



Environmental, Social AND Governance Report

2023



Television Broadcasts Limited
電視廣播有限公司

Stock Code : 00511

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VALUING OUR PEOPLE & OPERATING RESPONSIBLY

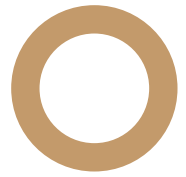
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PERFORMANCE HIGHLIGHTS

EMISSIONS



Total greenhouse gas emissions

↓ **3.06%**

ENERGY CONSUMPTION



Total Energy Consumption

↓ **3.23%**

Impressive increase in Renewable Energy generated

↑ **214%**

Electricity Consumption

↓ **2.55%**

WASTE MANAGEMENT



Hazardous waste disposal

↓ **9.5%**

Non-hazardous waste disposal

↓ **11.7%**

COMMUNITY INVESTMENT



Over

HK\$235 million

raised during fundraising shows

TVB, Staff & Artiste Fund granted about

HK\$780,000

of donations and subsidies to those in need

Nearly

130 TVB Volunteer Team members delivered

430 volunteer hours across 19 charitable events

More than

3,000 costumes and accessories
were donated to non-profit organisations

OCCUPATIONAL SAFETY & HEALTH

0

fatal accident

No. of lost days

↓ **26.72%**



PRODUCT RESPONSIBILITY

449,181

public communications
handled by TVB, myTV SUPER
and TVB e-commerce group



GREEN DEVELOPMENT

No. of companies receiving award
at the TVB ESG Awards 2023

↑ **120%**



EMPLOYEE RECOGNITION

**230 staff
members**

received Long Service Awards



ABOUT THIS REPORT

Television Broadcasts Limited (“Company”, “TVB” or “we”) publishes the Environmental, Social and Governance (“ESG”) Report annually to summarise the sustainability objectives, initiatives and performance of the Company and its subsidiaries (“Group”). This ESG Report covers the period from 1st January 2023 to 31st December 2023 (“Year”) and should be read in conjunction with the Company’s 2023 Annual Report, which contains a comprehensive review of the Company’s financial performance and corporate governance frameworks and practices. This Report has been prepared in accordance with the “comply or explain” provisions of the Environmental, Social and Governance Reporting Guide set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

ESG APPROACH AND SCOPE OF REPORT

The Company defines the scope for its ESG report with reference to the operating segments described in its financial reports. This ESG Report covers the Group’s core terrestrial television broadcasting, streaming and e-commerce businesses conducted at TVB City in Tseung Kwan O Industrial Estate and transmission sites around Hong Kong except the business operations outside TVB City, in the mainland and overseas as they do not have significant ESG impact; and companies in which TVB does not have a controlling interest during the Year, unless otherwise specified.

There has been no change in the scope of this Report.

BOARD STATEMENT

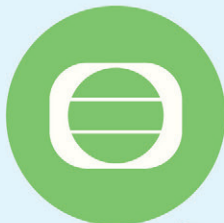
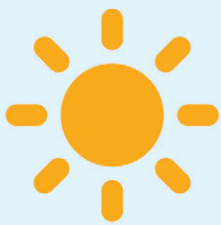
The board of directors of the Company (“Board”) recognises the significance of ESG issues in building long-term business success as well as the sustainability of both the community and the environment.

Having served Hong Kong people for over 56 years, TVB’s multifaceted businesses ranging from free television broadcasting, to streaming, to e-commerce services have become an integral part of Hong Kong people’s everyday lives. The Group is mindful that everything we do could have substantial impact on society and the environment. Apart from maintaining our quality offerings, the Group will take an active approach to identify and create ESG value, as well as to integrate ESG policies into our business operations.

The Group had set targets on reduction in electricity consumption and gas emissions. Corresponding strategies are established and incorporated into the Group’s strategic planning and other decision-making processes. By setting these targets, the Group can raise employees’ awareness of environmental protection and improve its ESG performance continuously.

The Group endeavours to ensure the effectiveness of ESG risk management and internal control mechanisms in order to better manage the potential risks related to ESG and associated issues.

Moving forward, the Board will continue to take on responsibilities in sustainability development to ensure the Company’s development direction is aligned with stakeholders’ expectations, through ongoing sustainability risk management and stakeholder communication. We believe all members of the Group will dedicate their best efforts to drive business growth and also to bring sustainable value to the environment and society.



ESG STRUCTURE

THE BOARD, AUDIT COMMITTEE AND SUSTAINABILITY STEERING GROUP

The Board is charged with the overall responsibility of overseeing the strategy, evaluation process, priority setting and management of ESG-related issues, including risks to the businesses of the Group and the reporting on ESG matters.

Following the dissolution of the Risk Committee of the Board ("Risk Committee") with effect from 29th March 2023, the Audit Committee of the Board ("Audit Committee") takes up the functions of the Risk Committee to oversee the overall risk management framework of the Group and advise the Board on the Group's risk-related matters. The Audit Committee is responsible for, among others, evaluating and determining the nature and extent of the risks the Group is willing to take in achieving its strategic objectives. It is also tasked with ensuring that the Group establishes and maintains sound, appropriate and effective risk management framework and internal control systems. In particular, the Audit Committee undertakes the duty to consider the Group's policies, strategies and targets, as well as reporting in relation to ESG matters.

The Sustainability Steering Group ("SSG") was established in 2017 to assist the sustainability efforts of the Group and reports to the Audit Committee (following the dissolution of the Risk Committee). The SSG is chaired by the Assistant General Manager (Human & Production Resources) and comprises two other members of Senior Management of the Company. It is advised by a number of working groups at staff level covering social responsibility, training and development, materials, resources-use and waste. The SSG advises the Audit Committee on TVB's sustainability priorities and goals and to steer TVB group level strategies, policies and practices on sustainability matters. It enables TVB to operate on a sustainable basis; to balance corporate, social, economic and environmental responsibilities; to achieve a sustainable growth path; and to effectively manage its sustainability risks. The major duties and functions of the SSG are set out in its terms of reference.

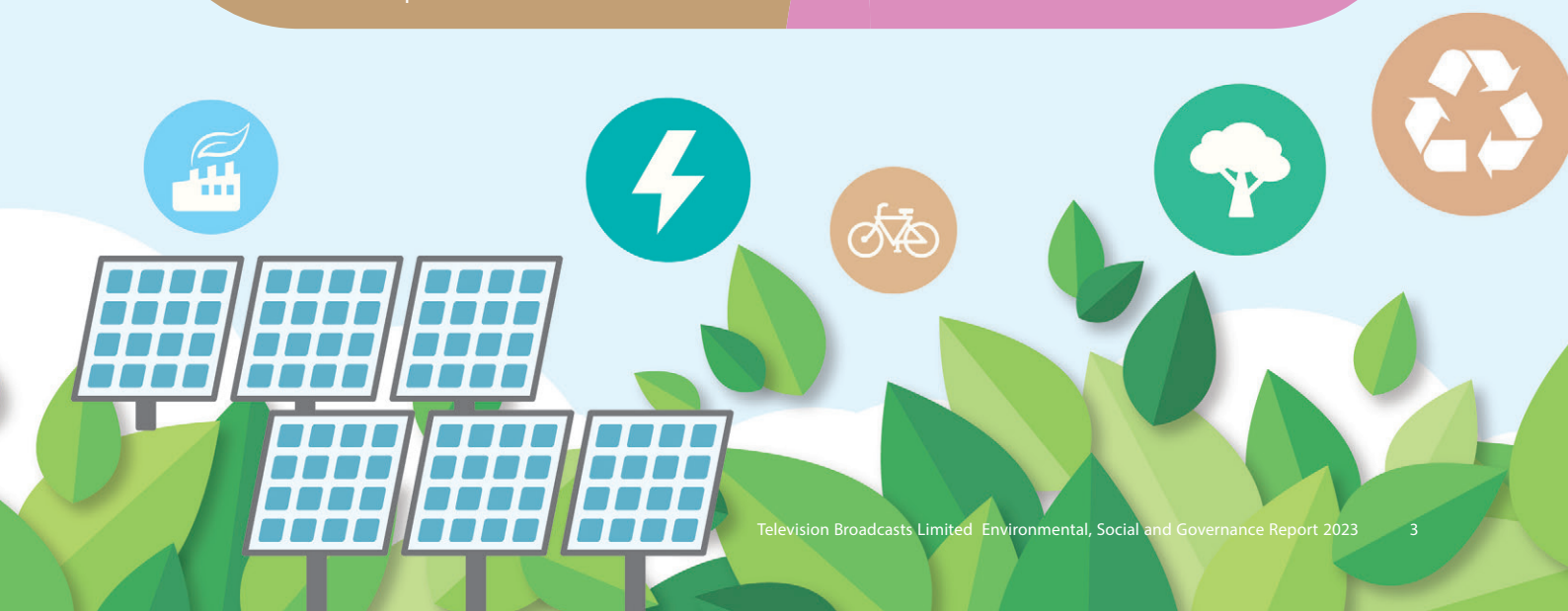
The SSG holds regular meetings to discuss, monitor progress, evaluate the performance of ESG aspects and to manage the sustainability risks of the Group conferred on the SSG by the Board and the Audit Committee. During 2023, the SSG dealt with the following matters:

Reviewing the progress and effectiveness of our material topics in light of new trends in sustainability, new challenges and evolving business goals.

Reporting on matters to the Risk Committee (before its dissolution) and the Audit Committee which enable TVB to operate in a sustainable basis.

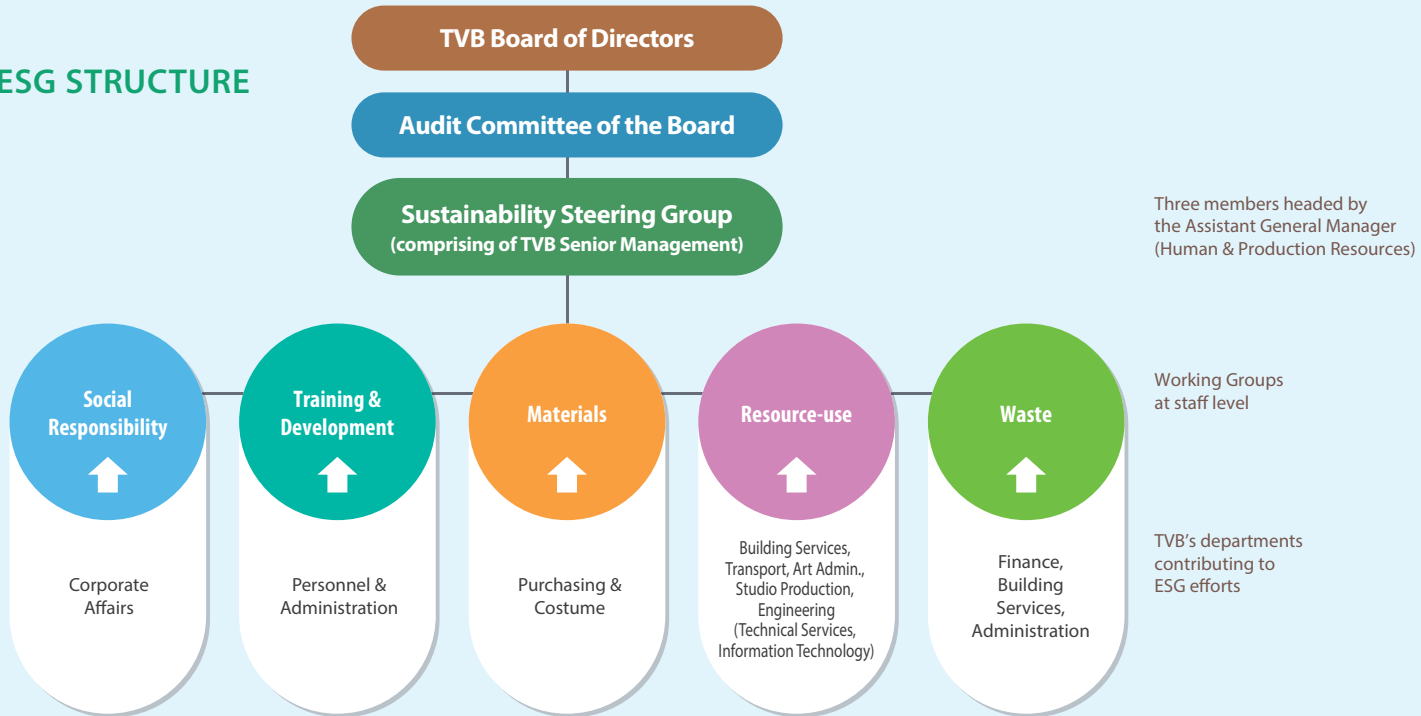
Balancing corporate, social, economic, and environmental responsibilities with a view to achieve a sustainable growth path.

