



# 檸萌影視傳媒有限公司

## Linmon Media Limited

(於開曼群島註冊成立的有限公司)

(Incorporated in the Cayman Islands with limited liability)

股份代號 Stock Code : 9857

# 2022

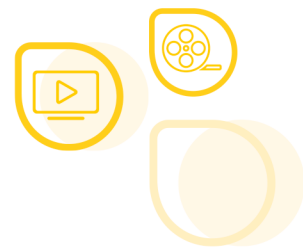
Environmental, Social and  
Governance Report

環境、社會及管治報告

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## ABOUT THIS REPORT

### Report Overview

This is the annual environmental, social and governance report (“ESG Report”) issued by Linmon Media Limited (together with its subsidiaries collectively referred to as the “Group”). This ESG Report comprehensively and objectively discloses the Group’s environmental, social and governance (“ESG”) compliance, internal policies, management measures and performance in 2022 and demonstrates its commitment to sustainable development.

### Reporting Framework

This ESG Report has complied with all mandatory disclosure requirements and “comply or explain” provisions outlined in the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) as set out in Appendix 27 to the Rules Governing the Listing of Securities (the “Listing Rules”) on the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

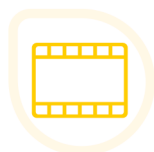
## 關於本報告

### 報告概覽

本報告為檸萌影視傳媒有限公司（連同其附屬公司統稱為「本集團」或「集團」）所發佈的年度環境、社會及管治報告（「本報告」），本報告全面客觀地披露本集團2022年度在環境、社會及管治方面的合規情況、內部政策、管理措施及績效表現，並展現其在可持續發展方面的承諾。

### 報告框架

本報告乃根據香港聯合交易所有限公司（「聯交所」）主板上市規則（「上市規則」）附錄二十七所載的《環境、社會及管治報告指引》（「《環境、社會及管治報告指引》」）編製，已遵守其載列的所有強制披露規定及「不遵守就解釋」條文。





### Reporting Principles

In preparing this ESG Report, the Group applies the reporting principles set out in the ESG Reporting Guide as follows:

- a) **Materiality:** Referring to stakeholders' feedback and industry practices, the materiality assessment was conducted by the Group to identify material issues during the Reporting Period. The material issues were validated by the Board of Directors (the "Board") and adopted as the focus for preparing the ESG Report.
- b) **Quantitative:** Supplementary notes and quantitative data in the ESG Report have been added to explain any standards, methodologies and sources of conversion factors used to calculate emissions and energy consumption.
- c) **Balance:** The Group describes each issue in an accurate and objective manner. It discloses both positive and negative information about the Group during the Reporting Period to ensure the balance of the content and help readers assess the overall performance of the Group reasonably.
- d) **Consistency:** The preparation scope and approach of this ESG Report shall be consistent, and explanations are provided regarding data with changes in the scope of disclosures and calculation methodologies to ensure a year-to-year comparison.

### Reporting Scope

The ESG Report mainly covers the Group's business operations of drama's investment, production, distribution and promotion in Mainland China, which are within the scope of principal activities and other business activities of the Group.

### 報告原則

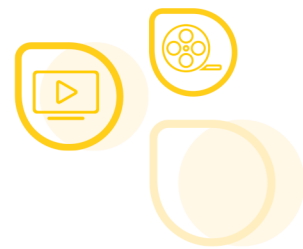
在編製本環境、社會及管治報告的過程中，本集團應用《環境、社會及管治報告指引》列明的報告原則，如下所示：

- a) **重要性：**本集團參考持份者及行業慣例，於報告期間進行了重要性評估以甄別重要議題。該議題均已通過董事會（「董事會」）確認，並以此作為環境、社會及管治報告的編寫重點。
- b) **量化：**環境、社會及管治報告中所披露量化數據已附加補充說明，以解釋在計算排放量和能源消耗量時使用的任何標準、方法和轉換系數的來源。
- c) **平衡：**本集團以準確及客觀的態度描述每項議題，披露本集團在報告期間正面及負面的信息，以確保內容平衡且讓讀者合理地評估本集團的整體表現。
- d) **一致性：**本報告的報告範圍、編製方法將保持一致，若發生變化將對其披露範圍和計算方法提供闡述，以確保按年比較。

### 報告範圍

本報告主要涵蓋本集團於中國內地進行的劇集投資、製作、發行及宣傳等業務運營，覆蓋本集團的主營業務及其他業務範圍。





### Reporting Period

The ESG Report details the ESG activities, challenges and measures taken by the Group from 1 January 2022 to 31 December 2022 (the “Reporting Period”).

### Data Sources

All information cited in this ESG Report was sourced from the Group’s internal files, statistical reports and questionnaire results by third-party organisations. The Group undertakes that the contents of this ESG report are free from any false record, misleading statement or material omission.

### Forward-looking Statements

The forward-looking statements in this ESG Report are based on current expectations, estimates, projections, beliefs and assumptions of the Group about the business and the markets in which it and its subsidiaries operate. The forward-looking statements are not guarantees of future performance and are subject to market risks, uncertainties and factors beyond the control of the Group. Therefore, actual outcomes and returns may differ from the assumptions made and statements contained in this ESG Report.

### Contact Information

We welcome feedback and suggestions from stakeholders. You may provide valuable comments on this ESG Report or our sustainability performance by email at [ir@linmon.cn](mailto:ir@linmon.cn).

### 報告期間

本報告詳述本集團於2022年1月1日至2022年12月31日期間（「報告期間」）環境、社會及管治方面的活動、挑戰和採取的措施。

### 數據來源

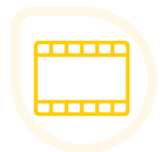
本報告所有資料及材料來源包括本集團內部正式檔案、統計報告及第三方機構問卷調查結果等。本集團承諾本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏。

### 前瞻性聲明

本報告包含的前瞻性陳述，乃基於本集團及旗下附屬公司的業務和所營運的市場的現行期望、估計、預測、信念及假設，並不能保證未來的表現。我們的表現或會受到市場風險、不明朗因素和超出本集團控制範圍的因素影響。因此，實際結果及回報或會與本報告所作出的假設及所載的陳述有差異。

### 聯絡方式

我們歡迎持份者提供意見及建議。閣下可就本報告或我們在可持續發展方面的表現提供寶貴意見，並電郵至[ir@linmon.cn](mailto:ir@linmon.cn)。





## THE ESG STRUCTURE

The Group adopts a top-down management approach to ESG matters. The Board is responsible for the Group's ESG issues, including ESG guidelines, strategies and policies. The Board is responsible for assessing the Group's ESG-related risks and opportunities, conducting regular reviews of the proposed ESG objectives and approving disclosure information in the ESG Report.

To manage the Group's ESG performance, identify potential risks, and assist the Board in ESG work, the Group has established an ESG Working Group composed of core personnel from different departments familiar with the Group's day-to-day business operations. The Working Group will be responsible for collecting and analysing ESG data, monitoring and evaluating the Group's ESG-related laws and regulations and preparing ESG reports. With the assistance of the Working Group, the Board conducts a materiality assessment and ranks material ESG-related issues based on the stakeholders' feedback. The ESG Working Group reports regularly to the Board and assists in assessing the effectiveness of internal control mechanisms and the implementation of established targets.

The Board confirmed that it has reviewed and approved this ESG Report. To its knowledge, this ESG Report has provided an unbiased presentation of the validated material issues and ESG-related management approaches and performances of the Group.

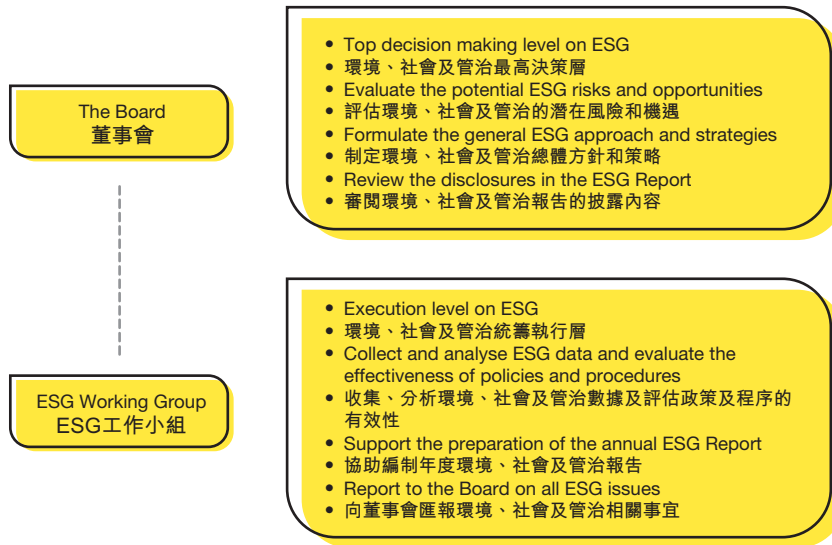
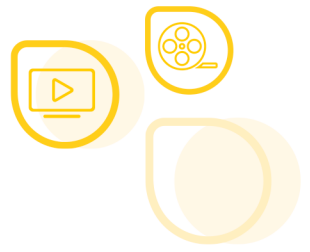
## 環境、社會及管治體系

本集團就環境、社會及管治事宜使用自上而下的管理方法。董事會對本集團的環境、社會及管治事宜負責，包括環境、社會及管治方針、策略和政策。董事會負責評估本集團的環境、社會及管治相關的風險和機遇，針對擬定的環境、社會及管治目標定期進行自我檢討，同時負責審批報告內的披露資料。

為了管理本集團於環境、社會及管治方面的表現和甄別潛在風險，協助董事會開展環境、社會及管治方面的工作，本集團已成立環境、社會及管治工作小組，由熟悉本集團日常業務營運的各不同部門的核心成員組成。該工作小組將負責收集及分析環境、社會及管治數據，監管及評估本集團的環境、社會及管治相關法律法規及編製環境、社會及管治報告。董事會在環境、社會及管治工作小組的協助下進行重要性評估，參考持份者的意見評估，確定重要的環境、社會及管治相關議題的排序。環境、社會及管治工作小組定期向董事會匯報，協助其評估內部控制機制的有效性及其已制定目標的實施進度。

董事會確認已審閱並批准本報告。就彼等所知，本報告公正地呈現了已確定之重大議題，與集團環境、社會及管治有關的方法及表現。





## STAKEHOLDER COMMUNICATION

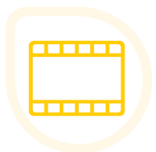
The Group values stakeholders and their feedback on the Group's business and ESG performance. The Group maintains close communication with various stakeholders to understand, identify, and respond to the key issues. The Group maintains close communication with different stakeholders, including but not limited to shareholders and investors, customers, employees, suppliers, government and regulatory bodies, and the whole community, and continuously broadens communication channels. The Group attaches great importance to stakeholders' interests and long-term relationships with them. Their feedback will be incorporated into the Group's strategic planning to ensure we are committed to developing sustainable business and good corporate social responsibility practices.

In formulating the Group's operational and ESG strategies, the expectations of the Group's stakeholders have been considered and collected through a variety of communication channels, as shown in the table below:

## 持份者溝通

本集團重視持份者及其對本集團業務及環境、社會及管治表現的反饋。為了解，識別及響應持份者的重點關注議題，本集團與廣大持份者，包括但不限於股東及投資者、客戶、僱員、供貨商、政府及監管機構，以及社會整體等維持密切溝通，持續完善溝通渠道。本集團顧及每位持份者的利益及長遠關係，持份者的寶貴反饋意見將納入本集團的策略規劃，確保我們致力於可持續發展業務及維持良好的企業社會責任常規。

於制定營運及環境、社會及管治策略時，本集團透過多種參與方式及溝通渠道考慮持份者的期望，如下表所示：

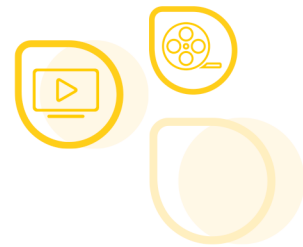




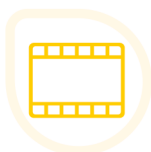
Major stakeholders 主要持份者	Expectations 期望	Communication channels 溝通渠道
Government and regulatory bodies 政府及監管機構	<ul style="list-style-type: none"> <li>Compliance with laws and regulations</li> <li>遵守法律法規</li> <li>Support economic development</li> <li>支持經濟發展</li> </ul>	<ul style="list-style-type: none"> <li>Report proactively</li> <li>信息上報</li> <li>Work conferences</li> <li>工作會議</li> <li>Government-enterprise cooperation</li> <li>政企合作</li> <li>Commit social responsibility</li> <li>承擔社會責任</li> </ul>
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> <li>Financial performance</li> <li>財務業績</li> <li>Business development</li> <li>業務發展</li> <li>Corporate governance</li> <li>企業管治</li> </ul>	<ul style="list-style-type: none"> <li>Reports and announcements</li> <li>報告及公告</li> <li>General meeting</li> <li>股東大會</li> <li>Company website, emails and hotline</li> <li>公司網站、電郵及熱線電話</li> <li>Press release</li> <li>新聞稿</li> </ul>
Customers 客戶	<ul style="list-style-type: none"> <li>Quality products and services</li> <li>優質產品和服務</li> <li>Meet customer needs</li> <li>滿足客戶需求</li> <li>Feedback channels</li> <li>反饋渠道</li> </ul>	<ul style="list-style-type: none"> <li>Innovative quality products</li> <li>創新優質產品</li> <li>Protect customer information and privacy</li> <li>保護客戶資料及隱私</li> <li>Customer service hotline</li> <li>客戶服務熱線</li> <li>Press release</li> <li>新聞稿</li> <li>Social media</li> <li>社交媒體</li> </ul>
Employees 僱員	<ul style="list-style-type: none"> <li>Compensation and benefits</li> <li>薪酬福利</li> <li>Career development</li> <li>職業發展</li> <li>Occupational health</li> <li>保障職業健康</li> <li>Work-life balance</li> <li>平衡工作生活</li> </ul>	<ul style="list-style-type: none"> <li>Employee training</li> <li>僱員培訓</li> <li>Employee mailbox and opinion survey</li> <li>員工信箱及意見調查</li> <li>Equal communication mechanism</li> <li>集團平等溝通機制</li> <li>Employee activities</li> <li>員工活動</li> </ul>







