



CATHAY MEDIA

華夏視聽



2023 Environmental, Social and Governance Report



CATHAY MEDIA AND EDUCATION GROUP INC.

華夏視聽教育集團

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 1981

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THIS REPORT

This report (the “Report”) is a true reflection of Cathay Media and Education Group Inc. (hereinafter referred to as “the Group”, the “Company”, “us” or “Cathay Media”) regarding the active fulfillment of its social, environmental and governance responsibilities and achieving comprehensive, coordinated and sustainable development. The vision, strategy, and forward-looking descriptions mentioned in the report do not constitute a substantive commitment of the Group to investors.

Reporting Period

The reporting period for the content of this Report is from 1 January 2023 to 31 December 2023 (the “Reporting Period” or “during the Reporting Period”). To maintain the continuity and completeness of information, we have backtracked and extended some content.

Scope of Report

This Report covers the core businesses of the Group:

1. Higher education (media and arts) and vocational education: an affiliated university, being the Communication University of China, Nanjing (南京傳媒學院) (“CUCN” or our “University”).
2. Entertainment and livestreaming e-commerce: livestreaming e-commerce and artist management, TV/film production and investment. The Group has commenced the livestreaming e-commerce and artist management business since May 2023 and therefore renamed the original “TV/film production and investment” business segment to “entertainment and livestreaming e-commerce”.

Regarding the above businesses, the Report covers the principal subsidiaries that have a significant impact on the Group’s consolidated statement of profit or loss and other comprehensive income and the consolidated statement of financial position.

Sources of Data

The Report complies with the environmental, social and governance (“ESG”) reporting principles of materiality, quantitative, balance and consistency. All data and cases are sourced from the Company’s statistical reports and relevant documents.

Materiality

We identify our important ESG issues through continuous communication and exchange with stakeholders, and combined with the strategic development and business operations of the Group.

Quantitative

This Report quantitatively discloses key performance indicators (the “KPI”) for the environment and society, and provides textual explanations for quantitative data.

Balance

This Report provides a detailed and unbiased explanation of ESG matters that have significant impact on the business.

Consistency

Apart from the rename of the Group’s business segment of “TV/film production and investment” to include the Group’s new business of livestreaming e-commerce and artist management, the scope of disclosure in this Report and the statistical methods for environmental and social key performance are generally consistent with previous years.

Basis of Preparation

This Report has been prepared according to Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the “Stock Exchange”) on Environmental, Social and Governance Reporting Guide.

Report Commitment

The Company undertakes that this Report does not contain any false statements or misleading statements and is responsible for the truthfulness, accuracy and completeness of its content.

Report Access and Feedback

The electronic version of the Report is available on the website of the Stock Exchange (www.hkexnews.hk) and the website of the Company (www.cathaymedia.com). If you have any queries or feedback about this Report and its contents, please contact us at:

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ABOUT THE GROUP

The shares of the Company have been listed on the Main Board of the Stock Exchange on 15 July 2020 (Stock Code: 1981). Established in 1988, the Group is an integrated group that carries out businesses driven by excellent and professional higher education of media and arts as well as entertainment and livestreaming e-commerce.

Leveraging decades of profound heritage in entertainment and media professions and sound production and marketing resources, the Group has successfully realized the integration of industry and education by fulfilling its corporate philosophy of “inheriting the Chinese civilization and serving the public”. By strengthening the IP incubation and content creation of television and film, the Group has established distinctive content in the e-commerce ecosystem by linking up with the media and arts higher education business. Not only has it cultivated practical media and art elites but also realized the mutual link between education and career, creating China’s leading media flagship integrating media and arts higher education, livestreaming e-commerce, and television and film production.

Higher Education (Media and Arts) and Vocational Education

The Group operates a private university, 南京傳媒學院 (formerly known as Communication University of China, Nanjing). We have a comprehensive media and arts ecosystem based on higher education. Insisting on the philosophy of “Big Communication, Omni Media, Innovation and Internationalization” (大傳播、全媒體、創新型、國際化), our University strives to cultivate the spirit of “freedom, openness and practicality” and foster the campus culture of “truthfulness and beauty”. With “integration of specialization and individual development” as the teaching direction, it aims to cultivate high-level, versatile and creative talents with an international vision.

Our University has two campuses in Nanjing, Jiangsu Province, China, namely Jiangning Fangshan Main Campus (江寧方山本部校區) and Jiangning Binjiang Campus (江寧濱江校區), which are modern and ecological green campus integrating study and research, media practice and art performance. Our University has established the Faculty of Broadcasting and Hosting Arts, the Faculty of Radio and Television, the Faculty of Journalism and Communication, the Faculty of International Communication, the Faculty of Photography, and the Faculty of Comedy and Film and Television and etc., offering various undergraduate majors, as well as several teaching units, such as international education, continuing education and the Faculty of Jiangsu Livestreaming E-Commerce and Digital Economy Industries. Focusing on disciplines relating to “literature, art, engineering, management, and economics”, our University has set up more than 50 applied undergraduate majors that are closely related to the media and arts industry, including 16 majors were appraised as the first tier at the provincial level of Jiangsu and 4 of which were appraised as the first tier at the national level.

Entertainment and Livestreaming E-Commerce

In May 2023, the Group commenced the livestreaming e-commerce and artist management business. Therefore, the original “TV/Film Production and Investment” business segment was renamed to the “Entertainment and livestreaming e-commerce” business segment, which now mainly consists of the livestreaming e-commerce and artist management business, and TV/Film production and investment business.

Livestreaming E-commerce and Artist Management

Since May 2023, the Group has officially entered the livestreaming e-commerce business, creating a new growth curve. The Group has entered into long-term exclusive and comprehensive cooperation agreements (including but not limited to e-commerce livestreaming management and artist management businesses) with Ms. Qi Wei (戚薇女士), one of the leading celebrity streamers in the industry, and her spouse, Mr. Li Chengxuan (李承鉉先生), respectively. The Group and the core members of Ms. Qi Wei's team jointly invested in Beijing Huaxia Huyu Culture Communication Co., Ltd (北京華夏互娛文化傳媒有限公司, formerly known as Huaxia Youpin (Beijing) Culture Communication Co., Ltd. (華夏優品(北京)文化傳播有限公司)).

TV/Film Production and Investment

The Group is one of the pioneers in the private TV series production industry in China and a major producer of premium dramas. We emphasize the quality of our work and aim to create high-quality dramas. The TV series produced under our brand Cathay Media (華夏視聽) have a long-standing reputation for high quality. Almost all of the works have won impressive popularity and ratings, and are well received by audiences.

BOARD STATEMENT

Having insisted on the sustainable development of the enterprise, Cathay Media endeavored to enhance its core competitiveness and sought for a high-quality development model. The Company constantly improves its ESG governance mechanism. By integrating ESG factors into strategic decision-making and daily operation management, it strives to realize harmony with the environment and society, creating long-term stable environmental, social and corporate values.

The board of directors of the Company (the "Board") attaches great importance to the Company's sustainable development. With the assistance of the management, the Company oversees its ESG issues and assumes full responsibility for sustainable development. Cathay Media has established an ESG working group under the management, which is responsible for identifying and overseeing the Company's material issues in ESG. And at the same time, taking into account the results of macro policies and communication with stakeholders, it identifies and sorts out ESG risks and opportunities on a regular basis.

Cathay Media is concerned about the expectations and demands of stakeholders. Through close communication with stakeholders such as shareholders and investors, government and regulatory authorities, customers, employees, business partners, media, and the community, we identify and assess key issues of ESG, including but not limited to climate change, environmental protection, health and safety, employee rights, suppliers, etc. Based on our macro policy, we conduct risk assessment on key issues of ESG, and carry out effective risk management, and at the same time seek possible opportunities.

In 2023, we summarized the progress and achievement of each of our established environmental targets, including climate change, use of energy and waste emissions, and reported them to the Board for their review and monitoring of the progress of the ESG targets. This Report discloses in detail the progress and effectiveness of the Company's ESG work in 2023, which will be reviewed and approved by the Board. The Board warrants that there are no false entries, misleading statements or material omissions in the contents of this Report, and shall be solely and jointly liable for the truthfulness, accuracy and completeness of its contents.

As the saying goes "Step by step, you can reach a thousand miles, and a small stream becomes a river and an ocean", we will firmly implement the sustainable development of green and low-carbon, inclusive. We strive to become an enterprise that creates greater value for society through our own responsibility.

01 STRENGTHENING CORPORATE GOVERNANCE TO CULTIVATE A STRONG FOUNDATION FOR DEVELOPMENT

Good governance is the basic assurance for the stable operation and high-quality development of an enterprise. Cathay Media has established a sound corporate governance structure. By continuously enhancing the operational efficiency of the Board, it facilitated its compliance with regulations and strengthened the risk management mechanism to ensure its comprehensive and sustainable development.

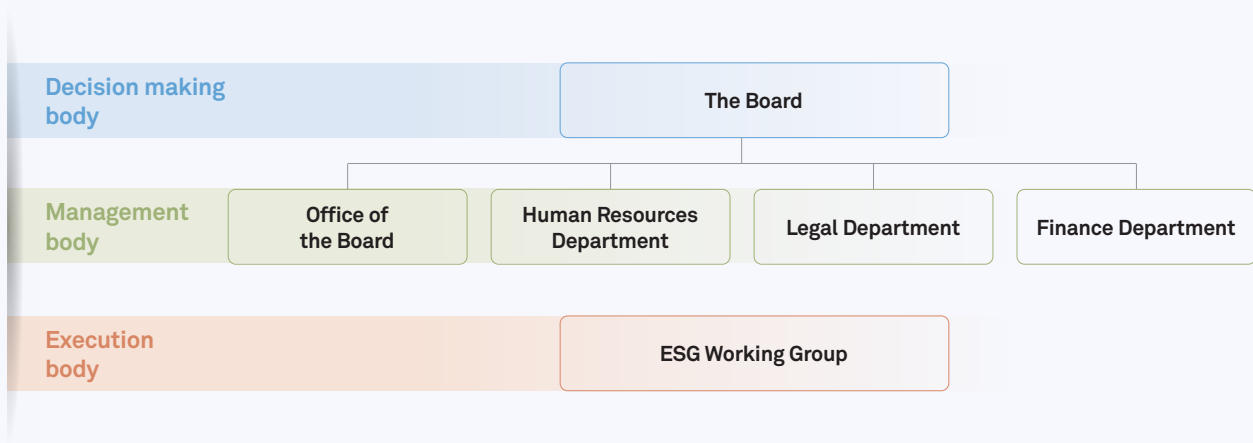
ESG GOVERNANCE

A sound governance system is a key element in the steady development of an enterprise. Cathay Media is committed to establishing a sound ESG governance framework and constantly standardizing its management regime to achieve the long-term development of the Group.