Managing sustainability risks.



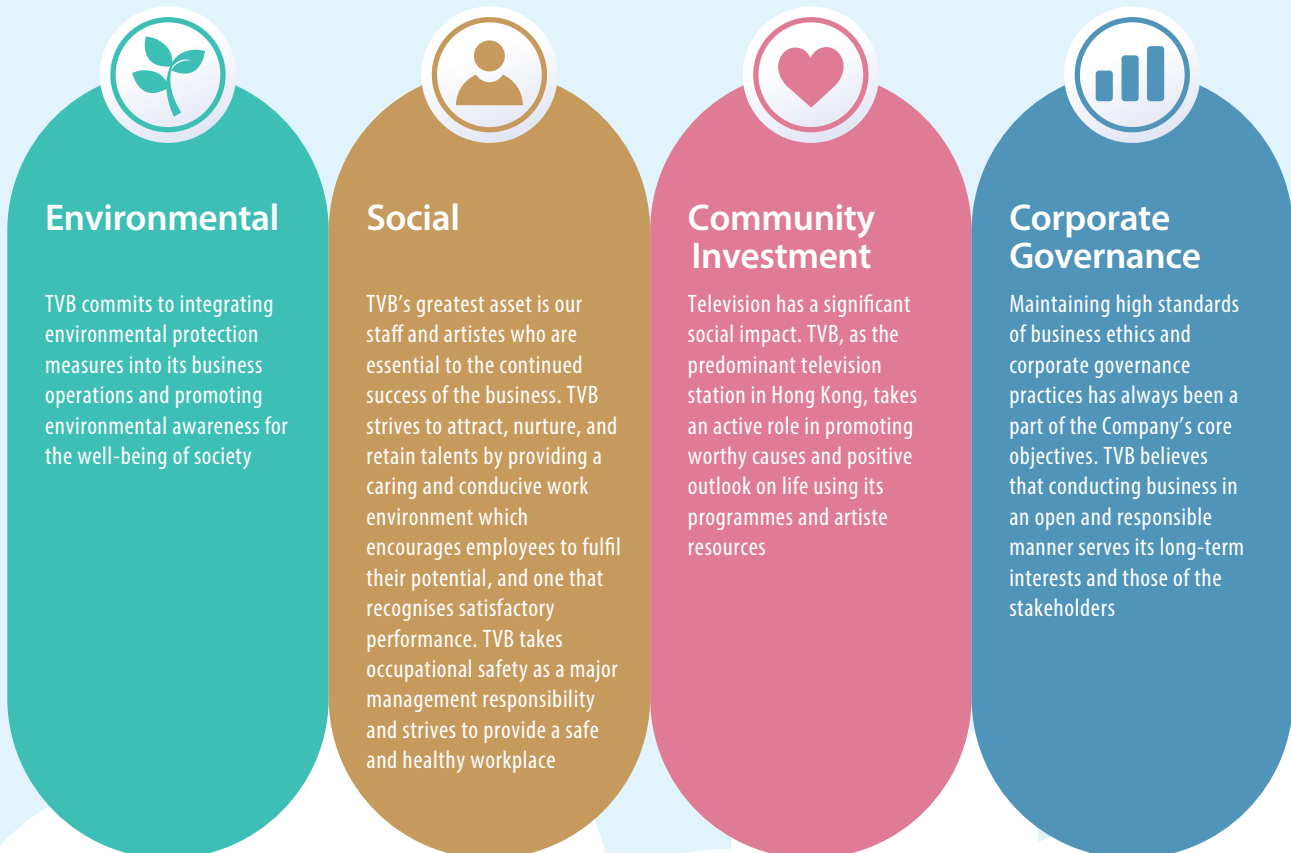
ABOUT THIS REPORT

ESG STRUCTURE



ESG POLICY

The following ESG policy guides the behaviour of all employees of the Group to ensure ESG practices are implemented effectively:



STAKEHOLDER ENGAGEMENT

We recognise the importance of interacting with our stakeholders as an integral part of our business operations and corporate development. We engage with our key stakeholders on an ongoing basis through a variety of channels to listen and to collect information relevant to our ESG initiatives. We regard the following groups as our major stakeholders:

- Shareholders and Investors
- Customers
- Employees
- Government and Regulators
- Business Partners
- Suppliers and Contractors
- Media
- Local Communities and Non-governmental Organisations (NGOs)
- Industry Associations and Professional Bodies
- Volunteer Teams

Our regular engagement channels with these major stakeholders include:

- Shareholders' meetings
- Analysts' meetings
- Results presentations
- Non-deal roadshows
- Investor conferences
- Financial reports, announcements and circulars
- Surveys
- Trainings and workshops
- Volunteer activities
- Town hall meetings with audience groups
- Project collaborations
- Public events
- Site visits and home visits
- Sponsorships and donations
- Corporate websites
- Fundraising and Charity Programmes

MATERIALITY ASSESSMENT

In order to identify the material ESG aspects which have significant impact on society and the environment, the Company has conducted an internal materiality assessment and survey with our external investors. After collection and analysis of the results, the Board identified the following ESG topics as potentially material relevant to our business operations:

ESG TOPICS

Environmental

- 1 Greenhouse gas ("GHG") emissions
- 2 Energy consumption
- 3 Hazardous waste
- 4 Non-hazardous waste
- 5 Climate change

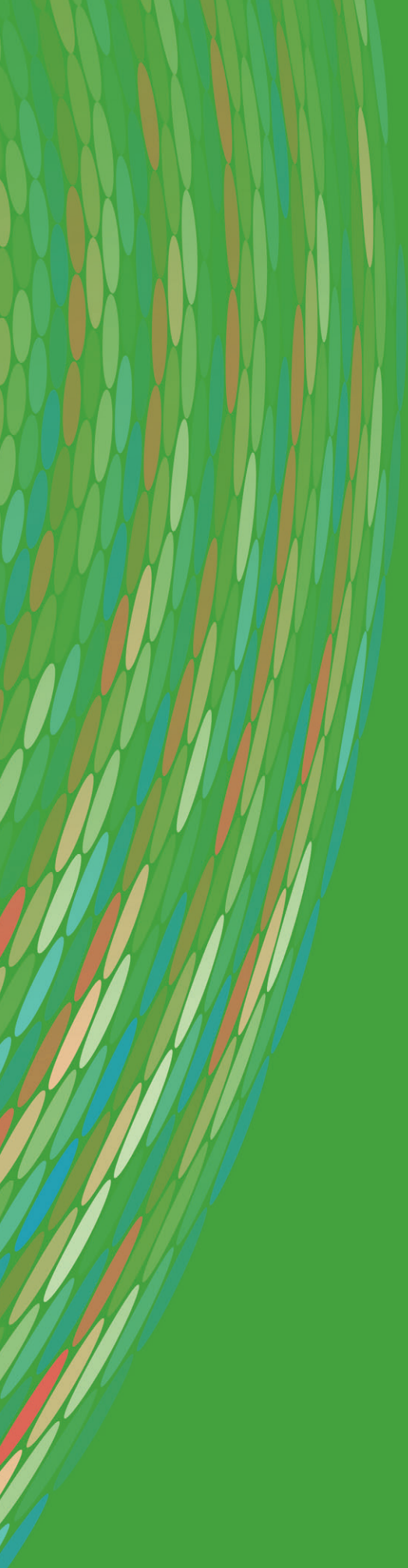
Social

- 6 Employment and labour practices
 - Compliance of labour standards
 - Occupational health and safety
 - Employee development and recognition
- 7 Supply chain management
- 8 Product responsibility
 - Compliance and customer satisfaction
 - Intellectual property rights
 - Data privacy
- 9 Anti-corruption

Community Investment

- 10 Community engagement

PROTECTING THE ENVIRONMENT



PROTECTING THE ENVIRONMENT

In 2023, the Group persisted in its significant endeavors to implement environmental strategies and carry out initiatives focused on energy conservation, resource preservation, and raising environmental awareness among stakeholders. Through ongoing assessment and evaluation of the Company's emissions and resource utilisation, the Board established distinct objectives for the reporting year and effectively executed a range of measures to mitigate harm and to safeguard the environment.

We conducted our business in accordance with environmental laws and regulations enacted by the Hong Kong Government. These include the Air Pollution Control Ordinance (Cap. 311), Water Pollution Control Ordinance (Cap. 358), Waste Disposal Ordinance (Cap. 354) and Motor Vehicle Idling (Fixed Penalty) Ordinance (Cap. 611) implemented by the Environmental Protection Department.

TARGETS AND COMMITMENT

Minimising greenhouse gas (GHG) emissions is crucial in addressing global climate change, and it requires collective efforts. Upgrading our facilities, including equipment, car fleet, lighting and air-cooled chillers to higher energy-efficient models is one effective step towards reducing long-term energy consumption.

Total GHG emissions

Target to bring down the total GHG emissions by 40% by the year 2025 (baseline: 2019)
2023 progress: down 35.7%

Electricity consumption

Aim to achieve 10% reduction in electricity consumption by 2025 (baseline: 2019)
2023 progress: down 11.4%

Renewable Energy

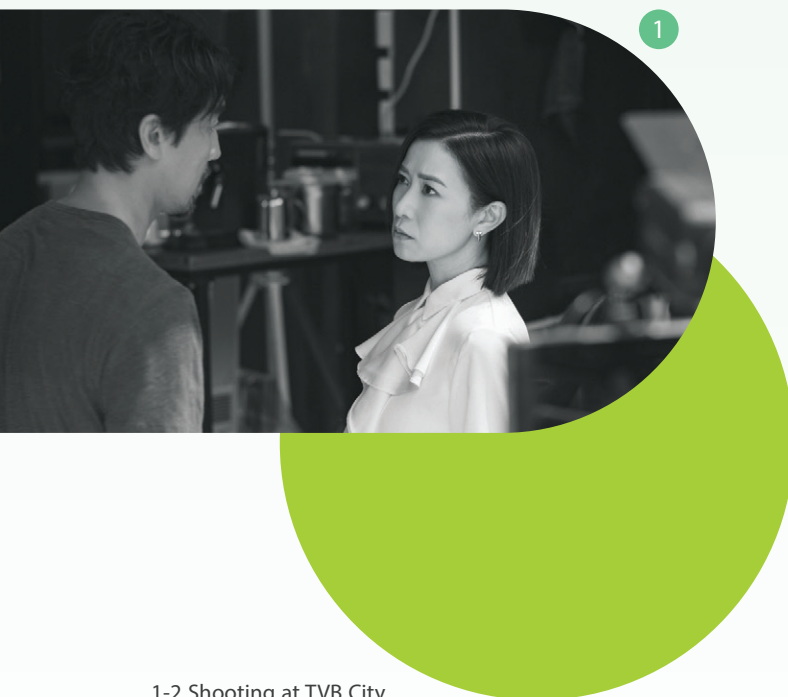
Target to raise the proportion of renewable energy usage to 3% of total electricity consumption per year by 2025 (baseline: 2021)
2023 progress: 3.69%

Electrical Vehicles ("EVs") proportion

Aim to enhance the proportion of EVs in Company car fleet to 20% (baseline: 2019)
2023 progress: 13.9%

To evaluate our environmental performance, we conducted an assessment by considering the intensity of ESG data along with the total number of local production hours. Since 2017, we have consistently adopted a standardised methodology, which allows us to objectively compare data from previous years. In 2023, the total number of local production hours reached 23,376 hours, reflecting a slight growth of 2.98% (2022: 22,700 hours).