Major stakeholders 主要持份者	Expectations 期望	Communication channels 溝通渠道
Suppliers and business partners 供應商及業務夥伴	<ul style="list-style-type: none"> <li>Compliance with the contract 遵守合約</li> <li>Sustainable supplier chain 可持續供應鏈</li> <li>Business ethics 商業道德</li> </ul>	<ul style="list-style-type: none"> <li>Participate in public events 參加公開活動</li> <li>Communicate regularly 定期交流</li> <li>Audits and assessments 審核與評估</li> <li>Information sharing 信息共享</li> </ul>
Industry associations 行業協會	<ul style="list-style-type: none"> <li>Exchanges and cooperation 交流與合作</li> </ul>	<ul style="list-style-type: none"> <li>Regular communication 定期交流</li> <li>Mutual visits 互相訪問</li> <li>Project cooperation 開展項目合作</li> </ul>
Media 媒體	<ul style="list-style-type: none"> <li>Open and transparent information 信息公開透明</li> </ul>	<ul style="list-style-type: none"> <li>Social media 社交媒體</li> <li>Official website 官方網站</li> <li>Press conference 新聞發布會</li> </ul>
Community and public 社區及公眾	<ul style="list-style-type: none"> <li>Support public welfare and charity activities 支持公益慈善活動</li> <li>Environmentally friendly business practices 環境友好業務常規</li> </ul>	<ul style="list-style-type: none"> <li>Public welfare activities 公益活動</li> <li>Donation 捐款</li> <li>Volunteer service 志願者服務</li> <li>Social media 社交媒體</li> </ul>





## MATERIALITY ASSESSMENT

With reference to business development strategies, the Group also identified material ESG issues and compiled a questionnaire based on the global and national ESG trends. The relevant stakeholders, management, and staff of key functions of the Group assisted in reviewing the Group's operations, identifying relevant ESG issues through the questionnaire, and assessing their materiality. The Group analysed the survey results and presented them as a materiality matrix. In this ESG Report, material issues refer to what may have a significant impact on the Group's business operations or have a practical effect on stakeholders.

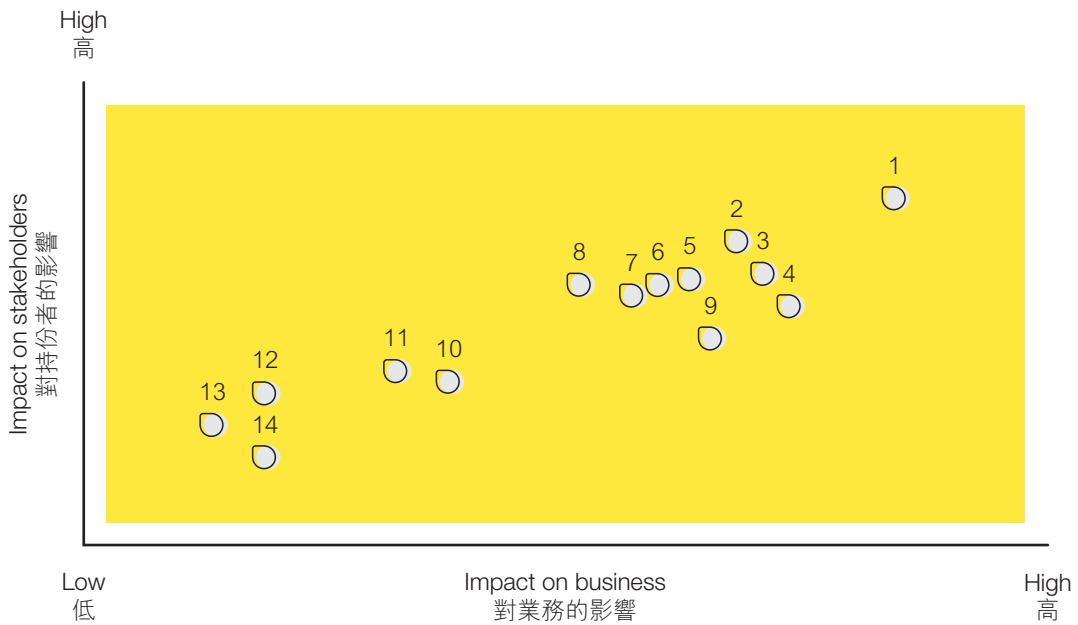
During the Reporting Period, the results of the Group's ESG material issues are presented in the following matrix:

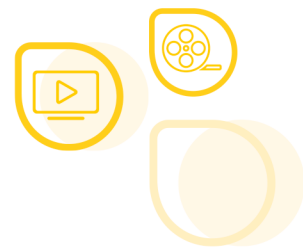
## 重要性評估

本集團除參考其業務發展策略，亦依據全球和國家環境社會和治理發展趨勢，識別本集團重大環境、社會及管治議題清單並編製調查問卷。透過發放問卷調查，本集團有關持份者及各主要職能的管理層及員工協助本集團檢討其運作情況及鑑別相關環境、社會及管治事宜，並評估相關事宜的重要性。本集團已將調查結果分析並呈列為重要性矩陣。本報告中，重要議題是指可能對本集團的商業運營有重大影響，或對持份者產生實際影響的事宜。

於報告期間，本集團的重要環境、社會及管治議題的重要性結果於以下矩陣中展現：

Materiality Matrix  
重要性矩陣圖





No. 排序	Material issues 重要議題	No. 排序	Material issues 重要議題
1.	Development and protection of copyright IP 版權IP的發展及保護	8.	Employment practices 僱傭常規
2.	Development and training 發展及培訓	9.	Supply chain management 供應鏈管理
3.	Compliance with media communications 媒體傳播的合規性	10.	Community development 社區發展
4.	Product responsibility 產品責任	11.	Use of resources 資源使用
5.	Labour standards 勞工準則	12.	The environment and natural resources 環境及天然資源
6.	Anti-corruption 反貪污	13.	Emissions and waste management 排放和廢棄物處理
7.	Occupational health and safety 職業健康與安全	14.	Climate change 氣候變化

## ENVIRONMENTAL ASPECT

Based on the Group's business nature and management's ongoing assessment, there is no significant impact on the environment and natural resources. However, the Group has always been committed to promoting sustainable development, actively undertaking environmental protection responsibilities, striving to reduce greenhouse gas emissions generated by its business activities, and contributing to energy conservation and emission reduction.

During the Reporting Period, the Group was not aware of any material non-compliance with environmental-related laws and regulations concerning exhaust gas and greenhouse gases ("GHGs"), emissions, water and land discharge, and the generation of hazardous and non-hazardous waste that would have a significant impact on the Group. Such laws and regulations include but are not limited to the Environmental Protection Law of the PRC, the Energy Conservation Law of the PRC, the Prevention and Control of Environmental Pollution by Solid Wastes of the PRC, the Water Pollution Prevention and Control Law of the PRC and the Law of the PRC on the Prevention and Control of Atmospheric Pollution.

## 環境方面

根據我們業務的性質及本集團管理層的持續評估，對環境及天然資源並無重大影響。但本集團一直致力於推動可持續發展，積極承擔環境保護責任，努力減少自身業務活動產生的溫室氣體排放，為節能減排貢獻自身力量。

於報告期間，本集團並無發現任何對本集團有重大影響且嚴重違反有關空氣及溫室氣體、排放物、水及土地的排污以及有害及無害廢棄物產生的相關法律及法規的重大事宜。相關法律及法規包括但不僅限於《中華人民共和國環境保護法》、《中華人民共和國節約能源法》、《中華人民共和國固體廢棄物污染防治法》、《中華人民共和國水污染環境污染防治法》及《中華人民共和國大氣污染環境污染防治法》。





## Emissions

### Greenhouse gas ("GHG") emissions

The Group's primary GHG emissions are direct emissions from petrol and diesel consumed in transportation (Scope 1) and indirect emissions from purchased electricity (Scope 2).

During the Reporting Period, the Group produced a total of 346.40 tonnes of GHG, with an intensity of 1.91 tonnes per employee.

## 排放物

### 溫室氣體排放

本集團主要的溫室氣體來源於交通運輸所消耗的汽油及柴油產生的直接溫室氣體排放（範圍一）和外購電力造成的間接溫室氣體排放（範圍二）。

於報告期間，本集團共排放了346.40噸二氧化碳當量，排放密度為1.91噸二氧化碳當量／僱員。

Indicator <sup>1</sup> 指標 <sup>1</sup>	Unit 單位	2022 2022年
Direct GHG emissions (Scope 1) 直接溫室氣體排放（範圍一）	tCO <sub>2</sub> e 噸二氧化碳當量	265.69
Indirect GHG emissions (Scope 2) 間接溫室氣體排放（範圍二）	tCO <sub>2</sub> e 噸二氧化碳當量	80.71
Total GHG emissions 溫室氣體總排放量	tCO <sub>2</sub> e 噸二氧化碳當量	346.40
Total GHG emissions intensity <sup>2</sup> 溫室氣體總排放密度 <sup>2</sup>	tCO <sub>2</sub> e/employee 噸二氧化碳當量／僱員	1.91

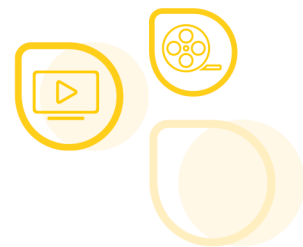
#### Notes:

- GHG emission data is presented in terms of carbon dioxide equivalent and is based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs" issued by the HKEX, the latest released emission factors of China's regional power grid basis.
- As at 31 December 2022, the total number of employees in the Reporting Period of the Group was 181. This data is also used for calculating other intensity data.

#### 備註：

- 溫室氣體排放數據乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、香港交易所發布的《如何準備環境、社會及管治報告 – 附錄二：環境關鍵績效指標匯報指引》及最新發布的中國區域電網基準線排放因子。
- 截至2022年12月31日，本集團報告範圍的僱員總數為181名。有關數據亦用於計算其他密度數據。





The Group has set 2022 as the base year to reduce GHG emissions intensity by 5% by 2030 and expects to achieve this goal through continuous review of relevant measures.

To reduce GHG emissions, the Group encourages employees to avoid unnecessary business trips, cut off the network and power supply in office during non-office hours, and regular maintain office equipment and reduce unnecessary waste. The Group's initial goal is to introduce renewable energy sources in some business areas, such as solar energy and new energy vehicles, maintain regular vehicle maintenance, etc.

#### Air emissions

The Group's air emissions come from nitrogen oxides ("NO<sub>x</sub>"), sulphur oxides ("SO<sub>x</sub>") and particulate matter ("PM") generated from vehicles.

The Group's emissions performance is shown in the table below during the Reporting Period.

Types of air emissions	Unit	2022
廢氣排放類型	單位	2022年
Nitrogen oxides (NO <sub>x</sub> )	kg	5.74
氮氧化物	千克	
Sulphur oxides (SO <sub>x</sub> )	kg	1.47
硫氧化物	千克	
Particulate matter (PM)	kg	0.42
顆粒物	千克	

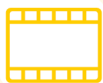
本集團將2022年設為基準年，設立目標以於2030年之前降低5%溫室氣體排放密度，並預期通過持續檢討相關的措施實現這一目標。

為減少溫室氣體排放，本集團倡議員工避免不必要的差旅，在非辦公時間對辦公區域進行斷網斷電，進行辦公設備維護，減少不必要的浪費等等。本集團初步的目標是在部分業務領域嘗試引入可再生能源，如太陽能；引進新能源汽車；定期對車輛進行檢修和維護等。

#### 廢氣排放

本集團的廢氣排放源來自車輛使用產生的氮氧化物(NO<sub>x</sub>)、硫氧化物(SO<sub>x</sub>)及顆粒物(PM)。

於報告期間，本集團廢氣排放表現參閱下表：





In order to reduce exhaust emissions, when selecting video production locations, the Group will select nearby accommodation or nearby video production sites as sub-scenes to minimise transportation distances, thereby reducing harmful exhaust emissions. At the same time, the Group advocates green office. Employees are encouraged to reduce negative impacts on the environment through various measures such as timely power outages, meeting by conference calls or online, and avoiding unnecessary business travel.

