



a metaverse company

一元宇宙公司

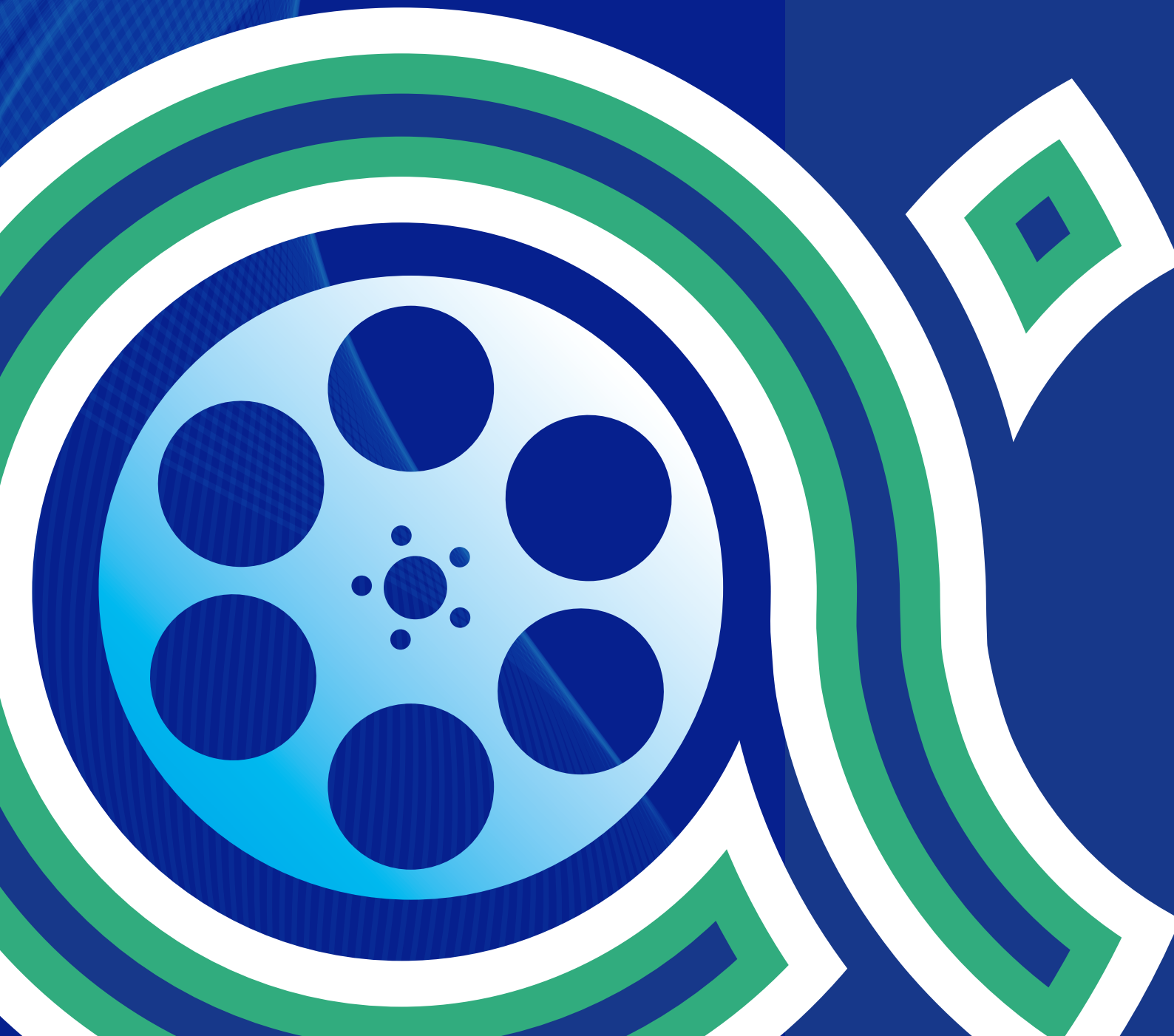
(Incorporated in the Cayman Islands with
limited liability)

(Stock Code:1616)

2023

環境、社會及管治報告

Environmental,
Social and Governance Report



關於本報告 About this Report

報告範圍 Reporting Scope

本報告是一元宇宙公司發佈的環境、社會及管治(以下簡稱「ESG」)報告,重點披露本集團於2023年1月1日至2023年12月31日(以下簡稱「本年度」)內,在公司管治、環境管理及社會責任方面的行動和表現,以滿足利益相關方對本集團的期望和要求。本報告中的ESG相關政策、聲明、資料等內容覆蓋了本集團總部及其附屬公司。其中範圍與此有差異的內容,將會在報告中進行說明。若無特殊說明,本報告所涉及的貨幣均為人民幣。

This is the environmental, social and governance ("ESG") report issued by A Metaverse Company, focusing on the disclosure of the Group's actions and performance in corporate governance, environmental management and social responsibility for the period from January 1, 2023 to December 31, 2023 (the "The Year"), in order to meet the expectations and requirements of stakeholders for the Group. The ESG-related policies, statements and information in this report cover the Group's head office and its subsidiaries. Where the scope of the contents differs from this will be explained in the report. If not specifically stated, the currencies covered in this report are in RMB.

編寫依據 Reporting Guideline

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

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

相關簡稱 Related Abbreviations

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

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

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

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

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

 **報告原則**
Reporting Principles

本報告遵循聯交所「環境、社會及管治報告指引」匯報原則，其應用情況如下表所示：

This report follows with the reporting principles set out in the Stock Exchange's "Environmental, Social and Governance Reporting Guidelines", with details of its application provided in the table below:

原則 Principles	定義 Definitions	本集團的回應 The Group's responses
<p>重要性原則 Materiality</p>	<p>當一元宇宙董事會（「董事會」）釐定有關環境、社會及管治事宜會對投資者及其他持份者產生重要影響時，發行人應作出匯報。</p> <p>The threshold at which ESG issues determined by the board of directors of A Metaverse (the "Board") are sufficiently important to investors and other stakeholders that they should be reported.</p>	<p>通過與利益相關方的溝通，結合本集團自身經營狀況與戰略發展規劃，本集團已識別及評估對持份者至關重要的環境、社會及管治議題。</p> <p>Through communication with stakeholders and in consideration of the Group's business operations and strategic development plans, the Group has identified and assessed ESG issues critical to stakeholders.</p>
<p>量化原則 Quantitative</p>	<p>有關歷史數據的關鍵績效指標須可予計量。量化資料應附帶說明，闡述其目的及影響，並在適當的情況下提供比較數據。</p> <p>KPIs in respect of historical data need to be measurable. Quantitative information should be accompanied by a narrative, explaining its purpose, impacts, and giving comparative data where appropriate.</p>	<p>本集團已在可行的情況下提供量化信息，同時對所使用的標準、方法等進行文字闡釋，以便於讀者評估和驗證本集團的環境、社會及管治績效。</p> <p>Where feasible, the Group has provided quantitative information, accompanied by textual explanations of the standards and methodologies used, to enable readers to assess and verify the Group's ESG performance.</p>
<p>平衡原則 Balance</p>	<p>環境、社會及管治報告應當不偏不倚地呈報發行人的表現，避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。</p> <p>The ESG report should provide an unbiased picture of the issuer's performance. The report should avoid selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report reader.</p>	<p>本報告已充分、詳盡地披露我們的環境、社會及管治表現以及可能產生重大影響的相關事宜，避免可能會不恰當地影響報告讀者的決策或判斷。</p> <p>This report has fully and thoroughly disclosed our ESG performance and relevant matters with potential significant impacts, aiming to avoid inappropriately influencing a decision or judgment by the report reader.</p>

原則 Principles	定義 Definitions	本集團的回應 The Group's responses
一致性原則 Consistency	<p>發行人應使用一致的披露統計方法,令環境、社會及管治數據日後可作有意義的比較。</p> <p>The issuer should use consistent methodologies to allow for meaningful comparisons of ESG data over time.</p>	<p>本報告沿用與以往一致的編制準則和計算方法,以便讀者對本集團績效作年度比較。</p> <p>This report uses consistent preparation guidelines and calculation methodologies, enabling readers to make annual comparisons of the Group's performance.</p>



獲取及迴應本報告 Access and Response to This Report

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

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

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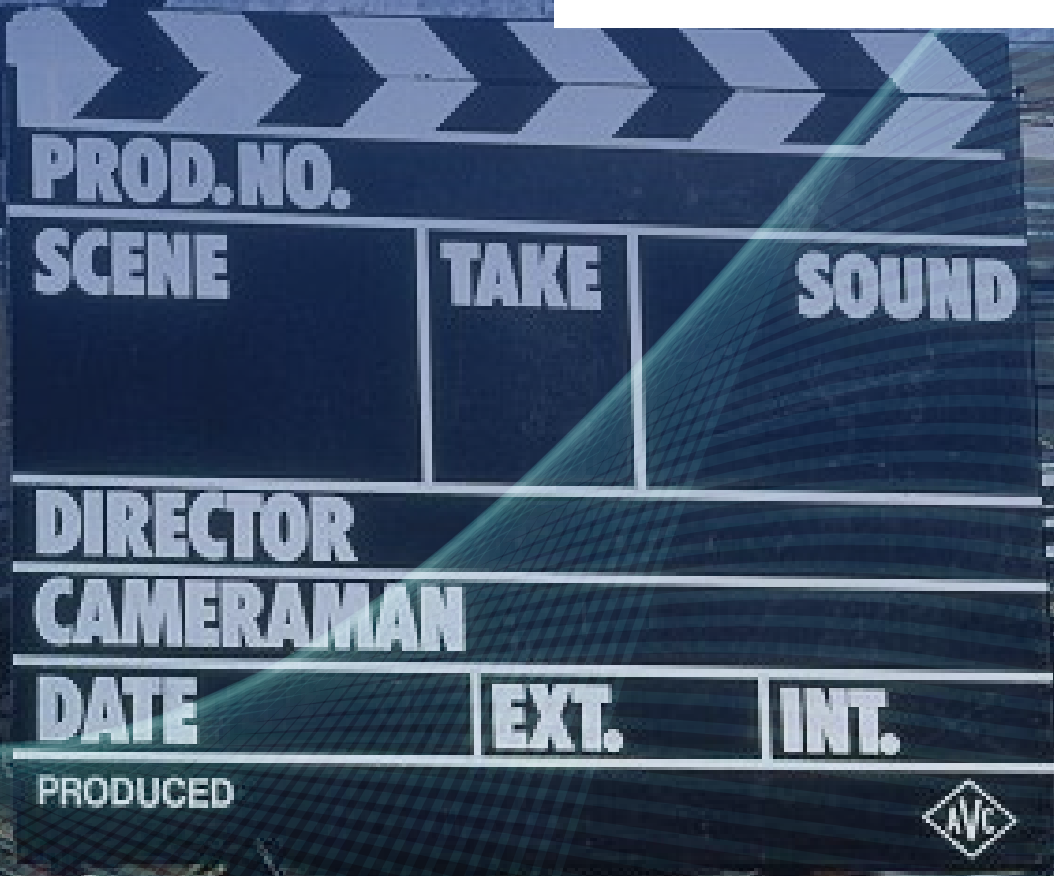
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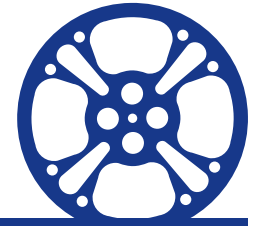
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董事長致辭 Message from the Chairman

二零二三年是外部環境愈加複雜、充滿挑戰的一年，也是一元宇宙迎難而上、砥礪前行的一年。我國影視行業市場整體成復甦回暖態勢，但面對經濟環境的快速變化，一元宇宙仍然時刻面臨着諸多風險與難關，可持續發展理念已成為企業實現基業長青的基石。我們始終勇於向前，通過卓越的產品與服務為客戶和觀眾創造價值，將可持續發展管理融入經營管理戰略，響應國家戰略、洞察行業趨勢、緊扣市場脈搏，克盡己任，履行社會責任的企業擔當，竭力為各方創造價值。

作為負責任的企業公民，卓越的影視品質與服務口碑是我們的立身之本，我們致力於提供娛樂行業的優質內容與服務。從IP發覺到內容製作開發，我們以專業的團隊積極推進多部影視劇集的製作及投資，但其業務發展仍然受到過去幾年疫情的負面影響，尚未能恢復到疫情前的水平。放眼未來，我們將持續在影視創作與影視投資領域深耕，弘揚和轉播正能量文化，輸出具有時代價值、積極、健康的作品，為中國影視行業貢獻力量。

一元宇宙的發展離不開每一位僱員的辛苦付出，也離不開供應商夥伴的鼎力支持。為全方位吸引、培養和保留人才，我們以“開放”和“包容”的理念進行人才雇傭管理，為每一位僱員提供平等的機會和廣闊的發展空間，並搭建公平透明的薪酬與福利體系，讓我們的僱員與公司共同進步，共享企業發展成果。

我們重視供應商夥伴的價值，嚴格要求供應商遵守各項法規，考察供應商在環境和社會責任方面的表現，從供應商的准入、考核、評估等環節嚴格甄選優質供應商，不斷完善可持續供應鏈管理體系，與供應商合理推動負責任供應鏈發展，實現我們以最優質的產品與服務回饋客戶的承諾。

天道酬勤，力耕不欺。展望二零二四年，站在未來的新起點，一元宇宙將凝心聚力、奮楫篤行，繼續以頑強的意志和發展韌性積極把握新機遇、迎接新挑戰，與各利益相關方攜手奮進，持續創新變革，共創可持續發展的未來。

一元宇宙公司董事長
劉東

The year 2023 was marked by an increasingly complex and challenging external environment, yet it also stood as a year of resilience and advancement for A Metaverse. The market for China's film and television industry showed signs of recovery. However, amidst rapid changes in the economic landscape, A Metaverse continues to face numerous risks and challenges. The concept of sustainable development has become the cornerstone of enterprises' long-term development. We are forging ahead and creating value for our customers and audience by offering them outstanding products and services. We have integrated sustainable development management into our operational strategies, enabling us to respond to national strategies, observe the industry trends and keep our finger on the pulse of the market. This approach ensures we fully embrace our corporate social responsibilities and strive to create value for all stakeholders.

