ENVIRONMENTAL,SOCIAL AND GOVERNANCE REPORT 2024

ZX Inc. 中旭未来

Stock Code：9890

（Incorporated in the Cayman Islands with limited liability）

Contents

About the Report

ZX Inc. (the "**Company**"), together with its PRC operating entities* (collectively the "**Group**", "**ZX Inc.**" or "**We**") are pleased to publish our Environmental, Social and Governance Report (the "**ESG Report**" or the "**Report**"). The Report describes our sustainable development direction and corporate social responsibility initiatives with demonstrated effectiveness at all levels during the period from January 1, 2024 to December 31, 2024 (the "**Year**" or the "**Reporting Period**").

REPORTING STANDARD

The Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the "**Guide**") in Appendix C2 of the Main Board Listing Rules (the "**Listing Rules**") of The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**"). The content of the Report also complies with the mandatory disclosure requirements, the "comply or explain" provisions and the requirements of the four reporting principles in the Guide. The last chapter of the Report has an index of content based on the Guide for readers' quick reference.

Materiality
The Report has identified and disclosed the process of material ESG issues and the criteria for selecting these factors, as well as the process and results of stakeholder engagement.

Quantitative
The statistical standards, methods, assumptions and/or calculation tools of quantitative key performance indicators ("**KPIs**") in the Report, as well as the sources of conversion factors, are all explained in the definition of the Report.

Balance
The Report represents the Group's performance in an unbiased manner, avoiding selections, omissions or presentation formats that may inappropriately influence the decisions or judgments of the readers.

Consistency
We use a consistent statistical disclosure method in the Report. If there are any changes in the statistical methods or KPIs or any other relevant factors affecting a meaningful comparison, we will explain them clearly in the ESG Report.

REPORTING SCOPE

Unless otherwise stated, the content of the Report covers the businesses directly controlled by the Group, and the collection scope of environmental, social and governance KPIs covers the entire Group and all its subsidiaries. For details concerning the Group's corporate governance, please refer to the section headed "Corporate Governance Report" in the 2024 Annual Report of the Group, or visit the official website of the Group for further information.

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* PRC operating entities are the entities controlled by the Group through contractual arrangements, details of which are set out in the Company's prospectus dated 18 September 2023.

About the Report

REPORTING LANGUAGE

This Report is compiled and published in Traditional Chinese and English. In case of any discrepancies, the Traditional Chinese version shall prevail.

REPORT APPROVAL

The Report was approved by the Board on 31 March 2025 upon confirmation by the management.

ACCESS TO THE REPORT

The Report is available in electronic format only. You can visit the website of ZX Inc. (https://www.zx.com) or the website of Hong Kong Stock Exchange's HKEXnews platform (https://www.hkexnews.hk) to read or download the report online.

Board Statement

We are committed to integrating sustainability principles into all aspects of our corporate operations. The Group therefore fully recognises the critical role of the Board's leadership and engagement in achieving sustainable development. As the ultimate decision-making body for ESG matters, the Board oversees the Group's ESG strategy in its entirety. The ESG Working Group established in 2023 is responsible for managing and advancing ESG-related initiatives while regularly reporting progress to the Board. To ensure effective implementation of sustainability policies into daily operations, the ESG Working Group continued reviewing the matters with respect to ESG and make our Group in full compliance during the Reporting Period. It strengthened data collection and disclosure, based on which the Board reviewed the environmental targets.

The work of the ESG Working Group marks a proactive step forward in our ESG governance. During the Reporting Year, Directors participated in ESG-related trainings to deepen their knowledge of ESG regulatory requirements. We have established well-defined ESG strategies and targets, and through communication with various departments and stakeholders, we ensure the effective implementation of these plans.

During the Reporting Year, the Board identified the Group's key ESG issues. Moving forward, we will continue engaging with stakeholders to refine our sustainability strategy, commit to achieving ESG targets, and will continuously improve effectiveness of our sustainability efforts.