#### *Waste management*

The Group strictly abides by the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste, the Waste Disposal Ordinance (Cap. 354 of the Laws of Hong Kong) and other relevant laws and regulations to prevent waste pollution to the environment.

As the Group is principally engaged in the investment and production of drama series, its business activities do not generate hazardous waste during the Reporting Period. The non-hazardous waste is mainly from our daily office operations. If any hazardous waste is generated during production and operation, the Group must engage a qualified third party to treat such waste.

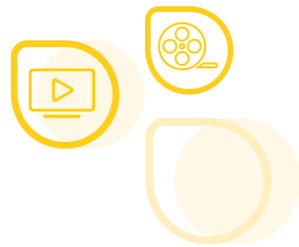
為減少廢氣排放，本集團在選擇拍攝地點時，會盡量找拍攝地附近的住宿酒店，會盡量利用主拍攝場景附近的地點作為分場景，減少轉場的路程，從而減少有害廢氣排放。同時，本集團通過提倡環保辦公室政策，鼓勵員工通過踐行及時斷電、多使用電話會議或在線會議、減少不必要的差旅等措施，以減少對環境的負面影響。

#### *廢棄物管理*

本集團嚴格遵守《中華人民共和國固體廢物污染環境防治法》、《廢物處置條例》(香港法例第354章)及其他相關法規。本集團依照該等法規，防止廢物污染環境。

由於本集團主要從事有關電視劇版權投資、拍攝的業務行業，於報告期內，我們的業務活動中不會產生有害廢棄物。我們的無害廢棄物主要來自於日常的辦公運營活動。如果在生產經營的過程中產生任何有害廢棄物，本集團將會委具有資質的第三方公司進行回收及處理。



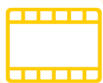


During the Reporting Period, the Group's generation of non-hazardous waste is as follows: 於報告期間，本集團廢棄物排放表現如下：

Types of non-hazardous waste 無害廢棄物類型	Unit 單位	2022 2022年
Office paper 辦公用紙	tonnes 噸	0.75
Domestic waste 生活垃圾	tonnes 噸	14.60
Total non-hazardous waste 無害廢棄物總量	tonnes 噸	15.35
Non-hazardous waste intensity 無害廢棄物排放密度	tonnes/employee 噸／僱員	0.08

The Group has set 2022 as the base year and set a target to reduce the emission intensity of non-hazardous waste by 5% by 2030 and expects to achieve this goal through continuous review of relevant measures.

本集團將2022年設為基準年，設立目標以於2030年之前降低5%無害廢棄物排放密度，並預期通過持續檢討相關的措施實現這一目標。





To reduce non-hazardous waste generation, we have developed a green policy. The Group encourages employees to make full use of the online office system to minimise paper consumption. The Group encourages employees to recycle paper, such as using double-sided printing to reduce paper waste at the source. During filming, the Group advocates the recycling and reusing of filming scenes, props, etc. For domestic waste generated by the office, in order to actively respond to the national garbage classification policy, we have set up sorting garbage cans in the office, promoted garbage classification knowledge to employees through the internal online platform, and encouraged them to participate. For the non-hazardous waste, the Group shall first separate the waste per the national waste classification requirements. The property management of the office building is responsible for centralised delivery to the designated refuse collection location.

#### *Sewage discharge*

Due to the Group's business nature, its activities do not consume a significant volume of water; therefore, the Group did not generate a material portion of sewage during daily operation. Hence, the relevant disclosure does not apply to the Group.

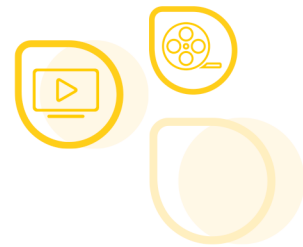
為減少產生無害廢物，我們已制定綠色政策。首先，本集團鼓勵僱員充分利用在線辦公系統並盡量減少用紙；其次，本集團提倡僱員循環使用紙張。例如，採用雙面打印從源頭減少廢紙。同時，在影片拍攝過程中，我們會盡可能回收並重複利用場景、道具等。對於辦公產生的生活垃圾，我們積極響應國家推行的垃圾分類政策，在辦公地點設置分類垃圾桶，同時充分利用內部在線平台向員工普及垃圾分類知識，帶動員工投身到垃圾分類的行動中。對於運營中產生的無害廢棄物，本集團依據國家垃圾分類要求在內部進行首次分揀，隨後交由物業集中運送至指定垃圾回收機構。

#### *污水排放*

基於本集團的業務性質，其營運活動並無大量耗水；因此，本集團於日常營運中並無產生大量污水。故相關披露不適用於本集團。







## Use of Resources

### Energy consumption

The Group has formulated policies and measures on energy conservation to monitor and maximise energy efficiency. All employees are adequately informed of the implementation of such policies and measures. The Group conducts regular reviews of its energy targets to improve the Group's energy consumption performance continuously. Its energy consumption mainly comes from petrol used by vehicles and purchased electricity.

During the Reporting Period, the Group's energy consumption performance is as shown in the table below:

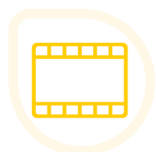
## 資源使用

### 能源消耗

本集團已制定有關節能的政策和措施，以監測及最大限度地提高能源效率。所有員工均獲妥善告知該等政策和措施的實施。本集團對能源目標進行定期檢討，以持續改善本集團的耗能表現，目前本集團能源消耗來自於車輛使用的汽油及外購電力。

於報告期間，本集團能源消耗表現參閱下表：

Types of energy consumption 能源消耗類型	Unit 單位	2022 2022年
Direct energy consumption 直接能源消耗總量	MWh 兆瓦時	968.05
• Petrol • 汽油	MWh 兆瓦時	968.05
Indirect energy consumption 間接能源消耗總量	MWh 兆瓦時	94.43
• Purchased electricity • 外購電力	MWh 兆瓦時	94.43
Total energy consumption 能源消耗總量	MWh 兆瓦時	1,062.48
Total energy consumption intensity 能源總消耗密度	MWh/employee 兆瓦時／僱員	5.87





The Group has set 2022 as the base year and set a target to reduce total energy consumption intensity by 5% by 2030 and expects to achieve this goal through continuous review of relevant measures.

We are committed to continuously improving our energy efficiency to achieve our goal of energy conservation. To improve resource management and resource efficiency, the Group has implemented various measures during the Reporting Period, including but not limited to the following:

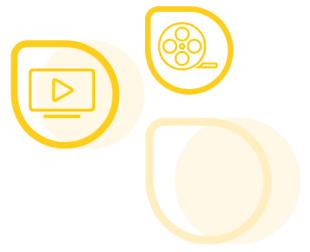
- Strictly control the electricity consumption of office buildings. Shut off the power when office equipment is not used and ensure all the electrical equipment is powered off after work, such as computers, water dispensers, and lights;
- Reduce unnecessary lighting systems;
- Advocate energy conservation and emission reduction. Use municipal lights, city lights, and environmental lights as much as possible during the filming process to reduce the use of manual lighting;
- Keep the room temperature set at 24-26°C in the summer;
- Post energy-saving signs to remind employees;
- Actively recycle wastepaper and use recycled paper whenever possible.

本集團將2022年設為基準年，設立目標以於2030年之前降低5%能源消耗密度，並預期通過持續檢討相關的措施實現這一目標。

我們致力持續提升能源使用效率，以達致節約能源的目標。為更好地管理資源使用及提升資源利用率，本集團於報告期內已實施多項主要措施，包括但不限於：

- 嚴格控制辦公大樓的用電量，不使用辦公設備時及時關掉電源，以及在下班後檢查計算機、飲水機、電燈及其他電氣設備是否斷電；
- 減少非必要照明系統；
- 倡導節能減排，在拍攝過程中盡量用市政燈、城市燈、環境燈，減少使用人工打燈；
- 將夏季室內溫度設置為24至26攝氏度；
- 張貼節約能源的標語提醒員工；
- 積極回收利用廢紙並盡可能使用回收紙張。





### Water resources

Due to the nature of our business, the Group does not consume a lot of water in its operation. Water is mainly for office use. The water charge is included in the rental fee, and the relevant data cannot be obtained, so the disclosure does not apply to the Group. Due to our office's geographical location, the Group's water supply comes from municipal tap water, so there is no problem in obtaining water sources. While the Group is aware of the current situation of global water scarcity, we encourage all employees to adopt the habit of saving water and have established the following water conservation measures to reduce water consumption:

- Use water supply facilities with good water-saving capacity whenever possible;
- Establish the concept of water conservation and require employees to achieve "turn off the faucet when people are absent" to eliminate water leakage;
- Regularly check water pipes to prevent water leakage;
- Strengthen water-saving publicity and put up water-saving slogans to guide employees on the appropriate use of water resources.

### Packaging materials

Given its business nature, the Group does not manufacture or sell industrial products. Therefore, no packaging materials are created, the disclosure does not apply to the Group.

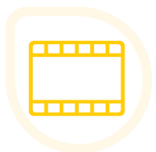
### 水資源

鑒於我們的業務性質，本集團業務中並不大量消耗水資源，主要是辦公室用水。水費已計入業主的管理費內，因此無法獲取相關消耗數據，故相關披露不適用於本集團。由於我們辦公室的地理位置，本集團用水均來自於市政的自來水，故本集團不存在供水短缺的問題。但本集團深知全球水資源緊缺的現狀，我們鼓勵全體員工養成節水的習慣，並已訂立以下節約用水措施以減少水源消耗：

- 盡可能使用具有良好節水能力的供水設施；
- 樹立節約用水的觀念，要求員工做到「人走水關」，杜絕漏水現象；
- 定期檢查供水管道，防止水資源浪費；
- 加強節水宣傳，張貼節水標語，引導員工合理用水。

### 包裝材料

鑒於我們的業務性質，本集團未涉及工業產品的生產或銷售，因此並無包裝材料產生，故相關披露不適用於本集團。





## The Environment and Natural Resources

The Group's current business activities are not expected to impact the environment significantly. However, the Group's management has considered the potential impact of environmental and natural resources when planning business operations. The Group attaches great importance to environmental protection, energy conservation and emission reduction and actively implements related measures to reduce carbon emissions from business operations.

Although the Group's business operation has an insignificant impact on the environment and rarely uses natural resources directly, the Group actively takes measures to mitigate any environmental impact. Such efforts include advocating for all employees to save water, save electricity, reduce the unnecessary energy consumption of air conditioners, computers and other electrical equipment, and reduce the waste of resources.

### Noise pollution

While most of the Group's production is carried out in well-soundproofed video production locations, we are committed to continuously monitoring the potential environmental impact of our business operations, reducing unnecessary noise during drama production and event organising to minimise our impact on the environment. The Group regularly reviews its environmental policy and has adopted necessary preventive measures and actions to reduce the significant effects on the environment and natural resources and ensure that the Group complies with relevant laws and regulations.

### Light pollution

In preparing dramas and events, the Group minimises unnecessary interference with natural landscapes and animal habitats and maintains the natural beauty of the ecological environment. When producing outdoor dramas and organising events, the lighting should be set up to the extent that it does not disturb other residents working and resting nearby.

## 環境及天然資源

預期本集團現有的業務模式不會對環境造成重大影響。然而，管理層規劃業務營運時已經將環境及天然資源潛在影響的因素考慮在內。本集團高度重視環境保護和節能減排，積極推行節能減排措施，減少業務運營產生的碳排放。

儘管本集團對環境的影響不大，而且本集團很少直接使用天然資源，但本集團仍然積極採取舉措力求減輕任何對環境的影響，本集團倡導全體員工節約用水、節約用電，減少空調、電腦及其他電力設備的不必要能源耗損，減少資源浪費。

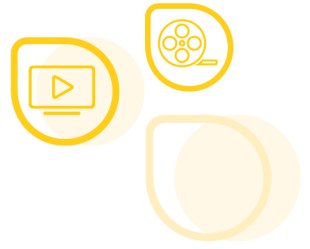
### 噪音污染

本集團的大部分製作均在有良好隔音設備的拍攝場地進行。我們致力持續監察業務營運對環境帶來的潛在影響，在劇集製作及活動籌辦時減少不必要的聲浪，將營運對環境的影響減至最低。本集團定期檢討其環保政策，並已採用必要的預防措施及行動，以減低對於環境及天然資源的重大影響，確保本集團符合相關法律及法規。

### 光污染

在劇集製作、活動籌辦時盡量減少對自然景觀及動物棲息地作出不必要的干擾，保持生態環境的自然美。在戶外劇集製作、活動籌辦時，燈光盡量調至不會滋擾其他附近作息的居民。





## Climate Change

The impact of climate change on humanity has become a global concern, and climate change is affecting all aspects of our lives. As the Group understands the importance of identifying and mitigating material climate-related issues, it pays close attention to the potential impact on its business and operations. It is committed to managing potential climate-related risks that may affect business activities. According to the reporting framework developed by the Task Force on Climate-related Financial Disclosures (TCFD), climate-related risks are categorised into physical and transition risks. The Group has incorporated them into enterprise risk management to identify and mitigate potential risks.

### Physical risks

The increased frequency and severity of extreme weather events such as typhoons, storms, heavy rainfall, and severe cold or extreme heat will entail acute and chronic physical risks to the Group's operations and business facilities. Extreme weather may damage valuable assets such as photography and video recording equipment and threaten employees' health, affecting the Group's productivity. It may expose the Group to risks associated with non-performance and delayed performance, potentially negatively impacting the Group's revenues.