As a responsible corporate citizen, our reputation is built on the exceptional quality of our film and television productions and our outstanding services. This is precisely what we aim to deliver in the entertainment industry. From IP discovery to content production and development, our professional team actively promoted the production and investment of a number of films and television dramas, but our business development is still adversely affected by the epidemic in previous years and has not yet been able to recover to the pre-epidemic level. Moving forward, we're going to further strengthen our dedication to film and television production and investment. We aim to promote a culture filled with positive energy and produce content that is relevant, inspiring, and wholesome. In doing so, we expect to make a significant impact on the Chinese film and television industry.

The growth of A Metaverse simply wouldn't be possible without the dedication of our employees and the strong support from our suppliers and partners. We uphold the concepts of "openness" and "inclusiveness" in the management of human resources and employment, aimed at comprehensively attracting, cultivating, and retaining talent. We ensure all employees have equal opportunities and plenty of room for personal and professional growth. Moreover, we have established a fair and transparent remuneration and welfare system. This approach enables our employees to grow alongside the Company and share our collective success.

We emphasize the value of our suppliers and partners and strictly require them to comply with various laws and regulations, and examine their performance in terms of environmental and social responsibility. We rigorously select high-quality suppliers through the admission, assessment and evaluation of suppliers to continuously improve our sustainable supply chain management. We work closely with our suppliers to promote the development of a responsible supply chain, thereby fulfilling our commitment to rewarding our customers with the best quality products and services.

Hard work pays off. Looking forward to 2024 and standing at a new starting point for the future, A Metaverse is poised to redouble our efforts. We are committed to working diligently, seizing new opportunities, and facing new challenges with resilience and determination. Together with all stakeholders, we will drive innovation and transformation, striving to build a sustainable future.

Chairman of A Metaverse Company
LIU Dong



關於本公司 About A Metaverse

一元宇宙公司為一家香港聯合交易所主板上市公司(股票代碼: 01616),是一家以影視製作、投資与发行為主要投資方向的公司。

本集團於2023年12月底出售了北京華晟泰通傳媒投資有限公司等四家子公司,連同其附屬公司從事影視製作、投資及發行相關服務。面對通訊技術的新發展及新媒體平臺帶來的商業機遇和挑戰,本集團將在影視劇製作投資領域繼續深耕,並通過產業鏈上、中、下游業務協同化運作,通過卓越的產品與服務為客戶和觀眾創造價值。

A Metaverse is a company listed on the Main Board of the Hong Kong Stock Exchange (stock code: 01616). It is a company listed on the Main Board of the Stock Exchange of Hong Kong (Stock Code: 01616), which focuses on film and television production, investment and distribution.

The Group disposed four subsidiaries, including Beijing Huasheng Taitong Media Investment Co., Ltd, at the end of December 2023. These subsidiaries, along with their affiliates, were engaged in film and television production, investment, and distribution services. Facing new developments in communication technology and the business opportunities and challenges brought by new media platforms, the Group will continue to deepen its efforts in the field of film and television production investment. Through synergistic operations across the industry chain's upstream, midstream, and downstream businesses, the Group aims to create value for customers and audiences through superior products and services.



榮譽獎項 Honors and Awards



軍事題材網絡劇《魔鬼周之特戰巔峰》
榮評“重點文藝精品項目”

The military-themed web drama “The Way to Glory: the Peak of Special Warfare” was recognized as a key project of literary and artistic excellence

2023年2月16日,由北京市廣播電視局主辦的「北京大視聽」文藝精品創作推進會在京召開。軍事題材網絡劇《魔鬼周之特戰巔峰》榮評“重點文藝精品項目”。

On February 16, 2023, the “Beijing Grand Audiovisual” conference on promoting quality literary and artistic creations was held in Beijing by the Beijing Municipal Bureau of Radio and Television. The military-themed web drama “The Way to Glory: the Peak of Special Warfare” was recognized as a key project of literary and artistic excellence.



網絡劇《魔鬼周之特戰巔峰》
榮評北京市廣播電視局重點網絡劇項目

The military-themed web drama “The Way to Glory: the Peak of Special Warfare” was honoured as a key web drama project by the Beijing Municipal Bureau of Radio and Television.

2023年9月25日,由北京市廣播電視局、北京市通州區委區政府主辦,中國文學藝術界聯合會、中國作家協會、北京市人民政府擔任指導單位舉辦的「北京網絡視聽藝術大會」在京召開,軍事題材網絡劇《魔鬼周之特戰巔峰》榮評北京市廣播電視局重點網絡劇項目。

On September 25, 2023, the “Beijing Internet Audio-visual Art Conference” was held in Beijing, co-sponsored by the Beijing Municipal Radio and Television Bureau and the Tongzhou District Committee and District Government. The conference was guided by the China Federation of Literary and Art Circles, the Chinese Writers Association, and the People's Government of Beijing Municipality. The military-themed web drama “The Way to Glory: the Peak of Special Warfare” was honoured as a key web drama project by the Beijing Municipal Bureau of Radio and Television.

03

ESG 管理
ESG Management

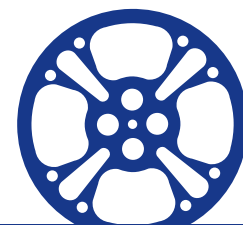
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一元宇宙對聯合國可持續發展目標
(SDGs) 的呼應

07

A Metaverse's Response to the UN Sustainable
Development Goals (SDGs)





ESG 管理 ESG Management



一元宇宙始終秉持可持續發展的理念，持續為影視和娛樂行業創造價值。結合自身業務性質與企業自身經營情況，我們致力於將ESG理念融入運營與決策環節，在滿足業務發展需求的同時腳踏實地踐行企業社會責任，在享受社會賦予的資源和機會的同時，以積極行動回報社會，推動企業經濟、環境與社會價值的協同發展。

為了有效貫徹落實ESG管理的相關工作，確保本集團ESG管理工作的規範性與有效性，我們構建了分工明確且自上而下的三級ESG治理架構，形成了包括董事會、ESG執行委員會、ESG工作小組在內的全面ESG管理體系，具體如下：

A Metaverse has consistently upheld the principle of sustainable development and continuously created value for the film and entertainment industry. Combining our business characteristics and operational conditions, we are committed to integrating the ESG concept into our operations and decision-making processes. This approach enables us to fulfil our corporate social responsibilities while addressing business development needs. Furthermore, when making use of the resources and opportunities provided by society, we actively reinvest in ways that support the holistic growth of the company's economic, environmental, and social values.

In order to effectively implement ESG management and ensure its standardisation and effectiveness, we have established a three-level ESG governance framework with clearly defined roles and a top-down approach. This framework includes the Board of Directors, the ESG Executive Committee, and the ESG Working Group, comprising a comprehensive ESG management system as outlined below:

架構層級 Organizational level	角色 Roles	成員 Members	職責 Responsibilities
董事會 Board of Directors	領導與決策 Leadership and decision-making	董事會成員 Board members	<ul style="list-style-type: none"> 決策本集團整體的ESG工作方向 Determine the overall direction for the Group's ESG work 監察本集團ESG相關表現並聽取管理層匯報重大ESG相關事宜 Monitor the Group's ESG performance and receive reports from management on significant ESG-related matters 審議和批准ESG報告及ESG相關重大信息披露 Deliberate on and approve ESG reports and significant ESG-related disclosures 審視ESG議題對集團整體策略的潛在影響 Assess the potential impact of ESG issues on the overall strategy of the Group
ESG 執行委員 ESG Executive Committee	管理與監督 Management and supervision	ESG執行委員會成員 Members of the ESG Executive Committee	<ul style="list-style-type: none"> 識別與評估對集團業務具有重大影響的ESG風險及機遇 Identify and evaluate ESG risks and opportunities that greatly affect the Group's business

架構層級 Organizational level	角色 Roles	成員 Members	職責 Responsibilities
ESG 執行委員 ESG Executive Committee	管理與監督 Management and supervision	ESG執行委員會成員 Members of the ESG Executive Committee	<ul style="list-style-type: none"> 制定ESG相關工作目標 Set objectives for ESG work 定期向董事會匯報ESG工作進展 Report regularly to Board of Directors on the progress of ESG work 監督ESG相關政策與方針的落實情況 Oversee the implementation of ESG-related policies and guidelines 統籌ESG報告的編制工作並提交董事會審議 Coordinate the preparation of ESG reports and submit them for the Board's review 監督和指導ESG工作小組的工作 Supervise and provide guidance on the work of the ESG Working Group
ESG工作小組 ESG Working Group	執行與匯報 Execution and reporting	與ESG相關的各部門職能代表 Functional representatives from ESG-related departments	<ul style="list-style-type: none"> 制定ESG工作計劃 Develop plans for ESG work 每年向ESG執行委員會匯報ESG工作 Report annually on ESG work to the ESG Executive Committee 結合公司ESG目標，拆解年度分項目標 Align with the Company's ESG goals and break down annual sub-targets 收集、審核ESG相關數據 Collect and verify ESG-related data 組織編制ESG報告 Organize the preparation of ESG reports

董事會聲明 Statement from the Board

本集團高度重視企業可持續發展管理，並承諾根據聯交所《環境、社會及管治報告指引》要求，持續優化企業的ESG治理體系，助力集團實現高質量、可持續發展。

董事會作為ESG管治架構的最高權力機構，將ESG事宜納入管治流程，對本集團的ESG願景、管理方針及策略、政策、目標及其進展承擔整體責任。董事會下設ESG執行委員會，負責協助董事會全面識別與評估本集團內重要的ESG相關事宜及風險，釐定適用的ESG相關目標，確保本集團的ESG事宜得到有效管理。

本集團堅持完善ESG管理體系，持續提升ESG政策的準確性。我們每年基於資本市場關注重點、宏觀政策趨勢、相關法律和標準及利益相關方溝通結果，審慎評估集團可能面臨的ESG風險，並通過開展利益相關方調研、專家評估等方式對重要議題及其優先次序進行評估，明確集團本報告期內的工作重點，確保本集團的ESG管理方針及策略與投資者和監管機構等利益相關方的期望和要求保持一致。本集團年度重要性評估結果已呈交董事會審批確定。

The Group attaches great importance to corporate sustainability management and is committed to continuously improving its ESG governance system in accordance with the “Environmental, Social and Governance Reporting Guideline” of the Stock Exchange. This commitment supports the Group’s goal of achieving high-quality, sustainable development.

The Board of Directors, as the highest governing body in the ESG governance framework, integrates ESG issues into the governance processes and assumes full responsibility for the Group's ESG vision, management approach and strategy, policies, objectives and their progress. The ESG Executive Committee, established under the Board, assists in thoroughly identifying and evaluating significant ESG-related matters and risks within the Group. The Committee also determines relevant ESG objectives to ensure the effective management of the Group's ESG matters.

The Group continues to improve its ESG management system and enhance the accuracy of its ESG policies. Annually, we carefully evaluate potential ESG risks to the Group based on capital market focuses, macroeconomic policy trends, applicable laws and standards, and feedback from stakeholder engagement. We conduct assessments of important issues and the prioritisation through stakeholder surveys and expert evaluations. This process helps identify the Group's priorities for the Reporting Period and ensures that the Group's ESG management policies and strategies align with the expectations and requirements of stakeholders such as investors and regulators. The results of the Group's annual materiality assessment have been submitted to the Board for approval.

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

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





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

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

本集團多年來持續推動和落實可持續發展工作，致力於暢通不同溝通渠道以充分收集並回應利益相關方群體對一元宇宙可持續發展的期望與要求。通過多元、有效地常態化溝通機制，我們定期與利益相關方進行交流與溝通，深入了解他們的意見和訴求，並調整自身發展戰略。2023年，本集團聚焦政府及監管機構、投資者與股東、觀眾和用戶、員工、供應商及夥伴、行業協會與媒體、社區七大利益相關方，努力實現和利益相關方的共同成長，實現基業長青。

The Group has continuously promoted and implemented sustainable development work for many years. We offer various communication channels to thoroughly gather and respond to the expectations and demands of our stakeholders regarding sustainable practices of A Metaverse. We utilize a diverse and effective communication mechanism to maintain regular engagement with our stakeholders to gain a deeper understanding of their views and concerns, thereby adjusting our development strategies. In 2023, we are concentrating our efforts on seven categories of major stakeholders: government and regulatory institution, investors and shareholders, audience and users, employees, suppliers and partners, industry associations and media, and community. Our goal is to achieve mutual growth with these stakeholders and ensure the long-term success of our business.