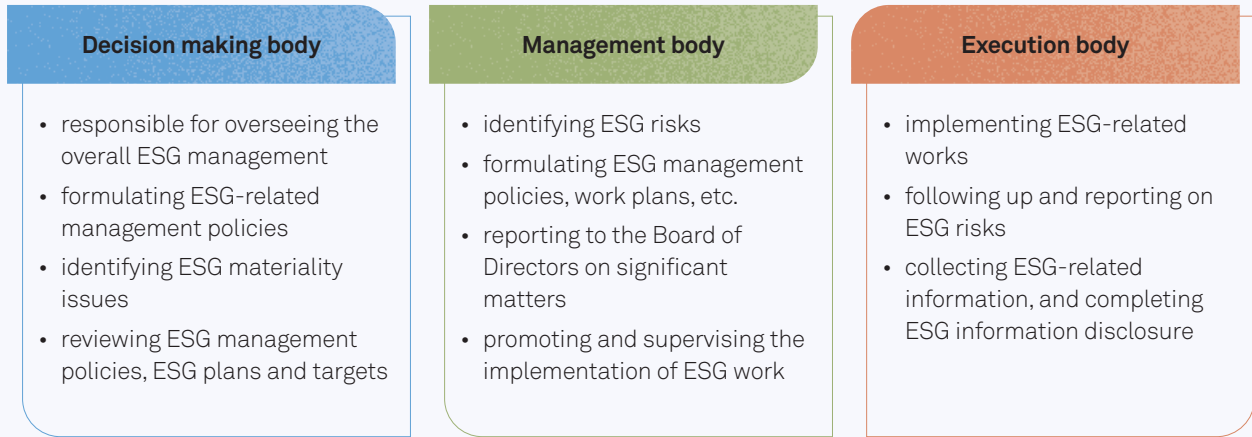
ESG Governance Structure

We are fully aware of the important role that sound corporate governance and risk management processes can play in ESG issues and in responding to the expectations of our stakeholders. Therefore, we have established a comprehensive ESG governance framework, which specifies the Group's ESG governance policies and strategies. We hope we can comprehensively implement and realize the Group's ESG-related issues through a good governance system.

ESG Governance Structure



Principal Functions of Each ESG Segment



Stakeholder Engagement

The Group attaches importance to stakeholder engagement and has established an efficient stakeholder engagement and feedback mechanism for this purpose. We have utilized different channels to listen to the suggestions and opinions of stakeholders such as governmental and regulatory authorities, shareholders and investors, customers, employees, business partners, the media and the community, etc. In this way, we identify the feedback and expectations of stakeholders on the Company and respond to the needs of all parties in a targeted manner to comprehensively improve the performance of the Company in terms of corporate social responsibility.

The following table illustrates the communication channels used by Cathay Media and the key concerns and expectations of the stakeholders.

Stakeholders	Expectations and Concerns	Communication Channels
Governments and regulators	<ul style="list-style-type: none"> Compliance operation Strict internal control and risk management Information transparency 	<ul style="list-style-type: none"> Regular submission of documents Regular communication with regulators Compliance inspection and evaluation Forum/seminar/meeting
Shareholders and investors	<ul style="list-style-type: none"> Steady operation Investment return Business growth and development Corporate governance Strict internal control and risk management 	<ul style="list-style-type: none"> Company website Investor meeting Corporate announcement, annual report and interim report Annual general meeting and other shareholder meetings

Stakeholders	Expectations and Concerns	Communication Channels
Customers (TV stations, online video platforms, TV/film production partners, consumers, students and parents)	<ul style="list-style-type: none"> • Steady operation • Compliance operation • Service (teaching) quality and security • Privacy protection • Protection of consumer rights and interests 	<ul style="list-style-type: none"> • Company website • Regular meeting • Email • Postbox • Phone • Online platform • Customer satisfaction survey • Customer feedback and complaint
Employees	<ul style="list-style-type: none"> • Employee benefits • Labor relations • Labor rights • Occupational health and safety • Training and career development opportunities 	<ul style="list-style-type: none"> • Email and suggestion box • Regular meeting • Annual employee performance appraisal • Employee training • Employee activity • Seminar/workshop/lecture
Business partners (suppliers, service providers and contractors)	<ul style="list-style-type: none"> • Long-term stable business partnership relation • Business ethics and integrity • Fair and open procurement • Integrity operation 	<ul style="list-style-type: none"> • Continuous direct communication • Regular meeting • Regular visit • Cooperation agreement • Supplier selection and performance appraisal • Procurement and tendering
Media	<ul style="list-style-type: none"> • Information transparency 	<ul style="list-style-type: none"> • Company website • News release • Online platforms (such as Weibo, WeChat, etc.)
Communities	<ul style="list-style-type: none"> • Social and economic development • Public welfare investment • Environmental protection 	<ul style="list-style-type: none"> • Company website • Community activity • Donation • Email and phone • Charity and volunteer service

Materiality Assessment

With reference to the ESG Reporting Guide, the Group took into account the nature of business operations, market development trends and peer bench-marking analysis to understand the ESG issues of concern to internal and external stakeholders. We drew up a matrix of materiality issues for the year 2023 concerning the results of the assessment conducted in the previous year.

Environmental, Social and Governance Issues Screening Process

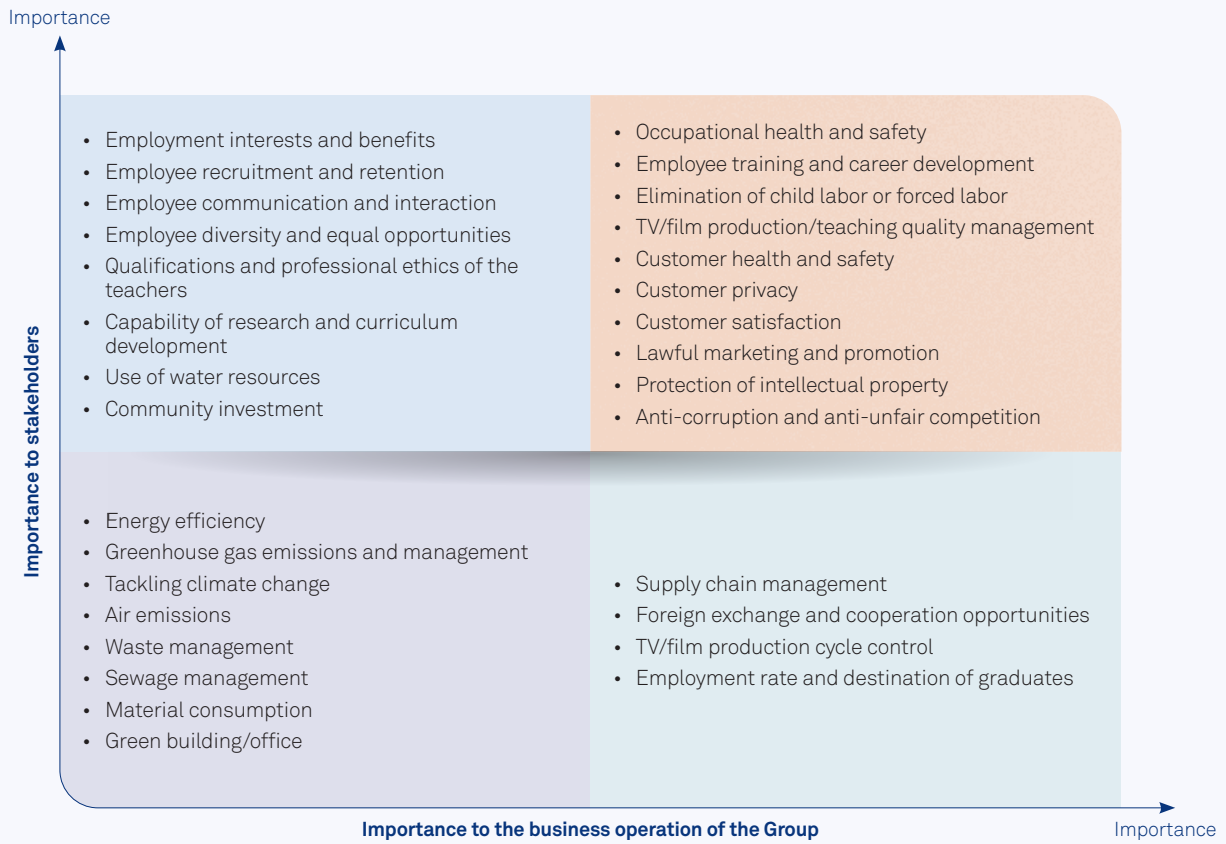
Sources of Issues

- Recommendations from the group management
- Analysis and recommendations from internal and external experts
- Multimedia information analysis
- Peer-to-peer research
- ESG-related standards and guidelines

- Contribution to sustainable development
- General concerns of stakeholders
- Criteria for key issues in ESG-related guidance
- Consistent with the Company's strategic development needs

Screening Criteria

2023 Materiality Matrix of Cathay Media



The ESG issues at the upper right of the materiality matrix are listed as highly important issues. Based on the principle of materiality and the results of materiality assessment, this Report will focus on the ESG issues classified as high importance. The Group will develop ESG strategies and policies according to the results of materiality assessment, and integrate them into the management of the entire business value chain.

BUSINESS ETHICS

The Group has always adhered to the business values of fairness and transparency, integrity and honesty. The Group has strictly complied with the relevant laws and regulations and regulatory requirements such as the Company Law of the People's Republic of China (《中華人民共和國公司法》), the Supervision Law of the People's Republic of China (《中華人民共和國監察法》), the Anti-money Laundering Law of the People's Republic of China (《中華人民共和國反洗錢法》), the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》), and the Provisional Provisions on Prohibition of Bribery (《關於禁止商業賄賂行為的暫行規定》) to name a few. We have established internal risk control systems and relevant anti-corruption policies and management methods such as the Management Measures for Anti-Corruption and Reporting System (《反舞弊與舉報機制管理辦法》), the Management Measures for Internal Controls on Anti-Money Laundering (《反洗錢內部控管理辦法》), the Conflict of Interest Management System (《利益衝突管理制度》), and the Information Confidentiality Management System (《信息保密管理制度》). The Group has promoted the corporate culture of integrity and honesty and has regulated its business operation behavior in terms of anti-corruption, anti-bribery, confidentiality of business information, declaration of conflicts of interest, and eradicating improper transactions to safeguard the legitimate rights and interests of the Company. During the Reporting Period, the Group was not aware of any violation of relevant laws and regulations such as bribery, extortion, fraud, money laundering, etc., in the places where it operates, and there were no corruption lawsuits filed and concluded against the Group or its employees.

The Group has set up a comprehensive anti-corruption reporting system and established channels such as a reporting hotline and e-mail mailboxes to encourage employees at all levels and other stakeholders to whistle-blow, either anonymously or in person, any suspected or actual breaches of ethical issues and cases of malpractices. Upon receipt of a reported case, our anti-fraud group will conduct an investigation to verify the reported case. Depending on the seriousness of the case, the anti-fraud group will consider forming a special investigation team with the management of the department concerned to conduct a joint investigation and decide whether it is necessary to engage external experts to participate in the investigation. After the investigation of a reported case, the anti-fraud group will provide feedback to the whistle-blower as soon as possible. All materials of reported cases will be kept confidential and all reporting materials, records and investigation results will be properly documented and handled after the investigation of the cases. The results of such investigations and the reports on the work of the anti-fraud group will be reported to the Board and the Audit Committee regularly. Once a fraudulent case occurs, the Group will immediately take appropriate remedial measures and evaluate its effectiveness, and write reports on the improvement of internal controls. We take appropriate disciplinary actions against the violators and communicate the results internally and to external third parties as necessary.

In addition, the Group has formulated codes of conduct for staff in each of its business divisions which require strict compliance by its employees to maintain an ethical and honest working environment. Among other things, the Group strictly prohibits employees from accepting and/or soliciting, directly or indirectly, any benefits (such as gifts, sponsorships or travel hospitality in violation of fair competition, various membership and gift cards or rebates) from our business partners and customers, or abusing their official position for their own benefit in business transactions. We have also made our anti-fraud requirements clear to all staff during induction training so that they are aware of the Group's serious attitude towards fraud prevention and their own responsibilities in anti-fraud matters. All staff of the Group's University have signed a pledge on integrity and self-discipline to abide by the Group's Code of Ethical Conduct for Teachers to enhance the awareness of integrity and self-discipline and to build up a good image of the profession. During the Reporting Period, the Group organized training for all members of the Board on the relevant rules and corporate governance for listed companies, which covered, among other things, corruption risks in the daily operation of the business, as well as integrity management, corruption risk assessment and control measures. During the Reporting Period, the Group organized anti-corruption training for its directors and staff to deepen anti-corruption initiatives.