We will maintain ongoing monitoring and assessment of our resource consumption, waste management, and emission reduction efforts in relation to these targets. In order to achieve continuous improvement in our environmental performance, we will develop and disclose longer-term reduction targets at an appropriate time moving forward.



1-2 Shooting at TVB City



EMISSIONS

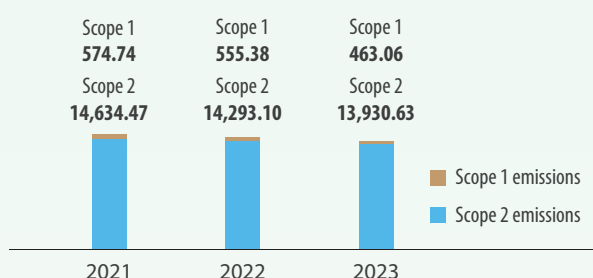
PERFORMANCE

A significant portion of the overall emissions are attributed to greenhouse gas (GHG) emissions. These emissions can be divided into two categories: Scope 1 (direct GHG emissions) and Scope 2 (indirect GHG emissions). Scope 1 emissions primarily result from the Company's own vehicular fleet, which includes motorcycles, passenger cars, private buses, light and medium goods vehicles, and special purpose vehicles used for outdoor shootings. Scope 2 emissions are generated indirectly through electricity consumption.

In 2023, the total amount of GHG emissions was measured at 14,393.69 tonnes of CO₂e, indicating a decrease of 3.06% compared to the previous year (2022: 14,848.48 tonnes of CO₂e). The intensity of GHG emissions per production hour was recorded at 0.62 tonnes per hour, reflecting a decrease of 4.62% from the previous year (2022: 0.65 tonnes per production hour).

These reductions can be attributed to a combination of factors, including the effective usage of electric vehicles (EVs) and the Company's ongoing efforts in energy conservation. As a result, both the total GHG emissions and their intensity have shown a downward trend.

Direct & indirect GHG emissions (tonnes of CO₂e)



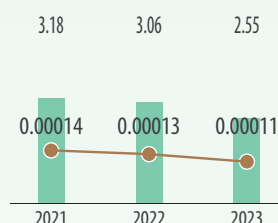
Remarks:

- Scope 1 emissions are direct GHG emissions from sources that are owned or controlled by the Company, such as emissions from fuel burnt by our vehicle fleet and generators
- Scope 2 emissions are indirect GHG emissions generated by electricity we consumed

Total Intensity

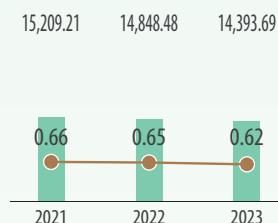
Air emissions (SO_x) (kilogrammes)

Sources: diesel & petrol consumed by vehicles



Greenhouse gas emissions (tonnes of CO₂e)

Sources: diesel & petrol consumed by vehicles & generators, electricity, water



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3. TVB Vehicle Fleet

PROTECTING THE ENVIRONMENT

ENERGY CONSUMPTION

PERFORMANCE

Energy consumption can be classified into two categories: direct energy consumption and indirect energy consumption. Direct energy consumption encompasses the use of diesel and petrol in vehicles and generators, while indirect energy consumption refers to the consumption of electricity. In relation to direct energy consumption, our fleet of vehicles and mobile generators played a significant role in supporting location shootings. The Company maintains a fleet of 77 vehicles comprising private cars, buses, light and medium goods vehicles, special purpose vehicles, and motorcycles.

The replacement work of a new set of 1,230 kW cooling high-energy-efficiency air-cooled chillers was completed in February 2023, resulting in an annual energy saving of 226,303 kWh. This project has received recognition from the CLP ECO Building Fund and will be eligible for funding under retrofitting measures.

The Energy Audit for TVB City, as mandated by the Buildings Energy Efficiency Ordinance, has been successfully conducted. A noteworthy comparison can be made with the previous audit carried out ten years ago in 2013, highlighting the remarkable results achieved. Specifically, our performance in energy conservation over the past ten years is evidenced by the exceptional Energy Utilisation Index (EUI/annum in kWh/sq.m/annum) Key Performance Indicator ("KPI"):

Main Block: 249.0 (decreased 43.8%);

News Block: 114.2 (decreased 69.1%);

Link Block: 556.1 (decreased 70.6%);

Variety Studio Block: 375.2 (decreased 52.0%);

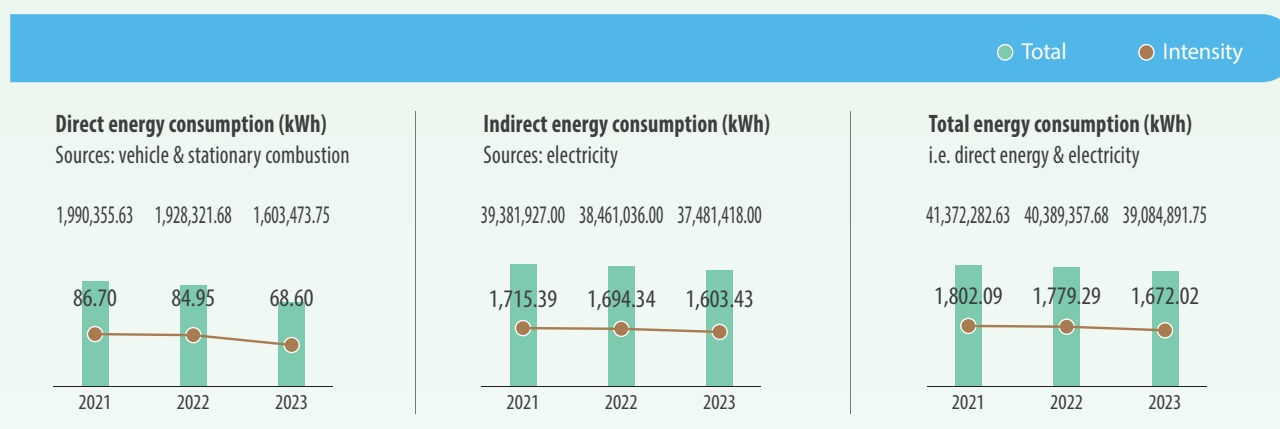
Drama Studio Block: 204.1 (decreased 61.1%).



1. To acquire more EVs in 2024
2. Completed replacement of cooling high-energy-efficiency air-cooled chiller

In the reporting year, the total energy consumption decreased by 3.23% to 39,084,891.75 kWh (2022: 40,389,357.68 kWh). This consistent decline is attributable to a reduction in direct energy consumption, specifically fuel consumption by passenger cars and mobile generators, which experienced a significant decrease of 16.9% to 1,603,473.75 kWh (2022: 1,928,321.68 kWh). The intensity of consumption also dropped by 19.25% to 68.60 kWh per production hour (2022: 84.95 kWh per production hour). The implementation of EVs in our business operations has played a crucial role in lowering our overall fuel consumption, particularly during location shootings and live news reporting.

The largest portion of indirect energy usage was attributed to electricity, primarily for lighting, air-conditioning in studio production, and supporting broadcasting services and general operations of the Company. In 2023, the total electricity consumption amounted to 37,481,418.00 kWh, reflecting a decline of 2.55% compared to last year (2022: 38,461,036.00 kWh). The consumption intensity per production hour also decreased by 5.37 % year-on-year to 1,603.43 kWh (2022: 1,694.34 kWh). The reasons for this reduction include the replacement of air-cooled chillers, effective usage of EVs, and the utilisation of renewable energy sources.



MEASURES

Through our successful environmental protection initiatives and collaborative efforts, we have achieved significant progress in reducing our carbon footprint and energy consumption, thereby fostering a more sustainable future. The following list provides a summary of the actions we have taken throughout the year to address emissions reduction, improve energy efficiency, and promote energy-saving awareness among our employees:

Since 2021, the Company has been actively participating in the CLPe Solutions Scheme. In January 2023, over 2,400 photovoltaic panels ("PV panels") were installed on the rooftops of various buildings within TVB City. CLPe Solutions will continue to oversee the maintenance of the installation to ensure its optimal performance. In 2023, the total electricity generated by PV panels experienced significant growth, reaching 1,383,256 kWh. This marked a remarkable increase of 214% (2022: 440,762 kWh). This growth in electricity generation not only brings environmental benefits but also contributes to cost savings.

Renewable energy generated from solar panel

2020 11,236 kWh

2021 11,138 kWh

2022 440,762 kWh

2023 1,383,256 kWh



PROTECTING THE ENVIRONMENT

The air-conditioning unit installed at Variety and Drama Studios is designed to be versatile, providing different operation modes to accommodate various occasions. This flexibility enables optimal energy consumption. The available modes include winter, summer, vacant studio set-up, studio-in-use, and more. To ensure that the temperature is adjusted based on specific needs, a staff member is assigned to the control room to monitor and manage the air-conditioning unit accordingly.

- To improve energy efficiency and operational performance, regular cleaning and disinfection were conducted on the freshwater cooling tower system of the central air conditioning system and the chiller units. Additionally, during late working hours, non-essential lights and elevators were deactivated.
- The vehicle replacement program has been progressing effectively. Approximately 77.8% of the Company's car fleet (fossil fuel vehicles) now consists of Euro V compliant vehicles, which ensures improved fuel efficiency and reduced emissions.
- By increasing the presence of EVs on the road, we can directly reduce carbon emissions. When it comes to replacing vehicles, our primary preference is for EVs. Moreover, we are actively installing EV chargers on our premises to encourage and support environmentally friendly driving practices.
- When selecting transportation service providers and vendors, we prioritise those who can offer services using EVs.
- In our procurement process, we have established policies to prioritise sustainable products and services from trustworthy suppliers and contractors. This includes sourcing copier paper and wood materials that are certified by the Forest Stewardship Council ("FSC") and the Programme for the Endorsement of Forest Certification ("PEFC"). Additionally, we promote the use of soy ink printing services as an alternative. The Company is also committed to encouraging our business partners to adopt stronger environmental protection practices. For more information, please refer to the "Supply Chain Management" section of this report.
- Ensuring the correct operation of air conditioners on the end-user side is an effective means of using energy to create a comfortable working environment. We consistently provide training to our staff members through our self-developed mobile app, MYTVB. During these training sessions, we emphasise the significance of regular cleaning, ranging from the central chiller plant and large air handlers to individual office FCUs in enhancing Indoor Air Quality ("IAQ"), promoting energy efficiency, conserving energy, and managing waste.



