SKYWORTH

創維集團有限公司
SKYWORTH GROUP LIMITED

(Incorporated in Bermuda with limited liability)
Stock Code : 00751.HK

2022
**Environmental,
Social and
Governance Report**

SKYWORTH 創維

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Environmental, Social and Governance Report

1. ABOUT SKYWORTH AND BUSINESS INFORMATION

1.1. Our business

The Group, comprising Skyworth Group Limited (the "Company"), together with its subsidiaries (the "Group", "Skyworth", "we" or "us"), is principally engaged in the manufacture and sales of smart TV systems, home access systems, smart white appliances, intelligent manufacturing, internet value-added services, property development, property holding, photovoltaic products, modern services and trading of other products.
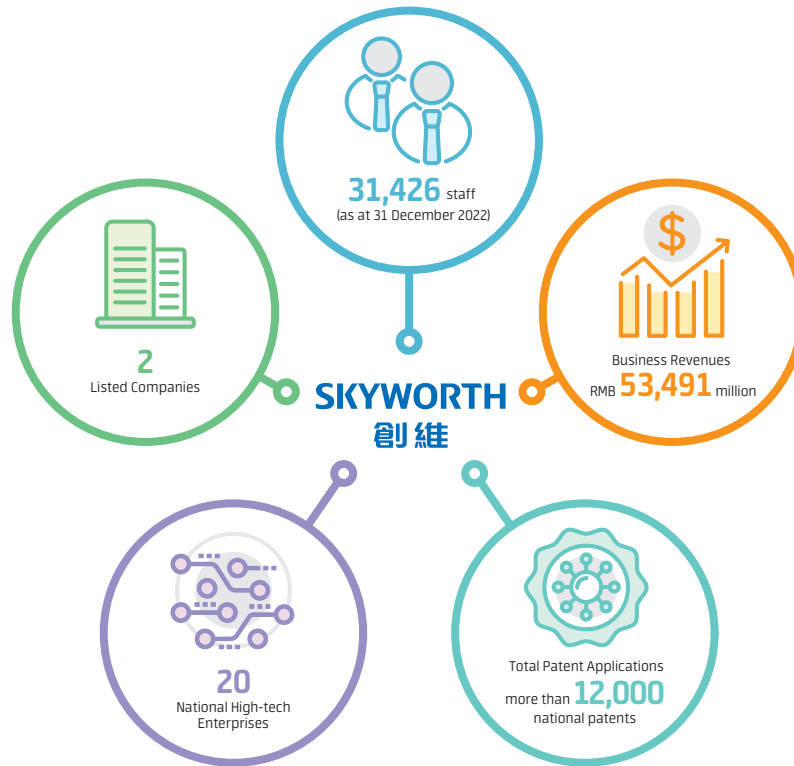
The Group was founded in 1988 and has two listed companies known as Skyworth Group Limited (stock code: 00751.HK), Skyworth Digital Co., Ltd. (stock code: 000810.SZ). With more than 31,000 employees and 20 national high-tech enterprises, Skyworth's headquarter is located at Shenzhen High-tech Industrial Park. The Group, accompanied by the State-owned Enterprise Technology Centre and the State Industrial Design Centre, cooperated with local governments to develop a technology laboratory. The Group's technology research, manufacturing and global marketing agencies are located at both China and abroad. In light of technological advancement and versatile market environment, we have deployed multiple operational and manufacturing bases across China, including Shenzhen headquarter base, Pearl River Delta smart home appliances manufacturing base, and Yangtze River Delta Intelligent Household Appliance Manufacturing Base. We provide a broad range of products and services for our clients around the world, involving five major business sectors namely Multimedia Business, Smart Systems Technology Business, New Energy Business, Smart Appliances Business and Modern Services Business.

Skyworth has become a leading enterprise in smart appliances and information technology with advanced technology, standardised corporate governance, efficient operation, strict supervision, incentives and global competitiveness. Demonstrating its global presence, the Group's TV products, digital set-top boxes and other products have significant market shares in Europe, South America, the Middle East and Southeast Asia. The Group has provided solar business in several Chinese cities by supporting renewable energy development.

Skyworth Photovoltaic is a comprehensive new energy enterprise that provides development, design, construction, smart operation and maintenance and professional consulting services. The Group focuses on the design, construction, operation and maintenance, carbon trading as well as energy storage business of distributed residential rooftop and commercial enterprise rooftop power stations. To provide real and sustainable value to customers, the Group will strive to develop an extensive energy full-process asset development, construction, and operation platform. The emission reduction target for new energy business is to increase the use of solar energy while decreasing the outsource of electricity.

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Business Highlights of Skyworth for the Financial Year 2022

31,426 staff
(as at 31 December 2022)

2
Listed Companies

Business Revenues
RMB **53,491** million

SKYWORTH
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20
National High-tech
Enterprises

Total Patent Applications
more than **12,000**
national patents

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1.2. Our corporate philosophy

We envision to become a global leader in smart appliances and information technology. We strive to add value to our stakeholders including employees, customers, suppliers, shareholders and investors, and the society while adhering to the principles of "Technology leadership, quality first", "Management innovation, efficiency priority", "User first, service home" and "Employee-oriented, results sharing". To maximise sustainability performance, the Group invests in environmental management, talent development, and community investment, in addition to proactively improving operational efficiency, product quality, and financial performance. The Group takes on the mission of "Dedicated to creating a better life for mankind," and complies with the cultural philosophies of "Pioneering and innovating", "Striving", "Pursuing excellence", "Performance priority", "Result share", and "Integrity".

Skyworth's Mission :

Dedicated to Creating a Better Life for Mankind
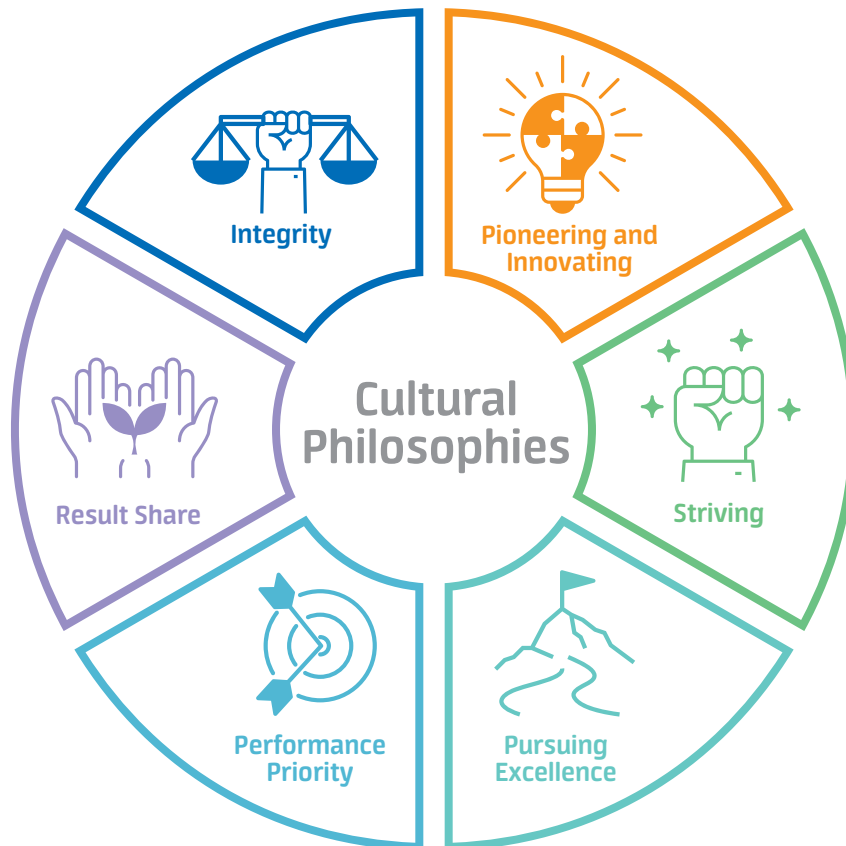
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2. ABOUT THIS REPORT

2.1. Principle, period and scope of the report

This Environmental, Social and Governance ("ESG") report (the "Report") is prepared in accordance with the disclosure requirements set forth in the "Environmental, Social and Governance Reporting Guide" ("ESG Guide") under Appendix 27 to the Listing Rules on The Stock Exchange of Hong Kong Limited. As outlined in the ESG Guide, this Report has been prepared based on the principles of materiality, quantitative, balance and consistency:

- Materiality: To identify material ESG-specific issues to the business operations, the Group conducted regular stakeholder engagement activities and a materiality assessment. The Group has addressed the material topics in the ESG Report based on the assessment results.