COMPLIANCE OPERATION

Having always adhered to the principle of quality-based, customer-oriented, integrity and compliance, Cathay Media cooperates with industry partners to continue to steadily provide resources for the community. By strengthening the product responsibility system, enhancing service quality, strengthening marketing and publicity, promoting technological innovation, protecting intellectual property, focusing on privacy protection, and strengthening supply chain management, we are able to achieve sustainable development on the basis of stable operation.

Product Responsibility

We have strictly complied with the Law of the People's Republic of China on Vocational Education (《中華人民共和國職業教育法》), the Law of the People's Republic of China on Product Quality (《中華人民共和國產品質量法》), the Law of Consumers' Rights and Interests (《消費者權益保護法》), the Law of the People's Republic of China on Advertisement (《中華人民共和國廣告法》) and other relevant laws and standards of the places where we operate. We will not forget our original intention, and we will firmly abide by the path of responsibility of the products so as to assist the long term development of the Group.

Higher Education (Media and Arts) and Vocational Education

Teaching and educating is our original purpose of running a university. The Group's University has always insisted on building a centenary-old university that is respected and sustainable in terms of student success. Adopting the development path of an internationally advanced entrepreneurial university, the University continuously improves the quality of teaching by following the philosophy of "Big Communication, Omni Media, Innovation and Internationalization", nurturing high-level, versatile and creative talents with international vision.

Specialized Course Offerings

Our University has established a specialized early-warning and dynamic adjustment mechanism and has formulated the "Provisional Measures of CUCN for Specialized Offerings and Adjustment Management" (南京傳媒學院專業設置與調整管理暫行辦法), further standardizing the school's specialized characteristics, optimizing the structure of disciplines with professions, strengthening the management of majors, promoting the coordinated development of the school's education in terms of quality, scale, structure and efficiency, and effectively enhancing the professional competitiveness and talent training quality.

Adhering to the idea of "strengthening media, improving arts, cross-discipline and cross-border integration" in the construction of disciplines and majors and focusing on disciplines relating to "literature, art, engineering, management, and economics", the University established more than 50 applied undergraduate majors that are closely related to the media and arts industry. The University has 13 secondary colleges, including the Faculty of Broadcasting and Hosting Arts, the Faculty of Radio and Television, the Faculty of Journalism and Communication, the Faculty of International Communication, the Faculty of Photography, and the Faculty of Drama and Film and Television, the Faculty of Fine Arts and Design, the Faculty of Animation and Digital Arts, the Faculty of Cultural Management, the Faculty of Media Technology, the Faculty of Electro-competition, the Faculty of Dance, the Faculty of Music, as well as the Faculty of Marxism, the Center for Liberal Studies, the Department of Foreign Languages of the University, the International College, the Faculty of Continuing Education, and other directly affiliated units, such as the provincial key industrial college construction site (the Faculty of Jiangzu Livestreaming E-Commerce and Digital Economy Industries). In addition, we established a graduate workstation with Suzhou University to jointly cultivate professional master's degrees to prepare for postgraduate education.

16 majors are selected for the “Double 10,000 Plan” of first-tier undergraduate majors under the Ministry of Education	
11 courses are selected for the “Double 10,000 Plan” of first-tier undergraduate majors under the Ministry of Education	
4 national-level first-tier undergraduate majors: radio and television director, animation, network and new media and performance	
16 provincial-level first-tier undergraduate majors	2 provincial-level industry-education integration brand majors
1 provincial brand specialty of internationalized talent cultivation	The first batch of 11 first-tier undergraduate majors in Jiangsu
4 national-level first-tier undergraduate majors declared	1 provincial key teaching reform project

Professional Faculty

The University continues to implement the strategy of strengthening the school with talents and attaches importance to fostering a diversified and compound faculty that integrates teaching and research, academic research, and creative practice. The University has attracted many renowned scholars both domestically and abroad as special professors and artists-in-residence and introduced full-time national cultural celebrities and “Four-Pronged First Batch Talents” (「四個一批」), winners of the Chang Jiang Taofen Award (長江韜奮獎), winners of the Film Award (金像獎), winners of the “Five-One” Project Award (「五個一」工程獎), winners of the Flying Apsaras Award, winners of the Golden Microphone Award (金話筒獎), chief experts of major projects of the National Social Sciences Foundation, members of the Steering Committee for Professional Teaching of the Ministry of Education, presiding officers of the first-class professions, provincial teaching masters, provincial teachers of the first class professions, as well as a large number of deans of second-level colleges, subject leaders and professional leaders with significant influence in the academic community and the industry. Therefore, we form a significant effect of attracting high-level talents and a strong foundation for the development of professional faculty.

We continue to standardize the management of scientific research projects and make every effort to mobilize the enthusiasm of teachers in scientific research and creative work. We have formulated and implemented the “Measures of CUCN for the Management of Scientific Research” (南京傳媒學院科研管理辦法) and have improved processes and systems for the management of scientific research projects. If any of the scientific research projects, academic works, paper practices and original works carried out by the teachers in their positions has been granted a national, provincial or ministerial award, the teachers concerned will be given rewards and bonuses in accordance with the “Measures for Rewarding Scientific Research Achievements (Creative Works)” (科研成果(創作)獎勵辦法) with the aim of improving their teaching quality while enhancing the scientific research level of the school as a whole.

Industry-education Integration

The University will continue to implement the strategy of integration of education and industry. By facilitating the integration of the University to industry, we serve the local economic and social development. The University was the first to set up an industrial college among similar colleges and universities in China, and was approved as the key industrial college construction site in Jiangsu Province as the only privately-run college and university in the province. As a training base for industry talents of the National Radio and Television Administration, and a base for building e-learning resources for party cadres in Jiangsu Province, the University has cooperated with Jiangning Hi-Tech Zone in Nanjing to build a network audio-visual and digital creativity-themed-high -education industrial park. This will give a full play of a human resources advantage and work as an engine for the development of cultural and creative industries in the region, to build a “common body for the integration of digit, innovation, industry, and education” in the Yangtze River Delta region.

The University has established cooperative relationships with leading domestic cultural enterprises such as iQiyi and Cathay Media, and leading enterprises in the digital economy sector such as Suning.com and Huitongda; It has established more than 100 teaching practice bases and training and employment bases in various media at all levels nationwide. It set up teaching reform and scientific research institutions such as the Japanese manga master Chiba Tetsuya’s Manga Institute and the iQiyi Content Research and Innovation Centre; It has also organized such brand activities as the Forum on Animation Education in the Age of Big Data, the Interdisciplinary Forum on Art and Science, the China E-Sports Literary and Educational Industry Forum, the Fangshan Media Arts Summit Forum, and the d’Catch Pan-Asian International Documentary Challenge; It has successfully held a number of branded activities including the “Animation Education Forum in the Big Data Era” (大數據時代動畫教育論壇), “Interdisciplinary Arts and Science Forum” (藝術與科學跨學科論壇), “Chinese E-sports Cultural and Education Industry Forum” (中國電競文教產業論壇), “Fangshan Media Arts Summit Forum” (方山傳媒藝術高峰論壇), and “d’Catch Pan-Asian International Documentary Challenge” (d’Catch 泛亞洲國際紀錄片挑戰賽).

The University continues to implement the strategy of internationalization. It has been listed in the provincial international high-level cooperation platforms, such as “Suzhou-Hong Kong-Macao University Cooperation Alliance” (「蘇港澳高校合作聯盟」), “Suzhou-Korea University Cooperation Alliance” (「蘇韓高校合作聯盟」) and “Jiangsu-Chinese International Education Cooperation Alliance” (「江蘇中文國際教育合作聯盟」), etc. The University has established inter-university cooperation relationships with more than 80 universities in 12 countries to conduct a variety of cooperation, such as Chinese-foreign double-degree joint cultivation, undergraduate to master’s degree and so on. Now it has attracted over 300 lectures by high-level experts from overseas to give lectures to the University and sent more than 2,200 students abroad for further study.

Diversified International Education Platform

We emphasize open education with an internationalization perspective. Our object is to provide a unique, diversified and personalized international education platform for teachers and students through building international exchange bridges, promoting the interaction of high-quality educational resources and exploring the joint cultivation mode. In this way, we satisfy the needs of teachers and students to expand their international horizons, participate in academic exchanges, obtain international qualifications, and practice and create their work overseas.

As of the end of the Reporting Period, the University has established multi-level inter-university partnerships with over 70 universities and colleges in more than 10 countries and regions, including the United States, Canada, the United Kingdom, New Zealand, Australia, Finland, France, Spain, Italy, the Czech Republic, Japan, South Korea, Hong Kong, Macau and Taiwan, which are registered with the Ministry of Education of the People's Republic of China. The partner institutions are generally representative and leading in the field of media and arts disciplines in their own countries. In terms of academic specialties, they basically cover all the majors of media and arts in our University, involving English, French, Spanish, Japanese, Korean and other languages education. The forms of cooperation include mutual assignment of teachers, exchange of students, mutual recognition of course credits and exchange of academic resources. In terms of cultivation level, it covers a wide range of programs such as overseas professional practice during summer and winter seasons, short-term exchange students, and study visits. The all-round international education platform not only effectively introduces renowned scholars and experts from overseas partner institutions to give lectures, promote academic exchanges, and share international courses, but also provides valuable opportunities for teachers to further their studies and students to grow up internationally.



Study Abroad Programs of Lingnan University



Professor Stephen Croucher, Dean of the Faculty of Communication, Journalism and Marketing, Massey University, New Zealand, and Professor Li Mingsheng visited our University.

Career Planning Initiative and Graduate Employment

In the critical watershed of life, choosing a good future path is our starting point. To help every graduate to eliminate confusion, we foster the students' vocational planning ability and enhance the quality of the workplace with the following efforts: setting up a leading group of employment work, visiting enterprises to seek employment opportunities, building an intelligent platform for employment services, giving employment planning guidance, providing employment assistance, offering further education and study abroad guidance, entrepreneurial guidance, and employment feedback.