利益相關方類別 Stakeholder Groups	溝通渠道 Communication Channels	溝通訴求 Communication Topics	回應措施 Responses
 政府及監管機構 Government and Regulatory Institution	<ul style="list-style-type: none"> 配合政府督察 Cooperate with government inspection 政策研討 Policy discussion 	<ul style="list-style-type: none"> 依法納稅 Pay tax accordingly 影視健康發展 Healthy development of film and television 	<ul style="list-style-type: none"> 按時足額納稅 Pay taxes in full and on time 依法合規經營 Operating in compliance with laws and regulations 積極落實相關政策 Actively implement relevant policies
 投資者與股東 Investors and Shareholders	<ul style="list-style-type: none"> 股東大會 General meeting of shareholders 集團官方網站 Group official website 郵件及電話溝通 Email and telephone communication 	<ul style="list-style-type: none"> 公司治理 Corporate governance 經營業績 Financial performance ESG治理 ESG governance 合法合規 Compliance 	<ul style="list-style-type: none"> 召開股東大會 Convene a general meeting of shareholders 定時披露經營資訊 Regularly disclose business information 完善內控體系 Improve the internal control system
 觀眾和用戶 Audience and Users	<ul style="list-style-type: none"> 票房 Box office 用戶投訴處理 Users complaint handling 郵件往來 Email communications 	<ul style="list-style-type: none"> 負責任影視 Responsibility movie content 內容創新 Content innovation 信息保密 Data security 	<ul style="list-style-type: none"> 進行合規行銷 Conduct compliance marketing 完善用戶溝通機制 Improve customer communication mechanism

利益相關方類別 Stakeholder Groups	溝通渠道 Communication Channels	溝通訴求 Communication Topics	回應措施 Responses
 員工 Employee	<ul style="list-style-type: none"> 員工培訓 Employee training 員工滿意度調查 Employee satisfaction survey 	<ul style="list-style-type: none"> 薪酬福利 Remuneration and benefits 職業發展 Career development 安全與健康 Safety and health 	<ul style="list-style-type: none"> 提供員工培訓 Provide employee training 完善職業晉升機制 Improve the career promotion mechanism 完善薪酬福利機制 Improve the salary and welfare mechanism
 供應商及夥伴 Suppliers and partners	<ul style="list-style-type: none"> 供應商考察 Suppliers visit 供應商定期評估 Regular suppliers assessment 供應商交流與培訓 Suppliers communication and training 	<ul style="list-style-type: none"> 供應鏈管理 Supply chain management 產品責任 Product responsibility 反貪腐 Anti-corruption 	<ul style="list-style-type: none"> 完善供應商管理機制 Improve supply chain management
 行業協會/媒體 Industry association and media	<ul style="list-style-type: none"> 合作項目 Joint project 行業研討會 Industry seminar 新聞稿/公告 Press release and notice 採訪 Interview 	<ul style="list-style-type: none"> 經營業績 Business performance 影視播放 Box office 	<ul style="list-style-type: none"> 參與行業交流活動 Participate in industry exchange activities 新聞媒體會 Press conference
 社區 Community	<ul style="list-style-type: none"> 志願服務 Voluntary services 社會活動 Social activity 	<ul style="list-style-type: none"> 公益慈善 Philanthropy 	<ul style="list-style-type: none"> 參與社區公益活動 Carry out community welfare projects

05

重要性議題評估
Materiality Assessment

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重要性議題評估 Materiality Assessment

基於聯合國可持續發展目標 (SDGs)、聯交所《環境、社會及管治報告指引》的披露要求，本集團定期與利益相關方進行交流，以充分了解並回應利益相關方的訴求與期望。本年度，我們委託第三方為本集團開展利益相關方重要性議題問卷調查，邀請他們從利益相關方和一元宇宙兩個視角出發評估各項ESG議題的重要程度，最終形成ESG重要性矩陣。

In accordance with the United Nations Sustainable Development Goals (SDGs) and the disclosure requirements set in the “Environmental, Social and Governance Reporting Guideline” of the Stock Exchange, the Group regularly communicates with stakeholders to adequately understand and respond to their concerns and expectations. During the Year, we appointed a third party to conduct a stakeholder materiality questionnaire for the Group. Participants were invited to assess the materiality of various ESG issues from the perspectives of both stakeholders and A Metaverse, ultimately resulting in the formulation of an ESG materiality matrix.

步驟1 識別重要議題 Step 1 Identify important topics

基於對本集團業務發展情況與ESG管理現狀，對標行業ESG發展趨勢，以及《環境、社會及管治報告指引》的披露要求，識別出和一元宇宙高度相關的21項ESG議題。

Based on the development of the Group's business, ESG management status, industry ESG trends and the disclosure requirements of the “Environmental, Social and Governance Reporting Guidelines”, 21 ESG issues highly relevant to A Metaverse have been identified.

步驟2 評估重要性 Step 2 Assessing Materiality

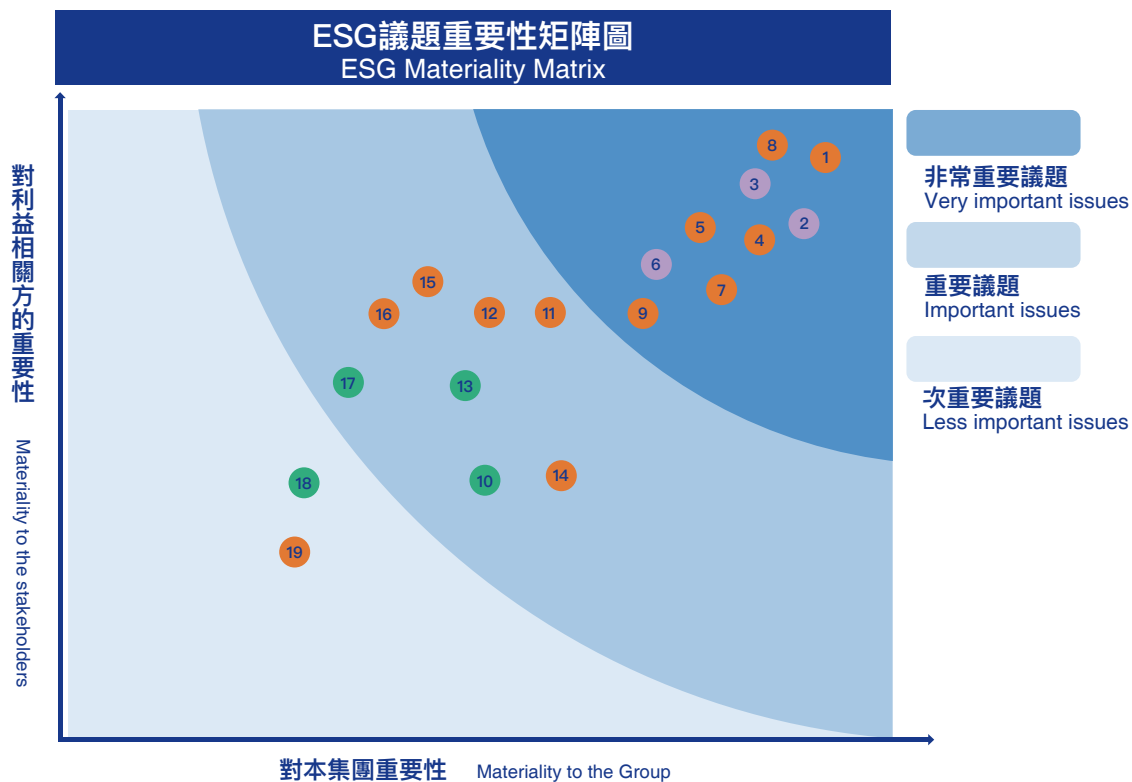
邀請僱員、客戶、供應商等內外部利益相關方參與問卷調查，基於問卷結果，從對本集團的重要性和對利益相關方的重要性兩個維度對各項議題進行優次排序。

Internal and external stakeholders, such as employees, customers and suppliers, were invited to participate in a questionnaire. Based on the results, these issues were prioritised in terms of their materiality to the Group and to the stakeholders.

步驟3 確認評估結果 Step 3 Confirmation of assessment results

ESG執行委員會和ESG工作小組通過綜合分析，對重要性議題進行審閱和調整。最終的重要性評估結果將上報董事會審閱和確認，並作為本報告的編制基礎，與相關章節進行回應。

The ESG Executive Committee and ESG Working Group performed a comprehensive analysis to review and adjust the material issues. The final materiality assessment results will be presented to the Board of Directors for review and approval. Additionally, the results will serve as the basis for preparing this report and responding to these issues in relevant sections.



環境保護

Environmental Protection

- 10 應對氣候變化
Addressing climate change
- 13 綠色辦公
Green office
- 17 能源管理及溫室氣體排放管理
Energy management and greenhouse gas emissions management
- 18 排放物管理
Emissions management

社會責任

Social Responsibility

- 01 產品及服務質量管理
Product and service quality management
- 04 負責任營銷及宣傳
Responsible marketing and promotion
- 05 僱員權益保障
Protection of employee rights and interests
- 07 職業健康與安全
Occupational health and safety
- 08 產品和內容創新
Product and content innovation
- 09 消費者滿意度及投訴處理
Consumer satisfaction and complaint handling
- 11 消費者隱私保護與數據安全
Consumer privacy protection and data security
- 12 供應鏈管理
Supply chain management
- 14 平等、包容與多元
Equality, inclusion, and diversity
- 15 僱員培訓與發展
Employee training and development
- 16 僱員薪酬福利與關懷
Employee remuneration, welfare, and care
- 19 社區投資
Community investment

管治與經濟

Governance and Economy

- 02 反腐倡廉
Anti-corruption and Integrity
- 03 合規與風險管理
Compliance and risk management
- 06 知識產權保護
Intellectual property protection



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產品責任 Product Responsibility

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

本集團嚴格遵循《中華人民共和國產品質量法》、《中華人民共和國商標法》、《中華人民共和國廣告法》、《中華人民共和國消費者權益保護法》等法律法規，在依法保障消費者權益的基礎上提供優質的產品與卓越的服務，滿足並超越客戶的期望。我們以「質量優先創造品牌信任」為影視製作理念，不斷提升作品質量，同時加強知識產權管理體系維護及規範廣告宣傳，嚴格保護消費者隱私與數據安全，積極履行企業社會責任。本報告期內，本集團並未收到任何有關其產品或服務的重大投訴，且未違反任何對本集團有重大影響的相關法律法規。

一元宇宙始終追求產品和內容精益求精，並相信高品質且具有創新的產品始終是企業的核心競爭力，對企業的長期價值實現至關重要。

在產品質量把控方面，我們嚴格把控影視主控項目和影視投資項目的質量，制定並落實《影視業務流程管控》等內部制度，以規範產品質量管理工作。其中，針對主控項目，我們將產品把控貫徹到包括前期開發、規劃備案、主創搭建、融資、拍攝、後期製作、送審、發行等各個環節，嚴格審核每一處細節，確保影視主控項目的高質量完成；對於影視類投資的項目，我們對投資作品進行全方位、多維度的系統分析，例如對劇本、主創名單等資料嚴格審核，並同步評估影片的過審風險、合作伙伴商譽、影片藝術價值等，確保投資作品的內容質量達到高標準的要求。未來，本集團將持續探索影視作品內容的創新和質量，不斷探索更多影視行業的新機遇和市場。

在產品內容創新方面，本集團亦不斷深耕，努力創造出文化創意與時代值兼具的作品。在影視業務方面，我們立足新素材開發新作品，致力於提升作品內容的創新性，弘揚正能量情懷，製作出膾炙人口、符合時代發展的高質量影視作品。

The Group strictly complies with the Product Quality Law of the People's Republic of China, the Trademark Law of the People's Republic of China, the Advertising Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Consumer Rights and Interests and other laws and regulations. We are committed to providing high-quality products and outstanding services that not only meet but exceed our customers' expectations, all while protecting consumer rights and interests as required. Guided by the philosophy of "Creating Brand Trust by Prioritizing Quality" in film and television production, we continuously enhance the quality of our productions. Meanwhile, we maintain our intellectual property management system, standardise advertising practices, strictly protect consumer privacy and data security, and proactively fulfil our corporate social responsibilities. During the reporting period, the Group did not receive any material complaints about its products or services and did not violate any relevant laws and regulations that have a significant impact on the Group.

A Metaverse strives for excellence in both product and content and believes that high-quality and innovative products are essential to maintaining our cutting edge and are critical to achieving long-term value.

In terms of product quality control, we strictly control the quality of master-controlled film and television projects, as well as film and television investment projects. We have formulated and implemented internal policies such as the Film and Television Business Process Control to standardize our product quality management. In particular, for master-controlled projects, we conduct strict quality control from pre-development, planning and filing, creative construction, financing, filming, post-production, review and distribution, ensuring every detail is reviewed to maintain high quality. For film and television investment projects, we conduct systematic analysis of the investment works in all aspects and multiple dimensions, such as strict review of the script, the list of creators and related information, and evaluate the risk of the film's review, the goodwill of the partners, and the artistic value of the film to ensure that the quality of the investment works meet high standards. Moving forward, the Group will continue to explore the innovation and quality of the content of its film and television productions and new opportunities and markets in the film and television industry.

In our pursuit of content innovation, we are dedicated to creating that embodies innovative cultural themes and aligns with contemporary values. In the film and television business, we focus on developing new works based on new materials and enhancing the innovation of the content of our works. We use our film and television productions to promote positive values and produce popular, contemporary and high-quality films and TV productions.