- Quantitative: The Group records environmental and social data and presents quantitative disclosures in the ESG Report to demonstrate the Group's impact on material ESG-related issues. For the standards and methodologies of the data calculation, please refer to the performance table in pages 21 to 25.

- Balance: In order to provide an unbiased and objective ESG Report, the Group reports both positive and negative impacts of its operation along with the mitigation measures to enable a fair view on the Group's sustainability performance.

- Consistency: To maintain the comparability of the reports, the Group adopts consistent reporting standards, principles and data calculation methodologies, as well as explanations of any inconsistency with previous reports.

This Report summarises the Group's environmental and social related policies, activities, performance and contribution from 1 January 2022 to 31 December 2022 (the "Reporting Period"). The scope of the Report covers the Group's core activities of our main business segments including audio-visual, new energy and home electronic appliances businesses. We focus on the report of our TV company, new energy business, and set-top boxes business in the parts relevant to operational and environmental protection procedures. These three business areas have a significant impact on the Group's operations since they generate the biggest revenue and cash flow transactions. In full compliance with the ESG Guide and the Corporate Governance Code, the Board has taken up an overall responsibility for formulating the Group's ESG strategy and reporting. The Board takes a proactive approach to review the Group's ESG-related risks on a regular basis to ensure that effective risk management and internal control systems are in place.

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3.   LETTER TO STAKEHOLDERS

Skyworth continues to take "Dedicated to creating a better life for mankind" as its business goal and "Pioneering and innovating", "Striving", "Pursuing excellence", "Performance priority", "Result share" and "Integrity" as its business philosophy. This year, the business scope of the Group has been fully expanded, and have made considerable progress in digitalisation and intelligence. In response to the target of the 2060 carbon neutrality and intelligent manufacturing of the People's Republic of China, the Group will regularly review our sustainable development paths and strategies such as greenhouse gas emissions reduction, health and safety, and employee development, and strengthen the Company's operations foundation.

The Environmental, Social and Governance Working Group (the "ESG Working Taskforce"), is responsible for all sustainability strategies, management, performance and reporting of the Group. The Board oversees all ESG issues, including the review of material issues and progress towards ESG-related goals. The Board inspects the Group's overall ESG performance with reference to key performance indicators. Relevant ESG issues will be discussed and reported at board meetings for improvement and adjustment when necessary.

Climate change is still the priority of the global agenda. We have committed ourselves to enhancing our resilience and adaptability to climate change and taking appropriate measures to mitigate it. As a responsible manufacturer, Skyworth regards carbon neutrality as one of the common objectives of human beings and takes steps to achieve it.

In order to achieve business success and sustainable development, we also listen to the advice and feedback from stakeholders. We collect stakeholders' opinions through different channels to identify important issues for the Group. Maintaining communication with key stakeholders enables the Group to formulate strategies more comprehensively.

In the face of new opportunities and new responsibilities, the Group is forging ahead, and strives to grasp the new era of opportunities and missions. Skyworth will create a brand-new page of enterprise wisdom development with unprecedented courage, innovative spirit and ceaseless efforts.

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4.   SUSTAINABILITY GOVERNANCE

The Group has launched the ESG Working Taskforce to support the development of sustainability in Skyworth. The ESG Working Taskforce was formed by members from relevant departments in the Company that is able to bring diverse perspectives into discussion. Monitoring the Group's ESG performance and identifying any material issues is the responsibility of the ESG Working Taskforce, which then reports to the Board for consideration, evaluation, and eventual implementation or revision of the ESG's strategies. The ESG Working Taskforce will invite sustainability professionals to participate under the appointment from the Board in order to further strengthen the Company's sustainability management techniques. The Group also reports the market trends and other significant risks and opportunities to the Board.

Through the support and recommendations of the ESG Working Taskforce, the Board oversees the Group's sustainability issues, including but not limited to overall sustainability performance, strategies, targets, and reporting. The Board also approves the material topics from the materiality assessment and allocate the resources to them.

The sustainability governance structure is as below:
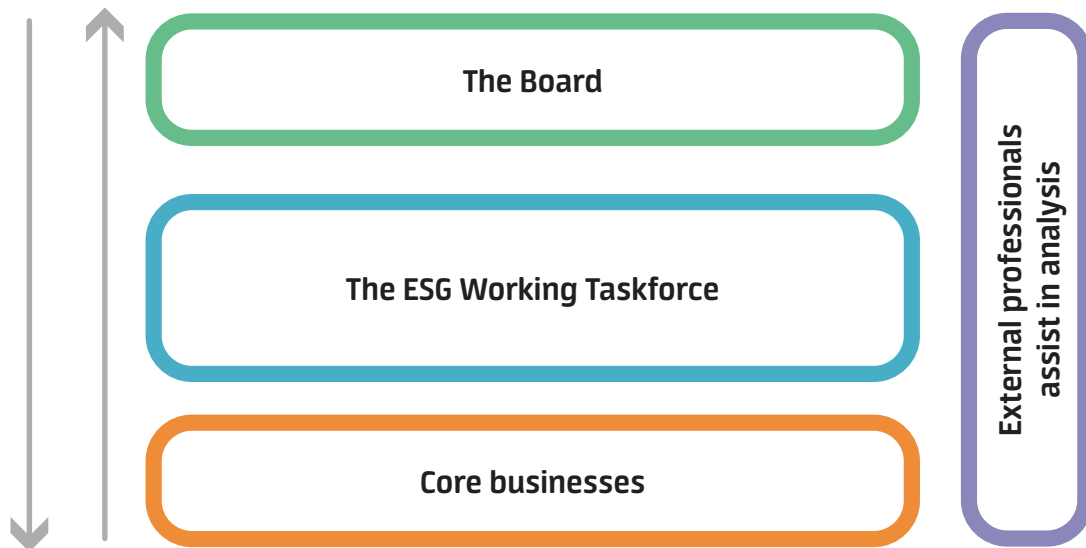
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5.   STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

5.1.   Stakeholder engagement activities

Skyworth is committed to maintaining an ongoing dialogue with its external and internal stakeholders. The Group has organised a number of engagement activities with an aim to communicate with and build close relationships with stakeholders. The activities allow the Company to capture the opinions and ideas from various stakeholders and incorporate them into strategic planning.

Skyworth regularly holds internal meetings to strengthen internal communication across the Group, such as core management meeting and operation decision-making meeting. We believe that the feedback from our employees is critical to the operation of the business. The meetings also help to disseminate the corporate development plan to our employees. The Group offers a variety of training programmes and recreational activities to help employees develop their capabilities and enhance employee relations.

In order to obtain the latest market trends and exchange information with other industrial peers, the Group proactively participates in diverse external fairs and exhibitions. As such, the Group could grab the insights and the improve the design and quality of its products. During the pandemic outbreak, we continued to be passionate about using online webinars and virtual events to gain industry insights.