A leading group of employment work

- Establishing a collaborative, four-pronged, integrated network of “School – Admissions and Career Office – Secondary Schools - (Counselors, Mentors, Alumni)”
- Providing career information and guidance services

Visiting enterprises to seek employment opportunities

- Mobilizing resources from teaching, research, alumni, etc.
- Discovering quality enterprises and organizations
- Establishing employment cooperation channels with related organizations
- Establish employment and entrepreneurship practice bases

Intelligent platform for employment services

- 24365 National University Student Employment Service Platform
- WeChat Public
- Enterprise WeChat
- Tiktok Account

Giving employment planning guidance

- Career planning
- Employment policy presentation
- Job hunting skills training
- Encouraging to participate in grassroots employment programs

Providing employment assistance

- Visiting the graduates to understand their situation
- Setting up help accounts for students with difficulties

<p>Offering further education and study abroad guidance</p>	<ul style="list-style-type: none"> • Providing information on application, course counseling, transfer, etc. • Providing domestic and foreign cooperative education programs • Interpreting of study abroad policies
<p>Employment feedback</p>	<ul style="list-style-type: none"> • Adjusting student enrollment program according to the employment situation • Employment quality tracking survey • Establishing an employment evaluation index system
<p>Employment feedback</p>	<ul style="list-style-type: none"> • Adjusting student enrollment program according to the employment situation • Employment quality tracking survey • Establishing an employment evaluation index system

Enrollment and employment are the two main gateways for the school – the “entrance” for students and the “exit” for graduates. We are working hard to help every graduate find an “exit”. The graduation status of our graduates in 2023 is as follows:

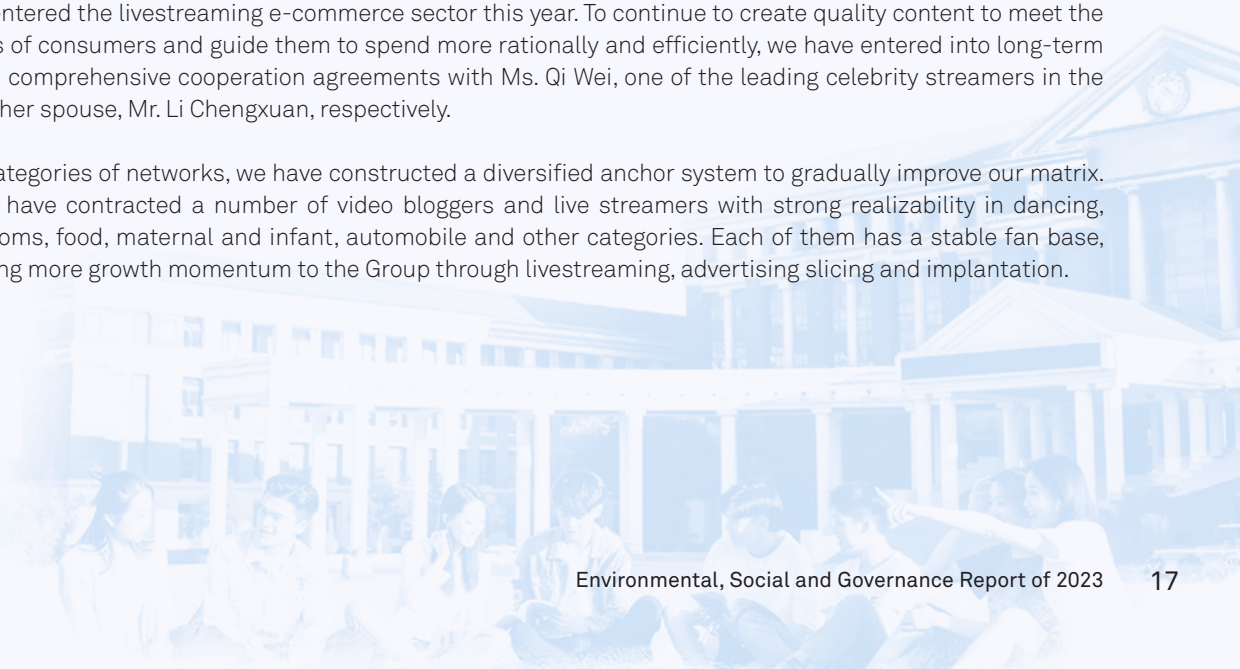
Graduation	Graduates' destination confirmation	Further education (including study abroad)	Agreed contract employment	Entrepreneurship	Flexible employment
94.48%	91.94%	8.49%	30.27%	2.13%	51.05%

Entertainment and Livestreaming E-Commerce

Livestreaming E-Commerce and Artist Management

We formally entered the livestreaming e-commerce sector this year. To continue to create quality content to meet the diverse needs of consumers and guide them to spend more rationally and efficiently, we have entered into long-term exclusive and comprehensive cooperation agreements with Ms. Qi Wei, one of the leading celebrity streamers in the industry, and her spouse, Mr. Li Chengxuan, respectively.

To cover all categories of networks, we have constructed a diversified anchor system to gradually improve our matrix. Currently, we have contracted a number of video bloggers and live streamers with strong realizability in dancing, national customs, food, maternal and infant, automobile and other categories. Each of them has a stable fan base, which will bring more growth momentum to the Group through livestreaming, advertising slicing and implantation.



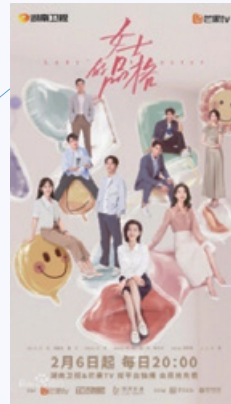
TV/Film Production and Investment

The Group is one of the pioneers in China's privately-run television program production industry. Over the past 30 years, our television programs have won remarkable popularity and ratings. Leveraging forward-looking market insights and understanding on viewers' preferences, our in-house team has produced creative content that is in line with public aesthetics and policy directions. To provide high-quality TV programs, we continued to invest in and produce several outstanding domestic TV dramas during the year:

Break the sky and wake up
 (《門破蒼穹·覺醒》)



Miracle Shooting
 (《白羽流星》)



Lady's character
 (《女士的品格》)



Incomparable beauty
 (《無與倫比的美麗》)

In addition, we have strengthened and improved our production processes to ensure that the final productions we present are of high quality and excellent content.

Pre-production (About 3-6 months)

- Script development
- Business potential assessment
- Screenwriting
- Budgeting (scenes, settings, actors)

Principal shooting (About 5-6 months)

- Financial approval
- Financial expenses

Post-production (About 6 months)

- Editing, sound mixing, color adjustment, subtitling
- Production of master tapes

Customer Service

The Group maintains smooth multi-channel communication with its customers, constantly renews our perception of customer needs, seriously listens to customers' opinions and suggestions on our products and services and continuously improves customer satisfaction across all business segments.

Scope of business		Mode of service
Higher education (media and arts) and vocational education		<ul style="list-style-type: none"> We keep improving the pattern and model of serving students and strive for convenience and high efficiency. Service systems such as the "one-stop" service center for student affairs, and the freshman management system provide students with all services for school-related matters. We also highly value students' feedback, work out a grievance process in the student handbook to ensure smooth complaints of students and conduct regular questionnaire surveys to evaluate the counselors and teachers in their classes to constantly improve our teaching methods.
Entertainment and livestreaming e-commerce	Livestreaming e-commerce and artist management	<ul style="list-style-type: none"> Aiming at the audience groups in livestreaming room, we promote and sell cosmetic, maternal and infant and fashion brand products and other products through livestreaming, offering targeted promotion for the audience. Simultaneously, based on the opinions of consumers, we provide feedback to suppliers and strive to provide consumers with competitive prices. We have a dedicated customer team to deal with disputes between users and merchants and make compensation in advance for user losses caused by merchant's liability.
	TV/film production and investment	<ul style="list-style-type: none"> We value customers' opinions on the industry and will strive to meet their needs when discussing the main aspects of the proposed works, and adjust the price and casting according to the requirements.



Marketing and Publicity

In higher education (media and arts) and vocational education segment, our University strictly adheres to the “Law for Promoting Private Education of the PRC”, the “Advertising Law of the PRC” and other relevant laws and regulations. We have improved comprehensive marketing and publicity policies and working rules, and formulated enrollment policies and information management such as the “Types of Student Sources and Enrollment Process”, and the “Measures for the Administration of Examination Work for Art Majors in 2023”. Any information published in the name of our University on our University website, TV, newspaper and various new media channels (such as Weibo, WeChat, etc.) shall be approved by the publicity department in advance to ensure the authenticity and accuracy of the information.

In TV/film production and investment business segment, the Group abides by the relevant laws and regulations such as the “Measures for Administration of Livestreaming Marketing”, the “Administrative Measures for the Broadcasting of Radio and TV Advertisements”. The Group is committed to the expression of advertising content in a real, lawful and healthy manner, and creating a positive image in the media. At the beginning of each livestreaming and at the pre-production stage of a TV series, we will formulate marketing strategies based on factors such as audience groups, the scope of communication and the influence of the livestreaming programs, warm up the promotion through social software of various platforms, and also give a preview through the official account of livestreaming KOLs. We continue to monitor market responses, keep abreast of the orientation of public opinion, and adjust our strategy accordingly.

Innovative Development

We actively develop new models of education and new marketing patterns. In 2023, the School of Cultural Management of our University under the Group set up a new major in financial management in response to the nation's efforts to cultivate talents who practice the core socialist values, adapt to the development of cultural industries, and promote modern economy and trade, financial management theories and management methods. In addition, we actively implement the education and training program for applied financial management talents, actively promote the combination of teaching and practical application, build a training support matrix for financial management major, and comprehensively promote talents development from three aspects: quality, knowledge and ability, based on the multi-disciplinary attributes of the School of Cultural Management and the foundation of trade and economic education and relying on the platform (cultural industry management) of the provincial first-class bachelor degree programme and majors integrating industry and education and the well-fledged practice teaching system of “practice base+laboratory+studio+industry center”.

Intellectual Property

The Group has always attached importance to the protection of its own intellectual property, while respecting the intellectual property achievements of others. We strictly abide by laws and regulations such as the “Patent Law of the PRC”, the “Trademark Law of the PRC”, the “Copyright Law of the PRC” and the “Administrative Measures for Internet Domain Names”, gradually form and optimise our own intellectual property protection mechanism and avoid infringement. The Literature and Legal Departments are specifically responsible for intellectual property management of the Group and for monitoring and preventing unauthorized use of the Group’s intellectual property.

Concrete intellectual property protection measures include:

- TV series licensing contracts entered into with our customers generally explicitly stipulate that, unless specifically permitted, customers are only allowed to broadcast our TV series within authorized platforms and areas/regions and the customers are prohibited from infringing or misappropriating our intellectual property by sub-licensing our TV series or reproducing our TV series into audio and video products;
- our employees are prohibited under their employment contracts from making any improper use of our intellectual properties, including but not limited to disclosing the copyrights of our TV series to any third party during the term of their employment and for two additional years following the termination of their employment contracts;
- after master tapes are finalized in the post-production process, they are then transported back to us securely and are locked in a room with restricted access. Any staff entering the room must first obtain our management’s approval and any entry and exit from the room are registered in a log.

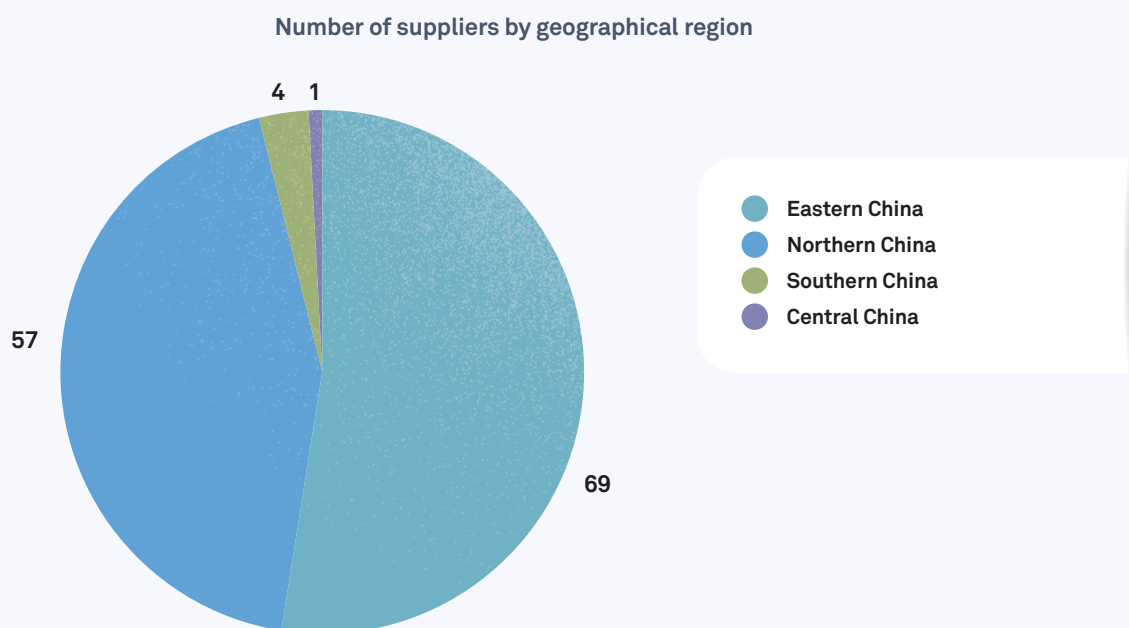
Privacy Protection

The Group has strictly complied with relevant laws and regulations that have a significant impact on us relating to health and safety, advertising, labelling and privacy matters in respect of products and services provided and methods of redress, such as the “Data Security Law of the PRC”, the “Personal Information Protection Law of the PRC”, and has formulated the “Information Confidentiality Management System” to standardize and manage the procedures and rules for the Group’s confidential information. All employees of the Group must sign a confidentiality agreement and strictly abide by the content of agreement, and protect the confidential information of the Group with due diligence. Specific measures are as follows:

- Without the prior approval of the Group, employees shall not check, copy or print any confidential information or disclose it to any unauthorized person;
- all confidential information will be accessed by the responsible department or designated personnel only for business purposes, with additional access controls, securely kept only by authorized personnel in designated storage systems; and
- Employees who violate the rules may be subject to disciplinary action and legal liability.