2023年7月11日至14日，北京睿博星辰文化傳媒有限公司參加了由國家廣播電視總局電視劇司、中央軍委政治工作部宣傳局指導，國家廣播電視總局研修學院在京舉辦的新時代強軍題材電視劇、網絡劇、網絡電影選題規劃培訓班。培訓班安排廣電總局電視劇司、軍隊相關負責同志作專題授課，同時還邀請部隊專家介紹新時代軍事訓練情況，資深導演分享軍事影視創作體會心得，軍史專家講授黨史軍史題材創作的原則。培訓班還安排軍事題材作品視聽觀摩活動，組織座談研討。

From July 11 to 14, 2023, Beijing Starwise Culture Media Co., Ltd. attended a training session on selecting and planning TV dramas, and online dramas and films with military themes for the new era. This session was held in Beijing by the Research and Training Institute of the National Radio and Television Administration (NRTA), under the guidance of the Department of TV Series of NRTA and the Publicity Bureau of the Political Work Department of the Central Military Commission. The training featured lectures by representatives from the Department of TV Series of NRTA and military officials. It also included presentations by military experts on military training in the new era, insights from seasoned directors on military film and TV production, and lessons on creating content based on Party and military history from military history experts. Additionally, the session included screenings of military-themed productions and organized discussions and seminars.

用戶隱私保障 User Privacy Protection

本集團高度重視保護客戶個人資料以保障業務及個人隱私，並嚴格遵守《中華人民共和國網絡安全法》、《信息安全技術個人信息安全規範》等法律法規。我們持續完善信息安全與隱私保護政策與制度，加強信息安全管理水平。在客戶隱私保障方面，本集團規定合作或經營活動過程中出現客戶信息洩漏的情況，本集團凡涉及向第三方披露有關客戶信息的業務，必須與業務方提前簽訂《保密協議》，明確各方的保密義務及違約後果，為客戶的信息安全保駕護航。同時，本集團在《員工手冊》中亦明確指出僱員對本集團的信息具有嚴格的保密義務，並詳細規定了客戶數據獲取授權的情形與方式，以及僱員對保密信息應採取保護措施等內容。僱員洩露或非法利用客戶隱私信息等保密信息等行為一經發現，本集團將按照內部嚴格程序處以罰款或追究法律責任，切實保障客戶及本集團的利益。

The Group attaches great importance to the protection of customers' personal information to safeguard business and personal privacy, and strictly complies with the laws and regulations such as the Network Security Law of the People's Republic of China and the Code on Personal Information Security of Information Security Technology. We continue to improve our information security and privacy policies and strengthen our management practices. In terms of customer privacy protection, the Group stipulates that in case of customer information leakage in the course of cooperation or business activities, the Non-Disclosure Agreement must be signed in advance with the business parties involved in any business concerning disclosure of relevant customer information to the third party. The agreement clarifies the confidentiality obligations of each party and the consequences of breaches to ensure the security of our customers' information. Additionally, the Group clearly states in the Employee Handbook that employees have a stringent confidentiality obligation regarding the Group's information. The handbook specifies the conditions and procedures for authorized access to customer data and the protective measures employees must adopt for confidential information. Should any employee be found leaking or illegally using confidential information such as customer privacy information, the Group will impose fines or pursue legal liabilities in accordance with strict internal procedures to effectively protect the interests of the customers and the Group.

知識產權 Intellectual Property

本集團深刻了解知識產權是企業的重要資產，也是企業創新與進步的活力源泉。我們嚴格遵守《中華人民共和國著作權法》《中華人民共和國專利法》《中華人民共和國商標法》等知識產權保護的法律法規。在遵循法律法規的基礎上，為有效保護本集團知識產權並尊重他人知識產權，我們制定了《影視版權管理制度》，對影視版權、知識產權的管理職責、知識產權範圍及知識產權歸屬等相關事宜進行明確規定，絕對尊重他人的智慧成果，同時也保護本集團的知識產權。

在落實知識產權保護方面，本集團與合作伙伴簽訂保密及相關保護協議以保護知識產權；我們在採購軟件及設備時，嚴格使用正規渠道，既保障我方合法權益，又避免侵犯他人知識產權。另外，為進一步提升僱員的知識產權保護意識，我們積極開展知識產權相關培訓，提升一元宇宙的知識產權保護管理水平。在商標管理方面，本集團積極評估、申請和保護公司的商標，聘請知識產權專員負責商標管理，並制定商標保護制度。在商標保護制度的指引下，我們及時註冊本集團商標，同時與專業供貨商合作，以保障商標申請的及時性與準確性。此外，在商標申請前本集團會委託外部機構出具商標分析報告，協助我們識別商標風險，做好商標維護，降低商標被侵犯的風險。

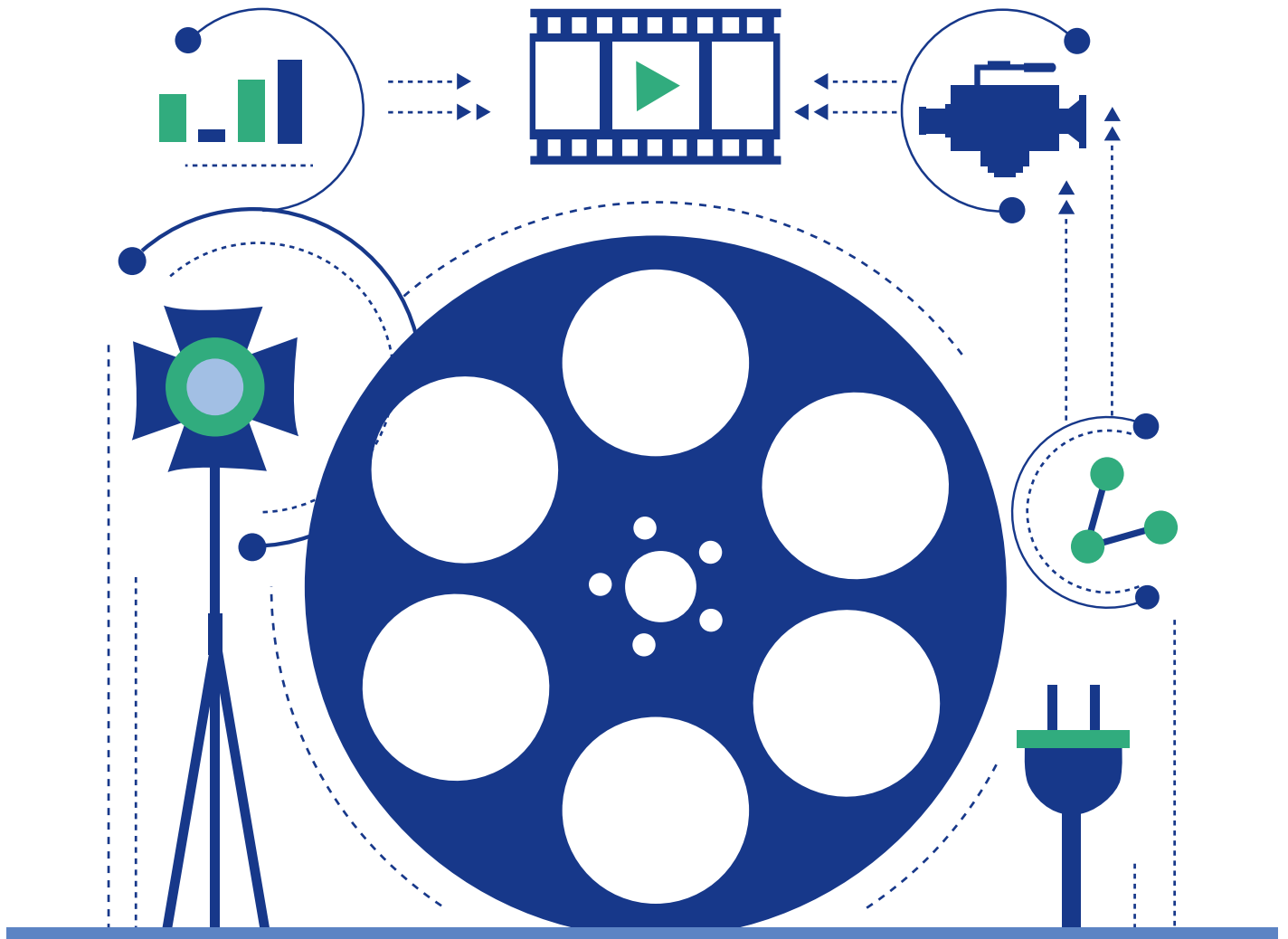
The Group deeply understands that intellectual property is an important asset of an enterprise and a driving force for innovation and progress. We strictly comply with the Copyright Law of the People's Republic of China, the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China and other laws and regulations on intellectual property protection. In order to effectively protect the Group's intellectual property rights and respect the intellectual property rights of others, we have formulated a film and television copyright management system in compliance with these laws and regulations. The system clearly stipulates matters related to film and television copyrights, intellectual property management responsibilities, the scope of intellectual property rights and the attribution of intellectual property rights, ensuring we fully respect the intellectual achievements of others while protecting our own intellectual property rights.

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

 **營銷合規**
Marketing Compliance

本集團嚴格遵守《中華人民共和國廣告法》《中華人民共和國廣告管理條例》《互聯網廣告管理暫行辦法》等法律法規，不斷加強營銷宣傳規範管理。我們始終秉持著負責任營銷的理念，致力於打造值得客戶信任的營銷團隊。我們定期對營銷相關人員開展培訓與合規檢查，並對商業化廣告投放內容嚴格審核，杜絕違規營銷，切實保障客戶的知情權。

The Group strictly complies with the Advertising Law of the People's Republic of China, the Regulations on the Administration of Advertisement of the People's Republic of China, the Interim Measures for the Administration of Internet Advertising and other relevant laws and regulations. We continuously improve the management standards of our marketing and promotional activities. Upholding the principle of responsible marketing, we aim to build a marketing team that our customers can trust. We routinely train and perform compliance checks on our marketing personnel, rigorously review the content of commercial advertisements to prevent any violations and ensure that our customers' right to be informed is protected.





反貪污
Anti-corruption

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反貪污 Anti-corruption

本集團深知合規運營是企業持續發展和穩健經營的基石，亦是企業規避風險的前提。我們致力於保持最高的商業道德行為標準，本集團嚴格遵守《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》及《中華人民共和國反洗錢法》等法律法規，堅決杜絕任何形式的貪污腐敗現象。我們持續完善反貪污機制，內部制定並落實《舞弊或違規行為投訴、舉報管理辦法》等內部管理政策，確保公司董事、高級及中級管理人員和普通僱員規範職業行為，防止損害集團及股東利益的行為發生。於本報告期內，本集團未發生任何貪污訴訟案件，且未有違反關於貪污、賄賂、洗黑錢等法律法規的情況。

於報告期內，本集團在內部開展了年度反舞弊培訓，涵蓋董事層人員、管理層人員、全職僱員等。同時，我們亦通過內部郵件和宣傳欄等途徑進行廉潔宣傳，加強僱員的廉潔教育，維護公司良好聲譽。

為確保企業健康、穩定、可持續的發展，本集團組建了一套完善的內控結構，明確了各組織層面對反舞弊行為的職責與責任歸屬。針對日常業務運營的各工作流程，此套內控結構明確了反貪腐工作在預防、控制及反饋等環節的具體要求，旨在降低舞弊的風險。

- 公司管理層承擔對反舞弊行為的管理與監督責任
- 審核委員會負責公司反舞弊行為的指導工作
- 辦公室負責具體執行公司範圍內的反舞弊工作

同時，本集團設立多種舉報渠道，舉報人可通過舉報電話、傳真、電郵以及董事長信箱等途徑，向審核委員會以及公司辦公室進行實名或匿名反應問題或舉報任何可能的違法違規行為。對於接收到的舞弊舉報事件，本集團制定了明確的處理程序、獎懲方案、補救措施等，確保所有收到的真實舉報事件均得到及時、妥善的處理。本集團保護任何僱員基於忠誠盡職原則對違反商業道德現象進行的舉報行為，未經舉報人同意，任何人不得公開或洩露、擴散舉報人的舉報信息及個人信息，嚴格禁止一切針對舉報人的報復行為，任何僱員若因舉報舞弊行為或參與舞弊調查而收到了報復、恐嚇、歧視等報復行為的，有權向公司高級管理層和審計委員會進行申訴，集團會依法依規嚴肅處理。於報告期內，本集團未接收到任何相關舉報事件。