About Us

GROUP PROFILE

ZX Inc. is a leading Chinese online game publisher with operations spanning game publishing, operation, and research and development. Centered on the principle of "Technology + Creativity," the Company is dedicated to delivering high-quality IP-based online game products to global players. The online games developed by our clients are delivered to players under the "Tan Wan" brand (貪玩遊戲) which is marketed and operated by us. Our "Tan Wan" brand (貪玩遊戲) is an online game publishing brand widely recognised by the players in China.

In addition to game products, we also export our core capabilities to empower the marketing of online literature products. Furthermore, the end-user insights we accumulate allow us to spot other needs of users. We have successfully developed our own instant food brand "Zha Zha Hui"（渣渣灰）in the new consumption scenario. The consumer product business facilitated our expansion into offline channels, enabling us to generate a larger end-user base, which in turn enables us to further optimise our marketing and operational capabilities.

ZX Inc. deeply explores the value of "Game+" and takes the "Tanwan Game" brand as the starting point. It deeply integrates the different attributes of games into various fields such as culture, education, and technology, making public welfare and enterprise development intertwined, and jointly driving internal governance and business development of enterprises.

Our Mission
To create happiness for end-users and empower business partners to move forward

Our Values
Focus, Modesty, Pragmatism, Quality, Legacy

Our Original Aspiration
To bring back the fun you had when you were young

Our Vision
To provide one-stop services for people to live a better life

Core Competencies of the Company
Accurate Marketing
In-depth Operations
Brand Development

Sustainable Development Method

SUSTAINABLE DEVELOPMENT POLICIES

ZX Inc. adheres to the philosophy of sustainable development, focusing not only on business expansion but also on promoting social and environmental responsibilities. We have formulated the Sustainable Development Policy (《可持續發展政策》), which clearly outlines our commitments and goals to guide our strategic direction and operational practices.

In various ESG areas, we have established specific responsibilities and goals, and actively encourage employees and partners to participate in our ESG efforts, driving the Company towards a sustainable future.

- We collaborate with various partners and invest heavily in research and development to launch more sustainable technologies and product development.

Innovation and R&D

- We provide excellent benefits and development opportunities for our employees, and we also actively participate in community public welfare activities to promote the sustainable development of both our employees and the community.

Social Responsibility

- We have established various environmental goals to reduce greenhouse gas emissions and enhance energy use efficiency while strictly complying with environmental regulations.

Environmental Protection

- Actively promote long-term partnerships and sustainable development with suppliers through transparent and trusting cooperation.

Supply Chain Management

- We will establish an internal control system and set ethical guidelines for employees, providing relevant training to ensure compliance and business ethics in our operations.

Legal Compliance and Ethnic Business Conduct

- We will collaborate and communicate with stakeholders, and regularly release the latest sustainability information to the public, showcasing the achievements of the Group.

Communication and Reporting

Sustainable Development Method

ESG GOVERNANCE FRAMEWORK

To continuously advance a sustainable future, ZX Inc. has established a top-down ESG governance framework. This framework is composed of the Board of Directors, the ESG Working Group and internal responsible departments, clearly defining the responsibilities and tasks at each level. The ESG Working Group, consisting of senior management and key personnel, is responsible for formulating and implementing ESG strategies, goals, and action plans. It also oversees related performance and reporting to ensure the effective implementation and continuous optimisation of ESG practices.

Decision-making level: the Board

- To take full responsibility for ESG strategies and reporting;
- To delegate authority to the ESG Working Group;
- To approve the ESG management policies, strategies, objectives and annual work of the Group;
- To regularly review and monitor ESG performance and progress in achieving targets;
- To approve the content of the annual ESG report.

Organizational level: ESG Working Group

- To report ESG-related matters and progress to the Board on a regular basis;
- To identify, assess and review ESG risks and opportunities;
- To be responsible for reviewing and monitoring ESG related policies and practices to ensure that the Group complies with relevant legal and regulatory requirements;
- Collect and analyze ESG data, prepare relevant reports, and provide support for ESG decision-making.