Supply Chain Management

The Group takes the initiative to create a fair cooperation environment with suppliers and establishes a harmonious and win-win strategic partnership with all partners through mutual trust and complementary advantages. We empower our suppliers from three aspects: quality control, product innovation and efficient collaboration, and continue to boost the upstream and downstream synergy of the industry. As at the end of the Reporting Period, the distribution of the Group's suppliers is as follows:



Higher education (media and arts) and vocational education

Our University has formulated the Supply Chain Management System according to laws and regulations such as the “Government Procurement Law of the PRC” and the “Law of the People’s Republic of China on Bid Invitation and Bidding”, and documents such as the “Guide to Bidding for Procurement Projects of CUCN” and the “Application Form for Bidding and Procurement Project Initiation of CUCN”. The tendering office of our University engages suppliers through open tendering, invitation to tender, competitive negotiations, single source procurement and inquiry, taking into account such factors as suppliers’ enterprise qualification, relevant business performance, internal management system, legal compliance and financial stability to assess their qualifications and capabilities.

In addition, we investigate and select suppliers in multiple dimensions such as quality, environment, delivery time, cost, service and cooperation period, and optimise supplier access, management and evaluation standards to drive the sustainable development of supply chain. We pay particular attention to our suppliers’ management of environmental and social risks. For instance, suppliers are required to use environmentally friendly products when applying for project approval (such as E0 grade for the furniture and boards in the apartments); successful companies for school construction shall submit the roster of workers to ensure zero child labor.

Entertainment and livestreaming e-commerce

Livestreaming e-commerce and artist management

The suppliers engaged by the Group's entertainment and livestreaming e-commerce segment mainly supply brand products for the promotion and sales of products through livestreaming. We require our suppliers to provide information such as production qualifications, material reports, quality inspection reports, special efficacy reports, and function reports advertised in selling points, which will be reviewed by our business team. In addition, quality controllers will also inspect manufacturers, distributors and products themselves. To avoid the losses to the Group caused by public sentiments to the greatest extent, we will not livestream any brands involved in public sentiments during the period of public sentiments. We strictly abide by the "Guidelines for Further Regulating the Endorsement by Artists in Advertising Activities" (hereinafter referred to as the "Opinions"), and forbid our artists to endorse the products that are clearly prohibited by the Opinions.

TV/film production and investment

In TV/film production and investment business segment, the Group engages a number of service providers, including directors, scriptwriters, producers, actors/actresses, production equipment, costume and special effect providers, to assist in the production of TV/film series. We have formulated working guidelines such as the "Guidance of the Media Resource Procurement Management System" to regulate the procurement of media resources. In the development and selection of suppliers, we will conduct a qualification survey on the suppliers and investigate their reputation, qualifications, popularity and feasibility to ensure their legal validity and ability to fulfill the contract requirements.

02 CARING ABOUT ECOLOGICAL ENVIRONMENT AND STRENGTHENING GREEN OPERATION

With the continuous deepening of the national “30 · 60” dual carbon policies, Cathay Media has focused on constantly optimising the Group’s environmental protection management framework and improving energy efficiency while steadily growing its business. Cathay Media believes that we will eventually realize the green operation of the enterprise with our commitment and dedication and grow into a low-carbon sustainable enterprise.

CLIMATE CHANGE

In the context of global warming, extreme weather events such as blizzards, rainstorms, and typhoons occur more frequently and last longer. In view of this, we actively conduct climate change management, identify foreseeable climate change risks and develop corresponding response programs.

The changing climate will eventually have a potential impact on enterprises. Therefore, we carry out climate change risk identification in combination with our own business characteristics, always focus on possible climate risks, and improve the Company’s ability to respond to climate change.

Risk Category	Risk Impact	Countermeasures
Acute Risk	Blizzards	<ul style="list-style-type: none"> Get access to the natural disaster forecast analysis through means such as the Internet, and make preparation in advance for preventing extreme weather such as blizzards and extreme precipitation. Formulate an emergency management plan for extreme natural disasters.
	Extreme Precipitation	
Chronic Risk	Average Temperature Rise	<ul style="list-style-type: none"> Standardize the use of TV/Film production equipment, and carry out equipment maintenance and quality inspection on a regular basis.

In addition to the above measures, our University has formulated emergency plans for extreme scenarios in a prospective manner, such as the “Flood Control Emergency Plan of CUCN” and the “Contingency Plan for Environmental Emergencies and Severely Polluted Weather” according to laws and regulations such as the “Norms for Safeguard of the Key Units of Meteorological Disaster Prevention”, aiming to actively cope with the impact of extreme weather and reduce a series of losses caused by disasters. We take into consideration climate change factors in the procurement process, adhere to green procurement, and give priority to the use of low-carbon and eco-friendly materials. We actively practice green operations, promote the concept of environmental protection, and pay attention to ecology and environmental protection in the process of TV/film production.

GREEN OPERATIONS

The Group has incorporated the concept of green development into the whole operating cycle of the Group. During the Reporting Period, we strictly controlled the use of resources, and adopted a number of waste management and energy saving and consumption reduction measures to prevent, neutralize and eliminate adverse impacts of the Group's business on environment and natural resources. During the Reporting Period, the Group had not received any notices of violations of environmental laws and regulations.

Use of Resources

We insist on the goals of improving energy efficiency and reducing energy consumption, and has actively taken relevant measures such as resource conservation in improving our energy consumption to minimize greenhouse gas emissions during the course of our operations. In this regard, we have taken the following measures in our offices:

Make full use of natural lighting during office hours, and when natural lighting is insufficient, turn on lights at intervals to reduce the energy consumption of luminaires

Use energy-saving lighting

Turn off lights when getting off work or leaving the office for a long time

Strictly implement the indoor temperature control regulations of air conditioning, which shall not be higher than 20°C in winter or lower than 25°C in summer (energy conservation requirements for public institutions)

Encourage employees to use public transport and other new energy transport

Use video conference calls to reduce unnecessary travel arrangements

Use of Water Resources

Water resources of the Group are mainly used for the operations of our University and our offices. We exercised stringent control over the use of water resources and had set a water use target of “continuously optimising the management of water resources and proactively enhancing the utilisation of water resources”. The Group did not encounter any problems in sourcing water that is fit for purpose as the water used for the Group’s operations was supplied by local water authorities and property management companies. In the operation process, we have adopted the following measures to improve the utilization rate of water resources:

<p>Actively promote the comprehensive utilization of water recycling and sewage treatment and fully improve the rate of water reuse to reduce water consumption. For example, rainwater is collected to irrigate campus green belts, etc.</p>	<p>Cultivate the awareness of water conservation among employees and students by posting water-saving signs, opening columns on water conservation in our University campus newspapers, and holding contests to test students’ knowledge about water conservation.</p>	<p>Strengthen the daily maintenance and management of water facilities to prevent the “evaporating, emitting, dripping and leaking” problems.</p>
<p>Promote and popularize water-saving appliances. For dormitories, bathrooms, public classrooms and all other key areas with high and centralized water consumption, water-saving appliances shall be adopted. Promote the use of water-saving equipment such as the use of upper floor washing water for lower floor toilet flushing and the use of air-conditioning water recycling.</p>	<p>Advocate the use of phosphate-free detergents, degradable cleaning supplies, etc. as much as possible to reduce pollution.</p>	

Paper Use

Based on the Group’s business, our paper consumption comes from office use. We advocate paperless office operations and carry out internal communication and data transmission and filing through computer or other online office software. In case paper materials cannot be avoided due to business needs, we will implement double-sided printing, and place waste paper recycling bins next to photocopiers and printers for recycling. Environmentally friendly recycled paper to be ordered and used by our University for photocopying or printing. In addition, we appeal to society for the reuse of textbooks, fully advocate the recycling of paper to reduce resource consumption.



Office paper eco-labels

Waste Management

The Group has strictly complied with relevant laws and regulations that have a significant impact on us relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste, such as the “Environmental Protection Law of the PRC”, the “Solid Waste Pollution Prevention and Control Law of the PRC”, the “Discharge Standard of Pollutants for Municipal Wastewater Treatment Plant” as well as the discharge and waste disposal standards of the place where the Group operates. With sustainable development as the goal and direction of environmental management, the Group developed internal policies such as the “Green Office Management System” and the “Sewage Discharge Management Measures” to orderly promote waste management.

Air Emissions

The emission of air pollutants involved in the operations of the Group mainly comes from its vehicle use. We encourage employees to adopt low-carbon means of transportation, recommend the use of public transport, and reduce the increased exhaust emissions brought by car travel. In cases where official vehicles are required, we will arrange the optimal way according to the number of passengers and the travel distance to avoid unnecessary air pollution emissions.

Wastewater Discharge

Based on the Group’s business model, the main wastewater involved in our operations is domestic wastewater. During the Reporting Period, the Group has issued the “Wastewater Discharge Management Measures”, aiming at assisting all employees in establishing the awareness of saving water, reducing pollution and protecting the environment, and attaching importance to sewage control. These measures provide for relevant provisions from rainwater pipe network control to domestic wastewater control, which have been effectively implemented within the Group. Measures are as follows:

- Build rainwater discharge system in office areas, living areas and construction sites, enabling rainwater to be collectively discharged into the rainwater pipe network to prevent accumulation of stagnant water.
- Prohibit the discharge of chemicals, oils, solid wastes and other pollutants into the rainwater discharge system to prevent pollution of the rainwater pipe network.
- Prohibit the discharge of any pollutants into the rainwater discharge system, and to connect the production and domestic wastewater pipes to the rainwater pipe network without authorization.
- Set up simple and effective grease traps in canteens, and sewage can only be discharged into the municipal sewage pipe network after degreasing.
- Build septic tanks in toilets to reduce water pollution and facilitate cleaning.
- No pollutants such as chemicals and oils are allowed to be discharged into domestic wastewater outfalls.
- Strengthen the maintenance and management of construction activities, domestic wastewater and rainwater discharge facilities to prevent secondary pollution of sewage.
- Any damage to sewage discharge facilities shall be repaired immediately to ensure the normal operation of the system.