The Group has developed response plans to reduce potential risks and hazards, including flexible working arrangements and preventive measures in severe or extreme weather situations. The Group has purchased employee and equipment insurance. The staff must adjust filming plans in a timely and flexible manner to minimise the impact of extreme weather on property and personnel safety. According to the health and safety section of the Employee Handbook, employees are required to comply with practices to reduce the potential harm caused by climate change.

## 氣候變化

目前，氣候變化對人類的影響已成為全球關切的問題，而氣候變化正影響着我們生活的方方面面。本集團明白識別和緩解與氣候相關的重大問題的重要性，緊密關注氣候變化對本集團業務及營運的潛在影響，致力管理可能影響本集團業務活動的潛在氣候相關風險。根據氣候相關財務披露工作小組(TCFD)制定的報告框架，氣候相關風險分為實體及轉型風險兩大類。本集團已將氣候變化相關風險納入企業風險管理之中，以識別和緩解潛在風險。

### 實體風險

颱風、風暴、暴雨、嚴寒或酷熱等極端天氣事件的頻率和嚴重程度增加，將為本集團的營運及業務設施帶來急性和慢性的實體風險。極端天氣可能會損壞攝影、錄像設備等貴重資產，並影響項目工作人員的健康安全，進而影響本集團的生產力，可能致使本集團面臨不能履約和延遲履約的相關風險，對本集團的收益造成潛在負面影響。

為減少潛在的風險和危害，本集團已經制定了應對計劃，包括在惡劣或極端天氣情況下的彈性工作安排和預防措施。本集團為設備和人員安全購買保險，工作人員須及時、靈活調整拍攝計劃，盡可能降低極端天氣對財產及人員安全造成的影響。同時，員工手冊中健康與安全章節敦促員工遵守操作規範，降低氣候變化可能帶來的危害。





### Transition risks

To achieve the global vision of carbon neutrality, the Group anticipates that the regulatory, technological and market landscape will change due to climate change, including tightening national policies, the emergence of environmentally related taxes, and the shifting of customer preference to an eco-friendly operation.

To address political, legal, and reputational risks, the Group continuously monitors laws and regulations and global climate change trends to avoid increased costs, fines for non-compliance or reputation-related risks due to delayed response. In addition, the Group has been taking comprehensive environmental protection measures. It has set targets to reduce the Group's energy consumption and GHG emissions gradually. The Group also actively recycles scenes, props, etc., during drama filming to minimise the impact of its operations on climate change gradually.

## SOCIAL ASPECT

### Employment

Human resources are considered the Group's greatest and most valuable asset in its industry. It supports the Group's business development and provides it with the impetus for continuous innovation. The Group has developed its Employee Handbook to manage recruitment, promotion, diversity, equal opportunities, working hours and leave policies. All employees are required to study the Employee Handbook and sign to acknowledge it; thus, the company confirms that each employee is fully aware of the contents.

### 轉型風險

為了實現碳中和的全球願景，本集團預料，監管、技術和市場的布局將因氣候變化而有所改變，包括收緊國家政策，徵收環保相關稅項，以及客戶偏好轉向更環保友善經營之公司。

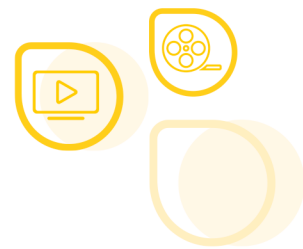
為了應對政策和法律風險以及聲譽風險，本集團持續監察法律法規及全球氣候轉變的趨勢，以避免增加成本、違規罰款或因反應延誤而帶來聲譽相關的風險。此外，本集團一直在採取全面的環境保護措施，並制定了目標，在未來逐步減少本集團的能源消耗和溫室氣體排放。本集團在劇集拍攝業務過程中也積極主張回收利用的場景、道具等，逐步減少營運對氣候變化的影響。

## 社會方面

### 僱傭

就本行業而言，人力資源被視為本集團最大及具價值的資產及支持本集團業務發展的基礎，同時為本集團提供不斷創新的動力。本集團已制定《員工手冊》，規管招聘、晉升、多元化、機會平等、工時及休假。所有入職員工均需學習並對《員工手冊》進行簽字確認，公司確認各個員工已經充分認識手冊內容。





### Recruitment, promotion and dismissal

The Group has formulated the Recruitment Management Policy to regulate the recruitment process and establish criteria for talent attraction. The Recruitment Management Policy stipulates the management of the Group's whole process from identifying job vacancies, position advertisements, channels, selection, recruitment process and internal promotion reward policy.

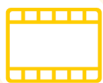
As at 31 December 2022, the Group had 181 employees (2021: 161). The total number of employees by gender, age, geographical location and employment mode is as follows:

### 招聘、晉升及解聘

本集團已制定《招聘管理制度》以規範員工招聘錄用流程，確立人才吸引的標準。《招聘管理制度》明確規範了本集團從招聘職位確定、發布、渠道、選拔、錄用流程以及內推獎勵政策的全流程管理內容。

於2022年12月31日，本集團有181名員工（2021年：161名）。按性別、年齡、地區及僱傭類型劃分的員工總數如下：

	2022
Breakdown of employees 僱員人數	2022年
<b>Total 僱員總數</b>	181
<b>By gender 性別</b>	
Male 男性	56
Female 女性	125
<b>By age 年齡</b>	
Below 30 years old 30歲以下	80
30-50 years old 30-50歲	99
Over 50 years old 50歲以上	2
<b>By geographical location 地區</b>	
Mainland China 中國大陸	181
<b>By employment mode 僱傭類型</b>	
Full-time 全職	181
Part-time 兼職	0





During the Reporting Period, the employee turnover rate of the Group by gender, age and geographical location groups are as follows:

於報告期內，按性別、年齡及地區劃分的本集團員工流失比例如下：

Employee category 僱員類別	FY2022 二零二二財年	
	Number of employees left 流失人數	Turnover rate <sup>3</sup> 流失比例 <sup>3</sup>
<b>Overall 整體</b>	<b>112</b>	<b>38.2%</b>
<b>By gender 性別</b>		
Male 男性	40	41.7%
Female 女性	72	36.5%
<b>By age 年齡</b>		
Below 30 years old 30歲以下	81	50.3%
30-50 years old 30-50歲	30	23.3%
Over 50 years old 50歲以上	1	33.3%
<b>By geographical location 地區</b>		
Mainland China 中國大陸	112	38.2%

Note:

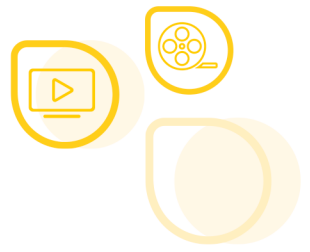
3. The employee turnover rate is calculated by the number of employees left during the Reporting Period divided by the sum of the number of active employees in this category and the number of employees left during the Reporting Period x 100% as at 31 December 2022.

備註：

3. 僱員流失率按報告期間離職僱員人數除以2022年12月31日的該類別在職僱員人數與報告期間離職僱員人數之和x100%計算。





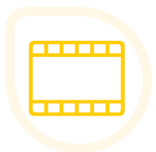


Under the corporate vision of “people and content mutually reinforce”, the Group focuses on the growth and development of employees, providing employees with diversified career development channels, and further improves the position level system, promotion procedures, and personal development mechanism. It has established a multi-channel dialogue mechanism, such as semi-annual debriefing of new employees, mid-year performance feedback and year-end performance appraisal, and semi-annual dialogue with the vice president in charge. The Group also provides employees with communication channels regarding the Group’s overall business situation through weekly office meetings, “Jiang Hu meetings (group theme meetings)”, regular department meetings, and quarterly communication meetings. The Group shares the development of various businesses with employees for the first time and also provides a business platform foundation for employees to seek career development opportunities.

The Group has established a clear and transparent talent promotion mechanism, which stipulates the requirements for promotion of each rank through the career development channel issued by the Human Resource Department. The Group adheres to the objective and fair selection principle and transparently conducts annual performance evaluations. The employees are provided with various promotion options. With 7 step-by-step processes from assistance, operation, implementation, responsibility, guidance, formulation, and leadership, employees are supplemented by several options, including management trainees, innovation derivatives and other talent development projects in professional areas covering production, research and development, scriptwriting. The Group pays attention to the career plan of each employee. Employees are encouraged to explore their strengths and interests and their careers. Based on past work performance, the Group ensures that employees can play their expertise and talents according to their advantages, to achieve effective matching of positions and skills and provide a solid talent foundation for the development of the Group.

在「人塑內容、內容塑人」的企業願景指引之下，本集團着力關注內部員工的成長與發展，為員工提供多元的職業發展通道、進一步完善職級體系、規範相應晉升制度、確立個人發展機制。本集團擁有多渠道的對話機制，例如：新員工半年度述職、年中績效反饋與年末績效考核對話以及半年度分管副總裁對話等。與此同時，本集團也通過每周辦公會、每周「江湖會」、定期的部門會議、以及季度溝通會為員工提供了本集團整體業務情況的傳達通道，與員工第一時間同步本集團各項業務的開展狀況，也為員工尋求職業發展機會提供了業務平台基礎。

本集團建立了清晰透明的人才晉升機制，通過本集團人事部門發布的職業發展通道，明確的規定各職級晉升的要求，堅持客觀、公正的評選原則，透明地進行年度績效考評。我們在晉升渠道上為員工提供了較大的空間，通過設立輔助、操作、實施、負責、指導、制定、領導等7個層級，製作、研發、劇作等3個專業領域，輔以管理培訓生、創新衍生等人才發展項目，關注每一個員工的職業發展，鼓勵員工自我探索優勢與興趣，進行自我職業規劃。與此同時，本集團基於員工過往的工作績效表現，保證員工可以依據自身優勢，更好地發揮專長與才能，以實現崗位和人才的有效匹配，為本集團發展提供堅實的人才基礎。





All employees must sign an employment contract to ensure that their titles, duties, working hours, holidays, compensation, termination process and benefits have been mutually agreed upon. The Group has specified the termination of employment relations in the Employee Handbook, as well as the procedures and conditions for dismissal and other obligations of both parties. The Group does not tolerate unfair dismissals and ensures that dismissal procedures are fair and open.

#### *Working hours, compensation and benefits*

The Group understands that our success depends on close teamwork among our employees. The Group believes that employees with outstanding work should be well compensated and has been providing competitive remuneration and benefits to retain talent.

The Group attaches great importance to employee welfare to promote work-life balance. Under the Group's policy, in addition to all statutory holidays, employees are entitled to annual leave and other paid holidays such as maternity leave, compensatory leave and marriage leave.

The Group also values the spiritual development of employee. During the Reporting Period, the group organised the 8th-anniversary celebration and Ningxia Yinchuan team-building activities, in which all employees enthusiastically participated, which promoted the deepening of the corporate culture. The Group has carried out a variety of activities online or offline with different themes, including Beijing Family Day, Shanghai Family Day, online live-action role-play, movie box office quizzes, "Chao Yue" seminars, etc., to relax employees' bodies and minds after work. The Group has set up an employee care project named "Linmon Gas Station" with free psychological consultation and rich salon activities to relieve pressure and improve physical and mental health.

所有員工須簽署僱用合約，以確保職銜、職責、工作時間、假期、薪酬、終止僱用流程及福利已獲雙方同意。本集團在《員工手冊》中對勞動關係的解除和終止做出了詳細規定，明確的解聘的程序、條件以及其他雙方應盡的義務。本集團絕不容忍不公平的解僱，並確保解僱程序公正、公開。

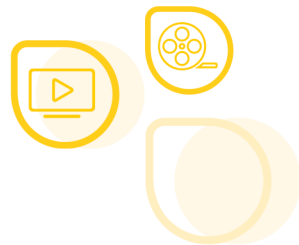
#### *工作時間及薪酬福利*

本集團深明，我們的成功取決於員工之間的密切團隊合作。本集團相信，應給予工作出色的員工優渥報酬，因此一直為員工提供具有市場競爭力之薪酬及福利以留住人才。

本集團高度重視員工福利，以促進工作與生活之間的平衡。根據本集團政策，除所有法定假期外，員工有權享有年假及其他有薪假期，如產假、補休假及婚假。

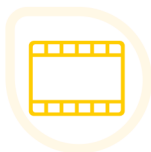
本集團也非常注重員工精神建設。本年度，本集團組織了8週年司慶和寧夏銀川團建活動，全體員工熱情參與，促進了企業文化的深入。同時，本集團通過線上線下相結合的方式，開展了包括北京上海家庭日、線上健身房劇本殺、電影票房競猜、超越研討會等多類型的不同內容的活動，幫助員工在工作之餘放鬆身心。本集團設立「檸檬加油站」員工關愛項目，通過免費心理諮詢和豐富的沙龍活動，幫助員工緩解心理壓力，提高身心健康。





In addition, the Group pays “five insurances and one housing fund” for all employees in accordance with the Social Insurance Law of the PRC. On this basis, the Group has purchased commercial insurance, including medical insurance, accident insurance, term life insurance and critical illness insurance for all employees, and also provides employees with various welfare subsidies, including meal allowances, transportation expenses, communication subsidies, travel expenses to fully enhance the well-being of employees, and their sense of well-being and belonging.