Execution level: Responsible Department

- Each department will collaborate with the ESG responsible team to identify and manage ESG issues related to its functional scope;
- Each department will ensure that ESG indicators are included in performance evaluation and target setting, and actively participate in the promotion of ESG work;
- To report the progress of work to the ESG Working Group and the ESG Working Group.
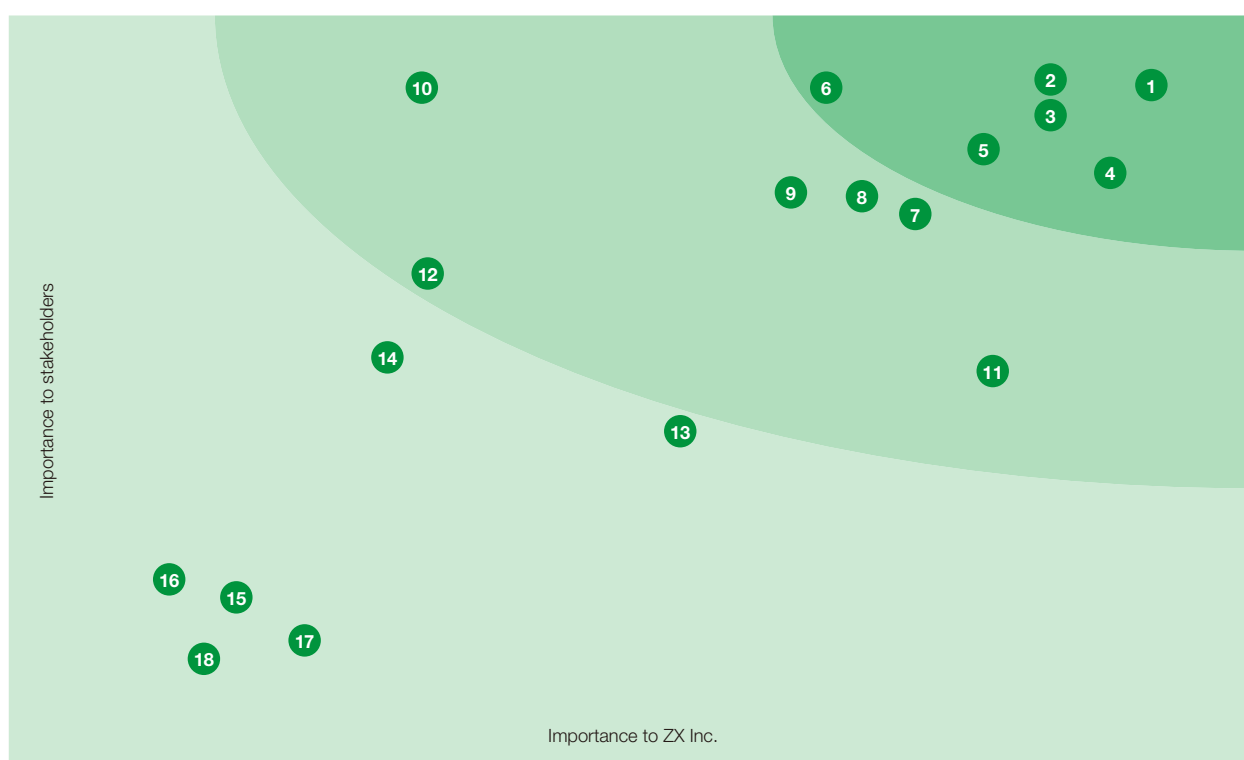
Sustainable Development Method

STAKEHOLDER ENGAGEMENT

The support of stakeholders is the cornerstone of our sustained and stable development. It not only helps us identify current and potential opportunities and risks but also plays a crucial role in our sustainable development strategy. Therefore, the Group places great importance on communication with various stakeholders, including shareholders and potential investors, employees, customers/consumers, government and regulatory bodies, suppliers, partners and peers, society and the public, etc. We communicate with stakeholders through various channels, including but not limited to annual general meetings, annual and interim reports, ESG reports, company website and social media platforms, shareholders meetings, company activities, company email, customer satisfaction surveys, employee satisfaction surveys, community services, and business meetings. Through multiple channels of interaction and engagement, we gain a deeper understanding of their key concerns and issues, enabling us to better meet their needs and drive the Company's sustainable development.