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5.2.   Communication channels

The key stakeholders of the Group and the respective communication channels are summarised as follows:

Stakeholders and Communication Channels
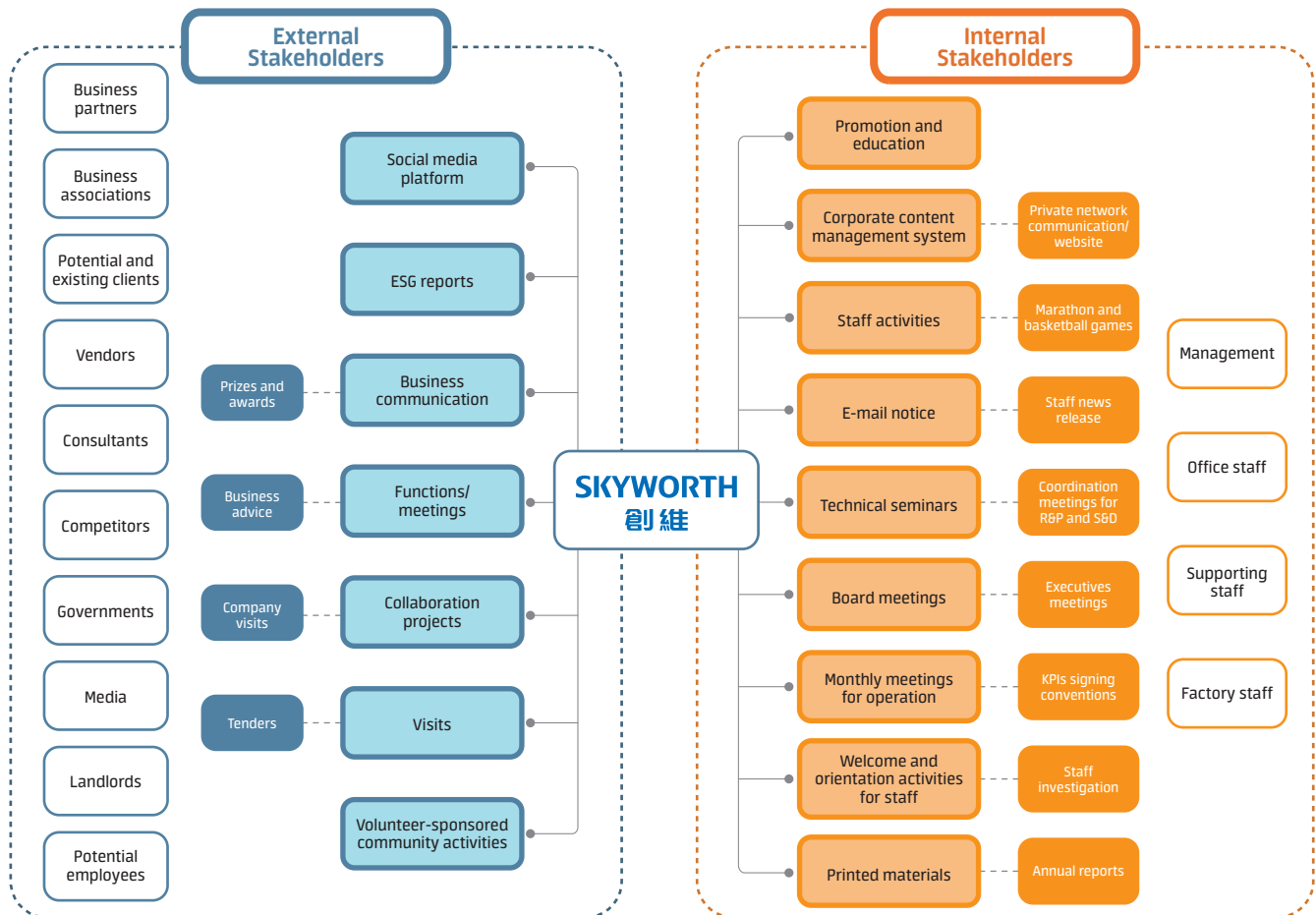
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5.3.   Materiality assessment

The Group developed a materiality assessment in accordance with the reporting principles of materiality to identify the material topics that bring significant impacts on the business and stakeholders. The Group has continuously conducted stakeholder engagement with its stakeholders. During the Reporting Period, an online survey was conducted for better understanding of the stakeholders' concerns on Skyworth's sustainability. Following analysis of the survey result, a materiality matrix was formed and listed below:

Matrix
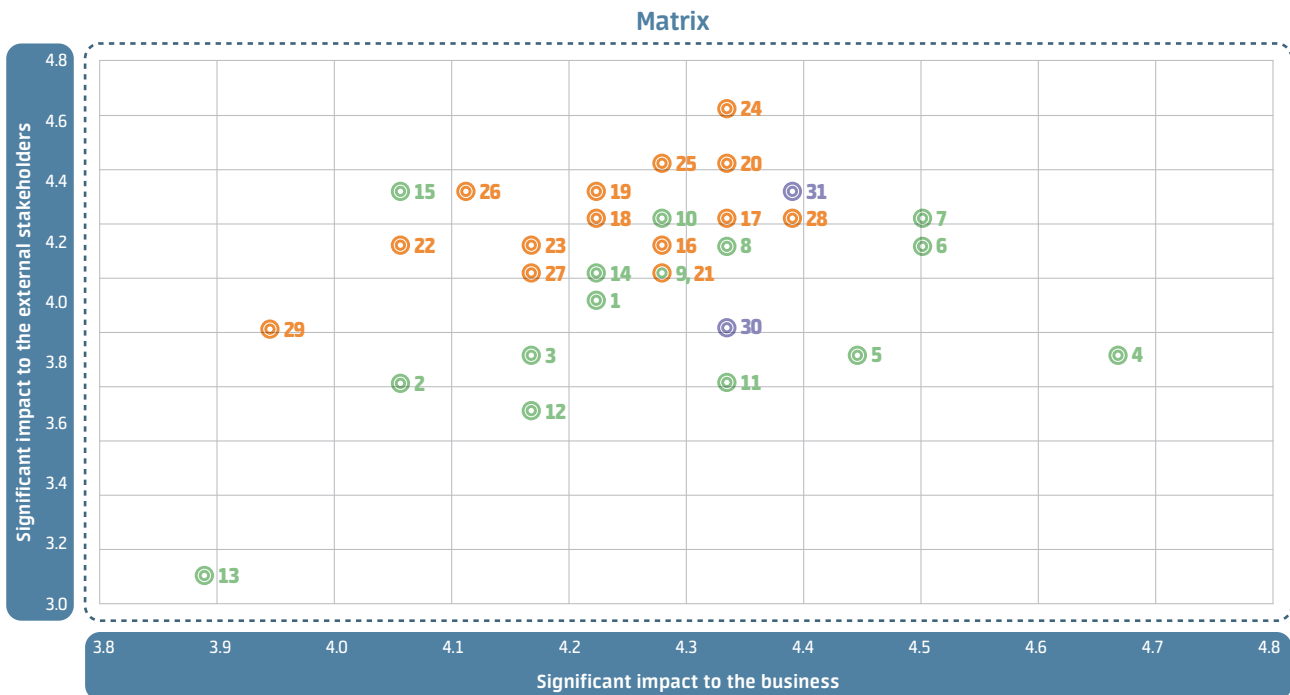
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Aspects	Symbol	Topics
Environmental	1	Climate change and greenhouse gas emissions
	2	Climate risk assessment
	3	Climate change mitigation and adaptation
	4	Air pollutants emissions
	5	General waste management
	6	Hazardous waste management
	7	Energy and electricity consumption and efficiency
	8	Water consumption and efficiency
	9	Efficient use of material
	10	Renewable resources
	11	Wastewater discharge and management
	12	Noise pollution and management
	13	Ecology and biodiversity
	14	Packaging materials selection
	15	Environmental targets and progress monitoring

Aspects	Symbol	Topics
Social	16	Employee benefits and welfare
	17	Training and development
	18	Equal opportunity
	19	Avoid child and forced labour
	20	Occupational health and safety
	21	Work environment
	22	Management and employee communication
	23	Workforce diversity
	24	Anti-corruption and integrity
	25	Client feedback and comment
	26	Supply chain management
	27	Green procurement
	28	Product responsibility
	29	Community involvement
Others	30	Sustainability strategy
	31	Sustainability targets

The top three significant environmental and social issues related to the Group's business were reported to and approved by the Board of Directors to get a comprehensive picture of the sustainability development for Skyworth. The Group's material topics referred to the analysis of survey results and benchmarking with the industrial peers.

Environmental issues

— Energy and electricity consumption and efficiency
— Hazardous waste management
— Air pollutants emissions

Social issues

— Anti-corruption and integrity
— Occupational health and safety
— Client feedback and comment

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6. OUR OPERATION AND PRODUCT QUALITY

After 35 years of arduous entrepreneurial journey, Skyworth has always adhered to our core values, "technology leadership" and "quality first". In this regard, the Group has established a comprehensive quality management system for product design, supply chain management, product production process, delivery and after-sales services.