此外，本集團根據《中華人民共和國社會保險法》為所有員工繳納「五險一金」。在此基礎上，本集團已為全部員工購買包含醫療險、意外傷害險、定期壽險和重大疾病險在內的商業保險，同時為員工提供包括餐補費、交通費、通訊補貼、差旅費在內的各種福利補貼，全面保障員工福祉，增強員工的幸福感和歸屬感。





### *Diversity, equal opportunity, anti-discrimination*

The Group is committed to creating an inclusive and diverse work environment that provides equal opportunities for all employees. The Group strictly prohibits discrimination or differential treatment based on different factors such as gender, race, disability, age, religious belief, nationality or family status in recruitment and work and prevents any forms of harassment.

During the Reporting Period, the Group was not aware of any material non-compliance with employment-related laws and regulations that would have a significant impact on the Group. Such laws and regulations include but are limited to the Labour Law of the PRC, the Contract Law of the PRC, the Labour Contract Law of the PRC and the Employment Ordinance of Hong Kong (Cap. 57 of the Laws of Hong Kong).

### **Health and Safety**

The health and safety of our employees are always a key concern for the Group. We comply with relevant laws and regulations such as the Labor Law of the PRC, the Work Safety Law of the PRC, the Fire Protection Law of the PRC, etc., and have formulated internal policies such as Safety Rules and Regulations for Cast and Safety Production Confirmation Letter accordingly.

The Group has provided safety guidelines to its staff to reduce occupational hazards in the office and remind them to pay more attention to health and safety issues. We have purchased medical insurance for all employees, organised annual employee physical examinations, and arranged experts to interpret medical examination reports for employees. During the video production, the Group arranges special personnel to conduct regular inspections for potential safety hazards and report them in a timely manner. The Group also organises emergency fire drills every year to ensure the safe evacuation of all employees. Mental health is as important as physical health. We believe that proper rest can effectively alleviate fatigue at work, so flexible working arrangements are adopted and encourage employees to maintain a practical and reasonable work-life balance.

### *多元化、平等機會及反歧視*

本集團始終致力於營造包容、多元化的工作環境，為所有員工提供平等的發展機會。堅決禁止在招聘和工作中出現基於員工性別、種族、殘疾、年齡、宗教信仰、國籍或家庭狀況等不同特質的歧視或區別對待，杜絕任何形式的騷擾行為。

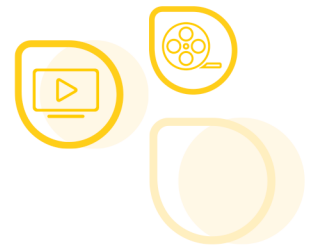
於報告期間，本集團並無發現任何對本集團有重大影響且嚴重違反有關僱傭的相關法律及法規的重大事宜。相關法律及法規包括但不限於《中華人民共和國勞動法》、《中華人民共和國合同法》、《中華人民共和國勞動合同法》及《僱傭條例》(香港法例第57章)。

### **健康與安全**

員工的健康與安全始終是本集團關注的重點。我們遵守《中華人民共和國勞動法》、《中華人民共和國安全生產法》及《中華人民共和國消防法》等有關法律法規，並據此制定了《劇組安全規章制度》及《安全生產確認函》等政策制度。

我們已向員工提供安全指引，以減少辦公室工作環境的職業危害，提醒員工多關注健康及安全問題。我們為全部員工都購買了醫療保險，並每年組織進行員工體檢，並安排專家為員工解讀體檢報告。在劇集拍攝過程中，集團會安排專人進行定期巡視片場，排查安全隱患，並及時匯報。我們每年亦參與應急消防演習，確保均可安全撤離全體員工。員工的心理健康與身體健康同樣重要。我們相信，適當的休息可有效緩解工作上的疲勞，因此我們採取彈性工作制度安排，並鼓勵員工保持實際而合理的工作與生活平衡。



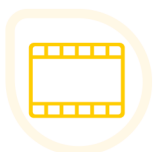


During the outbreak, the Group has put in place reasonable preventive measures in its offices and at the video production site, including:

- Mobilise the Group's strength to purchase epidemic prevention materials and distribute them free of charge;
- Regularly organise virus sanitise work;
- Collect statistics on epidemic prevention requirements for employees in different regions and urge employees to comply with relevant requirements;
- Implement flexible working hours and working from home policy to reduce social contact;
- Send regular messages to employees reminding them of the importance of maintaining personal and public health and advising them to monitor their body temperature regularly;
- Require employees to wear surgical masks and use alcohol-based hand sanitiser frequently;
- Disinfect offices frequently, especially in crowded areas, such as conference rooms and pantries; and
- Employees and third-party production service providers must conduct regular nucleic acid testing per local policies.

在疫情爆發期間，本集團於辦公場所及劇集項目現場均制定了完善的預防措施，包括：

- 動用本集團力量採購防疫物資並免費發放；
- 定期組織病毒消殺工作；
- 為各地員工統計不同防疫要求，並敦促員工遵守相關要求；
- 推行靈活工作時間及居家辦公，以減少社交接觸；
- 定期向員工發送備忘錄，提醒保持個人及公共衛生的重要性，並建議員工定期監測體溫；
- 要求員工規範佩戴外科口罩，經常使用酒精洗手液；
- 經常對辦公室進行消毒，特別是與人接觸較多的區域，如會議室和茶水間；及
- 要求集團的員工及第三方製作服務供應商根據當地政策定期進行核酸檢測。





Based on the practical implementation of the above preventive measures, the total cost spent by the Group on preventative measures and nucleic acid testing is relatively low. It has an immaterial effect on its finance. The preventive measures have effectively protected our business operation and the employee's health and safety and mitigated the epidemic's economic impact on the Group.

The Group has achieved zero work-related fatalities for three consecutive years (including the Reporting Period). During the Reporting Period, the Group had not lost any working days due to work injury. The Group was also not aware of any material non-compliance with employment-related laws and regulations that would have a significant impact on the Group. Such laws and regulations include but are not limited to the Occupational Safety and the Health Ordinance of Hong Kong, the Labour Law of the PRC and the Prevention and Treatment of Occupational Diseases Law of the PRC.

#### Development and Training

The Group believes sustainable development is inseparable from employees' personal and professional growth. To promote employees' personal development, we have developed various training and development plans for different departments and positions, covering general competency training, business capability training, anti-corruption and other contents.

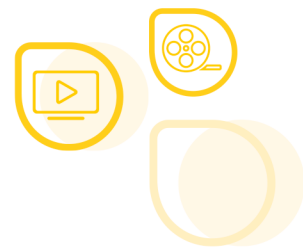
基於上述預防措施的有效執行，本集團實際用於預防措施及核酸檢測所花費的成本總額相對較低，未對本集團的財務狀況造成重大不利影響。同時，這些預防措施有效保障了本集團業務的正常運作和員工的健康安全，減緩疫情對本集團造成的經濟影響。

本集團連續三年（含報告期間）實現員工零傷亡。於報告期間，本集團並無錄得任何因工傷損失工作日數。本集團並無發現任何對本集團有重大影響且嚴重違反有關健康與安全的相關法律法規的重大事宜。相關法律及法規包括但不限於香港《職業安全及健康條例》、《中華人民共和國勞動法》及《中華人民共和國職業病防治法》等。

#### 發展與培訓

我們相信集團的可持續發展離不開員工的個人成長及專業進步，因此，為推動員工的個人發展，針對不同部門及崗位制定了多樣化員工培訓和發展計劃，涵蓋通用能力培訓、業務能力培訓、反貪腐等多項內容。





A weekly meeting system is established to discuss hot issues in the industry and society and share topics covering drama production experience, creative subjects, and analysis of emerging things. After the broadcast of the dramas, a review meeting will be held within the group to summarise the project's work in the whole process of creation, filming, distribution, publicity, etc., and analyse the highlights and areas to be improved. Besides that, the Group will regularly invite external expert teams to carry out training and hold lectures for all employees; Business leadership training is also provided to employees, and the Group regularly invites management and department heads to conduct induction training for new employees.

During the Reporting Period, there were 4,403 attendances in the training, with 14,466 training hours and an average of 3.29 hours per individual. The training data by gender and employee category is as follows:

本集團執行每週例會制度，每周針對行業、社會熱點問題進行討論，並就涵蓋劇集製作經驗、創作話題討論、新興事物解析等多個方向展開專題分享。同時，本集團製作的劇集在播出後，都會在全集團內部召開複盤會，針對該項目在創作、拍攝、發行、宣傳等全流程的工作情況做總結回顧，分析亮點和待改善的方面。除會議制度外，本集團會定期邀請外部的專家團隊為全體員工開展培訓，大咖講堂；還會為員工提供商業領導力的相關培訓，本集團也會定期邀請管理層及各部門領導為新員工開展入職培訓。

於報告期內，共有4,403人次參加培訓，累計培訓總時長14,466小時，平均每人培訓時長3.29小時。培訓數據按性別及僱員類別劃分的情況如下：

	FY2022 二零二二財年	
	Composition of employees trained (%) 受訓僱員構成 (%)	Average training hours (hours) 平均受訓時數 (小時)
<b>Development and training 僱員發展及培訓</b>		
<b>By gender 性別</b>		
Male 男性	25.3%	3.33
Female 女性	74.7%	3.27
<b>By employee category 僱員類別</b>		
Senior management 高級管理層	5.2%	3.13
Middle management 中級管理層	18.8%	2.65
General 一般員工	76.0%	3.45





### Labour Standards

The Group strictly abides by the Labor Contract Law of the PRC, the Labour Law of the PRC and other applicable employment laws and regulations. In accordance with the mandatory provisions of relevant laws, the Group strictly prohibits child and forced labour. During the recruitment process, the Human Resources Department shall verify the age and identity of all employees before employment and conduct background checks and credit checks (if necessary) based on the information provided by the applicant. Once any violation of relevant labour laws, regulations or standards is discovered, the Group will immediately terminate the employment contract and take disciplinary action against the relevant management. Any abusive, oppressive and sexual harassment against employees for any reason is prohibited. Any person who violates these rules shall be dismissed or terminated for a probationary period.

The Group fully complies with national and regional laws and regulations prohibiting child or forced labour. During the Reporting Period, the Group was not aware of any complaints or reports of child or forced labour.

### Supply Chain Management

We attach great importance to business contract management. The Group has established policies and procedures related to supply chain management, including the Procurement and Supplier Management Policy, to regulate the supplier selection and monitoring process, thus evaluating suppliers' products and services and monitoring and eliminating ESG risks in the supply chain. In addition, suppliers are required to purchase insurance for production teams according to the contract to ensure that relevant risks have been identified and transferred. Based on this, the Group adheres to the principle of fairness and consistency and implements standardised selection criteria in the selection of suppliers. All suppliers and contractors are required to comply with all legal provisions relating to environmental standards, intellectual property rights and anti-corruption.

### 勞工準則

本集團嚴格遵守《中華人民共和國勞動合同法》、《中華人民共和國勞動法》以及其他適用的僱傭法律及法規。根據有關法律的強制規定，本集團嚴禁童工及強制勞工。在招聘過程中，我們的人力資源部於聘用前會核實本集團所有員工的年齡及身份，並根據申請人提供的數據及其他數據，進行背景調查及徵信調查（如需要）。一旦本集團發現任何違反相關勞動法律、法規或標準的情況，本集團將立即終止相關勞動合同，並對相關管理人員進行紀律處分。禁止以任何理由對員工進行任何辱罵、壓迫和性騷擾的行為。任何人士違反相關規定均會被解僱或終止試用期。

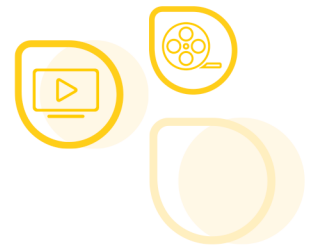
本集團全面遵守有關嚴禁童工或強制勞工的國家及地區法規。於報告期內，我們並未收過任何童工或強制勞工方面的投訴或舉報。

### 供應鏈管理

我們非常重視業務合約管理。本集團已制定包括《採購及供應商管理制度》等與供應鏈管理相關的政策及程序，以規管供貨商的甄選及監控流程，從而評估供貨商的产品及服務，從而監控及消除我們供應鏈中存在的任何環境、社會及管治風險。此外，本集團在合約條款中要求供應商為製作團隊購置保險，以確保相關風險已被識別並轉移。根據該等政策，本集團在供應鏈管理中遵循公平一致的原則，於選擇各供貨商時執行統一的甄選標準。所有供貨商及承辦商均須遵守所有與環境標準、知識產權及反貪污相關的法律規定及標準。







As clearly stated in the Procurement and Supplier Management Policy, the Group conducts a comprehensive assessment from various factors, including suppliers' service quality, market capacity and practical experience. In addition, suppliers' environmental and social responsibility is also an essential factor. Subject to all other conditions, environmentally friendly suppliers are preferred because we encourage and expect our contractors and business partners to adhere to the same strict ethical standards. The Group has been monitoring our suppliers through communication and site visits and continuously assessing their environmental impact. Apart from environmental aspects, the Group also assesses whether suppliers comply with relevant laws and regulations regarding health, safety, forced labour and child labour.