1-2 Regular cleaning the Fan Coil Unit is important for improving IAQ and achieving energy savings

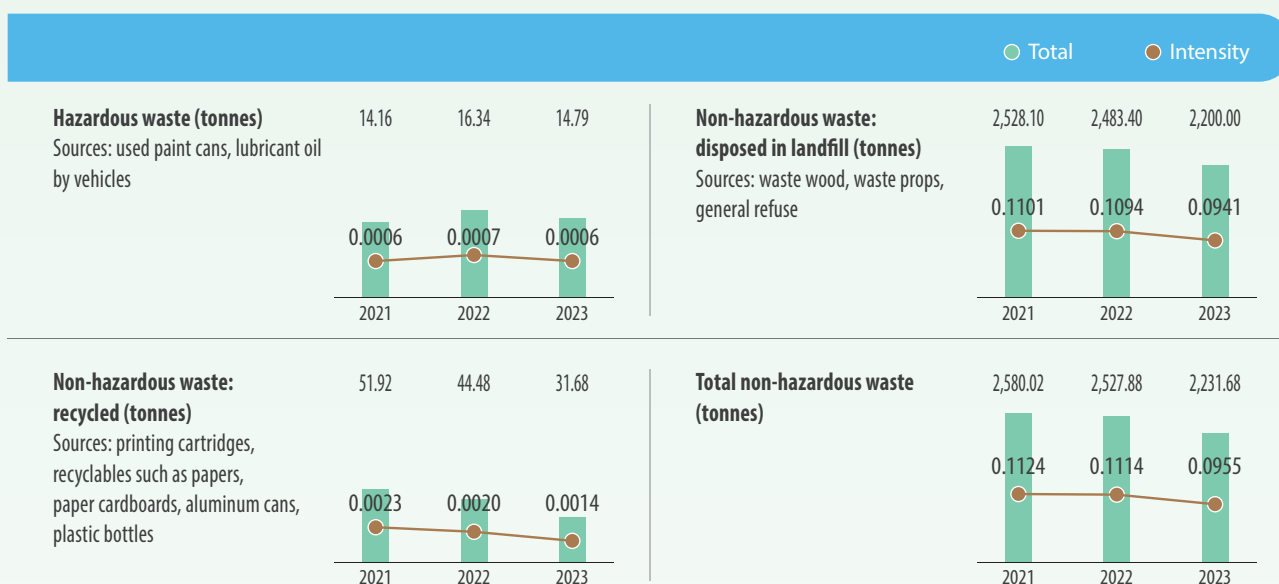
WASTE MANAGEMENT

PERFORMANCE

The Company disposed of various types of non-hazardous waste, including waste props, wood generated from programme production, and general office waste. In 2023, the total quantity of non-hazardous waste generated significantly dropped by 11.7% to 2,231.68 tonnes (2022: 2,527.88 tonnes). This remarkable decrease can be ascribed to the Company's efforts in promoting environmental consciousness among our staff, leading to a reduction in the disposal of

containers and cutlery. The quantity of recyclable non-hazardous waste, which includes smaller items such as paper cardboard, aluminum cans, and plastic bottles, experienced a 29% decrease in 2023, totalling 31.68 tonnes (2022: 44.48 tonnes).

The quantity of hazardous waste decreased by 9.5% to 14.79 tonnes (2022: 16.34 tonnes). This steady decrease was a result of the reduced consumption of lubricant oil, and the use of lighter and higher-volume paint cans from a new supplier since 2021.



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3. The waste fluorescent tubes have been collected for recycling

PROTECTING THE ENVIRONMENT

MEASURES

The Company has implemented various initiatives aimed at reducing both hazardous and non-hazardous waste, as well as raising employee awareness regarding waste minimisation:

Hazardous waste

- About 1,200 kg of waste fluorescent tubes were recycled via Ecospace Limited in 2023 (2022: 1,800 kg). The mercury in the light tubes was collected for recycling, reducing chemical waste and potential environmental pollution.
- We are committed to reducing the utilisation of lead acid batteries. Following the Periodic Test Certificate (Form WR2) inspection at TVB City, approximately 280 kg Ni-Cd batteries were collected and recycled through Vannex International Limited.
- We continued to use paint with low levels of volatile organic compounds (“VOCs”) for fitting-out and maintenance work within TVB City to reduce air pollution.
- In 2023, the total weight of disposed paint cans amounted to 14.06 tonnes, which were collected by licensed waste collectors. This figure indicates a reduction of 7.80% (2022: 15.25 tonnes).

The decrease in paint cans was directly caused by a reduction in local drama production. In order to minimise the consumption and disposal of paint and paint cans, regular or long-standing studio productions that reused the same scenes repaired and reused the set-ups whenever possible.

Non-hazardous waste

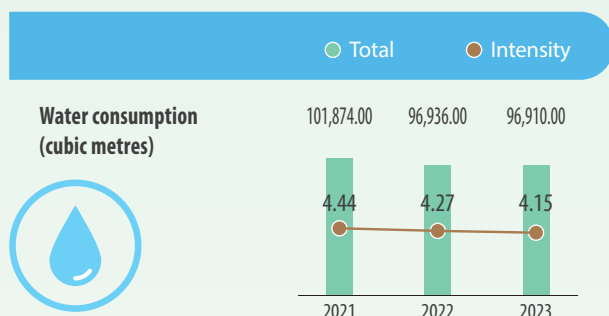
- We maintain our commitment to sourcing wood materials from suppliers who can offer products harvested from sustainably managed forests, certified by FSC and PEFC.
- To further reduce the consumption of wood and props, we prioritise the use of LED video walls in studio production whenever possible. This sustainable approach allows us to minimise the need for physical set pieces. Additionally, we ensure that reusable costumes and props are thoroughly cleaned and appropriately stored for future production use.
- Copier paper to be provided by PEFC certified suppliers.
- The Company continued to recycle 100% of used toner cartridges in 2023 via recycling agents.
- To minimise waste generation, we make a conscious effort to reuse furniture and office facilities whenever feasible during renovation and relocation projects.
- Through our persistent efforts to promote a paperless working environment, our employees have embraced and become more accustomed to a paperless workflow. This shift has been facilitated by various initiatives, including the implementation of electronic forms for interdepartmental communication, reducing the printing of publications, and digitalising communication channels. We consistently encourage our staff to minimise paper wastage by adopting practices such as printing in double-sided A5 format and actively participating in paper recycling programs.
- The MYTVB app has played a vital role as a digital communication channel between the Company and our staff. Serving as a unified platform, it has effectively replaced paper-based communication methods. By leveraging this app, we have successfully provided our staff with a seamless and eco-friendly means of communication, contributing to a paperless working environment.
- Recycling awareness is being promoted by placing waste separation bins for paper, metals, and plastics on different floors of office buildings within TVB City. Recycling agents regularly collect the waste to ensure proper disposal.



1. Multiple recycling bins have been placed at TVB City
2. Props are being properly stored for future reuse in programme production

WATER CONSUMPTION

Water is not considered a significant aspect of our core operations. In 2023, water consumption remained consistent at 96,910.00 m³ which is the same as the previous year's level of 96,936.00 m³.



CLIMATE CHANGE

TVB recognises the significant impact of climate change and acknowledges that every business activity inevitably contributes to carbon emissions, temperature rise, and climate change itself. These consequences not only pose a threat to our business operations but also have the potential to result in financial losses. To address this, we have taken proactive measures to reduce our carbon footprint and enhance energy efficiency. Our focus has been on electricity generation, the largest contributor to global carbon emissions. Furthermore, we have implemented waste reduction strategies to minimise our environmental impact.

Extreme weather events, including tropical cyclones, severe rainstorms, and thunderstorms, pose potential risks to our core business. These events can disrupt programme shooting and jeopardise the safety of our staff, particularly our news reporters. Additionally, terrestrial television transmission may be affected by power outages and damage to facilities. To effectively manage and mitigate these climate risks, TVB has adopted climate-resilient strategies tailored to our specific circumstances and safeguard the well-being of our employees in the face of climate-related challenges.

MEASURES

- To guarantee uninterrupted operation of our transmission sites and news center, we have installed backup generators and an Uninterruptible Power Supply ("UPS") system. These systems are designed to automatically provide electricity within approximately ten seconds of a power outage.
- The Company has proactively planned for adverse weather conditions in advance. Essential staff members who are required to report for duty at TVB City or our transmission sites are provided with special transportation arrangements, safety equipment, and meals to ensure their safety.
- Staff members are assigned to primary transmission sites to oversee and control transmission services round the clock. In situations where adverse weather conditions hinder access to and from the transmission sites, appropriate lodging and an ample supply of food are arranged for the staff members.
- To ensure the safety of our employees and guest participants, outdoor shooting and studio productions are suspended during severe weather conditions. Despite the suspension, the Company has sufficient program stock to maintain uninterrupted round-the-clock broadcasting.
- Our reporters and production crew members play a crucial role in delivering timely and real-time weather news to the public. When necessary, they are provided with safety guides that outline potential threats, safety measures during assignments, and possible remedies. Additionally, appropriate protective equipment is provided to ensure their well-being.



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3. Outdoor news reporting requires the use of protective equipment, especially under severe weather conditions

PROTECTING THE ENVIRONMENT

RECOGNITION

The Company received the Bronze Award (Servicing and Trading) in the 2022 Hong Kong Awards for Environmental Excellence, organised by the Environmental Protection Department. This esteemed recognition acknowledges the Company's exceptional environmental management practices. Moreover, TVB maintained its status as a Hong Kong Green Organisation in 2023, further demonstrating our dedication to environmental sustainability.

Throughout the year, we attained the EnergywiSe Certificate (Excellent level) and the WastewiSe Certificate (Basic Level) from the Environmental Campaign Committee. We were honored with the Certificate of Merit at the CLP Smart Energy Award 2023, acknowledging our energy-saving performance and innovative practices. Furthermore, we were awarded the Grand Award of Green Building Awards 2023 (Building Products & Technologies Category). These certificates are testament to our commitment towards energy conservation and waste reduction.

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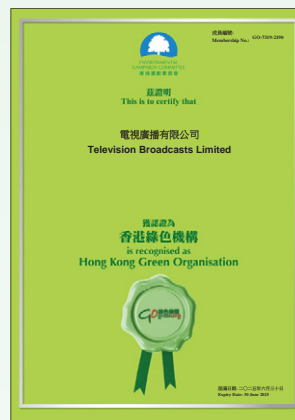


1. Bronze Award (Servicing and Trading) - 2022 Hong Kong Awards for Environmental Excellence
2. Awarded Excellent Level and Basic Level EnergywiSe Certificate and WastewiSe Certificate respectively at the

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3



4



5



- Hong Kong Green Organisation Certification
- The Company was certified as Hong Kong Green Organisation
4. Grand Award – Green Building Awards 2023 (Building Products & Technologies) – Low Energy Sterilizing Nano Air Filter
5. Merit Certification at the CLP Smart Energy Award 2023

PLANS FOR 2024

To strengthen our energy efficiency initiatives and minimise our environmental impact, the Company has outlined the following plans:

AMPLIFY THE INFLUENCE OF RENEWABLE ENERGY

The Company has been participating in the CLPe Solutions Scheme since September 2021. As part of this zero-investment plan, over 2,400 modules of PV panels have been successfully installed on the rooftops of various buildings within TVB City. In addition, a new PV panel system consisting of around 190 PV panels will be installed on the roof of the Workshop Block. This installation is scheduled to take place in 2024 and is expected to be completed after the summer of that year. By harnessing the power of rooftop solar panels, the Company is steadfast in its goal to increase renewable energy generation and to create a carbon-neutral workplace.