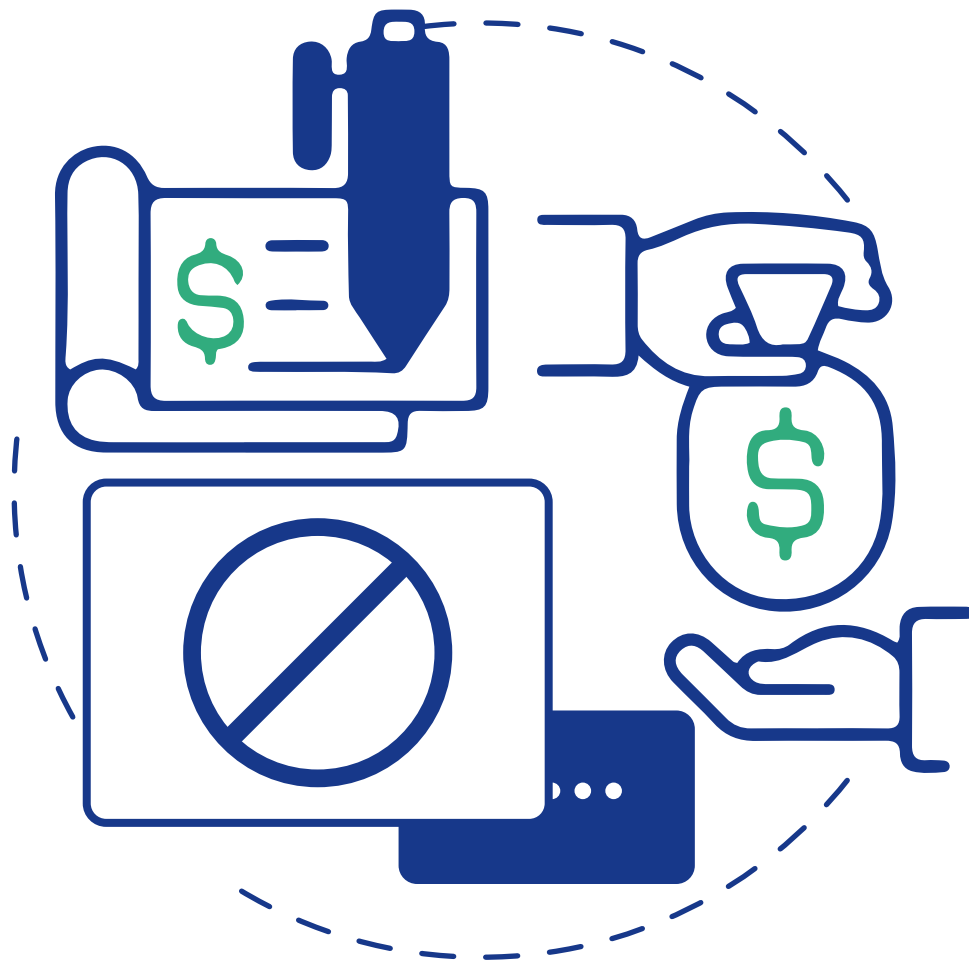
The Group believes that compliance is the cornerstone of business development and the prerequisite for risk avoidance. We are committed to the highest standards of business ethics and strictly complies with the laws and regulations of the People's Republic of China Anti-Unfair Competition Law, the Interim Provisions on Prohibition of Commercial Bribery, the Anti-Money Laundering Law of the People's Republic of China and other laws and regulations. We resolutely eliminates any forms of corruption. We have continuously improved the anti-corruption mechanism and formulated and implemented internal management policies such as the Measures for the Management of Complaints and Reports of Fraud or Irregularities to ensure that the directors, senior and middle-level management and ordinary employees of the Company regulate their professional conduct to prevent acts that are detrimental to the interests of the Group and its shareholders. During the reporting period, the Group did not have any corruption litigation cases and did not violate any laws and regulations on corruption, bribery and money laundering.

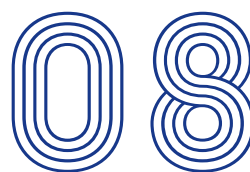
During the reporting period, the Group conducted annual anti-fraud training internally, covering board level staff, management staff and full-time employees. At the same time, we also conducted integrity promotion through internal emails and bulletin boards to strengthen the integrity education of our employees and maintain our good reputation.

To ensure the healthy, stable and sustainable development of the enterprise, the Group has formed a comprehensive internal control structure, which specifies the responsibility and accountability attributed to anti-fraud behaviours at each organizational level. For each workflow of daily business operations, this internal control structure specifies the specific requirements of anti-corruption work in terms of prevention, control and feedback, aiming to reduce the risk of fraud.

- The management of the Company assumes the responsibility for the management and supervision of anti-fraud behaviours.
- The Audit Committee is responsible for the guidance of anti-fraud behaviours of the Company.
- The office is responsible for the specific implementation of anti-fraud work within the scope of the Company.

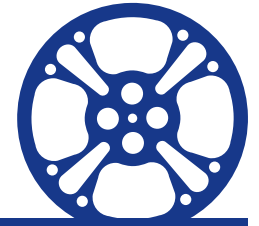
Meanwhile, the Group has established various reporting channels for whistleblowers to report issues or possible violations of laws and regulations anonymously or with identification through the whistleblower phone number, fax, email and the Chairman's mailbox, either to the Audit Committee or the Company's office. The Group has established clear procedures, rewards and punishments, and remedial measures to ensure all genuine reports are handled promptly and appropriately in case of fraud reports received. The Group protects any employee who reports misconduct based on the principle of loyalty and due diligence. Without the whistleblower's consent, no one is permitted to disclose or disseminate the whistleblower's reports or personal information. All forms of retaliation against whistleblowers are strictly prohibited. Any employee who receives retaliation, intimidation, discrimination or other retaliatory actions for reporting fraud or participating in fraud investigations has the right to appeal to the Company's senior management and the Audit Committee. The Group will handle such cases with the utmost seriousness in accordance with laws and regulations. During the reporting period, the Group did not receive any relevant reporting incidents.





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關懷僱員 Caring for Employees



本集團視員工的才能為最寶貴資源，因此我們嚴格遵守《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等與僱傭相關的法律及法規，高度重視僱員的合法權益、健康與安全、職業成長與發展，致力於成為負責任的僱主，推崇道德及人權，努力為僱員提供平等、多元且包容工作環境，陪伴僱員健康、安全地成長，共同實現企業可持續發展的目標。本年度，本集團並無涉及或發現任何違反僱傭和勞動的相關法律法規的情況。

The Group regards the talents of our employees as our valuable resources. We strictly comply with employment-related laws and regulations, such as the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China. We highly value our employees' legal rights, health, safety, professional growth, and development. We are committed to being a responsible employer, promoting ethics and human rights and providing an equitable, diverse, and inclusive work environment. We support our employees' healthy and safe growth, working together to achieve our goal of sustainable development. During the Year, the Group was not involved in or aware of any violations of employment and labour-related laws and regulations.

僱傭 Employment

本集團致力於保障僱員的合法權益，規範僱員招聘及錄用流程。基於公平競爭、擇優錄取的原則，招聘管理辦法列明人力行政中心和職能部門的分工及職責，並於每年制定招聘計劃，以有組織地實施招聘工作。我們通過校園招聘、內部推薦、個人推薦及在線招聘平台招聘僱員，於招聘時，重視求職者的教育背景、專業技能水平、工作經驗及對相關工作崗位要求的適切性，杜絕任何形式的歧視與騷擾行為，確保任何準員工及現職員工不會因性別、種族、背景、宗教信仰、年齡、婚姻狀況、家庭狀況、退休、身體狀況、懷孕、政治聯繫、性取向等因素而遭受歧視或被剝奪機會。同時，本集團設立內部獎勵推薦制度，合資格的推薦人（包括所有本集團正式員工、實習生及外部人員）可以推薦人選擔當本集團在職所有正式和實習崗位，以鼓勵、推崇及廣納賢才。

The Group is committed to protecting the legitimate rights and interests of employees and standardizing the recruitment and hiring processes. Based on the principle of fair competition and merit, the recruitment management method sets out the division of work and responsibilities between the Human Resources Administration Centre and functional departments. We also formulate a recruitment plan each year to implement the recruitment process in an organized manner. Specifically, we recruit employees through campus recruitment, internal referrals, personal recommendations and online recruitment platforms. In the recruitment process, we attach importance to the educational background, professional skill level, work experience and suitability for the relevant job requirements of the candidates. Furthermore, we strictly prohibit any form of discrimination or harassment. We ensure that no candidate or current employee is discriminated against or denied opportunities on the basis of gender, race, background, religious belief, age, marital status, family status, retirement, physical condition, pregnancy, political affiliation, or sexual orientation. Meanwhile, the Group has set up an internal incentive referral system whereby qualified referees (including all our regular employees, interns and external personnel) can recommend candidates for all regular and internship positions in the Group to encourage the promotion and recruitment of talents.



勞動準則 Labor Standards

本集團嚴格遵守中國《禁止使用童工規定》等相關法律法規，禁止聘用童工，並在招聘過程中檢查及審閱求職者的身份證明文件、相關證書及工作經驗，以確認彼等年齡符合法律規定的最低工作年齡要去。若發現童工，我們將立即停止其工作，並進行調查以識別漏洞，實施補救措施，防止事件再次發生。我們嚴格禁止一切強迫勞動的行為，要求不得以暴力、威脅或非法限制人身安全的手段強迫僱員勞動。為確保勞工管理合規，在員工正式入職前，本集團會與僱員簽訂僱傭合同，當中清楚列明員工的工作時間、休息時間、薪酬、保險、福利等條款，保證僱員的自由和權益不受侵犯。本集團亦制定離職管理相關制度，列明適當的辭職、終止僱傭關係及解僱程序。當員工提出離職要求時，相關人員會與其進行會面，以瞭解其離職原因。

The Group strictly complies with the Regulations on Prohibition of Child Labor and other relevant laws and regulations in the PRC, prohibiting the employment of child labour. We inspect and review the identity documents, relevant certificates and work experience of job applicants during the recruitment process to verify their age to ensure compliance with legal age requirements. If child labour is found, we will immediately terminate their work and conduct an investigation to identify loopholes and implement remedial measures to prevent the recurrence of the incident. Additionally, we strictly prohibit all forms of forced labour and ensure no employee is compelled to work through violence, threats, or unlawful restrictions on personal safety. To ensure compliance with labour management, the Group will sign an employment contract with the employee before he or she is formally hired, which clearly sets out the terms and conditions of the employee's working hours, rest time, salary, insurance, benefits, etc. to ensure that the employee's freedom and rights are not infringed upon. The Group has also established a system for separation management, which sets out the appropriate procedures for resignation, termination of employment and dismissal. When an employee requests to leave, the relevant personnel will meet with him/her to understand the reasons for leaving.

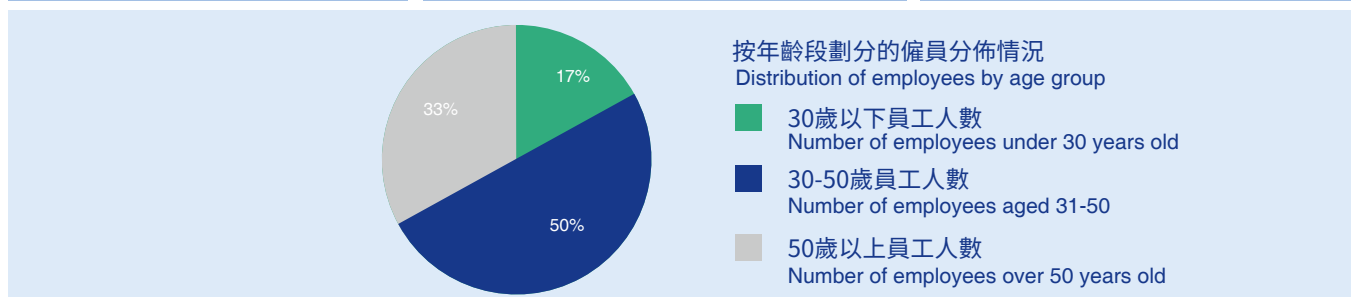


薪酬及晉升 Compensation and Promotion

我們以激勵性、公平性為原則建立了科學、合理的薪酬管理體系，同時制定相應的薪酬激勵措施，激發僱員工作潛力，提升人才團隊核心競爭力。此外，我們每年對僱員過去一年的工作能力、態度、改善情況及年度突出表現和失誤進行綜合評估，通過合理及透明的績效考核，客觀而全面地審視每位僱員的工作表現，並結合公司經營情況、勞動力市場現狀等因素考慮對員工薪酬進行調整，以確保能夠為員工提供具有市場競爭力的薪酬。針對表現優異的僱員，結合集團內部職位空缺情況，提供內部晉升機會以最大程度地吸引和保留優秀人才，發揮每位僱員的價值，增強本集團的核心競爭力。

We establish a scientifically sound and reasonable compensation management system based on the principle of motivation and fairness, while developing corresponding salary incentives to unlock the potential of our employees and enhance the core competitiveness of our talent team. Furthermore, we annually conduct a comprehensive assessment of our employees' work ability, attitude, improvement and annual outstanding performance and mistakes in the past year. This assessment is carried out through a fair and transparent performance appraisal process to evaluate the performance of each employee objectively and comprehensively. In light of the Company's operation, labour market conditions, and other relevant factors, we consider the adjustment of employees' salary in order to ensure that we can provide employees with market-competitive salary. For employees who consistently exceed expectations, we consider internal promotions in alignment with the Group's vacancies to attract and retain top talent effectively. By doing so, we leverage the full potential of each employee and strengthen the Group's core competitiveness.

員工結構 Employee Structure



於本報告期內，我們共有16名員工流失，員工流失率為29%，分別按照性別、年齡組別、地區劃分的流失率如下表所示：

During the reporting period, we had a total of 16 staff turnover, with a turnover rate of 29%, broken down by gender, age group and region as shown in the table below.