The Group is committed to sourcing locally to carry out sustainable development in the Group's business model. During procurement, the Group prioritises local suppliers and environmentally friendly products and services to reduce the carbon footprint caused by procurement and support local economic development by creating employment opportunities for local communities. The Group requires its subsidiaries to maintain comprehensive supplier selection and evaluation records for monitoring and reviewing to ensure all comply with the above principles.

The Group has established solid cooperative relations with several suppliers. We encourage these partners to join us in adhering to strict ethical standards (including but not limited to environmental and social issues). The Group maintains strict quality supervision over the services and products provided by suppliers and continuously assesses suppliers' compliance in terms of environmental and social responsibility comprehensively.

《採購及供應商管理制度》中明確指出的，本集團根據供貨商的服務質素、市場實力和實踐經驗等因素，對其能力進行全面評估。除上述標準外，供貨商的環境及社會責任亦是本集團檢驗的重要因素之一。在滿足所有其他條件的情況下，我們傾向於選擇對環境友好的供貨商，因為我們鼓勵並期望承辦商及業務夥伴與我們一樣遵守嚴格的道德標準。我們一直透過溝通及實地探訪對供貨商進行監察，並持續評估彼等對環境的影響。除環境因素外，本集團亦會評估供應商是否有在健康、安全、強迫勞工及童工等方面符合相關法律法規。

本集團致力於本地採購，以將可持續發展貫徹落實於本集團營運模式中。採購過程中，本集團將優先考慮本地供應商及環保產品及服務，期望透過本地採購減少採購造成的碳足跡，同時支持本地經濟發展，為本地社區創造就業機會。本集團要求旗下各公司備存全面的供貨商甄選及評估記錄，以供本集團監督及審查，從而確保所有甄選及評估流程均遵守上述原則。

目前，本集團已與多名供貨商建立了穩固的合作關係。我們提倡這些合作夥伴與我們一同遵守嚴格的道德標準（包括但不限於環境及社會議題的角度）。本集團對供貨商提供的服務及產品始終保持嚴格的質素監督，並持續全面地評估供貨商在環境及社會責任方面的合規性。





The suppliers mainly provide the Group with various drama production and distribution services. Details on the number of suppliers by region are as follows:

本集團的供貨商主要為我們提供各種劇集製作與發行相關的服務。有關按地區劃分的供貨商數目詳情如下：

	2022
<b>Number of suppliers 供應商數目</b>	<b>2022年</b>
<b>Total number of suppliers 供應商總數</b>	1,003
<b>By region 地區</b>	
Mainland China 中國大陸	969
Others 其他	34

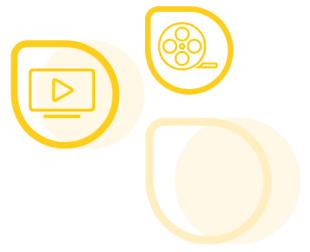
### Product Responsibility

We are committed to providing customers with high-quality products and services by complying with and implementing national laws and industry standards in operation, strictly protecting user information and data, safeguarding the group's intellectual property rights, and regulating advertising. It is believed that only by creating high-quality and responsible products and services can we meet the expectations and requirements of our users and enhance user satisfaction.

### 產品責任

我們致力於為客戶提供高質量的產品和服務，在經營過程中遵守和執行國家法律法規及行業的標準規範，嚴格保護用戶信息和數據，堅決維護集團知識產權，規範廣告宣傳。我們堅信唯有打造高質量、負責任的產品和服務，方能滿足用戶對我們的期望和要求，提升用戶滿意度。





### *Protection of intellectual property rights*

As a content producer, the Group has permanently attached great importance to protecting intellectual property rights, including confidentiality and information sharing management. The Group has established the Copyright Management Policy and the Trademark Management Policy with the approval of the President's Office, which stipulates the management, design, registration, use, protection, etc., of intellectual property rights, including trademarks and copyrights. The relevant management policies specify that the Group's works should follow the principle of "copyright registration first" to ensure complete copyright registration in a timely and effective manner. The Group manages the registration certificates of scripts, dramas, as well as other trademarks and copyrights, to ensure that the intellectual property rights of each business project are clear and complete.

The Group has included clauses in drama investment agreements and other relevant cooperation agreements to protect the Group's rights and interests in the copyright of dramas filmed and invested by the Group, such as its income rights, distribution rights and copyrights in related works. In addition, the Group has strengthened supply chain management to ensure that relevant copyrights used in the production of drama programming are licensed before being used or quoted. In the event of any act deemed to be infringing, the Group shall immediately take legal measures to ensure that the legitimate rights and interests of the Group are protected.

The Group complies with all laws and regulations related to intellectual property rights, including but not limited to the Copyright Law of the PRC, the Trademark Law of the PRC, the Patent Law of the PRC, the Regulations for the Implementation of the Trademark Law of the PRC, the Regulations for the Implementation of the Copyright Law of the PRC and the Detailed Rules for the Implementation of the Patent Law of the PRC etc.

### *知識產權保護*

作為內容製造者，本集團一直非常重視知識產權的維護及保障，包括保密及信息分享管理。集團內部制定了《著作權管理制度》以及《商標管理制度》，經由總裁辦公會批准，對商標、著作權等在內的知識產權的管理、設計、註冊、使用、保護等進行了明確的規定。相關管理制度中明確規定，集團作品應當遵循「著作權登記先行」原則，確保集團及時有效地完成著作權登記。集團對劇本、劇集以及其他商標、著作權的註冊登記證書進行統一管理，保證各業務項目的知識產權清晰完整。

我們在劇集投資協議及其他相關合作協議加入條款，旨在保護本集團於其所拍攝及投資的劇集劇版權中的權益，例如本集團於相關作品中的收益權、發行權及版權。此外，本集團已加強供應鏈管理，確保劇集節目製作中使用的相關版權在使用或引用前已獲得許可。一旦發生任何被視為侵權的行為，本集團將立即採取法律措施，確保本集團的合法權益得到保障。

本集團遵守所有與知識產權相關的法律法規，包括但不限於《中華人民共和國著作權法》、《中華人民共和國商標法》、《中華人民共和國專利法》及《中華人民共和國商標法實施條例》、《中華人民共和國著作權法實施條例》及《中華人民共和國專利法實施細則》。





### Product quality

The Group attaches great importance to the quality management of television programs. As the series' success depends mainly on consumer preferences, the Group will collect information and research the film and television market to understand the trends and popular preferences to produce excellent dramas that meet audiences' expectations. The Group has formulated the Drama Production Manual, which clarifies the tasks of each stage of the Group's business for corresponding departments and specific work duties and requirements for production, marketing, publicity, finance and other departments. The group has established a review system for drama quality. The Group aims to promote a positive attitude to life and positive energy, striving for high-quality products.

During the Reporting Period, the Group released 4 popular drama series with high quality and good reputation. Among them,

As a copyright drama, "Chao Yue" has been selected as the critical project of "Our New Era" themed TV series broadcasting synchronised with the Winter Olympics, as the opening drama of prime-time of CCTV General Station and key guidance projects of the State Administration of Radio and Television, with a Douban score of 8.2. The copyright drama has been simultaneously broadcasted on various video platforms such as iQiyi, Tencent Video, and Youku. It won the 16th "Five Top Projects" Excellent Work Award for Spiritual Civilization Construction. It was selected as the "China TV Drama Selection" of the State Administration of Radio and Television in 2022.

Another copyright drama, "Under the Skin", which was broadcast on iQiyi and Tencent Video platforms, with the first completion rate of Tencent Video in history as a popular suspense with a Douban score of 7.5 points, won the 27th ATA Asia Television Award for Best Original Web Drama Series and was selected as an excellent online audiovisual work in 2022.

### 產品質量

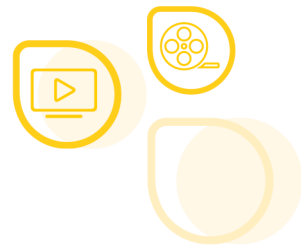
本集團十分重視電視節目的質量管理，由於劇集是否成功很大程度取決於消費者的喜好，我們會針對影視市場搜集信息，進行調研，了解市場流行趨勢和大眾喜歡，以生產滿足觀眾期望的優秀劇集。本集團制定了《劇集製作手冊》，對集團業務各個階段的節點和任務明確到責任部門，詳細規劃各個節點的流程和任務，對製作、市場、宣傳、財務等多個部門提出了具體的工作內容和要求。本集團在審核產品質量的基礎之上，建立審查制度，強調積極的生活態度，傳遞正能量，守正創新，力求精品，提供高質量產品。

於報告期內，本集團上線4部熱播劇集，質量穩定，口碑良好。其中：

版權劇《超越》：央視總台一套黃金檔開年大劇，國家廣播電視總局重點指導項目，入選「我們的新時代」主題電視劇重點項目，聯動冬奧會賽事播出，豆瓣評分8.2，同步在愛奇藝、騰訊視頻、優酷平台播出，獲得第十六屆精神文明建設「五個一工程」優秀作品獎，入選國家廣播電視總局2022年度「中國電視劇選集」。

版權劇《獵罪圖鑑》：作為懸疑類型賽道的爆款劇集，在愛奇藝、騰訊視頻平台播出，騰訊視頻歷史完播率第一，豆瓣評分7.5分，獲27屆ATA亞洲電視獎最佳原創網絡劇集，入選2022年優秀網絡視聽作品。





As a copyright drama, the outstanding suspense drama, “Nobody Knows”, with a Douban score of 7.8 points, broadcast on the Youku video platform, was selected as an excellent online audiovisual work in 2022.

As a copyright drama, the female growth series drama, “Twenty Your Life on 2” was highly recognised by the market, with a Douban score of 8.1 points, ranking first among the urban TV series; it won first place in the average ratings of four provincial satellite TV networks in the same period (the mainstream viewership researchers, namely CSM National Panel, CSM 64 City, CSM Metropolitan Area Network and Nielsen). Also, it was selected as the “China TV Drama Selection” of the State Administration of Radio and Television in 2022, which was broadcast on Hunan Satellite TV, iQiyi, and Mango TV.

版權劇《膽小鬼》：年度國產懸疑劇口碑佳作，豆瓣評分7.8分，在優酷平台播出，入選2022年優秀網絡視聽作品。

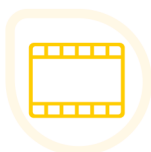
版權劇《二十不惑2》：本公司女性成長系列化劇集，獲市場高度認可，豆瓣評分8.1分，為2022都市劇口碑TOP 1；獲省級衛視同時段平均收視四網（主流收視率調查調研方，分別為CSM全國網、CSM64城、CSM城域網及尼爾森）第一，在湖南衛視、愛奇藝、芒果TV播出，入選國家廣播電視總局2022年度「中國電視劇選集」。



“Chao Yue”  
《超越》



“Under the Skin”  
《獵罪圖鑑》





“Nobody Knows”  
《膽小鬼》



“Twenty Your Life On 2”  
《二十不惑2》

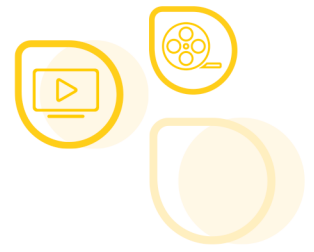
#### *Social recognition*

As its commitment to creating high-quality work, the Group has always adhered to innovation, professionalism and excellence. In 2022, the Group’s efforts were widely recognised and praised as it won several awards at home and abroad.

#### *社會認可*

作為一家致力於打造高品質影視作品的公司，檸萌影視一直秉承着創新、專業、精益求精的理念。在2022年度，集團的付出和努力得到了廣泛的認可和好評，在國內外贏得了多項殊榮。





During the Reporting Period, the Group won “the 4th Shanghai Top 10 Cultural Enterprises”, “Enlightent ‘Cloud +’ Awards for Annual Drama Company in 2022”, “Xinsheng PRO Annual Company”, “the 6th Golden Bud Network Film and Television Festival Annual Influential Company”, “the Entertainment Top 100 Entertainment Records Annual Survey Annual Word-of-Mouth Film and Television Company”, “the Datawin Award for Annual Outstanding Production Company”, and “Media & Entertainment Industry Report Annual Enterprise”, etc. The Group’s dramas won “the 16th Spiritual Civilization Construction ‘Five Top Projects’ Excellent Work Award”, “the 27th Asian Television Awards for Best Original Digital Drama Series”, “New Weekly Awards for New Top Sharp List in 2022”, “Enlightent ‘Cloud +’ Awards for Annual Drama”, “Media & Entertainment Industry Report Influential Annual Drama in 2022”, “Xinsheng PRO Annual Drama”, “the 6th Golden Bud Network Film and Television Festival Annual Chinese Drama”, “TV Landmark Annual Excellent TV Series”, “Kuyun Entertainment Responsibility Influence Awards Annual Drama”, “Datawin Award for Annual Urban Drama”, etc.

#### Customer service

The Group adheres to customer-centred and continuously improves service quality. In terms of customer feedback and complaint, we are committed to maintaining good customer relationships, building seamless customer complaint channels to deal with customer complaints, responding to customers’ pain points and meeting their needs in a timely manner. Regarding customer payment and other services, the Group has formulated the Sales and Collection Management System to strengthen the internal control of sales and collection, ensure the reliability of customer service provided, and reduce potential risks.