CONTINUE TO PROMOTE GREEN DRIVING

Vehicles are integral to our daily operations, facilitating the transportation of shooting equipment, props, and artistes for programme production. In line with our commitment to sustainability, we will further expand the deployment of EVs in our company fleet. As of 2023, we had a total of eleven electric cars, and an additional five

EVs are slated for purchase in 2024. Simultaneously, to accommodate the growing number of EVs in our fleet and among employees, TVB City currently has a total of 14 EV charging stations. Our goal for 2024 is to add four charging stations to meet the increasing demand.

REDUCE EMPLOYEES' CARBON FOOTPRINTS

TVB remains committed to its go-green policy and the promotion of a digitalised working environment. We provide internal guidance to employees on air conditioning and lighting control, we have also implemented various initiatives to encourage our employees to actively engage in resource conservation, energy saving, and environmental protection. Our goal is to inspire tangible changes in their everyday habits, fostering a long-lasting positive impact on their attitudes towards sustainability.

The Company has confidence in the SSG's ongoing commitment to introducing innovative initiatives that will enable us to further reduce our environmental footprint and contribute to the development of a sustainable global environment.



6

6. Photovoltaic panels will continue to be installed on the rooftops of TVB City
7. EV chargers with TV Buddy to promote green driving



7

VALUING OUR PEOPLE & OPERATING RESPONSIBLY

VALUING OUR PEOPLE & OPERATING RESPONSIBLY

The Company recognises that our staff and artistes are our most valuable assets, playing a vital role in our ongoing success. TVB is committed to creating a nurturing and supportive work environment to attract, develop, and retain talent. We prioritise investing in our people, offering opportunities and support for them to unlock their potential and advance their careers. As a responsible management practice, we place great importance on occupational safety and strive to provide a safe and healthy workplace for our employees.

EMPLOYMENT AND LABOUR PRACTICES

As of 31st December 2023, the Group had a total of 3,496 full time staff and artistes. Out of this total, 3,187 were employed in Hong Kong, accounting for 91% of the workforce, while around 9% were employed by our overseas and mainland China subsidiaries, including 上海翡翠東方傳播有限公司 (TVBC). Each staff member is remunerated according to the applicable scales and systems in their respective localities and in compliance with relevant legislation. In 2023, the employee turnover rate recorded was 27.6% (2022: 28.8%).

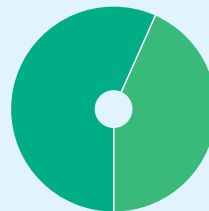
In relation to our employment conditions, the Company adheres to the applicable laws in each respective location where we operate, both within and outside of Hong Kong. These laws encompass the Employment Ordinance, the Employees' Compensation Ordinance, the Minimum Wage Ordinance, the Discrimination Legislation, Data Privacy Law, industry regulations and the policy of Equal Opportunities in Employment.

Consequently, the Group maintains a comprehensive set of policies that cover compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and benefits and welfare.

On certain occasions, the employment of children may be necessary due to specific requirements in television production. The Company ensures compliance with the Employment of Children Regulations outlined in the Employment Ordinance and secures proper permission for the employment of child artistes.

An analysis of TVB Group's workforce as of 31st December 2023

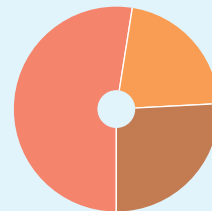
Number of Employees: 3,496



By Gender

Female: 1,511

Male: 1,985

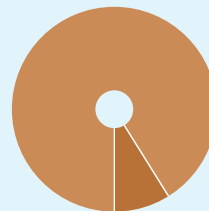


By Age Group

Below 30: 758

30 to 50: 1,833

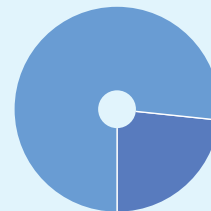
Over 50: 905



By Region

Hong Kong: 3,187

Overseas and Mainland China: 309



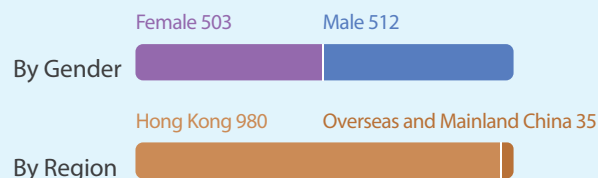
By Employment Contract

Permanent: 2,684

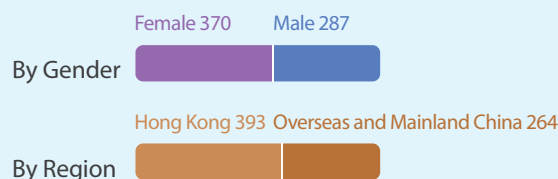
Temporary/fixed term: 812

Employee Turnover Rate

Number of Employee Turnover: 1,015



Number of New Hires: 657



BENEFITS

Full-time employees are entitled to the following benefits:

- Mandatory Provident Fund scheme
- Seven days of matrimonial leave on full basic salary
- 14 weeks of maternity leave on full basic salary
- Five days of paternity leave on full basic salary
- Family dental dependent scheme coverage available to dependents at special rates
- One day of birthday leave on full basic salary
- One day of volunteer leave on full basic salary
- A maximum of 120 days fully paid sick leave
- Group medical and life insurance coverage

Newly hired employees are provided with the Employee Handbook, which serves as a resource to help them acquaint themselves with personnel policies, allowances, staff benefits, company facilities, and security concerns.



1

COMMUNICATION

The Company maintains an open dialogue with its staff to understand their needs.

- MYTVB Mobile App
To keep our staff well-informed and connected, TVB utilises a digital platform for communication. The MYTVB app serves as the official channel of communication between the Company and its employees. Through this app, employees receive timely updates and valuable information regarding the Company's development, highlights of staff activities, staff shuttle bus schedules, and staff discounts.
- The Intranet & emails
Employees are provided with access to the Intranet, a platform where they can find valuable information about the Company. This includes corporate information, the staff handbook, details about staff benefits, and information about different departments. Additionally, important announcements made by the Company are communicated to employees through emails issued periodically.
- Ombudsman scheme
The scheme offers resources to actively listen to staff suggestions and address any grievances they may have.
- Whistleblowing system
Employees are strongly encouraged to report any serious concerns regarding suspected improprieties, misconduct, or malpractice through confidential reporting channels.

2



1. TVB has been honoured as a Good MPF Employer and presented with e-Contribution Award and MPF Support Award under the Good MPF Employer Award 2022-23, organised by the Mandatory Provident Fund Schemes Authority
2. The Company maintains close communication with its staff via MYTVB App

VALUING OUR PEOPLE & OPERATING RESPONSIBLY

OCCUPATIONAL HEALTH AND SAFETY

The Company adopts a proactive approach to managing safety. Throughout the year, there were no work-related fatalities that occurred. The Company documented 52 reported accident cases, resulting in 49 injuries, which represents a 6.52% increase as compared to the previous year (2022: 46 injuries). Thorough investigations were conducted to determine the causes of these accidents, and immediate measures were implemented to prevent their recurrence. Although the number of injuries has increased, some of the injured individuals only required minor treatment and did not take sick leave. There were two months in the year when the number of employee compensation cases was in single digits. Consequently, the number of lost days due to work-related injuries decreased by 26.72% to 2,087 days (2022: 2,848 days). The Company will continue to enhance safety training and raise employees' awareness of production safety.

General measures

- ◆ Under the Company's Safety Management Policy, employees are obligated to adhere to the safety standards and procedures without exceptions.
- ◆ Employees and contractors are provided with operational guidelines and safety measures for the installation of equipment, building management, and production set-up. These guidelines and measures are distributed to ensure that all individuals involved are aware of the required protocols and procedures to maintain a safe working environment.
- ◆ The safety committee regularly evaluates measures aimed to enhancing occupational health and safety.
- ◆ Satisfactory results were obtained from the annual safety audit and monthly safety inspections that were conducted.
- ◆ Seven training courses were organised to focus on workplace risk assessment and occupational or personal safety.
- ◆ To enhance safety awareness among staff members, information on occupational safety is periodically published through the MYTVB app.

Measures on improving air quality

- ◆ The central ventilation system undergoes regular maintenance and renewal of electronic air purifiers to effectively purify incoming outdoor air. These air purifiers are designed to eliminate harmful elements, including bacteria, VOCs and mould that may enter each building.
- ◆ To ensure proper air circulation and ventilation, 15 sets of portable air purifiers equipped with UVC lamps and high-efficiency filters have been installed at staff canteens and Café Corner. These measures aim to promote a healthy environment by facilitating adequate air changes and improving overall air quality.
- ◆ To enhance the IAQ within TVB City, regular cleaning and disinfection were conducted on over 2,100 fan coil units and 130 air handling units. This comprehensive maintenance approach targeted the air-filters and cooling-coils, ensuring that they remained clean and free from contaminants.
- ◆ Low VOC paint is used for fitting-out and maintenance around TVB City.
- ◆ Following the completion of any fitting-out work, we prioritise the well-being of our employees by implementing catalyst air purification and spray disinfection processes. These measures are taken to effectively eliminate VOCs and minimise employees' exposure to harmful pollutants.
- ◆ The conventional two-stage air filtration system for 70 sets of Variable Frequency Drive Air Handlers have been replaced with a new nano-technology low-energy, high-efficiency air filter system in one of our projects. The replacement is scheduled to be completed in January 2024. The new filter system is expected to not only result in an estimated annual energy saving of 364,722 kWh but also provide improved IAQ performance. Additionally, it will reduce disposal waste by half and require less manpower throughout its life cycle. The project has been recognised by the CLP ECO Building Fund and will receive 100% funding under retro-commissioning ("RCx").



1. Deploying nano-technology low energy, high-efficiency air filter system to improve IAQ performance

Employee Wellness

We are dedicated to cultivating a healthy culture that prioritises the well-being of our employees. During 2023, the Company arranged a total of 16 recreational and leisure activities, which included the annual Health Week and various festive food fairs. Additionally, our staff actively participated in organic farming activities organised by the Company.

The Company is committed to engaging our staff members. In February the New Year's Celebration and Gathering Carnival brought together management members, artistes, and staff in a joyous gathering. The event featured a traditional lion dance, symbolising good luck and prosperity, and a lucky draw offering participants the chance to win valuable prizes. Through this event, the Company aims to strengthen bonds among team members and create a positive and supportive work environment. By fostering a sense of unity and celebration, we strive to enhance employee morale and engagement, ultimately contributing to the overall success of the Group.

EMPLOYEE DEVELOPMENT

Employee development is of paramount importance to us, and we remain committed to investing significant resources in staff training. This investment ensures that our workforce remains aligned with our operational requirements and facilities for long-term, sustainable business growth. We regularly organise in-house seminars and courses on various subjects, including information technology, the general code of practice on television technical standards, and other relevant studies. These initiatives are designed to equip our employees with the necessary knowledge and skills to effectively handle their daily work tasks and pursue personal career development. Moreover, the Company also offers incentives for staff to participate in external courses and professional vocational classes offered by reputable organisations, to further enhance their expertise and broaden their skill sets.