Wastes

The wastes produced by the Group include hazardous wastes and non-hazardous wastes, of which hazardous wastes mainly include ink cartridges, waste batteries, chargers and medical wastes. As for these hazardous wastes, the Group will collect and store them in designated locations, and entrust qualified third-party recyclers to recycle and clean up the wastes.

The non-hazardous wastes mainly include household waste, paper, plastics, kitchen waste and construction waste. For these wastes, the Group will strictly classify and store, and then hand them to qualified waste disposal operators for recycling and disposal.

Energy Saving and Consumption Reduction

The Group fully implements the major decisions and plans of the CPC Central Committee and the State Council on carbon peak and carbon neutrality, actively implements the concept of green and low-carbon development and continuously strengthens energy conservation and carbon reduction and efficiency improvement. During the Reporting Period, the Group has made strategic arrangements for three high-frequency-use resources, namely water resources, electricity and paper, encouraged and guided employees to strive to be green and low-carbon practitioners and communicators, and took concrete actions to contribute to the ecological environment construction.

Paperless Office

- Encourage paperless offices with the use of the Internet to reduce using paper documents, printing, pen and ink, paper clips, pins, etc., and save resources.
- Promote the concept of green offices, and give impetus to “paperless smart offices” by improving the application of computer technology and online meetings.

Water Conservation

- Give priority to purchasing water-saving appliances, and maintaining them in time after the problems of evaporating, emitting, dripping and leaking are found, saving every drop of water.
- Actively promote the comprehensive utilization of water recycling and sewage treatment and fully improve the rate of water reuse to reduce water consumption.

Implementation Paths of Energy Saving and Consumption Reduction

Electricity Consumption Reduction

- Make full use of natural lighting during office hours, and when natural lighting is insufficient, turn on lights at intervals to reduce the energy consumption of luminaires.
- Turn off lights when getting off work or leaving the office for a long time.
- Replace common lamps with LED lamps.

Low-carbon Means of Transportation

- Promote low-carbon means of transportation, encourage employees to use public transport for commuting, and reduce air emissions.
- Promote centralized management of official vehicles to improve utilization rate and conditions with regular overhauling and maintenance.

Environmental Protection

The Group actively responds to the call for environmental protection. To provide teachers, students and employees with a good learning, living and working environment, our University has formulated “Campus Greening Management Requirements”, which specifies the relevant protection requirements for trees, hedges, lawns and other green facilities on campus; office supplies purchased by the school shall have eco-labels; apartments, dormitories and teaching buildings on campus shall meet the Jiangsu Green Standard for Green Building, with an average energy saving rate of over 65%. In addition, our University encourages students to participate in voluntary environmental protection activities, and carried out a series of activities such as “Garbage classification with the support from youngsters” summer social practice activities, “Together with CUCN, we will create a green future” Rainbow Bridge and Nova Environmental Protection Plan, and the concept of environmental protection has been deeply implanted in students’ hearts.



Summer Social Practice Programme on “Waste Separation with the Help of Youngsters”

03 FULFILLING SOCIAL RESPONSIBILITY AND INHERITING THE HUAXIA CIVILIZATION

While steadfastly managing its operations, Cathay Media constantly focuses on the appeals of both its employees and society at large. With love at our core, we care for and cherish the employees of the Company. With sincerity, we spread goodwill to every corner of the world. Unwavering in our original resolve, under the banner of “Cathay”, we actively fulfill our social responsibilities, inherit Chinese virtues, and support the sustained and stable development of the enterprise.

PEOPLE FOCUSED

Employees are the cornerstone upon which businesses are built, and talent is the driving force behind corporate development. The Group has always moved forward together with our employees, sharing in their presence and growth. To better cultivate talent and inject dynamic energy into our enterprise, we are dedicated to providing employees with comprehensive development programs, encompassing welfare care and complete health and safety protections. This commitment is aimed at fostering creativity, encouraging initiative, and realizing potential, thereby propelling both the enterprise and its employees forward together.

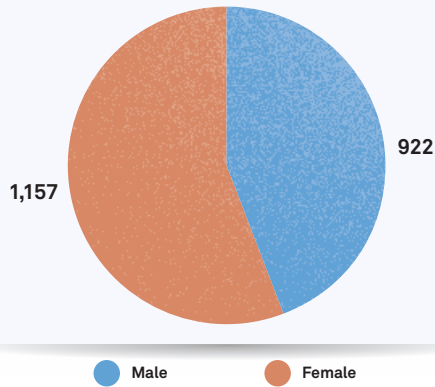
Employee Rights

The Group strictly complies with the laws and regulations that have a significant impact on us relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, and preventing child and forced labour, such as the “Labor Law of the PRC” (中華人民共和國勞動法), “Labor Contract Law of the PRC” (中華人民共和國勞動合同法), “Social Insurance Law of the PRC” (中華人民共和國社會保險法), “Regulations on the Implementation of the Labor Contract Law” (勞動合同法實施條例), “Law on the Protection of Minors of the PRC” (中華人民共和國未成年人保護法), and “Provisions on the Prohibition of Child Labor” (禁止使用童工的規定), and has formulated and improved the “Human Resources Management System” (人力資源管理制度) to standardize and safeguard employee rights. We adhere to equal employment opportunities, recruiting the talent needed by the Group according to the principles of “fairness, justice, and transparency”, and implementing a system of labor contracts for all employees. We practice a gender equality policy, ensuring there is no discrimination based on race, ethnicity, place of origin, gender, age, marital status, etc., in the recruitment, appointment, promotion, and resignation of employees. We actively guarantee equal pay for equal work among all genders and implement the right to equal work. Moreover, we strictly prohibit all forms of forced labor and child labor. Should any violations be discovered, we will immediately handle the relevant matters and punish the responsible individuals according to the severity of the situation. If investigations reveal that our suppliers or service providers are involved in using child labor or forced labor, the Group will immediately terminate our business cooperation with them.

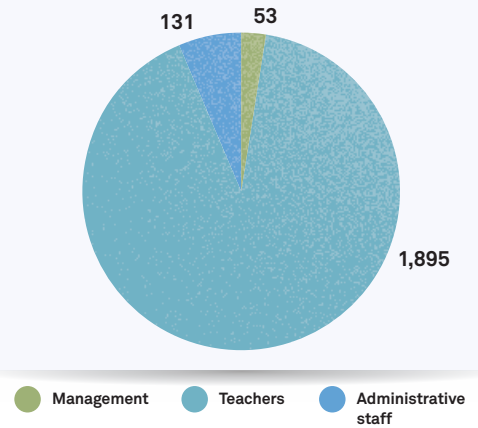
EMPLOYEE PROFILE

As of 31 December 2023, the Group's higher education (media and arts) and vocational education business had a total of 2,079 full-time employees, the details of which are as follows.

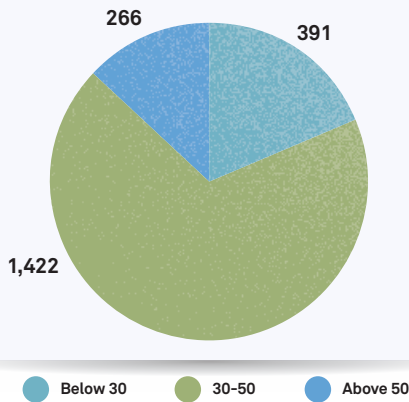
Number of employees by gender



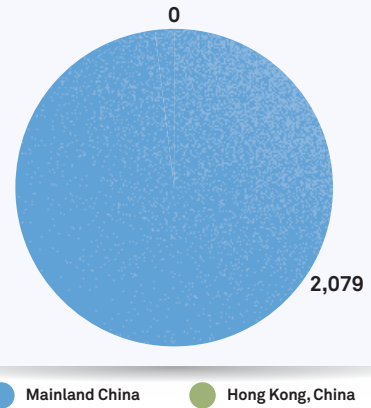
Number of employees by employee category



Number of employees by age



Number of employees by region



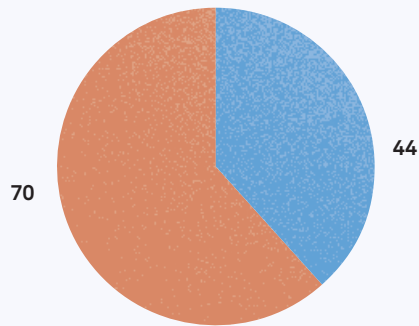
Number of employees by region

Number of employees by region

Number of employees by region

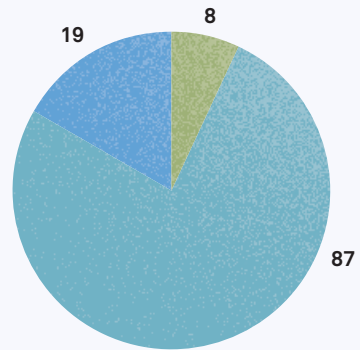
As of 31 December 2023, the Group's entertainment and e-commerce livestreaming e-commerce business had a total of 114 full-time employees, the details are as follows.

Number of employees by gender



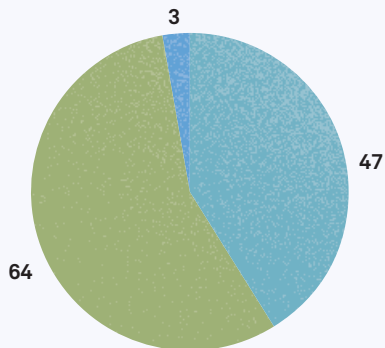
Male Female

Number of employees by employee category



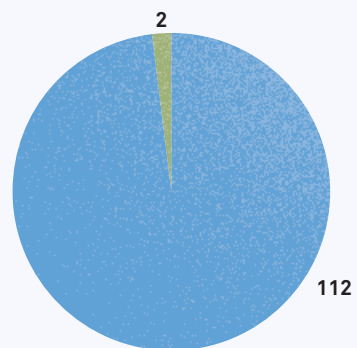
Management Content creation Administrative staff

Number of employees by age



Below 30 30-50 Above 50

Number of employees by region



Mainland China Hong Kong, China

Employee Training

Cathay Media focuses on enhancing employees' capabilities by establishing a multi-level training framework, providing talent assurance for the Group's sustainable development. Based on the needs of different job positions, we have developed a diverse training plan covering professional skills, leadership, human rights, health, and safety, among others. We organize a variety of training activities, including orientation for new employees, pre-job training, and on-the-job training.

New Employee Training

Cathay Media offers on-board training to every new employee, covering our corporate history, business philosophy, management model, internal control systems, HR regulations, an overview of departmental roles, and job-specific requirements, which is designed to help new employees quickly become part of our family. In the field of education, we actively implement training schemes such as "Pre-job Training for College Teachers" (高等學校教師崗前培訓) and "Training for New Teaching Staff" (新進教職工培訓) to assist new teaching staff in understanding the history, culture, and regulations of the institution, improving their ideological, political, moral standards, and professional qualifications to meet the demands of education, teaching, and administrative management in new circumstances.

Professional Ability Training

Cathay Media encourages continuous learning among employees to enhance their professional skills, unlock personal potential, and achieve career growth. During the Reporting Period, our University has actively carried out training on the theme of "Qualifications Certification of College Teachers" (高校教師資格認定) to ensure the professional quality of teachers. At the same time, we actively participated in the "Special Training for High-Level Talents" (高層次人才專題研修培訓) course of the Provincial Department of Education, and effectively provided political guidance for high-level talents in the school. In the field of health education, we focus on training in mental health and first aid, such as "Mental Health Education" (心理健康教育) training courses, "Emergency First Aid Knowledge and Skills" (應急救護知識技能) courses, etc.