During the Reporting Period, the Group was not involved in product sales and sales returns nor received any complaints about services.

2022年度，檸萌影視榮獲包括第四屆上海文化十強企業、雲合數據2022「雲+」獎年度劇集公司、新聲PRO年度公司、第六屆金骨朵網絡影視盛典年度影響力公司、娛刺兒百名文娛記者年度調查年度口碑影視公司、德塔文景氣牛獎年度卓越景氣製作公司、綜藝報年度企業等在內的多項榮譽。公司劇集榮獲包括第十六屆精神文明建設「五個一工程」優秀作品獎、入選國家廣播電視總局2022年度「中國電視劇選集」、第27屆ATA亞洲電視獎最佳原創網絡劇集、新周刊2022中國年度新銳榜新銳劇集、雲合數據2022「雲+」獎年度劇集、綜藝報2022年度影響力年度劇集、新聲PRO年度劇集、第六屆金骨朵網絡影視盛典年度國劇、TV地標年度優秀電視劇、酷雲互動文娛責任影響力盛典年度劇集、德塔文景氣牛獎年度都市最高景氣獎等多項獎項在內的榮譽。

#### 客戶服務

本集團堅持以客戶為中心，持續提升服務質量。客戶反饋及投訴處理方面，我們致力於維護良好的客戶關係，暢通客戶投訴渠道，規範對客戶投訴的處理，及時響應和解決問題，滿足客戶需要。同時在涉及客戶款項支付等服務項目時，集團制定了《銷售與收款管理制度》，加強銷售與收款環節的內部控制，保障提供客戶服務的可靠性，並降低可能潛在的風險。

於報告期內，本集團並無涉及產品銷售和銷售退貨問題，亦無涉及任何有關服務的投訴個案。





### Protection of customer privacy

The Group has always emphasised the importance of information security and user privacy protection. The Group strictly complies with the Cybersecurity Law of the PRC. At the same time, the Group values the confidentiality of the series materials. In the post-production period, when customer privacy leakage is high, the Group has made higher requirements for the machine room, output and transmission of material management based on the internal Drama Production Manual, including but not limited to:

- Ensure the independence, security and encryption of each computer room;
- Install cameras further to ensure the physical safety of the computer room;
- Strictly manage personnel entering the computer room;
- Implement an application system for the retrieval of materials that clarifies the user, purpose, time and watermark content to ensure the security of customer privacy; and
- Conduct multi-layer encryption of material transmission and more secure protection methods such as encryption platforms and physical transmission.

Regarding its products and services related to obtaining users' information, the Group has formulated the Privacy Policy and User Service Agreement, which clarify the collection channels, use and protection measures of customer privacy information. The Group protects customers' right to know the use of personal privacy and provides customers with seamless channels for changing personal information. The Group also offers clear consultation and service contact methods for customers' queries and protects users' personal information in accordance with the corresponding user service agreement and privacy policy.

### 客戶隱私保護

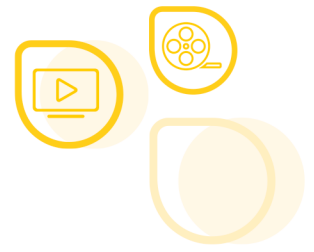
本集團始終強調信息安全及用戶私隱保護的重要性。本集團嚴格按照《中華人民共和國網絡安全法》的規定。同時，依據《劇集製作手冊》規定，集團始終強調對劇集素材的保密，在客戶隱私洩露高發的後制期，集團對素材管理的機房、輸出和傳輸都做出了更高的要求，包括但不限於：

- 保障各機房的獨立、安全和加密；
- 安裝攝像頭，對機房的物理安全進行進一步保障；
- 嚴格控制機房准入人員；
- 對素材的調取實行申請制度，明確使用人、用途、時間和水印內容，保證客戶隱私的安全；及
- 對素材傳輸進行多層加密，並且採用加密平台、物理傳輸等更加安全的保障方式。

同時，對集團獲取用戶信息的相關產品和服務，制定《隱私政策》及《用戶服務協議》，明確客戶隱私信息的收集渠道、使用和保護措施，保障客戶對個人隱私使用的知情權，並且提供客戶更改個人信息的通暢渠道，對客戶的疑問提供明確的諮詢和服務聯絡方式，嚴格按照對應的用戶服務協議和隱私政策，保護用戶的個人資料。







### Advertising and labelling

The Group strictly reviews external publicity materials to ensure the legal compliance of advertising and publicity and protect users' rights and interests. The Drama Production Manual has stipulated the Group's advertising contents, including project positioning, publicity strategy, festival, speech skills, etc, which have been implemented by the responsible departments. A multi-level review system is implemented for the filming of drama posters and various advertising videos so as to ensure that advertising is carried out on the basis of laws and regulations.

We comply with laws and regulations such as the Advertising Law of the PRC, the Regulations on Management of Advertisements and Interim Measures for the Administration of Internet Advertisements. By the requirements of the State Administration for Market Regulation, the Group strictly reviews publicity advertisements involving high-risk industries such as finance, medicine, health care, and real estate to fulfil legal obligations and avoid publishing misleading contents to the greatest extent.

During the Reporting Period, the Group was not aware of any penalties such as removal, suspension of broadcasting, fines or other penalties due to the quality of the show or the content contrary to national requirements and any corresponding consumer complaints.

### Social and moral standards

Media and broadcasters are socially responsible for public content because of their massive impact on the broad audience. Many of the contents on online channels are live or produced by internet users. Following relevant regulations and standards such as the Beijing Municipality Self-Discipline Convention on Online Performance (Live Broadcast), the Group has strict rules on such contents. In order to ensure compliance with national regulations, the Group regulates the contents of the live broadcast and on-demand system for program production activities and sticks to its posts. The Group is dedicated to bringing positive messages to the community. Any content that depicts violence, pornography, hatred, superstition, and gambling is strictly prohibited.

### 廣告及標籤

本集團嚴格審核對外宣傳材料的素材及宣傳用語等，以保證廣告宣傳的合法合規，保護用戶權益。在《劇集製作手冊》中對集團的廣告宣傳內容進行了明確規定，包括項目定位、宣傳策略、節日、以及話術等均落實了責任部門，對於劇集海報及各類廣告宣傳視頻的拍攝落實多級審核制度，保證在依法依規的基礎上進行廣告宣傳。

我們遵守《中華人民共和國廣告法》《中華人民共和國廣告管理條例》和《互聯網廣告管理暫行辦法》等法律法規。依照國家市場監督管理局要求，集團對於涉及金融、醫藥、保健、房地產等風險較高行業的宣傳廣告一律嚴格審核，履行廣告發布主體的法定義務，最大限度避免對外公布誤導性內容。

報告期內，集團未發生任何因劇目質量或內容不符合國家要求而被下架、停播、罰款等處罰，也未接獲相應的消費者投訴。

### 社會道德標準

媒體及廣播公司須對其向公眾播出的內容承擔社會責任，因其對廣大受眾產生巨大影響。網上頻道的內容很多均為網上視頻直播或由不同的網民所製作的視頻。根據《北京市網絡表演（直播）行業自律公約》等相關法規及標準，本集團對該等內容有着嚴格的規範。為了確保符合國家規定，本集團在節目製作活動籌辦直播及點播系統的內容上把關，謹守崗位。本集團旨在為社區帶來正面信息，嚴禁任何渲染暴力、色情、仇恨、迷信、賭博等的內容。





The Group has complied with all relevant laws and regulations, including the Provisions on the Administration of Online Publishing Services by the State Administration of Press, Publication, Radio, Film and Television, the Regulation on Internet Information Service of the PRC by the State Council, and the Interim Provisions on the Administration of Internet Culture by the Ministry of Culture. During the Reporting Period, the Group was not aware of any non-compliance with laws and regulations.

### Anti-corruption

The Group attaches great importance to business ethics and does not tolerate misconduct such as corruption, bribery, fraud, extortion, fraud and money laundering. We comply with laws and regulations such as the Anti-Unfair Competition Law of the PRC and the Interim Provisions on Prohibiting Commercial Bribery. The Group has established internal rules and regulations to strengthen publicity work, shape a fair, open, honest and upright atmosphere, and maintain the excellent reputation of the Group.

The Group stipulates the issues of corruption and fraud, such as conflicts of interest, private agreements, and bribery, in the Employee Handbook. All employees are required to read, confirm and comply with the relevant requirements in the handbook when taking office. At the same time, suppliers are required to issue anti-commercial bribery and anti-money laundering commitments during supplier access audits. The Group has set up an internal reporting mailbox to encourage real-name reporting and has built a reward scheme in place to reward the whistle-blower with verified content.

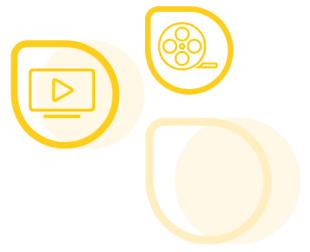
本集團已遵守所有相關法律法規包括國家新聞出版廣電總局頒佈的《網絡出版服務管理規定》、國務院頒佈的《中華人民共和國互聯網信息服務管理辦法》、文化部頒佈的《互聯網文化管理暫行規定》等。於報告期間，本集團並沒有發現不遵守法律及規例的情況。

### 反貪污

本集團重視商業道德，絕不容忍貪污、賄賂、舞弊、勒索、欺詐及洗黑錢等不當行為的發生。我們遵守《中華人民共和國反不正當競爭法》及《關於禁止商業賄賂行為的暫行規定》等法律法規，建立了內部規章制度，加強宣傳工作，塑造公平、公開、廉潔、正直的風氣，維護集團良好聲譽。

集團在《員工手冊》中對利益衝突、私下協議、行賄受賄等貪污舞弊問題做出明確規定，所有員工從入職即需閱讀、確認並遵守手冊中相關內容。同時，集團在供應商准入審核時，需要供應商出具反商業賄賂及反洗錢承諾。集團設立了內部舉報郵箱，並鼓勵實名舉報，並設立獎勵制度對舉報人查實的內容進行獎勵。





### Anti-corruption training

In order to strengthen employees' awareness of integrity and help them establish a code of professional ethics, the Group conducts regular anti-corruption training for directors and employees. During the Reporting Period, a total of 4 directors and 25 employees attended anti-corruption training for a total of 33 hours. The training for directors is involved in studying Hong Kong listing compliance, various forms of anti-corruption practices, such as insider information transactions. The training for employees, in conjunction with the contents of the anti-corruption chapter of the Employee Handbook, emphasises that the Group has zero tolerance for such conducts, including dereliction of duty, abuse of power, favouritism, money laundering, and bribery of others in performing or exercising duties. It is also clear that no individual or department may obstruct the investigation of corruption.

During the Reporting Period, there were no concluded legal cases regarding any forms of fraud raised by the Group or its employees. The Group was not aware of any material non-compliance with relevant laws and regulations of bribery, extortion, fraud and money laundering, which had significant impact on the Group. Such laws and regulations include but are not limited to the Prevention of Bribery Ordinance of Hong Kong, the Criminal Law of the PRC, and the Company Law of the PRC.

### Community Development

As a responsible enterprise, while seeking the development of the cultural and entertainment industry, the Group continues to serve and give back to society, actively creating mutually beneficial and sustainable community relations to become a warm enterprise.

### 反貪污培訓

為強化員工廉潔意識，幫助員工樹立廉潔正直的職業道德觀，本集團為董事及員工定期進行反貪污培訓。本報告期內，共有4名董事及25名員工參加了反貪污培訓，總計培訓時長達33小時。對集團董事進行香港上市合規培訓，強調內部消息交易等各種形式的反腐敗行為的不容忍性。對在職員工結合《員工手冊》反腐敗章節的內容進行入職培訓，強調本集團對於員工在履行職責或行使職權過程中做出玩忽職守、濫用職權、徇私舞弊、洗錢及賄賂他人等行為持零容忍態度。並且明確對於腐敗行為的調查任何個人和部門均不得阻礙。

於報告期間，本集團或其僱員並無提出並已審結的貪污訴訟案件。本集團亦無發現任何對本集團有重大影響且嚴重違反防止賄賂、勒索、欺詐及洗黑錢相關的法律法規的重大事宜。相關法律及法規包括但不限於香港的《防止賄賂條例》、《中華人民共和國刑法》及《中華人民共和國公司法》等。

### 社區發展

作為一家負責任的企業，我們在尋求文娛事業發展的同時，不忘持續服務並回饋社會，積極營造互利共贏、可持續的社區關係，成為一家有溫度的企業。





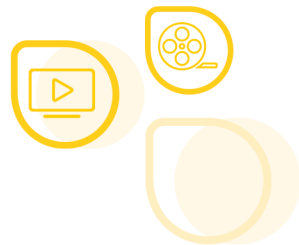
Internally, employees are encouraged to participate in environmental protection and social welfare activities actively. The Group regularly conducts the annual “Linmon Stall Festival” to sell used items. The Group encourages internal sales through the Group’s internal platform and provides relevant employees with start-up funds. The Group also runs internal sales of office equipment and furniture with low utilization rate in the idle area of the Group from time to time and provides employees with benefits to practice environmental protection.