In 2023, the Company organised a total of 4,129.5 hours of training for our employees, both internally and externally (2022: 3,876 hours). On average, each trained employee received 5.14 hours of training (2022: 6.5 hours) including production trainees who underwent comprehensive professional training. This training included intensive classes that combined both classroom instruction and hands-on experience.

Percentage of employees trained

By Gender

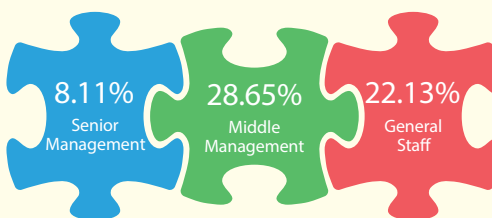
Male 29.02%



Female 15.22%



By employee category



VALUING OUR PEOPLE & OPERATING RESPONSIBLY

STAFF RECOGNITION

In TVB, we have implemented staff recognition programs to acknowledge and honour the achievements and dedication of our employees, embracing recognition is a crucial factor in achieving success.

The exceptional work of our staff is crucial for the success of TVB's top-rated programmes and impressive viewership. In the past year, we encouraged our staff members to nominate their colleagues for recognition. Six employees from various departments were honoured for their performance under the Outstanding Employee Award Scheme. As a token of appreciation for their achievements, they were rewarded with monetary prizes and granted paid leave.

Throughout its 56 years of history, TVB has continuously achieved success, thanks to the dedicated efforts of our staff. In recognition of their loyalty and contributions, we have established the Long Service Award to honour employees for every 10 years of service. As a symbol of our appreciation, gold mementos were presented to awardees. In 2023, a total of 230 employees were honoured with this prestigious award. To express our gratitude, a special presentation ceremony was arranged for all the awardees.

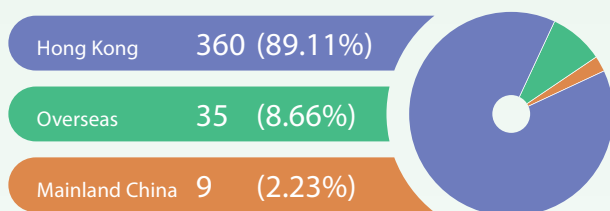


1. Long Service and Outstanding Employee Grand Award Presentation Ceremony 2023
2. Six staff were awarded the Outstanding Employee Award

SUPPLY CHAIN MANAGEMENT

TVB recognises its responsibility to uphold standards pertaining to labour, community, and the environment across its supply chain. One effective way to decrease carbon footprint, particularly in terms of GHG emissions related to transportation and logistics, is to obtain supplies from local suppliers. The Company sourced 89.11% of its products and services from suppliers in Hong Kong, 2.23% from mainland China, and 8.66% from overseas. Well-defined purchasing policies and principles are implemented to ensure the sourcing of sustainable products and services from reputable suppliers and contractors who adhere to all legal requirements and standards governing labour practices, environmental protection, intellectual property rights, and anti-corruption measures.

Suppliers by geographical locations



We require our suppliers to support common objectives by including the following ESG criteria in our tender documents:

- ◆ To ensure the use of sustainable paper sources, both original and recycled copier paper must be accompanied by FSC and PEFC certifications.
- ◆ To enforce fair labour practices, a policy is implemented that includes insurance coverage for any liability to pay damages or compensation to workers or individuals employed by the suppliers.
- ◆ We prioritise compliance with relevant laws relating to anti-bribery and the protection of intellectual property rights.
- ◆ Suppliers that offer sustainably sourced timber, in accordance with FSC and PEFC certifications, are given preference.



3. New Year's Celebration and Gathering Carnival 2023

VALUING OUR PEOPLE & OPERATING RESPONSIBLY

In 2023, the Purchasing Department incorporated the Supplier Code of Conduct (“SCoC”) when issuing tenders or Request for Quotations (“RFQs”). We made a strong request for potential suppliers to carefully review and adhere to our SCoC requirements. Suppliers who demonstrated a willingness to comply with the SCoC were given preference.

During the procurement process, we actively promote environmental protection and diligently monitor and mitigate any ESG risks within our supply chain. We assess suppliers’ products and services against our purchasing principles to ensure alignment with our ESG requirements. If a supplier fails to meet our ESG standards, they are promptly removed from our potential supplier list. It is worth noting that in 2023, we had no instances of environmental or social non-compliance among our suppliers.

PRODUCT RESPONSIBILITY

COMPLIANCE AND CUSTOMER SATISFACTION

TVB is dedicated to consistently delivering high-quality services and improving user satisfaction across our free TV programme, streaming, and e-commerce services. In addition to adhering to all applicable laws and regulations in the locations where we operate, the Group has well-established channels and procedures to address user inquiries and gain insight into their needs. Our goal is to achieve the highest level of service excellence. In 2023, there were no instances of non-compliance with relevant laws and regulations that had a significant impact on the Group in terms of labeling, privacy, or the health and safety of our services.

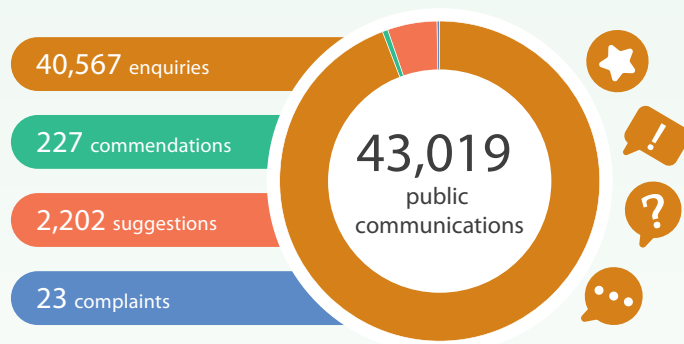
TERRESTRIAL TV SERVICE

TVB, being a licensee of domestic free TV programming service, is obligated to comply with various regulations, including but not limited to the Broadcasting Ordinance, Telecommunications Ordinance, License Conditions, and Codes of Practice pertaining to Programme, Advertising, and Technical Standards. To ensure adherence to these statutory obligations, the Company’s Legal & Regulatory Department serves as a gatekeeper, overseeing and ensuring that our programme services meet the necessary legal requirements.

In 2023, the Communications Authority (“CA”) received three public complaints for evaluation. Among these, two complaints were found to be unsubstantiated, resulting in no further action being taken. One complaint, relating to product sponsorship, was sanctioned with an “advice”.

We have established an efficient mechanism to address audience inquiries and to meet their needs. We maintain communication channels with viewers through our audience hotline, email, letter and fax. These channels allow us to promptly forward inquiries to the relevant departments for timely responses. Once the necessary investigations are conducted, the Company will inform the relevant departments of the findings and propose appropriate remedial actions. Subsequently, we provide replies to the viewers, addressing their concerns. To ensure transparency and accountability, the suggestions and complaints received are summarised in the Public Communications Yearly Summary Report and Yearly Returns on Comments/Complaints Records, which are submitted to the Office of the Communications Authority. These reports are also shared with management and department heads for future reference in programme planning.

Throughout the year, a total of 43,019 communications were handled with members of the public, resulting in satisfactory outcomes (2022: 52,369). The Company received a total of 23 complaints (2022: 22), and was delighted to receive 227 commendations in 2023. The Company also utilised various social media platforms, including Facebook, Instagram, and Weibo, to interact with its audience.



As the leading television broadcaster in Hong Kong, we highly value the opinions of viewers as they drive our ongoing improvement and play an important role in shaping our future programme planning. To ensure effective collection of feedback, TVB established the Public Viewing Panel in 1991 as a consultative organisation. Over the past 32 years, this panel has been instrumental in gathering members’ opinions on our services. Currently, the panel comprises over 600 members from diverse backgrounds and walks of life.

STREAMING SERVICES

myTV SUPER is a streaming platform which delivers service via set-top box, Smart TV, mobile app and web. As of the end of 2023, it has garnered over 10.5 million registered users, solidifying its position as the leading local streaming operator. Our commitment lies in providing diverse content and ensuring stable streaming services for our valued customers. We engage with our customers through various channels such as email, customer hotline, live chat on our website and Facebook as well as WhatsApp. Throughout the year, myTV SUPER managed a total of 215,110 public communications, encompassing compliments, inquiries, suggestions, and complaints (2022: 238,974). We review customer feedback to improve our services, with the goal of maintaining myTV SUPER's prominent position in Hong Kong. In 2024, we are excited to introduce AI IVRS as an enhanced communication tool to further connect with our audience and customers.

TVB Anywhere provides streaming service to the global market through its branded set-top box, Android TV box, mobile app, web TV, smart TV as well as through distribution partners. It offers an enormous archive of TVB programmes for overseas audiences, ranging from classic collections to our latest productions. Equipped with comprehensive business-to-consumer and business-to-business distribution channels, TVB Anywhere has emerged as a popular streaming content distributor in key markets such as Singapore, Malaysia, USA, Canada, Australia, UK and Europe. Apart from handling customer enquiries via email and social media platforms, TVB Anywhere closely engages with partners such as telcos, cable TV and other media platforms to better understand the demands of our audiences on programme content and services.

E-COMMERCE BUSINESS

Since 2018, our e-commerce platforms have been actively operating in Hong Kong. Our primary goal is to consistently improve the management of our website, order processing, product fulfillment, and customer service. We utilise various communication channels such as email, hotline, live chat on social media platforms, and messaging apps like WhatsApp to engage with our customers. In 2023, our e-commerce business successfully handled a total of 191,052 inquiries from the public, achieving satisfactory outcomes. This number represents a significant decrease compared to the previous year (328,139 in 2022) due to the discontinuation of the shopping channel Big Big Shop in May 2023. TVB's e-commerce platforms will continue to make every effort to deliver high-quality services that cater to the changing requirements of customers.

INTELLECTUAL PROPERTY RIGHTS

Intellectual property is a crucial asset that supports the competitiveness and stability of the Group's business. We are committed to protecting not only our own creations but also valuing the creative works of other organisations and individuals. All our employees, suppliers and business partners are expected to adhere to the relevant legal regulations pertaining to intellectual property rights. Any form of infringement is strictly prohibited. In 2023, there were no reported incidents of intellectual property breaches.

DATA PRIVACY

The Group recognises the significance of privacy and will not disclose stakeholders' information without their consent, except when obligated to do so by law. In May 2023, TVB detected suspicious activities in its system and confirmed them as targeted malicious attacks. The Company responded swiftly by blocking the intrusion, reporting it to the police and regulatory authority. Approximately 35,000 users' personal information, including names, partial HKID numbers, email addresses, and phone numbers, was accessed without authorisation. No credit card information was compromised, and there was no evidence of misuse.

ANTI-CORRUPTION

TVB, being a public entity, adheres to and operates in accordance with the Prevention of Bribery Ordinance. The Company has established purchasing policies and procedures that explicitly prohibit employees from seeking or receiving benefits from contractors, suppliers, or individuals associated with our business. All staff members are obligated to abide by the Company's Rules on the Acceptance of Benefits by Employees. Regular circulars are distributed to remind both staff and suppliers of our anti-corruption policy, with particular emphasis given before festive seasons.

To ensure that all newly hired staff members are well informed about the Company's policies, they are mandated to participate in corruption prevention seminars facilitated by the Independent Commission Against Corruption (ICAC). These seminars focus on educating attendees about anti-corruption laws, the risks associated with corruption, as well as strategies for handling conflicts of interest and maintaining staff integrity. In 2023, we conducted 6 online seminars with the aim of delivering anti-corruption messages to over 320 newly recruited staff members.