	流失人數 (人) Number of turnover (Unit: person)	流失比例 (百分比) Turnover rate (%)
性別劃分員工流失人數與比例 Number and percentage of employee turnover by gender	男性員工 Male Employees	13 (23%)
	女性員工 Female Employees	3 (5%)
年齡組別劃分員工流失人數及比例 Number and percentage of employee turnover by age group	30歲以下員工人數 Number of employees under 30 years old	1 (2%)
	31-50歲員工人數 Number of employees aged 31-50	11 (20%)
	50歲以上員工人數 Number of employees over 50 years old	4 (7%)
按地區劃分員工人數及流失比例 Number and percentage of employee turnover by geographic region	中國大陸 Chinese Mainland	16 (29%)
	香港特區 Hong Kong Special Administrative Region	0 (0%)



本集團將僱員的健康與安全放在首位，從防範、管控、責任落實等維度出發，全面採取各項職業健康與安全管理措施，為僱員建立健康與安全的工作環境，增進全體僱員的健康福祉。本集團嚴格遵守《中華人民共和國職業病防治法》、《中華人民共和國勞動法》、《中華人民共和國消防法》、《中華人民共和國安全生產法》等相關法律法規，於內部制定了《劇組管理規章制度》等政策，確保僱員的工作和生活得到安全保障。於報告期內，本集團並未發生任何重大違法違規的情況。本集團在過去三年，包括本報告期內，並未發生任何嚴重工傷及因工死亡的事故。

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

1. 本集團制定了《劇組管理規章制度》，規定在攝影基地拍攝開機前對所有工作人員進行安全培訓，告知安全注意事項，並為劇組工作人員購買保險。其中，安全培訓的具體內容包括：劇組人員應密切關注拍攝現場安全，不得在拍攝現場進行危險動作；拍攝動作戲時無關人員應避開，避免武器誤傷人員。如發生安全意外，應立即上報製片主任並立即將受傷人員送往醫院救治。
2. 本集團與具有專業資質的消防設備公司簽訂了《消防工程維修保養服務合同》，服務商每年定期對本集團的所有消防設備進行檢查，包括對火災報警系統的性能、運行情況等的檢查；如發現設備及安全故障，在接到維修通知的24小時內達到現場並修繕設備，確保消防安全。同時，服務商每季度定時對本集團的僱員組織消防知識培訓和消防演習，讓本集團的僱員掌握了消防器材的使用方法，學習了報警設備的操作方法，有效地提升了本集團整體消防安全意識。
3. 本集團積極開展應急救援預案教育。為做好企業的應急救援預案教育培訓工作，我們邀請外部講師對僱員進行急救知識培訓，培訓內容包括心肺復蘇、急救設備的使用方法、緊急情況下的判斷和處理方法等，全面提高僱員的安全急救意識，保障自身的身心健康。

The Group places top priority on the health and safety of its employees and takes comprehensive occupational health and safety measures across prevention, control, and accountability to establish a healthy and safe working environment for its employees and improve the health and welfare of all employees. The Group strictly complies with the Law of the People's Republic of China on Prevention and Control of Occupational Diseases, the Labor Law of the People's Republic of China, the Fire Services Law of the People's Republic of China, the Work Safety Law of the People's Republic of China and other relevant laws and regulations. We have formulated internal policies such as the Rules and Regulations for the Management of the Cast and Crew to safeguard the safety and well-being of our employees. During the reporting period, the Group did not have any material violations of laws and regulations. The Group has not suffered any serious work-related injuries and work-related fatalities in the past three years, including the current reporting period.

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

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

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

3. The Group actively provides emergency rescue and plan education. To carry out education and training on emergency rescue plans, we invited external experts to provide training regarding first aid knowledge. The training content includes cardiopulmonary resuscitation, the use of first aid equipment, and emergency judgment and handling methods. This comprehensive approach significantly enhances our employees' safety and emergency preparedness, safeguarding their physical and mental health.



培訓與發展 Training and Development

一元宇宙相信，提供充足的培訓資源是本集團成功及僱員成長的必要保證。我們為僱員提供了豐富的培訓與發展機會，並支持彼等實現其職業目標。為此，我們制定了《培訓管理制度》，該制度對部門職責、培訓類型、培訓計劃、培訓實施及效果評估等事項進行了明確的約定，以規範培訓程序，提高員工素質，實現員工和公司的可持續發展。

我們的培訓方式分為內訓、外訓和委外培訓工作。內訓和委外培訓是指邀請內部的資深人員或是外聘講師在企業內部為員工提供培訓，外訓是指在員工外出參加培訓。培訓內容涵蓋管理、劇本、寫作、財務和人事等多個業務層面。除了常規培訓，集團人事部會不定期進行員工專業知識提升方面的討論會，包括最新政策解讀、行業情況分享、觀眾心裡分析、未來趨勢探討等，通過多樣化的培訓形式持續提升員工的專業技能和行業認知。我們會定期檢討僱員的表現及能力，並參考相關規例及法規的規定，以識別培訓需要及評估其成效。

我們注重為不同職級的僱員提供不同種類的培訓，例如我們為新入職員工提供入職培訓，培訓內容以公司制度、通用技能類課程為主，協助新員工快速熟悉工作環境。我們亦向其董事及高級管理層提供公司治理類培訓、政策趨勢研究及專業技能資深培訓，培訓及更新內容包括上市公司規例的定期更新、有關相關法律及法規、企業管治、內幕消息、反貪污及賄賂、網絡風險及國際會計準則的培訓以及董事風險管理責任，助其保持持續專業發展並提升其知識及管理才能。

於本報告期，本集團的員工培訓相關數據如下表所示：

At A Metaverse, we believe that providing ample training resources is crucial for our success and the growth of our employees. We offer extensive training and development opportunities to support our employees in achieving their career goals. Accordingly, we have formulated the Training Management System, which clearly stipulates the responsibilities of the department, training types, training programs, training implementation and effect evaluation, so as to standardize the training procedures, improve the quality of employees and realize the sustainable development of employees and the Group.

Our training programs are divided into internal training, external training and delegated training. Internal and delegated training means inviting internal senior personnel or external instructors to provide training for employees within the company, and external training is when employees go out for training. The training content covers management, scripting, writing, finance and personnel, etc. In addition to regular training, the human resources department of the Group organises seminars from time to time in terms of staff expertise enhancement, including the interpretation of the latest policies, industry situation sharing, audience psychology analysis, and exploration of future trends. We continue to improve our employees' professional skills and industry awareness through diversified training forms. We regularly review the performance and competency of our employees, taking into account the provisions of relevant regulations and legislation, to identify training needs and assess their effectiveness.

We focus on providing different types of training for different levels of employees. For example, we provide induction training for new employees, which focuses on company systems and general skills courses to help new employees quickly become familiar with the working environment. For directors and senior management, we offer training on corporate governance, policy trends, and advanced professional skills. Training and updates include regular updates on listed company regulations, training on relevant laws and regulations, corporate governance, insider information, anti-corruption and bribery, cyber risk and international accounting standards, and directors' risk management responsibilities. The training is designed to help them achieve continuous professional development and enhance their knowledge and management skills.

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

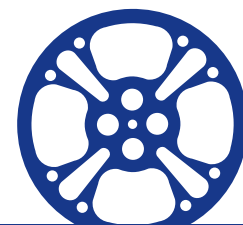
按性別劃分的員工的 受培訓比例及平均受訓時長 Percentage of employees trained and average training hours by gender	受培訓比例(百分比) Percentage of employees trained	平均受訓時長(小時) Average training hours
男性員工 Male Employee	100%	6
女性員工 Female Employee	100%	7.4
按員工類別劃分的受培 訓比例及平均受訓時長 Percentage of employees trained and average training hours by position	受培訓比例(百分比) Percentage of employees trained	平均受訓時長(小時) Average training hours
管理層 Management	100%	7.2
普通員工 General employee	100%	6.4



供應鏈管理
Supply Chain Management



供應鏈管理 Supply Chain Management



優秀的合作夥伴是我們提供高品質產品與服務的必要條件。本集團持續關注供應商在環境及社會責任方面的表現，通過建立完善的供應鏈管理體系，與供應商攜手共進，共同推動企業的可持續發展，努力實現多方共贏。

本集團供應商的業務範圍包括影視道具製作、影視基地運營等方面。在與供應商建立合作之前，我們會通過多種方式（包括查詢工商登記信息、運營資質登記及行業口碑等）對供應商的情況進行審查，重點考察供應商公司資質的合法性，審核供應商業務是否存在法律糾紛或安全隱患等問題，旗下產品或服務的質量以及供應商的社會影響等相關因素。對於辦公用品及辦公設備類供貨商，我們會將產品的環保屬性納入考量，優先選擇更加環境友好型產品，降低我們對環境的影響。公司管理層會根據獲取的信息進行最終審核。

於本報告期，我們的供應商大部分為影視及軟件技術供應商，且均來自國內，總數為35家，其中有3家簽訂了《廉潔協議書》。按地理地區劃分的供應商數目如下：

Outstanding partners are essential for us to deliver high-quality products and services. The Group pays continuous attention to our suppliers' performance in environmental and social responsibilities. By establishing a robust supply chain management system, we work hand-in-hand with our suppliers to promote sustainable development and striving for a win-win situation for all involved.

The business scope of our suppliers includes film and TV prop production, film and TV base operation and other aspects. Before establishing cooperation with suppliers, we will examine the situation of suppliers by various means (including checking business registration information, operation qualification registration and industry reputation, etc.), focusing on the legality of the supplier's company qualification, reviewing whether there are legal disputes or security risks in the supplier's business, the quality of its products or services and the social influence of the supplier and other related factors. For office supplies and office equipment suppliers, we consider the environmental attributes of their products and give priority to more environmentally friendly products to reduce our environmental impact. The Company's management will conduct a final review based on the information obtained.

During the reporting period, the majority of our suppliers were film and television and software technology suppliers, all of which were from China, with a total of 35 suppliers. Of these, three have signed an Integrity Agreement. The number of suppliers by geographic region is as follows:

地理區域 Geographical area	供應商數目 Number of suppliers	地理區域 Geographical area	供應商數目 Number of suppliers
北京市 Beijing	20	四川省 Sichuan Province	2
浙江省 Zhejiang Province	1	山東省 Shandong Province	1
重慶市 Chongqing	2	內蒙古 Inner Mongolia	1
廣東省 Guangdong Province	1	新疆 Xinjiang	2
海南省 Hainan Province	1	上海市 Shanghai	4



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環境 Environment



一元宇宙始終秉持綠色發展的理念，切實履行環境保護責任。我們嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國固體廢物污染環境防治法》等環境相關法律法規，並據此持續不斷內部管理體系，不定期檢討作業流程和相關措施的執行情況，確保相關政策行之有效、落到實處。本集團持續將綠色低碳理念貫穿於業務運營的各個環節，推廣和使用節能環保產品，落實綠色運營實踐，竭力將自身的環境負面影響降至最低。本年度，本集團並未有關違反環境相關法律及法規的重大事件。

A Metaverse consistently upholds the principle of green development and fulfils its environmental protection responsibilities. We strictly comply with the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste and other relevant environmental laws and regulations. Based on these, we continuously optimise our internal management systems, review our operational processes and the implementation of related measures from time to time to ensure that the relevant policies are implemented effectively. The Group integrates green, low-carbon principles throughout all aspects of its business operations, promotes and uses energy-saving and environmentally friendly products, and implements sustainable operational practices, thereby minimizing our adverse environmental impact. During the Year, there was no significant incident related to the violation of environmental related laws and regulations in the Group.

排放物 Emissions


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

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

溫室氣體排放 Greenhouse gas (GHG) emissions

辦公室的電力消耗是我們溫室氣體排放的主要來源。本年度，本集團的溫室氣體排放相當於合共約14.55噸二氧化碳當量，詳細的溫室氣體排放概列如下：

Electricity consumption in the office is the main source of our greenhouse gas emissions. During the Year, the Group's GHG emissions were equivalent to a total of approximately 14.55 tons of carbon dioxide equivalent, and the detailed GHG emissions are summarized as follows:

 溫室氣體 GHG	排放量 Emissions	密度(消耗 / 人數) Number of suppliers
範疇1直接的溫室氣體排放 Scope 1 Direct GHG emissions	0 噸二氧化碳當量 tons of CO ₂ equivalent	0 噸二氧化碳當量/人 tons of CO ₂ equivalent/person
範疇2間接的溫室氣體排放 Scope 2 Indirect GHG emissions	14.55 噸二氧化碳當量 tons of CO ₂ equivalent	0.30 噸二氧化碳當量/人 tons of CO ₂ equivalent/person
溫室氣體排放總量 Total GHG emissions	14.55 噸二氧化碳當量 tons of CO ₂ equivalent	0.30 噸二氧化碳當量/人 tons of CO ₂ equivalent/person

- (1) 基於本集團業務性質，本集團的重大氣體排放物為溫室氣體，主要源自電力。
- (2) 排放物統計範圍涵蓋本集團位於北京的辦公場所。
- (3) 溫室氣體排放（範圍二）產生於外購電力消耗，數據來源為相關費用的繳費單以及行政統計台賬。外購電力的溫室氣體排放係數參考國家生態環境部發布的《关于做好2023—2025年发电行业企业温室气体排放报告管理有关工作的通知》，其他能源排放係數參考香港聯交所發佈的《環境關鍵績效指標匯報指引》。
- (4) 溫室氣體範圍二：來自本集團內部消耗（購買獲得或取得的）電力所引致的「間接能源」溫室氣體排放。

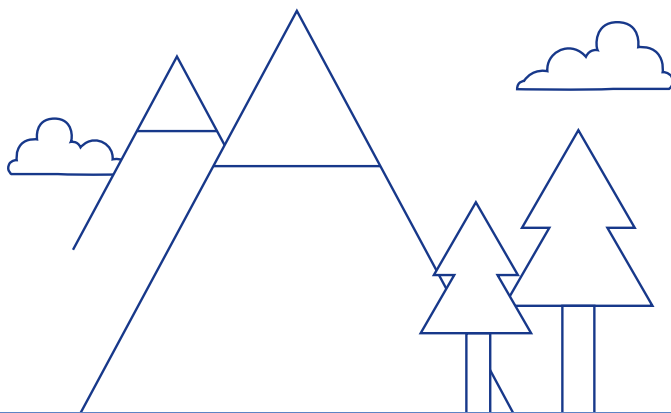
- (1) Based on the nature of the Group's business, the Group's significant gas emissions are greenhouse gases, which mainly originate from electricity.
- (2) The scope of emission statistics covers the Group's office premises in Beijing.
- (3) GHG emissions (Scope 2) arise from the consumption of purchased electricity, and the data sources are the payment bills for related expenses and the administrative statistical ledger. The GHG emission factors of purchased electricity refer to the Notice on Doing a Good Job in 2023-2025 Reporting and Management of Greenhouse Gas Emissions of Power Generation Enterprises issued by the Ministry of Ecology and Environmental of PRC, and other energy emission factors refer to the Reporting Guidance on Environmental KPIs issued by the Hong Kong Stock Exchange.
- (4) GHG emissions Scope 2: GHG emissions from indirect energy resulting from the Group's internal consumption (purchased acquired or obtained) of electricity.