The Group always focuses on the development of youth education. In 2018, together with Beautiful China and Ye Xunqian Studio, the “Linmon Little Dramatist” project was launched to provide free drama training for primary and secondary school students in Tengchong to help the growth of children in mountainous areas with the power of art. During the Reporting Period, the Group continued to carry out the “Linmon Little Dramatist” conducting a four-day drama education training in April 2022, in which 320 children participated in the demonstration class. In October 2022, a total of 12 people team was organised to set up for a five-day “Linmon Little Dramatist” rural drama education public welfare activity in Central Primary School, Yong’an Mingde Primary School in Jietou Town of Tengchong, and Umbrella Union Primary School and Jiaqiao Sunshine Primary School in Hehua Town of Tengchong, involving 120 students and nearly 20 teachers. The Group is determined to continue this public welfare activity and has reached a consensus among the three parties to expand its range to Guangzhou, Gansu, Guangdong and Fujian, and shall provide more educational opportunities for young people through a combination of online and offline, thus fostering more talents for the country as a response to the call of a strong country in science and education with talents.

對內，我們鼓勵員工積極參與環保及社會公益活動，本集團定期開展一年一度的「萌攤節」員工閒置物品拍賣活動，通過集團內部平台，對集團員工閒置物品進行售賣，集團鼓勵並對相關員工攤主提供創業啟動金。集團內部也會不定期對集團閒置區域利用率低的辦公設備和家具進行內部出售，給予踐行環境保護的員工予以福利。

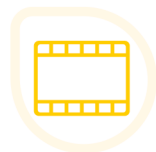
本集團始終注重青少年教育發展，於2018年美麗中國、葉遜謙工作室開啟「檸檬小劇人」項目，為騰沖的中小學生提供免費的戲劇培訓，用藝術力量助力山區兒童成長。於報告期間，集團繼續開展「檸檬小劇人」項目，於2022年4月進行了為期4天的戲劇教育培訓，號召320名小朋友參與示範課。並於2022年10月組織共計12人團隊開展為期5天的戲劇坊公益活動，分別在騰沖界頭鎮中心小學、騰沖界頭鎮永安明德小學，騰沖荷花鎮雨傘聯合小學、騰沖荷花鎮佳橋陽光小學組織「檸檬小劇人」鄉村戲劇教育公益活動，此次活動共120名學生和近20位老師參與。集團將繼續堅持此項公益活動，目前已經三方溝通達成共識，將公益版圖擴大至廣甘粵閩，未來將通過線上線下相結合的方式提供青少年更多的教育機會，為國家孕育更多可造之才，響應科教強國、人才強國的號召。





The Group also uses its strengths and influence to raise public awareness of the charity. During the Reporting Period, we continued public welfare publicity in the TV series. The Group implanted public welfare-related scenes in “Nothing But You” to promote the development of the Champion Fund and the Youth Growth Program; it also embedded in “Twenty Your Life On II” the poverty alleviation and Showyees Project supported by China Small Animal Protection Association and China Welfare Institute. Through such implantation and joint publicity in excellent dramas, the Group strives to convey positive values and social energy to the audience, advocates social equality, peace and justice, and concentrates on many social welfare fields, including animal protection and poverty alleviation, athlete health and youth development.

本集團亦利用自身的優勢和影響力提高公眾的慈善意識。於報告期間，我們持續在劇集中進行公益宣傳，在《愛情而已》中植入公益相關場景，為冠軍基金運動發展和青少年成長計劃做宣傳；也在《二十不惑2》中植入小動物保護協會和中福會的扶貧授漁計劃。集團努力通過此類在優秀劇目的植入和聯合宣傳，為觀眾傳遞積極向上的價值觀與社會正能量，倡導社會平等、和平與正義的價值觀，並在動物保護、扶貧扶智、運動員健康和青少年發展等社會公益領域發光發熱。



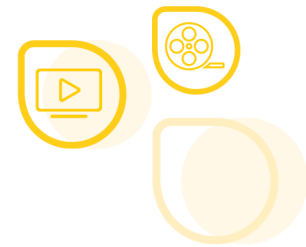


## THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED

## 香港聯合交易所有限公司的《環境、社會及管治報告指引》內容索引表

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
主要範疇、層面、一般披露及關鍵績效指標	描述	章節／聲明
<b>Aspect A1: Emissions</b>		
<b>層面A1：排放物</b>		
General Disclosure	Information on:	Emissions
	(a) the policies; and	
	(b) 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.	
一般披露	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：	排放物
	(a) 政策；及	
	(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
KPI A1.1	The types of emissions and respective emissions data.	Emissions
關鍵績效指標A1.1	排放物種類及相關排放數據。	排放物
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and intensity.	Emissions – GHG emissions
關鍵績效指標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）及密度。	排放物 – 溫室氣體排放
KPI A1.3	Total hazardous waste produced (in tonnes) and intensity.	Emissions – Waste management
關鍵績效指標A1.3	所產生有害廢棄物總量（以噸計算）及密度。	排放物 – 廢棄物管理
KPI A1.4	Total non-hazardous waste produced (in tonnes) and intensity.	Emissions – Waste management
關鍵績效指標A1.4	所產生無害廢棄物總量（以噸計算）及密度。	排放物 – 廢棄物管理
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Emissions
關鍵績效指標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。	排放物





**Subject Areas, Aspects, General Disclosures and KPIs**

主要範疇、層面、  
一般披露及  
關鍵績效指標

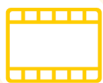
**Description**

描述

**Section/Declaration**

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KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Emissions – Waste management
關鍵績效指標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。	排放物 – 廢棄物管理
<b>Aspect A2: Use of Resources</b>		
層面A2：資源使用		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Use of resources
一般披露	有效使用資源（包括能源、水及其他原材料）的政策。	資源使用
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Use of resources – Energy consumption
關鍵績效指標A2.1	按類型劃分的直接及／或間接能源總耗量及密度。	資源使用 – 能源消耗
KPI A2.2	Water consumption in total and intensity.	Use of resources – Water resources
關鍵績效指標A2.2	總耗水量及密度。	資源使用 – 水資源
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Use of resources – Energy consumption
關鍵績效指標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。	資源使用 – 能源消耗
KPI A2.4	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.	Use of resources – Water resources
關鍵績效指標A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	資源使用 – 水資源
KPI A2.5	Total packaging material used for finished products (in tonnes) and with reference to per unit produced.	Use of resources – Packaging materials
關鍵績效指標A2.5	製成品所用包裝材料的總量（以噸計算）及每生產單位估量。	資源使用 – 包裝材料





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**Aspect A3: The Environment and Natural Resources**

**層面A3：環境及天然資源**

General Disclosure

一般披露

KPI A3.1

關鍵績效指標A3.1

Policies on minimising the issuer's significant impacts on the environment and natural resources.

減低發行人對環境及天然資源造成重大影響的政策。

Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.

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。

The environment and natural resources

環境及天然資源

The environment and natural resources – Noise pollution, Light pollution

環境及天然資源 – 噪音污染，光污染

**Aspect A4: Climate Change**

**層面A4：氣候變化**

General Disclosure

一般披露

KPI A4.1

關鍵績效指標A4.1

Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.

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。

Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.

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。

Climate change

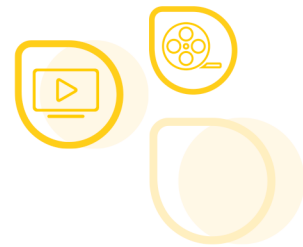
氣候變化

Climate change – Physical risks, Transition risks

氣候變化 – 實體風險，轉型風險







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**Aspect B1: Employment**

層面B1：僱傭

General Disclosure

Information on:

Employment

- (a) the policies; and
- (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

一般披露

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：

僱傭

- (a) 政策；及
- (b) 遵守對發行人有重大影響的相關法律及規例的資料。

KPI B1.1

Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.

Employment

關鍵績效指標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。

僱傭

KPI B1.2

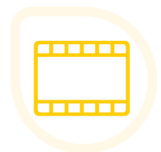
Employee turnover rate by gender, age group and geographical region.

Employment

關鍵績效指標B1.2

按性別、年齡組別及地區劃分的僱員流失率。

僱傭





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**Aspect B2: Health and Safety**

層面B2：健康與安全

General Disclosure

Information on:

Health and safety

- (a) the policies; and
- (b) 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.

一般披露

有關提供安全工作環境及保障僱員避免職業性危害的：

健康與安全

- (a) 政策；及
- (b) 遵守對發行人有重大影響的相關法律及規例的資料。

KPI B2.1

Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.

Health and safety

關鍵績效指標B2.1

過去三年（包括匯報年度）每年因工亡故的人數及比率。

健康與安全

KPI B2.2

Lost days due to work injury.

Health and safety

關鍵績效指標B2.2

因工傷損失工作日數。

健康與安全

KPI B2.3

Description of occupational health and safety measures adopted, and how they are implemented and monitored.

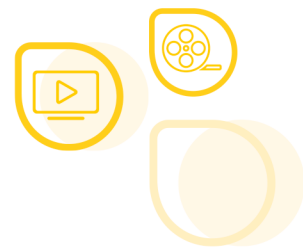
Health and safety

關鍵績效指標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。

健康與安全





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**Aspect B3: Development and Training**

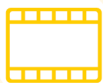
**層面B3：發展及培訓**

General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and training
一般披露	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。	發展與培訓
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and training
關鍵績效指標B3.1	按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	發展與培訓
KPI B3.2	The average training hours completed per employee by gender and employee category.	Development and training
關鍵績效指標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。	發展與培訓

**Aspect B4: Labour Standards**

**層面B4：勞工準則**

General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Labour standards
一般披露	有關防止童工或強制勞工的：  (a) 政策；及  (b) 遵守對發行人有重大影響的相關法律及規例的資料。	勞工準則
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour standards
關鍵績效指標B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	勞工準則
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour standards
關鍵績效指標B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	勞工準則





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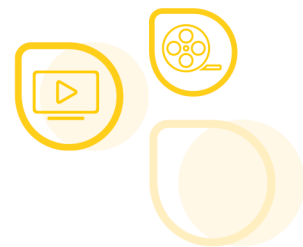
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**Aspect B5: Supply Chain Management**

**層面B5：供應鏈管理**

General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply chain management
一般披露	管理供應鏈的環境及社會風險政策。	供應鏈管理
KPI B5.1	Number of suppliers by geographical region.	Supply chain management
關鍵績效指標B5.1	按地區劃分的供應商數目。	供應鏈管理
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply chain management
關鍵績效指標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。	供應鏈管理
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply chain management
關鍵績效指標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。	供應鏈管理
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply chain management
關鍵績效指標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。	供應鏈管理





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**Aspect B6: Product Responsibility**

層面B6：產品責任

General Disclosure

Information on:

Product responsibility

- (a) the policies; and
- (b) 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.

一般披露

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：

產品責任

- (a) 政策；及
- (b) 遵守對發行人有重大影響的相關法律及規例的資料。

KPI B6.1

Percentage of total products sold or shipped subject to recalls for safety and health reasons.

Product responsibility – Customer service

關鍵績效指標B6.1

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。

產品責任 – 客戶服務

KPI B6.2

Number of products and service related complaints received and how they are dealt with.

Product responsibility – Customer service

關鍵績效指標B6.2

接獲關於產品及服務的投訴數目以及應對方法。

產品責任 – 客戶服務

KPI B6.3

Description of practices relating to observing and protecting intellectual property rights.

Product responsibility – Protection of intellectual property rights

關鍵績效指標B6.3

描述與維護及保障知識產權有關的慣例。

產品責任 – 知識產權保護

KPI B6.4

Description of quality assurance process and recall procedures.

Product responsibility – Product quality, Social and moral standards

關鍵績效指標B6.4

描述質量檢定過程及產品回收程序。

產品責任 – 產品質量，社會道德標準

KPI B6.5

Description of consumer data protection and privacy policies, and how they are implemented and monitored.

Product responsibility – Protection of customer privacy

關鍵績效指標B6.5

描述消費者數據保障及私隱政策，以及相關執行及監察方法。

產品責任 – 客戶隱私保護





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**Aspect B7: Anti-corruption**

**層面B7：反貪污**

General Disclosure

Information on:

Anti-corruption

- (a) the policies; and
- (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.

一般披露

有關防止賄賂、勒索、欺詐及洗黑錢的：

反貪污

- (a) 政策；及
- (b) 遵守對發行人有重大影響的相關法律及規例的資料。

KPI B7.1

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.

Anti-corruption

關鍵績效指標B7.1

於匯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。

反貪污

KPI B7.2

Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.

Anti-corruption

關鍵績效指標B7.2

描述防範措施及舉報程序，以及相關執行及監察方法。

反貪污

KPI B7.3

Description of anti-corruption training provided to directors and staff.

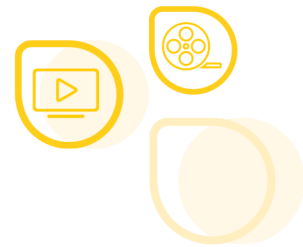
Anti-corruption – Anti-corruption training

關鍵績效指標B7.3

描述向董事及員工提供的反貪污培訓。

反貪污 – 反貪污培訓





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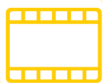
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**Aspect B8: Community Investment**

**層面B8：社區投資**

General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community development
一般披露	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。	社區發展
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community development
關鍵績效指標B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	社區發展
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community development
關鍵績效指標B8.2	在專注範疇所動用資源(如金錢或時間)。	社區發展





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