6.1. Supply chain management

Skyworth places a high value on supply chain management because it recognises that final product quality and customer satisfaction are directly related to supply chain effectiveness. To preserve the stability of the material supply and minimise the related environmental and social risks in the supply chain, the Group evaluates existing and new suppliers based on three basic principles: volume concentration, business integrity and proximity.

Volume concentration

In accordance with the volume concentration concept, the Group centralises procurement to a feasible extent while maintaining a considerable number of suppliers in the same categories. This ensures that suppliers are able to obtain sufficient orders and reduce the production costs. The Group evaluates and reviews their performance on a monthly basis with regard to the delivery time, material quality, cost and services.

Business integrity

As a socially responsible corporation, the Group places a premium on the business integrity and social responsibility of its suppliers. The Group expects its suppliers to adhere to the Group's Code of Conduct as well as all applicable laws and regulations. In case of any violation of the Code or legal obligations, the suppliers are disengaged and the Group shall reserve the right to seek all remedies available by law. During the supplier selection and evaluation process, the Group also considers the sustainability performance of the suppliers. All suppliers must abide by the applicable environmental and social laws and regulations. The procurement team conducts sustainability evaluations in accordance with internal standards and processes, including site inspections and document checks, to identify environmental and social risk along the supply chain. The Group provides improvement guidance and advice to the suppliers that fail to meet the standard. If they could not resolve the issues for an extended period of time, they would be removed from the supplier list. To demonstrate its commitment to a sustainable supply chain, the Group is developing a comprehensive sustainable procurement policy.

Proximity

To shorten the shipping transportation time and minimise associated pollution, Skyworth prioritises the suppliers which are close to the production line. During the Reporting Period, more than 86% of our suppliers were based in China.

Total number of suppliers in China and overseas in 2022

Suppliers by location	Product/Production line		New energy business (Note 1)
	TV business	Digital set-top boxes business	
China	592	402	64
Overseas	93	70	0

Note 1: New energy business is a new scope of the Reporting Period.

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6.2.   Quality management system

Skyworth has developed a stringent quality management system to perform its mission of "Honour the commitment towards creating a healthy, technology-empowered life for mankind". Under the quality management system, the Group's product development, supply chain management, production process, delivery, and aftersales services are managed in a methodological manner. In accordance with norms, laws, and regulations applicable to products and services in each of the countries and jurisdictions where the Group operates, relevant departments are in charge of recording, monitoring, and reviewing products.

The Group continues to modernise its manufacturing technologies and facilities in order to boost production productivity, and the quality control process. During the production workflow, the Group has applied In-Process Quality Control (IPQC) to conduct inspections on the manufacturing processes such as moulding and packaging. Following the assembly phase, IPQC lead inspection work to check product safety, function and appearance to ensure they comply with the internal guidelines, laws and regulations. Before delivery, finished products must pass a series of tests, including a high/low temperature test, an energy efficiency test, and a stand-by power test to verify whether they meet or exceed national and industry safety and quality requirements. In case of defects, the quality assurance team conducts remediation works and maintains a record system to prevent reoccurrence.

Quality Management Systems for the Production Process

Customer Needs (Input)

Quality Products (Output)

Continuous Improvement

Quality Measurement

Quality Control System

Post-sales services system
- 8-hour fast responding mechanism
- Post-sales services network with global coverage
- The 8D abnormity corrective mechanism

New product development system
- IBM-empowered Intergrated Product Development (IPD) management procedures
- Building the Product Lifecycle Management (PLM) research & development information system
- China National Accreditation Service for Conformity Assessment (CNAS)-certified national labs

Delivery control system
- Test mode integrating online and offline portals
- Customer-oriented product experiencing unit
- Smart aged plants, automatic testing equipment

Supply chain control system
- Selected suppliers with a review and phasing-out mechanism in place
- Introduction of Supplier Relationship Management (SRM)
- Setting up labs to detect harmful substances

Programme control system
- Manufacturing Execution Systems (MES) on refined management
- Smart, automatic testing equipment
- Standardised quality control procedures

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6.3.   Product responsibility

Complaints

The Group values customer feedback and views complaints as an opportunity to improve. In view of this, the Group has developed a number of feedback channels as well as a handling system to respond to complaints or opinions about the goods or services. When a complaint is received, complaint specialists investigate its veracity and adopt relevant courteous measures. The specialists are required to consolidate the complaints and conduct analysis, which would serve as a reference to relevant departments for the development of improvement plans.

Skyworth maintained "zero" recalls of digital set-top boxes and TV Products throughout the Reporting Period. The Group only received 58 complaints regarding digital set-top boxes and the complaint rate was close to zero. The complaint rate of the TV products was 0.09%. Every complaint and recall is handled in accordance with the Group's Product Recall and Complaint Policy. The customer satisfaction performance of TV business, digital set-top boxes business, and new energy business during the Reporting Period are listed as below:

Product recall and complaint during the Reporting Period

Category	Product/Production line		
	TV business	Digital set-top boxes business	New energy business *(Note 1)*
Total production (units)	**14,430,000**	**42,516,228**	**141,930**
Complaint			
Total complaint (cases)	12,744	58	6,328
Product complaint (cases)	3,616	46	2,035
Sale complaint (cases)	1,011	5	1,568
Service complaint (cases)	7,913	0	2,067
Other complaint (cases)	204	7	658
Complaint rate	0.09%	0.0001%	4%
Recall			
Product recall (units)	0	0	0
Recall rate	0%	0%	0%

Note 1: New energy business is a new scope of the Reporting Period.

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Customer privacy

Skyworth has always adhered to user-first core value. The Group places a high value on protecting consumer privacy. The Group has set internal procedures for the security of data management. Employees are prohibited from using customer information that they have obtained without permission. An encrypted data management system has been designed for the processing and storage of confidential information. The information access right requires prior clearance from the Information Technology Department. During the Reporting Period, The Group has adhered to the personal privacy-related laws and regulations, including the Cybersecurity Law of the People's Republic of China.

Marketing and advertising

Skyworth strives to regulate its marketing and advertising promotion responsibly. The Group understands marketing tools does not only promote its products in the market but makes it possible for consumers and public to understand the product functions. The Group makes a lot of effort to ensure that no false materials appear in marketing or product descriptions. The Group reviews the transcripts of product packaging and advertising before going to market. The Group has adhered to the marketing and labelling-related laws and regulations, including the Advertising Law and Product Quality Law of the People's Republic of China during the Reporting Period.

6.4.　Intellectual property management

Understanding how crucial intellectual property ("IP") is to the Group's product research and development, the Group is committed to protecting its IP rights. To reduce the operation risk associated with IP infringement, the Group has established an IP management team under the legal department. They are responsible for developing the Group's intellectual property strategy, patent applications, negotiations, and litigation. In addition to the IP management team, the Group has implemented a patent management system for patent proposal, application, protection, and maintenance.

The Group has more than 12,000 patent application filed by the end of the Reporting Period. The Group has adhered to the intellectual property-related laws and regulations including the Patent Law, the Trademark Law and the Copyright Law of the People's Republic of China during the Reporting Period.