CONTRIBUTING TO OUR COMMUNITY

CONTRIBUTING TO OUR COMMUNITY

Television has long been recognised for its immense potential to drive significant social impact. As the leading television station in Hong Kong, TVB has consistently played an active role in promoting worthwhile causes and fostering a positive perspective on life, harnessing the full potential of our extensive programming and talented artistes.

USE OF TELEVISION AIRTIME

TVB, as the foremost television broadcaster in Hong Kong, provides a wide range of top-notch TV programmes to global audiences, with the aim of both informing and entertaining. Therefore, TVB strives to promote environmental protection messages through both our self-produced and acquired programmes. In the past year, we aired five programs centered around environmental issues on our free-to-air TV channels.

TVB FINANCIAL FORUMS AND TVB ESG AWARDS 2023

In June and September 2023, TVB successfully hosted the second year of the “TVB Financial Forum” series, namely “Sustainability: A New Chapter for Our City” and “Green and Sustainable Finance: A New Opportunity for Our Era”. These events featured invited SAR government

officials and representatives from the political and business sectors, who shared their insights on ESG development, climate change issues, and the business opportunities in the Greater Bay Area.

In December 2023, TVB organised the TVB ESG Awards 2023 to recognise companies that excel in ESG practices and provide a transparent platform for companies to showcase their contributions in ESG compared to their peers.

A total of 71 companies competed across five award categories: “Outstanding ESG Award”, “Best in ESG Practices”, “Best in ESG Report”, “ESG Project Innovation Award” and “Innovation Climate Technology Award”. In total 91 awards were presented to 64 companies.

We are confident that TVB’s prominent position in the media industry across local, mainland, and global communities will successfully disseminate ESG concepts and knowledge to our stakeholders. This can be achieved by leveraging our strong influence, promising viewership, and extensive coverage.

1



1. TVB Financial Forum 2023 -
Green and Sustainable Finance: A New Opportunity for Our Era

2



3



2. TVB Financial Forum 2023 - Sustainability: A New Chapter for Our City
3. TVB ESG Awards 2023

CONTRIBUTING TO OUR COMMUNITY

FUNDRAISING AND PROGRAMMES ON ISSUES OF SOCIAL AND CIVIC RESPONSIBILITY

TVB demonstrates exceptional proficiency in utilising its extensive and influential programme and artiste resources to generate benefits and bring positive effects to society. Throughout the years, our programmes have established enduring bonds with the community and have reinforced fundamental principles for generations of Hong Kong people.

FUNDRAISING & CHARITY PROGRAMMES

TVB has consistently upheld its outstanding status as the leading local TV station in broadcasting the highest number of fundraising and charity shows. With a steadfast commitment to promoting positive engagement in matters related to social and civic responsibility, a total of nine fundraising and charity programmes

1



1. Community Chest Charity Show 2023
(萬眾同心公益金)
2. Star Studded Charity Show 2023
(明愛暖萬心)

2



were telecast in 2023, including Community Chest Charity Show 2023 (萬眾同心公益金), Pok Oi Charity Show 2023 (博愛歡樂傳萬家), Yan Chai Charity Show 2023 (慈善星輝仁濟夜2023), Gala Spectacular 2023 (星光熠熠耀保良), Caritas Star Studded Charity Show 2023 (明愛暖萬心), Yan Oi Tong Charity Show 2023 (善心滿載仁愛堂2023). Among these, donations received from Tung

Wah Charity Show 2023 (歡樂滿東華2023) set a record, reaching HK\$130 million. These charity organisations have received a grand total of HK\$235 million over the year of 2023, supporting a diverse array of deserving causes. The cumulative funds raised over the years have exceeded HK\$6.9 billion.

4



3

3. Gala Spectacular 2023
(星光熠熠耀保良)
4. Tung Wah Charity Show 2023
(歡樂滿東華2023)

CONTRIBUTING TO OUR COMMUNITY

LEVERAGING OUR PROGRAMMES' AND ARTISTES' INFLUENCE

Our television programmes represent valuable resources that serve as effective channels for spreading positivity to the broader community. With consistently high viewership across local demographics, our programmes reach millions of audiences on a daily basis.

We believe in the power of positive messaging to inspire and uplift our audience, and we are committed to delivering meaningful programmes that not only entertain but also serve the community. One example is "Off Beats 120s" (警聲百二秒), an information programme co-produced by TVB and the Hong Kong Police Force. It has been broadcasting once a week since 2022, with a total of 52 episodes. The show aims to raise awareness about the severe consequences of crime, discourage individuals from taking the law into

their own hands, and address the increasing severity of telephone and online fraud cases in recent years. It provides up-to-date fraud information and presents real-life cases in various formats, with the participation of artistes to enhance audience engagement. By combining informative content with captivating storytelling, our goal is to empower the audience with the knowledge and tools to protect themselves against fraudulent activities.

Furthermore, we promote the concept of starting education from a young age. Similar anti-fraud messages are also disseminated through our popular children's programme "HANDS UP", featuring the participation of the adorable anti-scam ambassador "The Little Grape" (提子). This approach makes it easier for children to absorb important content.

It is a wonderful opportunity for us to demonstrate our care for the community by promoting our programmes. In 2023, we collaborated closely with several non-governmental organisations to lend a helping hand to underprivileged groups.



1



2

1-2 Members of "Midlife, Sing & Shine!" in Sham Shui Po distributed free meal boxes to the community (中年好声音)

As part of our community outreach initiatives, eight contestants from “Midlife, Sing & Shine!” (中年好聲音) and the winners of the Miss Hong Kong Pageant 2022 joined forces with Sham Shui Po Ming Gor. Together, they distributed meal boxes and fruits to over a hundred underprivileged individuals in Sham Shui Po. Their intention was not only to provide warm meals but also to bring warmth to the hearts of the recipients.

Furthermore, approximately 20 actors and actresses from “My Pet My Angel” (寵愛Pet Pet) visited a community centre in Wong Tai Sin. Through engaging and interactive games, they educated children about animals, emphasising that owning a pet is a lifelong commitment. During a press event for “Narcotics Heroes” (破毒強人), dozens of family members from the International Social Service Hong Kong Branch were invited to participate. Through storytelling and reasoning, the event shed light on the dangers of drugs and their long-lasting effects on people’s lives.

We aim to raise civic consciousness and public awareness of social issues and community care through extensive press coverage and the impactful contributions of our programmes and artistes.

FREE AIRTIME FOR PUBLIC ANNOUNCEMENTS

TVB, being a prominent media company, assumes the role of informing the public, taking on the responsibility as a leading media entity. As part of its licensing obligations, the Company dedicates free airtime to disseminating government publicity messages, such as Announcements in the Public Interest (“APIs”) and TV publicity materials provided by the Communications Authority. Throughout the year 2023, a total of over 730 hours of publicity messages were broadcasted on our free-to-air digital television channels.



4



3

3. “My Pet My Angel” educates children about caring for animals (寵愛 PET PET)
4. “Off Beats 120s” provides up-to-date fraud information (警聲百二秒)

CONTRIBUTING TO OUR COMMUNITY

ENGAGING OUR STAFF

Established in 2016, the TVB Charity Volunteer Team ("Volunteer Team") currently comprising 127 members, actively participates in 19 charitable events throughout the year. These events include blood donation drives, food drives, charity sales, and heartwarming visits to the underprivileged during the mid-autumn and winter solstice festivities. In 2023, the team devoted a total of over 430 hours to voluntary services, demonstrating their compassion and spreading love to those in need, ultimately benefiting nearly 3,500 individuals and families.

During festive seasons, our Volunteer Team brings joy and warmth to the community by distributing gift bags filled with organic vegetables. These vegetables are grown within TVB City and cultivated by the Volunteer Team themselves. This not only provides nutritious food to the community but also promotes sustainable farming practices.

In addition, to their efforts during festive seasons, there is a growing concern for caregivers who have the responsibility of taking care of family members suffering from illness or disability. In 2023, the Volunteer Team collaborated with a school of students with special educational needs and

their parents for the first time to participate in a half-day tofu making courses. This initiative aimed to provide moments of happiness between parents and children, as well as caregivers and care-receivers, also to reduce stress and create an opportunity to connect with others facing similar challenges. Furthermore, the Volunteer Team consistently visits elderly care centres during significant occasions such as the Mid-Autumn Festival and Winter Solstice, bringing joy and companionship to the elderly residents, creating a sense of belonging and community. Through these regular interactions, we managed to benefit 1,750 families.

To promote awareness and encourage employee participation in community engagement, TVB consistently organises community activities in collaboration with various NGOs within TVB City. These activities include blood donation drives, flag-selling days, and charity sales, aimed at raising funds for those in need. In 2023, nearly 89 employees donated blood at the Company, and our staff raised approximately HK\$60,000 for three non-profit organisations.

1



2



1. Fresh tofu making with caregivers

2. The TVB Charity Volunteer Team collected and donated organic vegetables to those in need

COMMUNITY INVESTMENT

Our dedication lies in serving the community and supporting the underprivileged. With the wholehearted support of our staff and artistes, we actively participated in 19 community activities throughout the year 2023.

CARING FOR OUR COMMUNITY

After the pandemic, life gradually returned to normal. The Company is also more actively collaborating with various organisations in society to arrange a series of charitable activities, allowing more individuals in need to receive assistance.

TVB and Yan Chai Hospital joined hands once more to host the yearly "Charity Sales of Cookies" (愛心曲奇暖萬家) event. This event, which has been organised

by the Company since 1992, received generous sponsorship from a bakery. The aim of the event is to spread joy to the public and inspire participation in charitable endeavors. Throughout its 32-year history, the event has raised over HK\$24 million in donations, providing vital financial assistance to more than 15,000 families affected by unfortunate accidents, incidents, or disasters.

The management and artistes of the Company also showed their support for the community by participating in various charitable events, including the "Hong Kong & Kowloon Walk for Millions 2022/2023" and "Winter Solstice Gift Bags Delivery 2023".



- 3-4 Charity Sales of Cookies 2023
- 5. Hong Kong & Kowloon Walk for Millions 2022/2023

CONTRIBUTING TO OUR COMMUNITY

SERVING THE COMMUNITY

The Volunteer Team expresses their compassion and love for those in need by actively engaging in charitable activities. During festive seasons like the Mid-Autumn Festival and Winter Solstice, our Volunteer Team brings joy to elderly care centers through visits, spreading warmth among the residents. They provide gift bags filled with various daily essentials and dried food, which are packed by the Volunteer Team themselves.

TVB City is situated in the Tseung Kwan O area. Our employees and artistes often develop a sense of familiarity with this area due to their work. Therefore, we believe that caring for those in need should start from our own neighbourhood. In this year's "Winter Solstice Gift Bags Delivery 2023" event, The TVB, Staff and Artistes Fund for Charities ('the Fund') and the Volunteer Team collaborated with several Tseung Kwan O organisations including the "Tseung Kwan O Police District", "Police Volunteer Service Corps", "Tseung Kwan O District Junior Police Call" and the "Hong Kong Disciplined Services Volunteer Corps". Nearly one hundred volunteers paid visits to the Tseung Kwan O and Aberdeen districts, distributing gift bags to individuals in need. A total of 1,500 gift bags were delivered during the event through different non-profit organisations, such as the "Helping Hand", "Haven of Hope Tseung Kwan O and Sai Kung District Support Centre" and "Po Lam Baptist Church Bradbury Neighbourhood Elderly Centre", among others. These gift bags contained various items, including dried mushrooms, snow fungus, Chinese sausages, liver sausages and canned abalone, aiming to bring warmth, care, and happiness to each recipient during the festive season.

