steps taken to achieve them.	已披露 Disclosed	10.0環境 10.0 Environment
A1.6 A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of how hazardous and nonhazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	已披露 Disclosed	10.0環境 10.0 Environment
A2—一般披露 A2 General Disclosure	有效使用資源（包括能源、水及其他原材料）的政策 Policies on efficient use of resources including energy,	已披露 Disclosed	10.0環境 10.0 Environment
A2.1 A2.1	按類型劃分的直接及/或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	附錄I Appendix I
A2.2 A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	附錄I Appendix I

ESG指標 ESG Indicators		披露情況 Disclosures	對應章節 Corresponding Sections
A2.3 A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of energy use efficiency target(s) set and steps taken to achieve them.	已披露 Disclosed	10.0環境 10.0 Environment
A2.3 A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	已披露 Disclosed	10.0環境 10.0 Environment
A2.5 A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	不適用。我們的主營業務不涉及包裝材料的使用。 N/A (The Group's core business does not involve the use of packaging materials.)	—
A3—一般披露 A3 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimising the issuer's significant impacts on the environment and natural resources.	已披露 Disclosed	10.0環境 10.0 Environment
A3.1 A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impact of activities on the environment and natural resources and the actions taken to manage them.	已披露 Disclosed	10.0環境 10.0 Environment
A4—一般披露 A4 General Disclosure	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	已披露 Disclosed	10.0環境 10.0 Environment
A4.1 A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	已披露 Disclosed	10.0環境 10.0 Environment
B1—一般披露 B1 General Disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的政策及遵守對發行人有重大影響的相關法律及規例的資料。 Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and	已披露 Disclosed	8.0 關懷僱員 8.0 Caring for Employees
B1.1 B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type (full or part-time), age group and geographical region.	已披露 Disclosed	附錄I Appendix I
B1.2 B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.	已披露 Disclosed	附錄I Appendix I
B2—一般披露 B2 General Disclosure	有關提供安全工作環境以及保障僱員避免職業性危害的政策及遵守對發行人有重大影響的相關法律及規例的資料。 Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	已披露 Disclosed	8.0 關懷僱員 8.0 Caring for Employees

ESG指標 ESG Indicators		披露情況 Disclosures	對應章節 Corresponding Sections
B2.1 B2.1	過去三年（包括彙報年度）每年因工亡故的人數及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	已披露 Disclosed	附錄I Appendix I
B2.2 B2.2	因工傷損失工作日數。 Lost days due to work injury.	已披露 Disclosed	附錄I Appendix I
B2.3 B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	已披露 Disclosed	8.0 關懷僱員 8.0 Caring for Employees
B3一般披露 B3 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	已披露 Disclosed	8.0 關懷僱員 8.0 Caring for Employees
B3.1 B3.1	按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	已披露 Disclosed	附錄I Appendix I
B3.2 B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	已披露 Disclosed	附錄I Appendix I
B4一般披露 B4 General Disclosure	有關防止童工或強制勞工的政策及遵守對發行人有重大影響的相關法律及規例的資料。 Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	已披露 Disclosed	8.0 關懷僱員 8.0 Caring for Employees
B4.1 B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labour.	已披露 Disclosed	8.0 關懷僱員 8.0 Caring for Employees
B4.2 B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when discovered.	已披露 Disclosed	8.0 關懷僱員 8.0 Caring for Employees
B5一般披露 B5 General Disclosure	按管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	已披露 Disclosed	9.0 供應鏈管理 9.0 Supply Chain Management
B5.1 B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	已披露 Disclosed	9.0 供應鏈管理 9.0 Supply Chain Management
B5.2 B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	已披露 Disclosed	9.0 供應鏈管理 9.0 Supply Chain Management
B5.3 B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	已披露 Disclosed	9.0 供應鏈管理 9.0 Supply Chain Management
B5.4 B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Description of practices used to promote environmental preferable products and services when selecting suppliers, and how they are implemented and monitored.	已披露 Disclosed	9.0 供應鏈管理 9.0 Supply Chain Management

ESG指標 ESG Indicators		披露情況 Disclosures	對應章節 Corresponding Sections
B6一般披露 B6 General Disclosure	<p>描有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的政策及遵守對發行人有重大影響的相關法律及規例的資料。</p> <p>Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p>	已披露 Disclosed	6.0 產品責任 6.0 Product Responsibility
B6.1 B6.1	<p>已售或已運送產品總數中因安全與健康理由而須回收的百分比。</p> <p>Percentage of total products sold or shipped subject to recalls for safety and health reasons.</p>	不適用。我們的主營業務不涉及包裝材料的使用。 N/A (The Group's core business does not involve the use of packaging materials.)	—
B6.2 B6.2	<p>接獲關於產品及服務的投訴數目以及應對方法。</p> <p>Number of products and service related complaints received and how they are dealt with.</p>	已披露 Disclosed	6.0 產品責任 6.0 Product Responsibility
B6.3 B6.3	<p>描述與維護及保障知識產權有關的慣例。</p> <p>Description of practices relating to observing and protecting intellectual property rights.</p>	已披露 Disclosed	6.0 產品責任 6.0 Product Responsibility
B6.4 B6.4	<p>描述質量檢定過程及產品回收程序。</p> <p>Description of quality assurance process and recall procedures.</p>	已披露 Disclosed	6.0 產品責任 6.0 Product Responsibility
B6.5 B6.5	<p>描述消費者資料保障及私隱政策，以及相關執行及監察方法。</p> <p>Description of consumer data protection and privacy policies, and how they are implemented and monitored.</p>	已披露 Disclosed	6.0 產品責任 6.0 Product Responsibility
B7一般披露 B7 General Disclosure	<p>有關防止賄賂、勒索、欺詐及洗黑錢的政策及遵守對發行人有重大影響的相關法律及規例的資料。</p> <p>Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.</p>	已披露 Disclosed	7.0 反貪污 7.0 Anti-corruption
B7.1 B7.1	<p>於彙報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。</p> <p>Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.</p>	已披露 Disclosed	7.0 反貪污 7.0 Anti-corruption
B7.2 B7.2	<p>描述防範措施及舉報程序，以及相關執行及監察方法。</p> <p>Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.</p>	已披露 Disclosed	7.0 反貪污 7.0 Anti-corruption
B7.3 B7.3	<p>描述向董事及員工提供的反貪污培訓。</p> <p>Description of anti-corruption training provided to directors and staff.</p>	已披露 Disclosed	7.0 反貪污 7.0 Anti-corruption
B8一般披露 B8 General Disclosure	<p>有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。</p> <p>Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities takes into consideration communities' interests.</p>	已披露 Disclosed	11.0 社區投資 11.0 Community Investment
B8.1 B8.1	<p>專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。</p> <p>Focus areas of contribution (e.g. education, environmental concerns labour needs, health, culture and sport).</p>	已披露 Disclosed	11.0 社區投資 11.0 Community Investment
B8.2 B8.2	<p>在專注範疇所動用資源（如金錢或時間）。</p> <p>Resources contributed (e.g. money or time) to the focus area.</p>	已披露 Disclosed	11.0 社區投資 11.0 Community Investment

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