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6.5.   Awards and recognitions of Skyworth

The following honours and recognitions were received by Skyworth in 2022 as a result of its stringent operational management and high-quality products:

| Organiser (in no particular order)	Corporate award name
Development and Reform Commission of Jiangsu Province	The fourth batch of pilot enterprises integrating production and education in Jiangsu Province
Nanjing Municipal Federation of Trade Unions	Nanjing Workers Vanguard
CITE2022	Innovation Award
CRIS2022	2022 China Refrigerator Industry Innovative Design Brand
CRIS2022	2022 China Odourless Refrigerator
TÜV Rheinland	Certificate of PV Power Plant EPC Quality and O&M Quality
China Longyuan Power Group Corporation Limited	Top Ten Supporting Brands in China Photovoltaic Industry in 2022
North Star Solar Photovoltaic Panels	Influence Distribution Photovoltaic Brand
JRJ	2022 JRJ "Navigation China" Annual Conference — ESG Practice Excellence Award
People's Government of Shenzhen Municipal	Second Prize of Shenzhen Science and Technology Award
People's Government of Guangdong Province	Second Prize of Guangdong Technological Advancement Award
Information and Communication Development Department of the Ministry of Industry and Information Technology	Second Prize of 4th National Blooming Cup 5G Application Competition
China (Wuxi) International New Energy Conference and Exhibition Organising Committee	China's Top Ten Brands in Distributed Photovoltaic Operation and Maintenance
2022 China Washing Machine & Clothes Dryer Industry Summit Forum	Innovative Design Brand
2022 China Washing Machine & Clothes Dryer Industry Summit Forum	Excellent Healthy Wash & Care Product
China Household Electrical Appliances Research Institute	Top Ten Brands in Washing Machine Industry
InnoESG.org	InnoESG Prize Series — ESG Award 2022

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2022 China Washing Machine & Clothes Dryer Industry Summit Forum

Innovative Design Brand

China Household Electrical Appliances Research Institute

Top Ten Brands in Washing Machine Industry
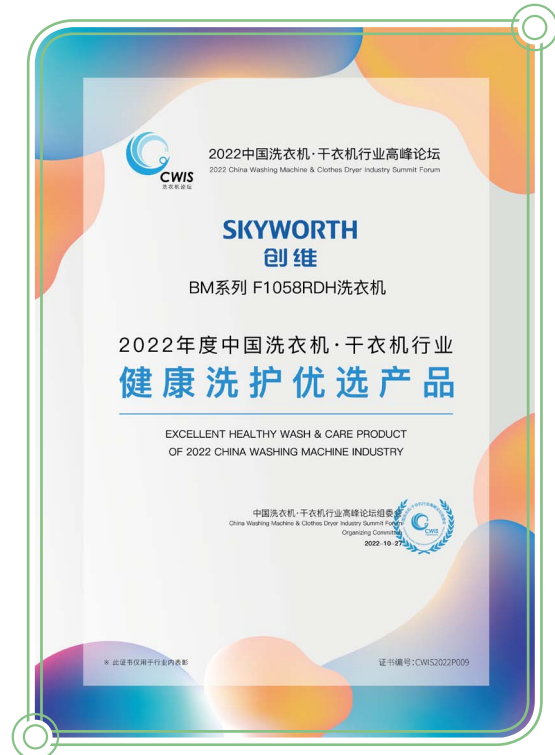
2022 China Washing Machine & Clothes Dryer Industry Summit Forum

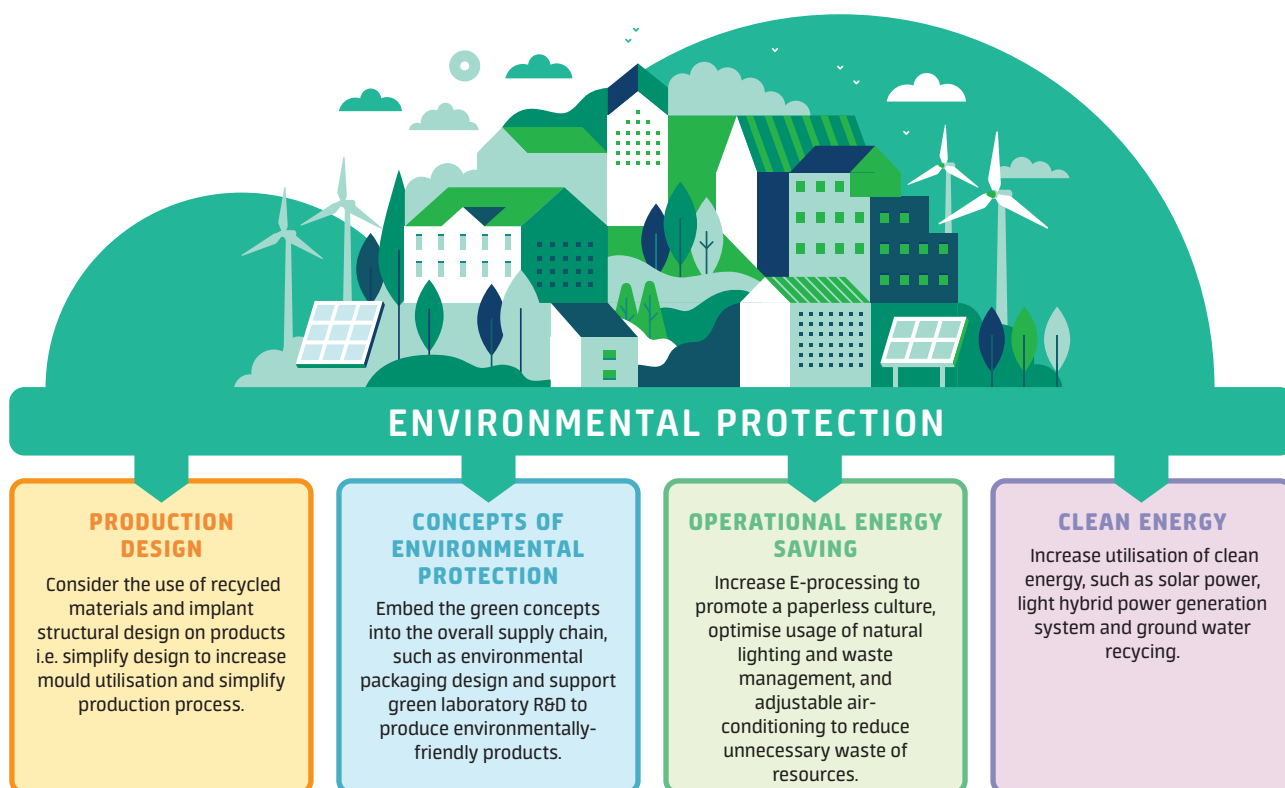Excellent Healthy Wash & Care Product

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7.   OUR ENVIRONMENTAL PROTECTION PRACTICES

7.1.   Environmental strategies

Skyworth has given careful consideration to maintain its sustainable operation and development driven by its mission statement, "Dedicated to creating a better life for mankind." In order to monitor sustainable performance and reach a stringent standard, the environmental management system with ISO 14001:2015 certification has been implemented in the business operation. Under the management system framework, four long-term green initiatives were established. They are "Production Design", "Concepts of Environmental Protection", "Operational Energy Saving" and "Clean Energy" respectively. The initiatives drive a long-term sustainable impact to the Group.

Skyworth's long-term initiatives

ENVIRONMENTAL PROTECTION

PRODUCTION DESIGN

Consider the use of recycled materials and implant structural design on products i.e. simplify design to increase mould utilisation and simplify production process.

CONCEPTS OF ENVIRONMENTAL PROTECTION

Embed the green concepts into the overall supply chain, such as environmental packaging design and support green laboratory R&D to produce environmentally-friendly products.

OPERATIONAL ENERGY SAVING

Increase E-processing to promote a paperless culture, optimise usage of natural lighting and waste management, and adjustable air-conditioning to reduce unnecessary waste of resources.

CLEAN ENERGY

Increase utilisation of clean energy, such as solar power, light hybrid power generation system and ground water recycing.

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7.2.   Green workplace

The concept of environmental protection is ingrained in the culture of Skyworth. The Group has made every effort to enhance the sustainability awareness within the Group, and nurture the employees to be talents with sustainable mindsets. We constantly offer our staff trainings and programmes on sustainability to help them become more knowledgeable. Moreover, posters and environmentally friendly reminders are displayed in the common area to remind the employees.

Aside from creating a culture within the Group, Skyworth has also implemented green building components into its buildings and premises for practising sustainability with real actions. Skyworth Shiyan Science & Technology Industrial Park (the "Industrial Park") has attained Shenzhen Green Building Certification (Bronze Level) and 1-star China Green Building Label. The Industrial Park is equipped with atmospheric control areas of Class 1, water protection area, rubbish recycling area and sewage treatment station and greenery area. We believed that the green buildings can achieve a better efficiency and reduce the environmental footprint.