MATERIAL ISSUES AND MATRIX

We identified material ESG issues with reference to the Guide of the Stock Exchange, the Sustainability Accounting Standards Board ("**SASB**") and peers and conducted materiality assessment. As there were no significant changes in our business, operating environment, or the mutual influence between our stakeholders and us, we continued to adopt the materiality assessment results from the previous year, which have been approved by the Board of Directors.

The results of our ESG materiality matrix are as follows:

Importance to stakeholders (y-axis) / Importance to ZX Inc. (x-axis)

Highly important issues	Moderate important issues	General important issues
1 Employee health and safety	7 Product quality and safety	13 Supply chain management
2 Information security and privacy protection	8 Protection of intellectual property rights	14 Community welfare
3 Employee rights and benefits	9 Staff training and development	15 Water resources management
4 Player service and communication	10 Prohibition of child labour and forced labour	16 Waste management
5 Employment management and labour standards	11 Anti-corruption and anti-fraud	17 Energy management and greenhouse gas emissions
6 Protection of minors	12 Diversity and inclusion	18 Climate change

Compliant Operations

PARTY-BUILDING LEADING THE STANDARDIZATION EFFORTS

The Group adhered to the leadership of the CPC and implemented grass-roots Party building work centering on the development of the Company's main business. During the reporting period, the Group attached great importance to party building work by formally establishing a Party branch, comprehensively strengthening Party building, and optimizing the management of Party members. The Group repeatedly joined hands with other units to jointly carry out Party building activities with special themes, including intangible cultural heritage (ICH) transmission, red culture, public welfare guardianship and green environmental protection.

ICH Party-building Initiative of Guangdong Internet Companies

Children Guardianship: Legal Literacy Class

Red Themed Party-building Event

Green Guangdong Initiative for Party-building

Compliant Operations

ANTI-CORRUPTION AND INTEGRITY BUILDING

The Group strictly adheres to relevant laws and regulations, including the Criminal Law of the People's Republic of China (《中華人民共和國刑法》), the Anti-Money Laundering Law of the People's Republic of China (《中華人民共和國反洗錢法》), the Company Law of the People's Republic of China (《中華人民共和國公司法》) and Interpretation of the Supreme People's Court on Several Issues Concerning the Specific Application of Law in the Trial of Money Laundering and Other Criminal Cases, etc. (《最高人民法院關於審理洗錢等刑事案件具體應用法律若干問題的解釋》). The Group has established a comprehensive anti-corruption management framework and regulations. The Audit Committee of the Board of Directors serves as the leading body for anti-fraud efforts. Acting as the standing body for anti-fraud work, the internal audit department assists in organizing annual fraud risk assessments, conducts anti-fraud awareness campaigns, collaborates with relevant departments to handle fraud reports, registers reports, investigates fraud cases, provides handling opinions and reports, and reports to the Audit Committee. During the Year, the Group formulated the Anti-Fraud Policy (《反舞弊制度》), the Anti-Money Laundering Work Guidelines (《反洗錢工作指引》), etc. to strengthen governance and internal controls, prevent and combat fraud, reduce risks, standardise business conduct, safeguard legitimate rights and interests, ensure the achievement of business objectives and sustainable, stable, and healthy development, and foster a culture of integrity and diligence.

The Group has adopted a Whistleblowing Policy ("舉報政策"), and established an email for integrity reporting, announced it on the official website and internal work groups, and added relevant integrity clauses in contracts/agreements between the Company and partners (particularly those related to extortion, control, or ethics). Employees or external third parties can report violations and misconduct in the business cooperation process via the email. Whether the report is made anonymously or with real names, we conduct an in-depth investigation into the reported content. Upon identifying misconduct, we will take targeted remedial and disciplinary actions. We firmly protect the confidentiality of whistleblowers and their reports, safeguard whistleblowers who assist in investigations, penalise those who retaliate or leak information, and reward whistleblowers whose information is verified. All collected data will be archived and reported in accordance with regulations. Verified cases of corruption will be subject to punishment according to established policies, with severe cases referred to judicial authorities.