本集團已實施多項措施減輕能源消耗及減少溫室氣體排放，主要措施包括：

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

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

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





本集團主要的廢棄物來源是辦公打印耗材和辦公區域的生活垃圾等無害廢棄物。我們積極實行減量化、資源化等原則，對廢棄物進行開源節流和循環利用。本年度，本集團營運產生的廢棄物主要包括我們辦公室的紙張及打印耗材。

本集團辦公室提供適當設施，並鼓勵員工對廢棄物進行分類及循環再用廢物，力求於營運過程中達致減廢、再用及再造的目標。本集團在減廢方面維持高標準，並教導員工可持續發展的重要性及提供相關支持，培養他們實行可持續發展的技能及知識。除回收外，本集團已推行多項計劃，鼓勵員工參與減廢管理，包括：

- 鼓勵雙面打印及廢紙重用。紙張如須單面打印，僅適用於必要時打印正式文件及機密文件；
- 鼓勵儘量以電子渠道（郵件、微信）進行內部通訊及溝通；
- 由物業管理安排的清潔員工收集廢紙並放置於固定收集區域進行統一處理；及
- 使用過的打印耗材盒將送回打印耗材公司循環再用。

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

The Group's primary waste sources are non-hazardous waste such as office printing supplies and waste. We implements the principles of reduction and recycling, focusing on streamlining waste management and enhancing recycling efforts. During the Year, the waste generated from the Group's operations mainly consisted of paper and printing consumables from our offices.

The Group's office also provides appropriate facilities and encourages our staff to separate and recycle waste in order to achieve waste reduction, reuse and recycling in our operations. The Group maintains high standards in waste reduction and teaches its staff the importance of sustainability and provides them with support to develop the skills and knowledge to implement sustainable development.

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

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

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

廢棄物 Waste	單位 Unit	2023年 2023	密度(消耗 / 人數) Intensity(consumption / person)
無害廢棄物 Non-hazardous waste	噸 Tonne	2.30	0.05
有害廢棄物 Hazardous waste	噸 Tonne	0.00	0.00

資源使用 Resource Usage

基於本集團的業務性質，我們的資源及能源消耗量相對較低，尤其是用水量微乎其微。外購電力消耗為本集團碳排放的主要來源。我們亦推行了多種節能舉措，努力降低本集團的能源消耗，具體如下：

- 優先採購節能高效的辦公設備與節能燈具，倡導人走關設備，減少用電損耗；
- 辦公室空調溫度設置為26攝氏度，使用空調時關好門窗，下班前30分鐘關閉空調；
- 張貼節能減排的海報，提升員工節能意識。

電力消耗是溫室氣體排放的最大來源。於報告期間，本集團的電力消耗如下：

Due to the nature of the Group's business, our resource and energy consumption is relatively low, particularly in terms of water consumption, which is minimal. Purchased electricity consumption is the major source of the Group's carbon emissions. We have implemented energy-saving measures to reduce the Group's energy consumption, as follows:

- Giving priority to the purchase of energy-efficient office equipment and lighting, and advocating for turning off devices when not in use to minimize electricity wastage;
- Setting the office air conditioning to 26 degrees Celsius, ensuring that doors and windows are closed when it is in use, and turning off the air conditioning 30 minutes before the end of the workday;
- Displaying posters about energy conservation and emission reduction to raise employees' awareness of saving energy.

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

1.二零二三年集團消耗的能源類型包括外購電力，數據來源為相關費用的繳費單以及行政統計台賬；能耗係數參考國際能源署提供的轉換因子以及國家《GB/T2589—2008綜合能耗計算通則》。

1.The types of energy consumed by the Group in 2023 include purchased electricity, and the data sources are the payment bills of relevant fees and administrative statistical accounts; the energy consumption coefficients refer to the conversion factors provided by the International Energy Agency and the General Principles for Calculation of Total Production Energy Consumption (GB/T 2589-2008)

能源使用 Energy Consumption	單位 Unit	2023年 2023	密度(消耗 / 人數) Intensity(consumption / person)
能源總耗量 Total energy consumption	千個千瓦時 '000 kWh	25.51	0.53
電力 Electricity	千瓦時 kWh	25,511	531.48

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

集團辦公室的用水量如下：

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

The water consumption of the group offices is as follows:

用水 Water Consumption	單位 Unit	2023年 2023	密度(消耗 / 人數) Intensity(consumption / person)
用水總量 Total water consumption	立方米 m ³	274.00	5.71

環境與天然資源 The Environment and Natural Resources

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

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


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

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

應對氣候變化 Climate Change Adaptation

隨著海平面上升、極端天氣頻發等氣候變化問題日益凸顯，應對氣候變化已成為全球亟待解決的問題之一，也是各界的共同責任。

As the issues of climate change, such as rising sea levels and increasing frequency of extreme weather events, become more pronounced, addressing climate change has emerged as one of the urgent global challenges and a shared responsibility across all sectors.

 风险类型 Risk Type	风险特性 Risk Characteristics	具体风险 Specific Risks	风险描述 Risk Description
实体风险 Physical Risks	急性 Acute	極端降水、洪水、颱風天氣 Extreme precipitation, floods, typhoons	氣候變化導致的極端天氣事件，可能會導致劇組無法正常拍攝，以及極端降水可能會導致倉庫被淹沒，使影視道具與拍攝設備等設施遭到破壞，進而造成停止影視拍攝及資產損失。 Extreme weather events caused by climate change may disrupt normal film production and extreme precipitation might flood warehouses, which damages props and equipment, leading to the cessation of filming and asset losses.
	慢性 Chronic	極端高溫天氣頻發 Frequent extreme high temperatures	在高溫環境下持續工作會對員工的身體健康造成負面影響，同時也會增加影視拍攝設備的功耗，提高運營成本。 對於遊戲業務而言，極端高溫天氣可能會影響數據鏈接，威脅公司業務的安全與可持續性。 Prolonged exposure to high temperatures can negatively affect employee health and increase the power consumption of film and television production equipment, raising operational costs. For the gaming business, extreme temperatures may disrupt data connectivity, threatening business security and sustainability.

风险类型 Risk Type	风险特性 Risk Characteristics	具体风险 Specific Risks	风险描述 Risk Description
轉型風險 Transition Risks	政策与合规 Policy and Compliance	雙碳政策要求 Dual carbon policy requirements	中國雙碳目標的實現要求企業進行業務低碳轉型，如未能實現轉型，則未來可能面臨合規風險。 Achieving China's dual carbon targets requires companies to transition to low-carbon operations. Failure to adapt could pose future compliance risks.
	企业声誉 Corporate Reputation	利益相關方關注 Stakeholder attention	公眾對環保議題的關注度持續提升，未能積極應對氣候變化會影響企業在市場中的企業形象，導致聲譽受損。 The ongoing rise in public awareness of environmental issues poses a reputational risk in the market if the company fails to actively address climate change.

在ESG執行委員會和ESG工作小組的指導下，我們採取了一系列風險應對舉措。

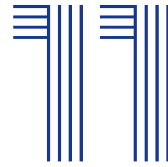
就實體風險而言，我們制定相關應急管理制度、以提高僱員處置突發事件的能力，並指派合適的人員負責處理氣候相關風險，以避免或減少氣候變化所造成的損失。此外，對於集團的遊戲業務，我們在佈局業務時考慮了區域氣候的影響，購買了外部數字化雲上存儲服務，並制定了氣候變化的應急措施，來抵禦因遭遇急性和慢性實體風險而帶來的資產損失。

就過渡風險而言，本集團亦建立法律團隊以及時識別及監察本集團所面臨的與氣候相關的訴訟和有關的法律風險，持續審視全球及業務營運地區的政策、法規更新、科技發展及市場動向，定期識別、評估及管理可能對本集團業務造成財務影響的氣候相關風險，並採取相應措施。同時，我們定期與利益相關方開展交流，了解他們對於一元宇宙環境保護方面的期望與要求，並定期披露相關信息，維持企業良好聲譽。

Guided by our ESG Executive Committee and ESG Working Group, we have taken a range of risk mitigation measures.

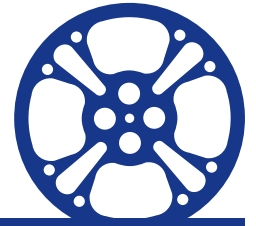
In terms of physical risks, we have formulated emergency management systems to enhance our employees' ability to handle emergencies and appointed suitable personnel to manage climate-related risks to prevent or minimize losses due to climate change. In addition, for our gaming business, we have laid out our business with regional climate impacts in mind, purchased external digital cloud-based storage services, and developed climate change contingency measures to protect against asset losses due to acute and chronic physical risks.

In terms of transition risks, the Group has also built a legal team to promptly identify and monitor exposure to climate-related litigation and other legal risks. We continuously review policies, regulatory updates, technological developments, and market trends globally and within our operational regions. Regularly, we identify, assess, and manage climate-related risks that could financially impact our operations and implement corresponding measures. We also maintain regular engagement with stakeholders to understand their environmental protection expectations and requirements for us, and we regularly disclose relevant information to sustain our strong corporate reputation.



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社區投資 Community Investment



一元宇宙始終不忘企業社會責任擔當和使命，積極為社會可持續發展貢獻積極力量。作為負責任的企業公民，在尋求自身發展的同時，我們充分關注影視院校的需求。並與影視融媒體院校建立了合作，為院校提供資金和行業資源，並依據其需求開展多樣化的公益活動，追求經濟與社會的和諧統一。

A Metaverse consistently honours its commitment to corporate social responsibility and its mission, actively contributing to the sustainable development of society. As a responsible corporate citizen, while seeking our own development, we pay full attention to the needs of film and television colleges and universities. We have also established cooperation with film and television media schools, providing them with funding and industry resources, and carrying out diversified public welfare activities based on their needs to strive for a harmonious balance between economic progress and social development.



2023年9月，星宏影視融媒體學院帶領學院學生組織多次公益誌願活動。

活動共分為四個板塊，第一板塊為影融小課堂，是以興趣為依托，以感悟為目的，帶領孩子們學習語言、手工製作以及情景表演，並從中感悟課堂魅力。第二板塊為較場壩社區授課，課程分為語言、手工和繪畫課，授課形式以誌願者通過與學生互動從而幫助孩子們拓展第二課堂知識，培養創新能力，發展個性。第三板塊為工讀校授課，內容分為語言、傳統文化、科普、國家安全教育四個方面進行授課，讓同學們了解更多的知識，進一步提高思想，爭做對社會有貢獻的人。第四板塊為养老院服務，青年志願者通過與老年人聊天、表演文娛節目，給老人增添樂趣的同時也令养老院的老人們了解到新時代新青年的活力與熱情。

In September 2023, students from the Film and Television Media School led its students in a diverse array of public welfare activities which were organized into four segments. The first initiative, the film and media mini-classroom, focused on cultivating children's interest and perceptual skills through language, crafts, and scenario-based acting, helping them to discover the charm of these activities. In the second initiative, volunteers engaged with the Jiaochangba community, offering classes in language, crafts, and painting that not only expanded the children's extracurricular knowledge but also cultivated their creativity and personal development. The third segment took place in a work-study school, where courses in language, traditional culture, popular science, and national security education were provided, increasing students' knowledge and encouraging them to contribute to society. Lastly, the fourth segment involved visits to nursing homes where young volunteers performed recreational activities and conversed with the elderly, bringing joy and showcasing the vitality and passion of the younger generation to the residents.

於2023年,影視融媒體學院的學生和講師獲得了以下的獎項:

In 2023, students and instructors from the Film and Television Media School received the following awards:



2023年11月8日,星宏影視融媒體學院2020級廣播電視編導專業余羿成同學的短片作品《焚》入圍StarS Asian International Film Festival (SAIFF),即StarS 亞洲國際電影節短片入圍獎。

On November 8, 2023, "Burn," a short film by Yu Yicheng, a student from the 2020 class of Broadcast and TV Director major at the Film and Television Media School, was acknowledged as an official selection in the short film program of the StarS Asian International Film Festival (SAIFF).