We also acquired energy-efficient facilities in the Industrial Park for our buildings, as well as thermal insulation materials for the building façade. The materials have the ability to lower indoor temperature. In addition, to improve energy efficiency, the Group installed LED lighting and improved the HVAC systems.

7.3.   Climate change and greenhouse gas emission

Mitigation and adaptation to climate change has become an important issue of global concern. Physical and transitional risks from climate change are unprecedented and unforeseen. Skyworth, as a responsible firm, has taken steps to address the climate change issue, and climate risks have been identified as one of the business's potential risks. To better deal with climate change, the Group has adopted its climate change policy to adapt to the market trend of decarbonisation. The Group is on track to transit to a low-carbon operation and productions. Because of the nature of the business, energy consumption is the key source of greenhouse gas ("GHG") emission from the product production process and, which is one of the world's most significant environmental footprint. For a better management of energy consumption and GHG emission in the operation, we have applied an ISO 50001: 2011 certified Energy Management System. The Group has implemented a number of mitigation measures to minimise the environmental impacts and climate-related risks under the system.

Aspect	Mitigation measures	
Facilities optimisation	1.	Phasing out traditional air compressor to reduce loading time and electricity consumption as well as GHG emission
	2.	Upgraded mould Injection moulding machine
	3.	Replaced traditional electricity generators of the central cooling tower with water turbine to reduce electricity usage and GHG emission
	4.	Utilised waste heat generated from boiler to reheat boiler water
	5.	Prioritised the selection of equipment with high energy efficiency
Energy management	1.	Appointed energy management specialists to monitor the energy use pattern
	2.	Established energy management system to facilitate the monitoring and analysis of the energy consumption
Clean energy	1.	Promoted use of cleaner fuel such as natural gas in the manufacturing process to reduce emissions
	2.	Installed photovoltaic panels to transform solar energy into electricity to obtain zero emission energy
	3.	Replaced diesel forklift with electrical forklift

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In the journey to a low carbon business, the Group advocates the use of renewable energy and has installed solar photovoltaic panels of 60,000 m² installable area in the Industrial Park. The solar panels not only provide electricity to the Group's operation, but also supply other energy users by inserting the surplus energy in the municipal electricity grid. The solar panels have generated a total of 8,688,520 kWh of electricity during the Reporting Period, which has averted the release of approximately 4,703 tonnes of carbon emissions.

In addition to the benefits to the environment, the energy reduction measures also induce positive economic impacts to the Group. During the Reporting Period, the Group has saved approximately 9,000,000 kWh of energy consumption by implementing the energy saving initiatives. The Group has complied with the emission-related laws and regulations, including the Law of the People's Republic of China on Prevention and Control of Air Pollution during the Reporting Period.

The Group places an emphasis on reducing greenhouse gas emission, improving energy efficiency and utilising renewable energy. The Group is seeking clean energy sources such as solar photovoltaic and improving energy efficiency to achieve carbon reduction targets. During the Reporting Period, the Group has adopted the following actions to reduce GHG emission:

— Monitor the power consumption and increase the proportion of energy efficient equipment, such as LED lights

— Establish energy management system, collect energy data for monthly analysis, and set benchmarks for energy efficiency goals

— Increase the utilisation of solar energy and reduce the purchase of electricity from outside

Energy consumption of Skyworth in the Reporting Period

Energy consumption	Unit	2022 TV business (Note 1)	2022 Digital set-top boxes business	2022 New energy business	2021 TV business	2021 Digital set-top boxes business	2021 New energy business (Note 2)
Electricity							
Electricity	kWh	133,636,001	20,608,717 (Note 3)	136,691	131,352,781	19,575,406	–
Solar energy	kWh	8,688,520	0	0	6,707,074	0	–
Intensity	kWh/per thousand produced product unit	9,863	484	963	9,641	376	–
Natural gas							
Natural gas consumption	kWh	29,979,887	0	0	11,244,597	0	–
Intensity	kWh/per thousand produced product unit	2,077	0	0	785	0	–
Petrol							
Consumption	kWh	361,665	0	0	417,221	0	–
Intensity	kWh/per thousand produced product unit	25	0	0	29	0	–
Total energy consumption							
Total energy consumption	kWh	172,666,073	20,608,717	136,691	149,721,673	19,575,406	–
Total energy intensity	kWh/per thousand produced product unit	11,965	484	963	10,456	376	–

Note 1: Due to the increase in foam production of TV business, the electricity, solar energy and natural gas consumption has increased significantly.

Note 2: No data is disclosed for 2021 as new energy business is a new scope of the Reporting Period.

Note 3: Due to the increase in experimental equipment, production lines, production capacity, and personnel for the digital set-top box business in 2022, electricity consumption has increased.

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GHG emission of Skyworth during the Reporting Period

GHG emission	Unit	2022			2021		
		TV business (Note 1)	Digital set-top boxes business	New energy business	TV business	Digital set-top boxes business	New energy business (Note 2)
Scope 1	tonnes of carbon dioxide equivalent (tCO_2e)	9,412	0	0	2,467	0	–
Scope 2	tCO_2e	70,173	10,496	85	74,113	9,965	–
Total GHG emission	tCO_2e	79,585	10,496	85	76,580	9,965	–
GHG intensity	tCO_2e/per thousand produced product unit	5.52	0.25	0.60	5.00	0.19	–

Note 1: Due to the increase in foam production of TV business, the Scope 1 GHG emission has increased significantly.

Note 2: No data is disclosed for 2021 as new energy business is a new scope of the Reporting Period.

Air emission of Skyworth during the Reporting Period

Air emission	Unit	2022			2021		
		TV business (Note 1)	Digital set-top boxes business	New energy business	TV business	Digital set-top boxes business	New energy business (Note 2)
NOx	tonnes	8.06	0	0	4.00	0	–
SOx	tonnes	0.08	0	0	0.12	0	–
PM	tonnes	0.17	0	0	0.07	0	–

Note 1: Due to the increase in foam production of TV business, the NOx emission has increased significantly.

Note 2: No data is disclosed for 2021 as new energy business is a new scope of the Reporting Period.

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7.4. **Water consumption and wastewater management**

As the Group sources its water from the municipal government, there is no difficulty in obtaining water resources. Water consumption is not the most significant environmental issue for the business, but the Group is still looking for ways to increase water efficiency and reduce operating costs. The Group has implemented numerous water-saving initiatives including but not limited to the following:

- Replaced expanded polystyrene (EPS) moulding machines to water efficient models

- Developed a water recycling system to reuse the reclaimed water from wastewater treatment in cleaning, irrigation and flushing water

- Established independent water meters for each working unit to monitor the water consumption of different working levels

- Inspected and checked the building pipe network and water supply facilities regularly to prevent water leakage and conduct prompt repair and maintenance

Water consumption of Skyworth during the Reporting Period

| Water consumption | Unit | 2022 | | | 2021 | | |
		TV business	Digital set-top boxes business	New energy business	TV business	Digital set-top boxes business	New energy business (Note 1)
Water consumption	m³	1,096,170 (Note 2)	90,790	1,461	481,294	168,613	–
Intensity	m³/per thousand produced product unit	75.96	2.14	10.29	34	3.24	–

Note 1: No data is disclosed for 2021 as new energy business is a new scope of the Reporting Period.

Note 2: Due to the increase in foam production of TV business, the water consumption has increased significantly.

Discharge and management of sewage

The Group has installed an on-site wastewater treatment facility at the Industrial Park with the goal of minimising the impact on the aquatic environment and further reducing water use. The treated water is reused for cleaning, irrigation and flushing purpose. The Ministry of Environmental Protection of China keeps monitoring the treatment facilities remotely to ensure the effluent meets the A-grade national standard. During the Reporting Period, the plant reused 288,000 m³ of reclaimed water and discharged 521,495 m³ of wastewater. The Group has complied with the water-related laws and regulations, including the Water Law and the Water Pollution Prevention Law of the People's Republic of China during the Reporting Period.