Leadership Training

Cathay Media focuses on cultivating the leadership and management abilities of reserve talents. We provide knowledge and skills support to employees through online and offline courses, and combine knowledge with practice. Our affiliated schools actively participate in the "Teacher Manager Training" (師資管理者培訓) provided by the Provincial Department of Education to further broaden the horizons of talent managers, improve management service capabilities and standards, and help reserve talents develop into leadership talents.

Human Rights Training

Cathay Media puts human rights in the first place, respects the rights of every employee, and strives for equality of basic rights for everyone. Our affiliated schools respect the construction of teachers' ethics and actively participate in the "Special Training on Teachers' Ethics" (師風師德專項培訓) course organized by the Provincial Department of Education to create a good teaching environment and protect the growth of teachers and students.



Employee Care

Aiming to create a happy workplace, we continuously improve employee benefits and compensation, establishing a diverse benefits system and a strong salary incentive mechanism. Moreover, the Group values employee experience and talent retention, providing comprehensive care for employees, and conducting extensive team building and employee activities to inject new vitality into their work and life.

Employee Benefits

A robust employee benefits system is the cornerstone of ensuring workplace happiness for our employees. Beyond providing benefits required by law and regulation, we also offer position allowances, catering benefits, holiday benefits, and free health check-ups, among other diverse benefits.

Five Insurances and One Fund

We pay pension insurance, medical insurance, unemployment insurance, maternity insurance, work-related injury insurance and housing provident fund managed by local governments for our employees

Plenty of Vacation

In addition to statutory holidays, all employees are entitled to annual leave, marriage leave, maternity leave, paternity leave, sick leave and bereavement leave

Allowances and Subsidies

In addition to basic salary, we provide various allowances, such as job allowance, living allowance and catering discounts, etc.

Overtime Pay

We do not advocate overtime work. If employees need to work overtime due to business needs or special reasons, employees can receive corresponding overtime wages as compensation

Health Check-up

We provide employees with a health check-up policy every year and also set up dedicated clinics for employees

Performance Rewards

We conduct annual employee performance appraisals and evaluations every year to recognize employees' contributions to the Group in the past year

Employee Communication

Cathay Media always insists on listening carefully to the voices of employees. We understand employees' opinions and suggestions on business and daily management of the Company through various channels such as employee satisfaction questionnaires and interviews to ensure that we can understand and solve employees' problems in a timely manner and protect employees' human rights. At the same time, employees can also take the initiative to express their thoughts and suggestions through channels such as phone calls, web pages, and complaint management programs. We take every employee's perspective seriously and provide corresponding responses, incorporating their feedback into our future business and management decision-making processes.

Health and Safety

Health and safety are fundamental to the long-term stability and security of our enterprise. Based on the specific characteristics of our business divisions, we prioritize safety and have established comprehensive safety management systems and measures, effectively ensuring the health and safety of the Group's employees and the students of our affiliated schools. The Group strictly complies with relevant laws and regulations that have a significant impact on us relating to providing a safe working environment and protecting employees from occupational hazards. During the Reporting Period, the Group experienced no major safety incidents.

Higher Education (Media and Arts) and Vocational Education

Our University (CUCN) places a high emphasis on safety, developing related management rules covering campus security and fire safety, food safety, medical and psychological health safety, and safety education, effectively ensuring the safety of all faculty and students.

Campus Security

"Campus Road Traffic Safety Management Regulations"
 "Campus Security Management Regulations"
 "Safety Management Regulations for Large-Scale Cultural and Sports Activities"

Fire Safety

"Fire Safety Management Regulations"
 Fire Awareness Month Theme Activities

Food Safety

"Food Safety Law of the PRC"
 "School Food Safety and Nutritional Health Management Regulations"
 "Measures of Food Safety Management"

Medical and Mental Health Safety

Equipped with complete medical resources and measures
 Provide online and offline psychological counseling and consultation

Safe Education

Conduct regular safety education meetings
 Safety emergency drill

- **Campus Security and Fire Safety**

The Group attaches great importance to the campus security and fire safety of our University, and always puts the safety of teachers and students first. In response to potential safety hazards, our University has formulated on-campus codes such as the “Fire Safety Management Regulations” (消防安全管理規定), “Campus Road Traffic Safety Management Regulations” (校園道路交通安全管理規定), “Campus Security Management Regulations” (校園治安管理規定) and “Safety Management Regulations for Large-Scale Cultural and Sports Activities” (大型文體活動安全管理規定). These are implemented by the University’s security department, which carries out a series of safety management activities. During the Reporting Period, the school did not have any campus safety incidents.

- **Food Safety**

The school cafeterias and food and beverage retail vendors serve all faculty and students, making food safety a matter of utmost importance. The Group outsources all campus food and dining services to third-party catering service providers at our University, enforcing stringent requirements on all catering service suppliers regarding their relevant licenses and permits. Moreover, following the “Food Safety Law of the PRC” (中華人民共和國食品安全法), “School Food Safety and Nutritional Health Management Regulations” (學校食品安全與營養健康管理規定), we have established “Measures of Food Safety Management” (食品安全管理辦法) to regulate the entire process of food operation within the campus. Additionally, the school prioritizes awareness of food safety and hygiene, with campus food service personnel undergoing regular training in safety and hygiene knowledge. Our actions serve as the greatest assurance of safety for our faculty and students.

- **Medical and Mental Health Safety**

To comprehensively protect the physical health of faculty and students, our University is equipped with excellent medical resources. Qualified third-party medical service providers will offer medical treatment services to faculty and students. Additionally, our campus buildings are equipped with teachers’ restrooms and lactation rooms for the rest and convenience of the teaching staff. Beyond physical health, we also place significant emphasis on mental well-being, students can access psychological health services provided by the school through telephone hotlines, online counseling, and email.



Rest area in the teaching building

- **Safe Education**

In addition to complete infrastructure and rules and regulations, safety education cannot be ignored. We attach great importance to cultivating students' safety awareness and strive to prevent problems before they occur. The school regularly carries out safety education, emergency evacuation rehearsals, etc., so that safety awareness is implanted in people's hearts.

Case: Prevention first, life paramount – the Fire Prevention Awareness Month of CUCN

On 9 November 2023, centering on the theme of "Prevention First, Life Paramount", CUCN specially invited Wang Jun (王军), the captain of the Jiangning District High-Tech Park Emergency Rescue Squadron, and his team of firefighters to the campus to launch the 2023 Fire Prevention Awareness Month. Following the ceremony, Captain Wang Jun demonstrated the correct use of fire extinguishers to the faculty and students. Guided by the firefighting and rescue team, faculty and students participated in emergency evacuation and escape drills. This event significantly enhanced the fire safety awareness of the faculty and students, improved their abilities to prevent fires and perform self-rescue, and solidified the foundation for campus safety and stability.



Case: CUCN held a safety education conference

On the afternoon of 29 November 2023, Li Yuanlin (李元临), Vice President of CUCN, led the Party and Mass Work Department and the Security Department to conduct safety education training for more than 100 party activists. Vice President Li Yuanlin asked students to study safety knowledge seriously, strengthen safety awareness, improve rescue capabilities, and work together to build a harmonious and safe campus environment.



Entertainment and Livestreaming E-Commerce

The Group strictly adheres to the requirements of laws and regulations such as the “Cybersecurity Law of the PRC” (中華人民共和國網絡安全法), “E-commerce Law of the PRC” (中華人民共和國電子商務法), “Advertising Law of the PRC” (中華人民共和國廣告法), and “Regulations on the Governance of Network Information Content Ecology” (網絡信息安全內容生態治理規定), always practicing a healthy and safe operational model. In our livestreaming e-commerce and artist management business, we aim to promote the healthy development of online live broadcast marketing, focusing on the safety of live broadcast content, adhering to the correct orientation, and committed to creating a positive, healthy, and upwardly mobile live broadcast room culture. Throughout the entire production process of TV dramas and films, we appoint dedicated personnel to oversee and ensure on-set safety. In the workplace, we also provide medical first aid kits. To maximize employee health protection, we implement a complete smoking ban in office areas and provide adjustable office equipment based on employee needs.

RESPONSIBLE CONTRIBUTIONS

Our achievements are indebted to the support from all sectors of society, and we are committed to tirelessly giving back to the community. During the Reporting Period, the Group actively participated in industry exchanges and sought cooperation opportunities. At the same time, we vigorously promoted and encouraged our employees and students to participate in public welfare activities, hoping to contribute our part to creating a better tomorrow.

Industry Development

Our University leverages the synergy between industry and finance, deeply promoting integration with the local community, cooperation with enterprises, and international exchanges to aid industry development. As an industry talent training base of the National Radio and Television Administration, and film education resource construction base for party members and cadres in Jiangsu Province, CUCN, in cooperation with Nanjing Jiangning High-tech Zone, has worked to establish a network audio-visual and digital creativity theme higher education industrial park, actively leveraging its talent advantages and serving as a driving force for regional cultural and creative industry development, aiming to build a “Digital Creative Industry-Education Integration Community” in Yangtze River Delta.

School-Enterprise Cooperation

Our school focuses on driving “Teaching, Research, and Innovation” through industry-education integration, establishing cooperative relationships with leading domestic cultural enterprises such as iQIYI and Cathay Media Global Group, as well as digital economy front-runners like Suning.com Group and Huitongda Network. We have set up over a hundred teaching practice bases and vocational training employment bases across various levels of national media, thereby supporting industry development.

Furthermore, our school has actively organized events such as the Animation Education Forum in the Big Data Era (大數據時代動畫教育論壇), the Interdisciplinary Arts and Science Forum (藝術與科學跨學科論壇), the Chinese E-sports Cultural and Education Industry Forum (中國電競文教產業論壇), the Fangshan Media Arts Summit Forum (方山傳媒藝術高峰論壇), and the d’Catch Pan-Asian International Documentary Challenge (d’Catch 泛亞洲國際紀錄片挑戰賽), actively promoting media industry development.

During the Reporting Period, our University had as many as 112 cooperation projects with major enterprises, spanning media, e-commerce, design, e-sports and other fields, covering events, training, courses, internships, performances and other aspects.

Key cases of school-enterprise cooperation in 2023

- Collaborated with Jiangsu Suhe Agricultural and Sideline Products Exhibition and Sales Center Co., Ltd. (江蘇蘇合農副產品展示展銷中心有限公司) to conduct livestreaming e-commerce training and practical exercises for students and teachers in agricultural products
- Engaged in entrepreneurship and innovation competition sponsorship and related cooperation with Jiangsu Shudong Future Technology Co., Ltd. (江蘇數動未來科技有限公司)
- Partner with Nanjing Yunchuang Big Data Technology Co., Ltd. (南京雲創大數據科技股份有限公司) to provide big data courses for our Industrial College and Civil Servants College
- Organized “Fenghuang Youxuan” booklist livestreaming e-commerce training and other cooperative activities with Jiangsu Phoenix Publishing & Media Corporation (江蘇鳳凰出版傳媒股份有限公司)
- Worked on cultural and creative expansion projects in cooperation with the News Media Volunteers Charity Promotion Committee of the China Charity Federation (中華慈善總會新聞界志願者慈善促進工作委員會)
- Conducted promotional and art exchange cooperation with ACG International Art Education Nanjing Branch (ACG國際藝術教育南京分公司)
- Engaged in industry-education integration talent development and visual merchandising project cooperation with Shanghai Shao Yi Culture Communication Co., Ltd. (上海劭乙文化傳播有限公司)
- Collaborated with Jiahe Garments Co., Ltd. (嘉和製衣有限公司) on the design and manufacturing research and development of suits



“Digital Integration and Innovation of Cultural Industry” Forum

International Exchange and Cooperation

Simultaneously, our school continues to implement its internationalization strategy, having been selected for high-level provincial international cooperation platforms such as the “Jiangsu-Hong Kong-Macao University Alliance”, the “Jiangsu-Korea University Alliance”, and the “Suzhou Chinese International Education Cooperation Alliance”. We have established inter-university cooperation with over 80 universities across 12 countries and regions, engaging in various types of collaboration, including Sino-foreign dual degree programs and bachelor-to-master’s progression. We have hosted over 300 lectures by overseas experts and sent more than 2,200 students abroad for further study and research.