TVB recognises the significance of nurturing the young generation as the future pillars of our society. As a prominent television broadcaster in Hong Kong, we are committed to offering training and educational prospects that empower young individuals to discover their potential and foster expertise in their respective fields. We create a platform where they can develop skills for their careers, personal development, and long-term life planning.

As part of our commitment to nurturing new talent for the broadcasting industry, TVB partnered with educational institutions to organise internship programmes for secondary and tertiary students to gain exposure and practical experience in broadcasting and new media industries. In 2023, 36 interns from 19 local and overseas higher education institutions and secondary schools were placed at various departments, such as Marketing & Sales Division, News & Information Services Division, Non-Drama Division and Personnel & Administration Division.

Moreover, through partnerships with several organisations, TVB organised tours of TVB City for young individuals. These tours aimed to provide students with valuable insights into the industry, our operations, and potential career opportunities. Representatives from various departments, including variety program directors and news anchors, shared their valuable and distinctive experiences, as well as their perspectives on career growth within the industry.



1-5 TVB collaborated with various NGOs visited elderly living alone for the Winter Solstice Gift Bags Delivery 2023

CHARITIES & DONATIONS

The TVB, Staff and Artistes Fund for Charities was established in 2013 to provide aid to victims of calamities, the poor, and the elderly.

The Fund has since aided over 52,055 financially disadvantaged people, offering relief funds exceeding HK\$13 million. The allocated aid is directly delivered to the beneficiaries by designated personnel. The Fund regularly organises a variety of charitable activities and collaborates with different organisations to engage in community visits, providing care and supplies to those in need.

In 2023, approximately HK\$552,000 in subsidies was allocated to support 51 cases. Furthermore, a donation of around HK\$170,000 was made to sponsor the Winter Solstice Gift Bags Delivery 2023, benefiting a total of 1,500 individuals.

Furthermore in 2023, the Company donated 3,000 costumes and accessories to The Salvation Army Hong Kong to help low-income households. This meaningful act not only gave new life to the costumes and accessories, but also greatly reduced the amount of waste produced by the Company. Over the years, the total value of the donated items has surpassed HK\$29 million.



PLANS FOR 2024

The Company will continue to serve Tseung Kwan O district by collaborating with various NGOs in the area. We believe that the meaningful act of caring for our own community should be passed on to the younger generation. Therefore, we will welcome the participation of voluntary youth groups to join us in reaching out to those in need, offering care and love, and encouraging young people to cherish their living communities and assist individuals from diverse backgrounds who require help.

TVB has been consistently awarded the Caring Company Logo for 22 consecutive years, acknowledging its ongoing dedication to community contribution. The Company is dedicated to making a positive impact on the community and will persist in utilising our programme and artiste resources to advocate for and assist valuable social causes.



- 6 TVB City Tours were arranged for students
7. The Company has been awarded the Caring Company for 22 consecutive years
8. Awarded the Certificate of 2023 Partner Employer Award

APPENDIX

PERFORMANCE TABLE

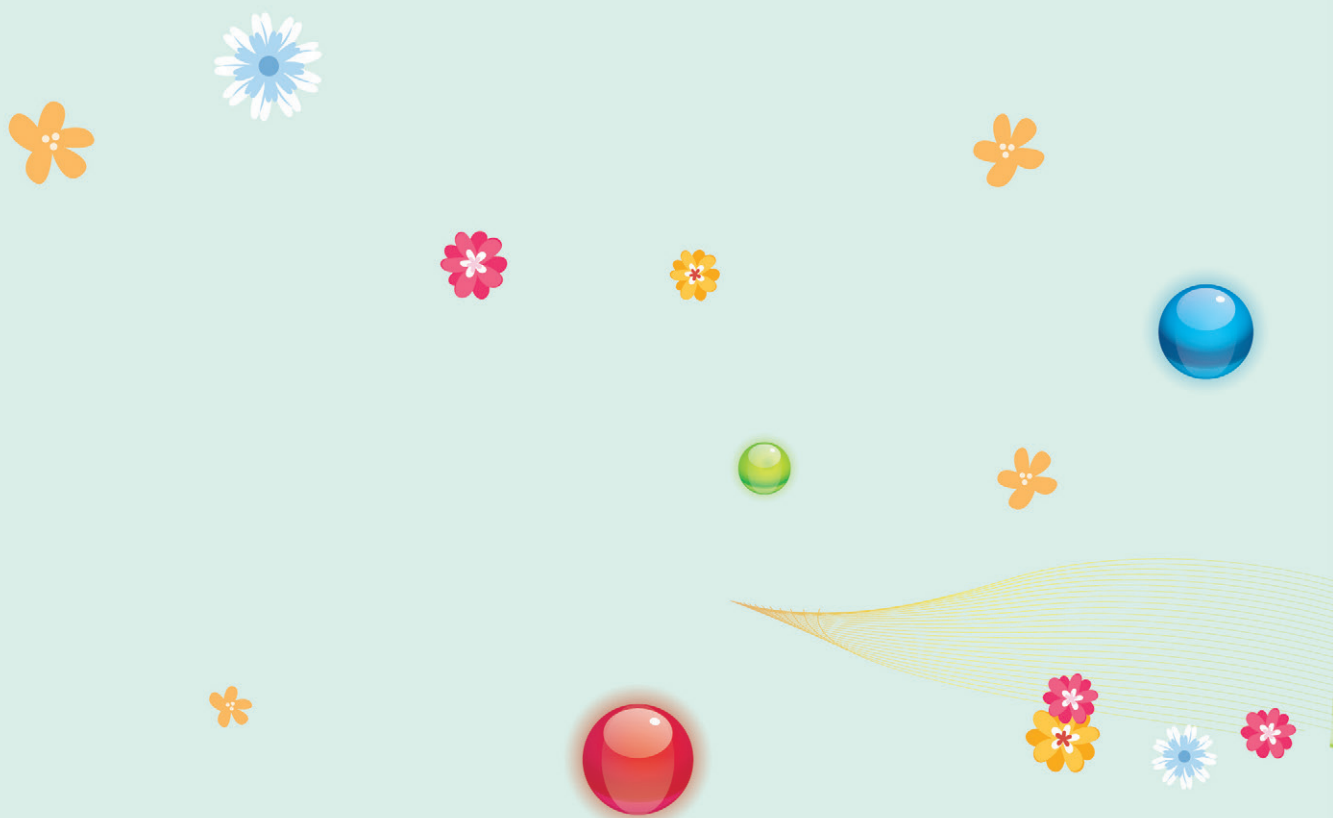
Environmental									
Aspect			Unit	2023		2022		2021	
				Total	Intensity ¹	Total	Intensity ¹	Total	Intensity ¹
Emissions	A 1.1	Air emissions Sources: diesel & petrol consumed by vehicles ²	SO _x kilogrammes	2.55	0.00011	3.06	0.00013	3.18	0.00014
	A 1.2	Greenhouse gas ("GHG") emissions ³ Sources: diesel & petrol consumed by vehicles & generators, electricity, water	tonnes of CO ₂ e	14,393.69	0.62	14,846.74	0.65	15,209.21	0.66
		Scope 1 - direct GHG emissions Sources: diesel & petrol consumed by vehicles & generators	tonnes of CO ₂ e	463.06	0.020	555.38	0.024	574.74	0.025
		Scope 2 - indirect GHG emissions Sources: electricity	tonnes of CO ₂ e	13,930.63	0.596	14,293.10	0.627	14,634.47	0.635
	A 1.3	Hazardous waste Sources: used paint cans, lubricant oil by vehicles	tonnes	14.79	0.0006	16.34	0.0007	14.16	0.0006
	A 1.4	Non-hazardous waste: disposed in landfill Sources: waste wood, waste props, general refuse	tonnes	2,200.00	0.0941	2,483.40	0.1094	2,528.10	0.1101
		Non-hazardous waste: recycled Sources: printing cartridges, recyclables such as papers, paper cardboards, aluminum cans and plastic bottles	tonnes	31.68	0.0014	44.48	0.002	51.92	0.0023
		Total non-hazardous waste	tonnes	2,231.68	0.0955	2,527.88	0.1114	2,580.02	0.1124
Use of Resources	A 2.1	Direct energy consumption Sources: diesel & petrol consumed by vehicles & generators	kWh	1,603,473.75	68.6	1,928,321.68	84.95	1,990,355.63	86.7
		Indirect energy consumption Sources: electricity	kWh	37,481,418.00	1603.43	38,461,036.00	1,694.34	39,381,927	1,715.39
		Total energy consumption i.e. direct energy & electricity	kWh	39,084,891.75	1672.02	40,389,357.68	1,779.29	41,372,282.63	180,209
	A 2.2	Water consumption	cubic metres	96,910.00	4.15	96,936	4.27	101,874	4.44

¹ This is the ratio of emissions and use of resources relative to our local production hours

² Sulphur Oxides is included in air emissions. It is calculated by multiplying diesel and petrol consumption by vehicles by related emission factors. Sources of such emission factors: Hong Kong Environmental Protection Department's ("EPD") EMFAC-HK Vehicle Emission Calculation model (http://www.epd.gov.hk/epd/english/environmentinhk/air/guide_ref/emfac-hk.html) and the United States Environmental Protection Agency's Vehicle Emission Modeling Software - MOBILE6.1 (<http://www3.epa.gov/otaq/m6.htm>)

³ Greenhouse emissions are calculated using "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" published by the EPD and the Electrical and Mechanical Services Department ("EMSD") of the Hong Kong Government, from which the emission factors are adopted. Carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O) are included in the calculations

Social				
				TVB Group
Aspect		2023	2022	2021
B1.1	Total workforce			
	Number of employees	3,496	3,854	3,870
	By gender			
	Female	1,511	1,644	1,609
	Male	1,985	2,210	2,261
	By age group			
	Below 30	758	864	848
	30-50	1,833	2,014	2,096
	Over 50	905	976	926
	By region			
	Hong Kong	3,173	3,765	3,780
	Overseas	323	89	90
	By employment contract			
	Permanent	2,684	3,157	3,276
	Temporary/fixed term	812	697	594
B1.2	Employee turnover rate			
	Number of employee turnover	1,015	1,110	681
	By gender			
	Female	503	533	342
	Male	512	577	339
	By region			
	Hong Kong	980	1,085	658
	Overseas	35	25	23
	Number of new hires	657	1,094	907
	By gender			
	Female	370	569	459
	Male	287	525	448
	By region			
	Hong Kong	393	1,067	882
	Overseas	264	27	25
B2.1	Number and rate of work-related fatalities	0	0	0
B2.2	Lost days due to work injury	2,087	2,848	2,784
B3.1	Percentage of employees trained			
	By gender			
	Female	15.22%	11.62%	17.29%
	Male	29.02%	18.24%	29.84%
	By employee category			
	Senior management	8.11%	2.44%	2.56%
	Middle management	28.65%	10.76%	24.41%
	General staff	22.13%	16.44%	24.24%
B3.2	Average training hours completed per employee			
	By gender			
	Female	1.01 hours	0.29 hours	1.24 hours
	Male	1.31 hours	1.54 hours	1.63 hours
	By employee category			
	Senior management	0.01 hours	0.27 hours	0.15 hours
	Middle management	1.50 hours	0.54 hours	0.81 hours
	General staff	1.13 hours	1.01 hours	1.60 hours



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