The Group endeavours to encourage the improvement of water efficiency. In order to prevent water spills, leaks, and waste, the Group will continue to improve the daily management of water conservation. To continuously manage our water resources, we will take the following actions to reduce water consumption:

— Continuously optimise the water circulation system, strengthen the use of circulating water, and reduce water intake

— Adopt water management systems, refurbish existing water supply systems for water consumption and sewage discharge targets

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Process Adopted by Skyworth for Treatment of Domestic Wastewater
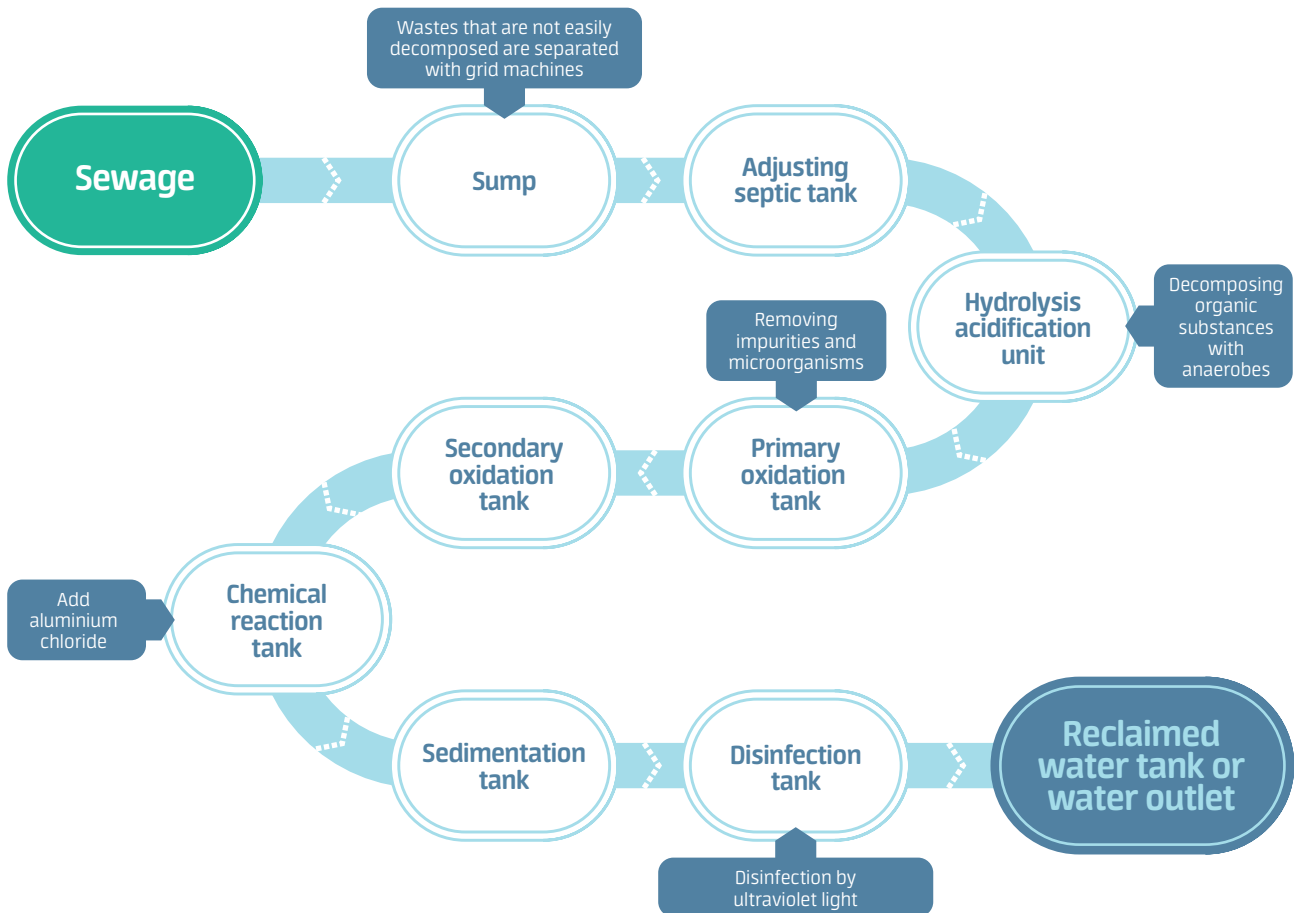
7.5.   **Waste management**

Skyworth continuously promotes sustainable production and resource utilisation. The Group prioritises environmentally friendly raw materials and recyclable packaging materials in the procurement process to comply with EU directive RoHS2.0, as indicated in the framework for the environmental management system and the waste management guidelines. To achieve efficient utilisation of resources, the recycled packaging materials such as paper box and plastics are reused in the manufacturing process.

In addition to general waste and packaging waste, the Group generates hazardous wastes such as printed circuit board (PCB) and motor oil during the production process. In the waste management guidelines for the frontline personnel, the Group has specified the hazardous waste handling procedure. All hazardous waste must be sorted, stored in designated areas, and collected by qualified waste handlers. The Group constantly improves PCB penalisation and breakaway by using an automatic tin-adding device for crest welders to reduce tin residue and scrap PCB. This helps to limit the generation of hazardous waste.

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Waste generated by Skyworth during the Reporting Period

Waste type	Unit	2022 TV business	2022 Digital set-top boxes business	2022 New energy business	2021 TV business	2021 Digital set-top boxes business	2021 New energy business (Note 1)
Non-hazardous waste	tonnes	1,342 (Note 2)	897	147	817	879	-
Recycled non-hazardous waste	tonnes	1,217 (Note 2)	892	146	702	873	-
Recycling rate	%	91	99	99	86	99	-
Non-hazardous waste intensity	tonnes/per thousand produced product unit	0.09	0.02	1.04	0.01	0.00005	-
Liquid hazardous waste	tonnes	10	7,575	0	10	2	-
Solid hazardous waste	tonnes	48	0.9	0	54	1	-
Hazardous waste intensity	tonnes/per thousand produced product unit	0.004	0.18	0	0.004	0.00005	-

Note 1: No data is disclosed for 2021 as new energy business is a new scope of the Reporting Period.

Note 2: Due to the increase in foam production of TV business, the non-hazardous wastes produced have increased significantly.

Packaging materials used by Skyworth during the Reporting Period

Packaging materials type	Unit	2022 TV business (Note 1)	2022 Digital set-top boxes business	2022 New energy business	2021 TV business	2021 Digital set-top boxes business	2021 New energy business (Note 2)
Paper (including cardboard)	tonnes	42,687	8,660	154	23,531	8,660	-
Metal	tonnes	50,000	1,800	0	45,990	2,700	-
Plastic (including polystyrene foam, and biodegradable plastic)	tonnes	13,131 (Note 3)	4,400	327	14,673 (Note 3)	4,200	-
Packaging bag	tonnes	0 (Note 3)	165	0	0 (Note 3)	120	-
Other packaging materials	tonnes	0 (Note 3)	938	0	0 (Note 3)	940	-
Total packaging materials	tonnes	105,818	15,963	481	84,194 (Note 4)	16,620	-

Note 1: Due to the increase in production of TV business, the packaging materials have increased.

Note 2: No data is disclosed for 2021 as new energy business is a new scope of the Reporting Period.

Note 3: Due to the change of packaging data collection of TV business, the plastic packaging materials have included packaging bag and other packaging materials.

Note 4: The total packaging materials have been restated.

The Group has acknowledged the importance of waste management and proactively adhered to the principle of 4Rs in environmental protection, which includes recycling and reducing disposable materials. In order to achieve the goal of minimising the generation of wastes and fully utilising resources, the Group will take the following actions to enhance employees' environmental awareness:

— Increase the use of alternative plastic packaging materials and reduce the use of plastic packaging materials

— Reduce the use of polyethylene terephthalate (PET) materials and look for alternative materials

— Increase the recycling rate of packaging materials

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8.   OUR EMPLOYEES AND THEIR DEVELOPMENT

8.1.   Employee management

Employment practices

In adherence to its core principle of employee centricity, Skyworth considers its employees as the most valuable asset of the business, and thus pledges to provide a safe, healthy, equal and engaging workplace for its employees. With this commitment, the Group has stipulated policies for comprehensive human resources management. As stated in the "Social Employment and Staff Policy", the Human Resources Department (the "HR Department") is required to recruit talents fairly and transparently. The HR Department does not take the candidates' age, gender, race, or other social factors that are unrelated to the roles into consideration while evaluating them throughout the hiring process; only their aptitude, qualifications, and experience are taken into account. After the evaluation stage, the HR Department verifies the candidates' identities to prevent illegal employment of child and forced labour before official appointment. If there is a violation, the Group terminates the contracts with illegal labour promptly and compensates them fairly. To combat child labour, the Motion Identification System was implemented by the Group to prevent the abuse of identification documents to bring in unauthorised persons. The Group reviews human resource policies and management procedures to ensure that they are in line with industry and societal standards.