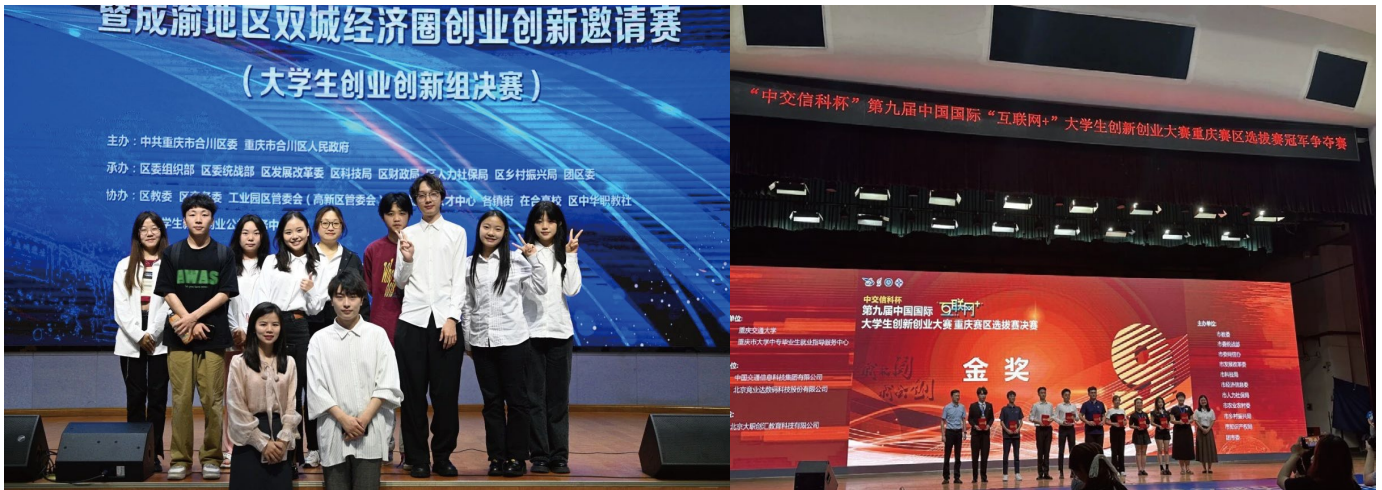
2023年10月17日，由四川省教育廳主辦的第九屆四川省大學生原創微電影大賽落下帷幕，星宏影視融媒體學院師生的原創作品《醒木聲聲》榮獲紀錄片單元二等獎。該作品由星宏影視融媒體學院易維、趙辰、張海清老師參與指導，2021級廣播電視編導專業謝太平、鄭曉陽及其團隊進行製作。頒獎典禮於成都錦城學院舉辦，學生代表鄭曉陽、謝太平參加了紅毯儀式並領取獎項。

On October 17, 2023, the 9th Original Micro-Film Competition of Sichuan Province University Students, hosted by the Education Department of Sichuan Province, drew to a close. "The Sounds of Wake Wood," an original work by students and faculty from the Film and Television Media School, won the second prize in the documentary category. The film was guided by faculty members Yi Wei, Zhao Chen, and Zhang Haiqing, and produced by Xie Taiping, Zheng Xiaoyang, and their team from the 2021 class of Broadcast and TV Director major. The award ceremony was held at Chengdu Jincheng College, with student representatives Zheng Xiaoyang and Xie Taiping attending the red carpet ceremony and receiving the award.



2023年6月，星宏影視融媒體學院學生在重慶市多所高校聯合舉辦的「閱享新時代，奮進新征程」萬人共讀大賽中獲得一等獎。

In June 2023, students from the Film and Television Media School won the first place in the Reading Competition with the theme of "Enjoying the New Era and Embarking on the New Journey", jointly organized by several universities in Chongqing.



2023年10月，在第九屆中國國際「互聯網+」大學生創新創業大賽重慶（省部級）賽區中，星宏影視融媒體學院學子參賽項目連連斬獲佳績，多名教師獲評優秀。其中，《華陽傘——基於區塊鏈技術的數字時代個人隱私數據保護系統》（負責人：陳俊羽）榮獲省級金獎，《農智鏈——基於區塊鏈技術為農產品經營主體提供「智慧農業」+元宇宙AI數字人銷售服務》（負責人：張旭洋）榮獲省級銀獎，《電梯安全使用標識牌廣告系統》（負責人：袁俊）榮獲省級銅獎；王楊麗、周倩、姚奉鳴三名教師被評為重慶市「優秀創新創業導師」。

In October 2023, at the 9th China International College Students' "Internet+" Innovation and Entrepreneurship Competition held in Chongqing (provincial-level), students from the Film and Television Media School excelled, with several projects winning honours and multiple instructors recognized for their outstanding guidance. Among the projects, "Huayang Umbrella—A Personal Privacy Data Protection System Based on Blockchain Technology in the Digital Era" led by Chen Junyu won the provincial gold award. "Blockchain Technology in Smart Agriculture—Providing "Smart Agriculture" + Metaverse AI Digital Human Sales Services for Agricultural Product Operators Based on Blockchain Technology," led by Zhang Xuyang, secured the provincial silver award. "Elevator Safety Usage Signage Advertising System," led by Yuan Jun, received the provincial bronze award. Additionally, three teachers, namely Wang Yangli, Zhou Qian, and Yao Fengming, were honoured as "Outstanding Innovation and Entrepreneurship Mentors" in Chongqing.



附錄I 二零二三年ESG關鍵績效數據表 Appendix I ESG Key Performance Data Tables for 2023

環境範疇 Environmental Aspects

關鍵績效指標 KPI		單位 Unit	二零二三年 2023
排放物 Air Emissions	二氧化硫排放量 Sulfur dioxide	千克 kg	不適用 n/a
	氮氧化物排放量 Nitrogen oxides	千克 kg	不適用 n/a
	顆粒物排放量 Particulate matter	千克 kg	不適用 n/a
溫室氣體排放 Greenhouse Gas Emissions	溫室氣體排放量(範圍一) Greenhouse gas emissions (Scope 1)	噸二氧化碳當量 tCO ₂ e	0
	溫室氣體排放量(範圍二) Greenhouse gas emissions (Scope 2)	噸二氧化碳當量 tCO ₂ e	14.55
	溫室氣體總排放量 Greenhouse gas emissions (Scope 1 + Scope 2)	噸二氧化碳當量 tCO ₂ e	14.55
	溫室氣體排放強度 Greenhouse gas emission intensity	噸二氧化碳當量/員工人數 tCO ₂ e/ Number of employees	0.30
有害廢棄物 Hazardous Waste	有害廢棄物總量 Total Hazardous Waste	噸 Tonne	0
	有害廢棄物密度 Hazardous waste intensity	噸/員工人數 Tonne/ Number of employees	0
無害廢棄物 Non-hazardous Waste	無害廢棄物總量 Total non-hazardous waste	噸 Tonne	2.30
	無害廢棄物密度 Non-hazardous waste intensity	噸/員工人數 Tonne/ Number of employees	0.05
能源使用 Energy Consumption	總能耗量 Total energy consumption	兆瓦時 '000 kWh	25.51
	直接能耗量 Direct energy consumption	兆瓦時 '000 kWh	0
	間接能耗量 Indirect energy consumption	兆瓦時 '000 kWh	25.51
	能耗強度 Energy consumption intensity	兆瓦時/員工人數 '000 kWh/ Number of employees	0.53

關鍵績效指標 KPI		單位 Unit	二零二一年 2021
能源使用 Energy Consumption	總用電量 Total electricity consumption	兆瓦時 '000 kWh	25.51
	汽油使用量 Gasoline use	升 Litre	无 n/a
用水量 Water Consumption	用水量 Water Consumption	立方米 m ³	274.00
	用水強度 Intensity of water consumption	立方米/員工人數 m ³ / Number of employees	5.71

環境數據與係數說明

1. 環境數據的時間跨度為二零二三年一月一日至十二月三十一日；數據收集範圍覆蓋。
2. 溫室氣體排放（範圍二）產生於外購電力消耗，數據來源為相關費用的繳費單以及行政統計台賬。外購電力的溫室氣體排放係數參考國家生態環境部發布的《2022年度中國區域電網基準線排放因子》，其他能源排放係數參考香港聯交所發佈的《環境關鍵績效指標匯報指引》。
3. 二零二三年集團消耗的能源類型包括外購電力，數據來源為相關費用的繳費單以及行政統計台賬；能耗係數參考國際能源署提供的轉換因子以及國家《GB/T2589—2008綜合能耗計算通則》。
4. 有害廢棄物為廢棄墨盒及硒鼓。
5. 無害廢棄物為行政辦公產生的辦公垃圾、辦公用紙量及其他垃圾。
6. 集團用水來源於市政管網供水，數據來源為財務記錄以及行政統計台賬。

Description of environmental data and indexes:

- 1.Environmental data spans the period from January 1 to December 31, 2023; the data collection scope covers.
- 2.GHG emissions (Scope 2) arise from the consumption of purchased electricity; the data sources are the payment bills of relevant fees and administrative statistical ledgers. The GHG emission factors of purchased electricity refer to the China Regional Power Grid Baseline Emission Factor for 2017 issued by the Ministry of Ecology and Environmental of PRC , and other energy emission factors are based on the Reporting Guidance on Environmental KPIs issued by the Hong Kong Stock Exchange.
- 3.The type of energy consumed by the Group in 2023 includes purchased electricity, and the data sources are the payment bills of relevant fees and administrative statistical accounts ; The energy consumption indexes are subject to conversion factors provided by the International Energy Agency and the General Principles for Calculation of Total Production Energy Consumption (GB/T 2589-2008)
- 4.Hazardous waste is waste ink cartridges and toner cartridges.
- 5.Non-hazardous waste is office waste, office paper usage and other garbage generated from administrative offices
- 6.The Group's water is supplied from the municipal network, and the source of data is financial records and administrative statistical accounts.

社會範疇 Social aspects

關鍵績效指標 KPI		二零二三年 2023	
按性別、僱傭類型、年齡組別及地區劃分的僱員總數 Total number of employees by gender, employment type, age group and region			
		員工人數(人) Number of employees (persons)	佔比(%) Percentage (%)
按性別劃分 By Gender	男 Male	27	56%
	女 Female	21	44%
按僱傭類型劃分 By Employment Type	全職 Full-time	48	100%
	兼職 Part-time	0	0%
按年齡組別劃分 By Age Group	30週歲以下 Under 30 years old	8	17%
	31-50週歲 31-50 years old	24	50%
	50週歲以上 50 years old or above	16	33%
按地區劃分 By Geographical Region	中国大陆 Chinese Mainland	48	100%
	香港特區 Hong Kong Special Administrative Region	0	0%
員工總人數 Total Number of Employees		48	
按性別、年齡組別及地區劃分的僱員流失比率 Employee turnover rate by gender, age group and region			
		離職人數(人) Number of employees (persons)	離職率(%) Turnover rate (%)
按性別劃分 By Gender	男 Male	13	23%
	女 Female	3	5%
按年齡組別劃分 By Age Group	30週歲以下 Under 30 years old	1	2%

關鍵績效指標 KPI		二零二三年 2023	
按年齡組別劃分 By Age Group	31-50週歲 31-50 years old	11	20%
	50週歲以上 50 years old or above	4	7%
按地區劃分 By Geographical Region	中国大陆 Chinese Mainland	16	29%
	香港特區 Hong Kong Special Administrative Region	0	0%
健康與安全 Health and Safety			
過去三年因工死亡的人數 Number of work-related fatalities in the past three years		0	
因工傷損失的工作日數 Lost days due to work injury		0	
按性別及僱傭類型劃分的受訓僱員百分比及受訓平均時數 Percentage of Employees Trained and Average Hours Trained by Gender and Employment Type			
		受訓僱員百分比 Percentage of employees trained	人均受訓時數 Number of training hours per capita
按性別劃分 By Gender	男 Male	100%	6
	女 Female	100%	7.4
按職級劃分 By Position	管理層 Management	100%	7.2
	普通員工 General staff	100%	6.4
供應商數量 Number of suppliers			
供應商數量 Number of suppliers	北京市 Beijing	20	
	浙江省 Zhejiang Province	1	

關鍵績效指標
KPI

二零二三年
2023

供應商數量 Number of suppliers	重慶市 Chongqing	2
	廣東省 Guangdong Province	2
	海南省 Hainan Province	1
	四川省 Sichuan Province	2
	山東省 Shandong Province	1
	內蒙古 Inner Mongolia Autonomous Region	1
	新疆 Xinjiang Uyghur Autonomous Region	2
	上海 Shanghai	4

附錄II 《環境、社會及管治報告指引》內容索引 Appendix II ESG Guide Content Index

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

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

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

ESG指標 ESG Indicators		披露情況 Disclosures	對應章節 Corresponding Sections
B6一般披露 B6 General Disclosure	描有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的政策及遵守對發行人有重大影響的相關法律及規例的資料。 Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	已披露 Disclosed	6.0 產品責任 6.0 Product Responsibility
B6.1 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。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	不適用。我們的主營業務不涉及包裝材料的使用。 N/A (The Group's core business does not involve the use of packaging materials.)	—
B6.2 B6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service related complaints received and how they are dealt with.	已披露 Disclosed	6.0 產品責任 6.0 Product Responsibility
B6.3 B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	已披露 Disclosed	6.0 產品責任 6.0 Product Responsibility
B6.4 B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	已披露 Disclosed	6.0 產品責任 6.0 Product Responsibility
B6.5 B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	已披露 Disclosed	6.0 產品責任 6.0 Product Responsibility
B7一般披露 B7 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的政策及遵守對發行人有重大影響的相關法律及規例的資料。 Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	已披露 Disclosed	7.0 反貪污 7.0 Anti-corruption
B7.1 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。 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.	已披露 Disclosed	7.0 反貪污 7.0 Anti-corruption
B7.2 B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	已披露 Disclosed	7.0 反貪污 7.0 Anti-corruption
B7.3 B7.3	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and staff.	已披露 Disclosed	7.0 反貪污 7.0 Anti-corruption
B8一般披露 B8 General Disclosure	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。 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities takes into consideration communities' interests.	已披露 Disclosed	11.0 社區投資 11.0 Community Investment
B8.1 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)。 Focus areas of contribution (e.g. education, environmental concerns labour needs, health, culture and sport).	已披露 Disclosed	11.0 社區投資 11.0 Community Investment
B8.2 B8.2	在專注範疇所動用資源(如金錢或時間)。 Resources contributed (e.g. money or time) to the focus area.	已披露 Disclosed	11.0 社區投資 11.0 Community Investment



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