Community Welfare

We actively participate in community welfare activities. During the Reporting Period, our employees contributed to public welfare activities on 2,239 occasions, totaling 409 hours, with a total investment exceeding RMB2 million. Our talent teams joined the “One Foundation One Playground” (壹基金壹樂園)¹ project, supporting music and sports education in rural schools. Our University participated in or organized 19 volunteer activities, with a total of 2,277 volunteers contributing 13,443 hours of services. These included large-scale volunteer activities such as the “Blood Donation Bus Entering Campus” voluntary blood donation, “Charitable Youth” (博愛青春) summer volunteer service, and Nanjing Marathon volunteering.

Case: “One Foundation” employee volunteer activities

Cathay Media consistently encourages its employees to engage in charitable activities, spreading kindness and aiding those in need. In 2023, our employees actively participated in the One Foundation & ByteDance Public Welfare #DOU Love Public Welfare Day campaign, for which we received a letter of appreciation from the One Foundation.



¹ “One Foundation One Playground”: A public welfare project with the Children’s Development Department of One Foundation as its core, aiming to help children develop in many aspects including physical, emotional, cognitive, and social.



“Charitable Youth” summer volunteer service



Volunteer blood donors head to the blood station for promotional activities



“Confluence of Streams, Accompanied by Love” - “Starlit Rivers, Year’s Quiet Dusk” (「雙川共建與愛同行」之「星奔川驚歲聿雲暮」) event series

We aim to warm society through various forms of charitable activities, committed to assisting all groups deserving our care and needing our support, and to spreading love to every corner.

APPENDIX 1: KPI TABLES

Environmental Performance

Higher Education (Media and Arts) and Vocational Education

	Unit	2021	2022	2023
Air emissions				
Nitrogen oxides (NOx)	kg	6.64	6.29	10.66
Sulphur oxides (SOx)	kg	0.15	0.12	0.20
Particulate matter (PM)	kg	0.49	0.46	0.79
Greenhouse gas emissions				
Direct emissions (Scope 1)	tCO ₂ e	28.35	21.85	37.06
Energy indirect emissions (Scope 2)	tCO ₂ e	13,924.44	12,675.63	15,884.19
Other indirect greenhouse gas emissions (Scope 3)	tCO ₂ e	/	/	/
Total greenhouse gas emissions	tCO ₂ e	13,952.79	12,697.48	15,921.25
Intensity	tCO ₂ e/m ²	0.032	0.029	0.037
Hazardous waste				
Total hazardous waste	Ton	0.63	0.71	0.70
Intensity	Ton/m ²	0.0000015	0.0000016	0.0000016
Non-hazardous waste				
Total non-hazardous waste	Ton	5,894.30	7,327.87	11,309.00
Intensity	Ton/m ²	0.01	0.02	0.03
Energy consumption				
Gasoline	MWh	101.46	78.18	123.72
Electricity	MWh	17,306.04	21,816.92	27,339.40
Intensity	MWh/m ²	0.04	0.05	0.06
Use of water resources				
Total water consumption	m ³	1,310,135	1,457,525	1,414,814
Intensity	m ³ /m ²	3.00	3.34	3.25
Use of other resources				
Paper	Ton	2.71	1.24	10.50

Entertainment and livestreaming e-commerce business²

	Unit	2021	2022	2023
Air emissions				
Nitrogen oxides (NOx)	kg	1.92	1.38	1.70
Sulphur oxides (SOx)	kg	0.04	0.03	0.03
Particulate matter (PM)	kg	0.14	0.10	0.12
Greenhouse gas emissions				
Direct emissions (Scope 1)	tCO ₂ e	8.15	6.26	5.89
Direct emissions (Scope 2)	tCO ₂ e	/	47.35	72.711
Total greenhouse gas emissions	tCO ₂ e	8.15	53.61	78.60
Intensity	tCO ₂ e/m ²	0.0060	0.039	0.058
Hazardous waste				
Total hazardous waste	Ton	0.01	0.01	0.01
Intensity	Ton/m ²	0.0000044	0.0000059	0.0000088
Non-hazardous waste				
Total non-hazardous waste	Ton	0.03	0.03	0.25
Intensity	Ton/m ²	0.000018	0.000018	0.00018
Energy consumption				
Gasoline	MWh	29.17	22.41	19.67
Intensity	MWh/m ²	0.021	0.016	0.014
Use of other resources				
Paper	Ton	0.22	0.22	0.25

² The scope of data statistics for 2023 covers the "livestreaming e-commerce and artist management", while the data for 2021 and 2022 are for the business segment of "TV/film production and investment business".

Social Performance

Employee data:

	Unit	Higher Education (Media and Arts) and Vocational Education			Entertainment and Livestreaming E-commerce		
		2021	2022	2023	2021	2022	2023
Number of employees by gender							
Male	Person	710	713	922	32	32	44
Female	Person	875	948	1,157	45	62	70
Number of employees by age							
Below 30	Person	375	397	391	17	20	47
30-50	Person	990	1,051	1,422	59	72	64
Above 50	Person	218	213	266	1	2	3
Number of employees by employment type							
Full-time	Person	996	1,051	1,144	73	90	111
Part-time	Person	589	610	935	3	4	3
Other	Person	0	0	0	1	0	0
Number of employees by employee category							
Management	Person	49	62	53	2	5	8
Teachers/content creation	Person	1,415	1,481	1,895	50	65	87
Administrative staff	Person	121	118	131	25	24	19
Number of employees by region							
Mainland China	Person	1,585	1,661	2,079	75	93	112
Overseas	Person	-	-	-	2	1	2
Employee turnover rate							
By gender							
Male	%	3	4	3	231	159	145
Female	%	5	4	4	151	100	100
By age							
Below 30	%	6	6	9	371	210	121
30-50	%	3	3	3	134	99	119
Above 50	%	6	9	3	0	0	33
By region							
Mainland China	%	4	4	4	142	122	119
Overseas	%	-	-	-	0	0	50

Employee training data:

	Unit	2021	2022	2023 ³
Total percentage of employees who have completed training	%	19	54	91
Total hours of training completed by employees	Hour	24,739	44,586	142,480
Percentage of employees trained by gender:				
Male	%	36	34	33
Female	%	64	66	67
Percentage of employees trained by employee category:				
Management	%	4	7	1
Teachers/content creation	%	64	80	84
Administrative staff	%	33	13	15
Average training hours per employee by gender:				
Male	Hour	12.5	21.3	123.6
Female	Hour	18.2	31.0	124.4
Average training hours per employee by employee category:				
Management	Hour	10.5	24.0	129.41
Teachers	Hour	9.1	27.2	124.05
Administrative staff	Hour	94.2	23.8	123.93

³ In 2023, the Group's Higher Education (Media and Arts) and Vocational Education businesses newly added systematic training courses and lectures, resulting in a significant increase in data.

Health and safety

	Unit	2021	2022	2023
Number of work-related fatalities	Person	0	0	0
Percentage of work-related fatalities to average number of working labour	%	0	0	0
Number of work-related injuries	Person	0	0	0
Number of working days lost due to work-related injuries	Day	0	0	0

Supply Chain Management

	Unit	2021	2022	2023 ⁴
Number of suppliers				
Eastern China	Number	84	61	68
Northern China	Number	23	0	57
Northeastern China	Number	0	0	0
Southern China	Number	2	1	5
Central China	Number	1	0	1
Northwestern China	Number	1	0	0

Anti-corruption

	Unit	2021	2022	2023
Anti-corruption				
Number of concluded anti-corruption litigations brought against the Group or employees	Number	0	0	0

⁴ In this report, Eastern China refers to Shanghai and Jiangsu; Northern China refers to Beijing and Tianjin; and Southern China refers to Guangdong, Hainan and Shenzhen.

APPENDIX 2: THE STOCK EXCHANGE ESG REPORTING GUIDE INDEX

Subject Areas, Aspects, General Disclosures and KPIs		Section/Explanation
A. Environment		
A1 Emission	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Green Operations
KPI A1.1	The types of emissions and respective emissions data.	Appendix 1: KPI Tables
KPI A1.2	The direct emissions (Scope 1) and the energy indirect total emissions (Scope 2) of greenhouse gas (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Appendix 1: KPI Tables
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Appendix 1: KPI Tables
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Appendix 1: KPI Tables
KPI A1.5	Description of the emission targets set and the steps taken to achieve them.	Waste Management
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and the reduction targets set and the steps taken to achieve them.	Waste Management

Subject Areas, Aspects, General Disclosures and KPIs		Section/Explanation
A2 Use of Resources	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.	Green Operations - Use of Resources
KPI A2.1	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).	Appendix 1: KPI Tables
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Appendix 1: KPI Tables
KPI A2.3	Description of energy use efficiency targets set and the steps taken to achieve them.	Green Operations - Use of Resources
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, and water efficiency targets set and the steps taken to achieve them.	Use of Water Resources
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable to the Group's business
A3 The Environment and Natural Resources	General Disclosure Policies on minimizing the issuer's significant impact on the environment and natural resources.	Environmental Protection
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Protection
A4 Climate Change	General Disclosure Identification of and response to the policies on the significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate Change
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Climate Change

Subject Areas, Aspects, General Disclosures and KPIs	Section/Explanation
B. Society Employment and Labor Practices	
B1 Employment	People Focused
KPI B1.1	Employee Profile
KPI B1.2	Appendix 1: KPI Tables
B2 Health and Safety	Health and Safety
KPI B2.1	Appendix 1: KPI Tables
KPI B2.2	Appendix 1: KPI Tables
KPI B2.3	Occupational Health and Safety

Subject Areas, Aspects, General Disclosures and KPIs	Section/Explanation
B3 Development and Training General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Employment Training
KPI B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Appendix 1: KPI Tables
KPI B3.2 The average training hours completed per employee by gender and employee category.	Appendix 1: KPI Tables
B4 Labor Standards General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	Employee Rights
KPI B4.1 Description of measures to review employment practices to avoid child and forced labor.	Employee Rights
KPI B4.2 Description of steps taken to eliminate such practices when discovered.	Employee Rights

Subject Areas, Aspects, General Disclosures and KPIs		Section/Explanation
Operating Practices		
B5 Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management
KPI B5.3	Description of practices relating to identifying environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
KPI B5.4	Description of practices relating to promoting environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management
B6 Product Responsibility	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable to the Group
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	No complaints relating to products or services were received during the Reporting Period
KPI B6.3	Description of practices relating to observing and protecting intellectual property.	Intellectual Property
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Privacy Protection

Subject Areas, Aspects, General Disclosures and KPIs		Section/Explanation
B7 Anti-corruption	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Business Ethics
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	Appendix 1: KPI Tables
KPI B7.2	Description of preventive and reporting measures, and how they are implemented and monitored.	Business Ethics
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Business Ethics
Community		
B8 Community Investment	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Welfare
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Community Welfare
KPI B8.2	Resources contributed (e.g. money or time) to the focus areas of contribution.	Community Welfare