During the Reporting Period, there was no labour dispute cases. Beyond that, the Group has strictly complied with the relevant rules and regulations of Mainland China, Hong Kong and other relevant jurisdictions relating to labour standard, and it did not record any significant non-compliance with labour-related laws and regulations such as the Labour Law of the People's Republic of China, the Employment Ordinance of Hong Kong.

Attracting and retaining talents

Skyworth promotes a fair and caring culture by rewarding and recognising success. We are committed to creating an environment at Skyworth where employees feel valued, safe, and empowered to achieve the necessary knowledge and experience to advance on both professionally and personally. Skyworth provides its employees with industry-competitive remuneration packages and benefits including staff discounts, medical care and welfare subsidies to its employees. To ensure the fairness of the compensation distribution, the Group constantly reviews the compensation policy and incentive package.

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Along with remuneration, Skyworth advocates work-life balance, and strives to build a harmonious culture and workplace for its people. During the Reporting Period, in order to strengthen communication and employees' sense of belonging, the Group has organised a variety of staff activities:

In order to further enrich the amateur cultural life of employees, build an interactive communication platform, and enhance the cohesion and combat effectiveness of employees in various departments, Skyworth held the 13th "Union Cup" basketball game.

On International Women's Day, Skyworth carried out caring activities for female employees, presented flowers and gifts, and improved employees' work happiness.

On the last working day of 2022, Skyworth held a corporate birthday party for the fourth quarter of 2022 and presented employees with presents, together with gloves and ear muffs to bring warmth and joy to our employees during this winter.

To celebrate the Mid-Autumn Festival, create a festive atmosphere to enhance team cohesion and enhance employees' sense of identity with the Company's culture, Skyworth held a team building activity themed on outdoor sports.

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Workforce portfolio

The Group has recorded a detailed diverse workforce portfolio. As at 31 December 2022, the total number of employees of Skyworth was 31,426 and the overall employee turnover rate of 2022 was 55%. The breakdowns of employees by gender, employee category, age group and geographical region are as listed below:

By gender	Number of employees	Employee turnover rate
Male	19,510	59%
Female	11,916	47%

By employee category	Number of employees	Employee turnover rate
Senior management	308	16%
Manager-level	561	22%
General staff	30,557	56%

By age group	Number of employees	Employee turnover rate
30 or below	11,549	89%
31–50	18,250	33%
51 or above	1,627	17%

By geographical region	Number of employees	Employee turnover rate
China	29,302	58%
Hong Kong	61	10%
Others	2,063	17%

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8.2. **Healthy and safe working environment**

Skyworth has transitioned its occupational safety management system from OHSAS 18001:2007 to ISO 45001 standards in order to strengthen safety management in our workplace. In line with international standards, the Group has implemented a series of security measures that are regularly evaluated. In order to eliminate potential risks and dangers, the Group has also been regularly modifying the production facilities and equipment. In addition to safe facilities, employees' safety awareness is also essential to a safe workplace. To strengthen employees' understanding and comprehension of risk assessment, on-site safety, the standard of operations, and machinery usage, the Group conducts safety training and contingency exercises. The Safe Production Management Committee has been appointed to oversee the operation and ensure measures are well-implemented. The responsibility of the Committee also includes policy review, investigation of occupational incidents, safety training review and annual safety production appraisal review. In this year, the Safe Production Management Committee purchased and distributed masks to employees so as to strengthen the personal protection of employees. At the same time, the Committee conducted the coronavirus disease 2019 ("COVID-19") test for employees to reduce the exposure risk of our employees. The Committee were also very concerned about the lives of employees during the epidemic and therefore arranged personnel to deliver meals to employees, help employees receive courier, computers and other personal items, and reduced the inconvenience during the isolation period.

Safety training programme

The Group has recorded no work-related fatalities in the last three years including the Reporting Period. The number of work injuries and lost workdays due to work injury was zero during the Reporting Period. The Group has complied with the occupational health and safety-related laws and regulations, including the Work Safety Law of the People's Republic of China during the Reporting Period.

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COVID-19 measures

Responding quickly to the outbreak of COVID-19, Skyworth has implemented a number of preventive measures to safeguard its employees and the community. In terms of policy implementation, the Group developed a set of regulations to inhibit the infectious pandemic and monitor the safety management. The following are some measures that were carried out:

- All employees must wear masks and measure body temperature before entering workplace

- Visitors required to provide name list for identification before entering the industrial park

- Conducted regular patrol four times per day in the industrial park to ensure the regulations are strictly executed

- Appointed professional cleaning service provider for cleaning and disinfection work

- Flexible dining time to avoid overcrowding in canteens

- Rerouted in dormitories to manage crowds

8.3.   Training and development

To thrive in this fast-changing world, Skyworth must cultivate a high-performance workforce with relevant and future-ready skill sets and mindsets. In this regard, the Group is devoted to supporting employees to enrich their skills and knowledge, so as to facilitate their career development. The College of Skyworth serves as a platform for employees to learn. It offers training on a wide range of topics, covering but not limited to safe manufacturing, market trends, and managerial skills. The Group reviews and modifies the training programmes on a regular basis to ensure their effectiveness. Aside from internal education, the Group highly supports its staff to pursue continuous external education by offering study leave and subsidies.

Internal training programme

Supply chain management training programme

2022 new employee training

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Category	Percentage of employees trained (%)	Average training hours
By gender		
Male	60	85
Female	40	71
By employee category		
Senior management	2	95
Manager-level	15	88
General staff	83	78

8.4. Anti-corruption

Skyworth, as an ethical corporation, has zero-tolerance policy for any sort of corruptive misbehaviours, including bribery, extortion, fraud, and money laundering. As mentioned in Skyworth's Employee Integrity Policy, employees are not permitted to accept or solicit any benefits from other parties. In order to detect and combat corruption, the Group has established an independent reporting mechanism. Employees are encouraged report any misconduct via the channel. The internal audit and legal departments are in charge of investigating the reported cases. In case of any confirmed illegal action, the Group would report to the local authority immediately. The Group recognises the importance of employee understanding of corporate ethics and integrity in preventing and addressing misbehaviours. During the Reporting Period, the Group organised a training course for directors and the staff members regarding commercial crime prevention. The Group has complied with all laws and regulation related to anti-corruption, including the Prevention of Bribery Ordinance of Hong Kong and the Criminal Law of the People's Republic of China during the Reporting Period.

9. OUR SOCIAL RESPONSIBILITY

As a socially responsible enterprise, Skyworth recognises the essential role it plays in contributing to the well-being and prosperity of the local communities it is part of. As a result, the Group actively participates in community activities and public welfare to constantly pursue community growth and the creation of shared value for community members. During the Reporting Period, the Group has donated RMB1.2 million in various community projects to serve and support the society. The Group will continue to support community development and public welfare to serve diverse communities.

Donation of epidemic prevention materials

National Blood Donation Campaign

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10. LOOKING FORWARD

Skyworth recognises its responsibilities to the environment and society as a manufacturer. During its operation and production, the Group scrupulously adheres to all regulations that are related to environmental and social aspects. On the other hand, various policies and systems were established by the Group to monitor and manage the operational procedures. Meanwhile, these practices contribute to achieving its commitment on a sustainable business.

Looking forward, Skyworth will keep its pace on pursuing a satisfying performance under the five-year plan. By sticking to the principles of "investment, innovation, and reform," the Group will continue to invest in sustainable products development and deliver a green lifestyle to families around the world in the future, as well as accelerate the talent development for the employees during the transitional period.

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