To regulate various business hospitality activities and ensure that employees maintain integrity and self-discipline in external interactions and work-related activities, we have established the Hospitality Management Policy (《接待管理制度》) and the Gift Acceptance Management Policy (《收受禮品管理制度》), clearly defining responsible departments to effectively safeguard the Group's reputation and interests. At the same time, the integrity clauses stipulated in the contracts/agreements signed with our partners clearly state that it is prohibited for partners to directly or indirectly, or attempt to, offer gifts, items, securities, or any other disguised means to provide improper benefits to our staff. For gifts exchanged during normal business etiquette interactions on holidays, we also strictly require employees to complete the registration and approval process.

During the Year, the Group provided multiple training sessions related to anti-corruption and anti-commercial bribery to the Board of Directors and employees. In March 2024, the Group held an executive initiative meeting themed "Promote Integrity, Combat Fraud," which included content such as an introduction to anti-corruption regulatory requirements, how to identify corrupt practices, the Company's legal principles and anti-corruption policies, as well as case analysis. A total of 49 employees, including directors, participated in the meeting. In December 2024, the Company also organized anti-corruption training, with a total of 51 employees, including directors, participating in the meeting.

Promoting Integrity and Combating Fraud — 2024 Executive Initiative Meeting of ZX Inc.

During the Year, the Group has not identified any incidents of extortion or misconduct with a material impact on its operations, and there were no case of conviction against the Group or its employees due to corruption.

Compliant Operations

ENSURING INFORMATION SECURITY

The Group focuses on digital interactive entertainment, and our business involves the collection, use, analysis, and storage of players' personal information. Therefore, we place great emphasis on the security of information and user data. The Group strictly complies with relevant laws and regulations, including the Cybersecurity Law of the People's Republic of China (《中華人民共和國網絡安全法》), the Computer Information System Security Protection Regulations of the People's Republic of China (《中華人民共和國計算機信息系統安全保護條例》), the Provisions on Technical Measures for Internet Security Protection (《互聯網安全保護技術措施規定》), the Regulation on Internet Information Service of the People's Republic of China (《互聯網信息服務管理辦法》), and the Measures for Security Protection Administration of the International Networking of Computer Information Networks (《計算機信息網絡國際聯網安全保護管理辦法》). To this end, we continuously optimise internal management systems, strengthen employees' security awareness, and ensure comprehensive information security protection.

The Group has formulated and implemented multiple information security management systems, including the Confidentiality and Archives Management System for Overseas Securities Issuance and Listing (《境外發行證券及上市相關保密及檔案管理制度》), the Information Security Strategy (Framework) (《信息安全策略 (框架)》), Formulation and Change System on Platform Rules, Privacy Policy and Algorithm Strategy (《有關平台規則、隱私政策和算法策略的制定與變更制度》), the Management and Control System for Lifecycle of Personal Information and Data of the Users (《用戶個人信息數據生命週期整體管控制度》) and Organisational Security Structure and Personnel Responsibilities System (《組織安全結構和人員職責制度》). These systems clearly define information security responsibilities, strategic guidelines, confidentiality measures, and specific requirements for user data processing, establishing a comprehensive institutional framework that lays a solid foundation for preventing information security incidents. Furthermore, these regulations further strengthen the information security management system, ensuring the effective implementation of various security measures. We have established an independent Information Security Working Group, specifically responsible for security management, maintenance, and enforcement. To ensure accountability, we have clarified the responsibilities of information system security officers and maintainers, and through the information asset classification system, responsibilities are assigned to individuals. Additionally, we actively enhance cooperation with external organisations, maintain contact with information security experts, and engage third-party companies to conduct independent security audits. At the same time, we have developed detailed systems to strictly regulate third-party access, identifying and controlling potential risks.

To address information security emergencies, the Group has established internal regulations such as the Measures for Management of Security Incidents (《安全事件管理辦法》) and the Emergency Response Management System (《應急預案管理制度》), which clarify the identification of responsibilities, classification, handling procedures, and emergency measures for information security incidents. All employees and third parties are required to promptly report incidents and document the occurrence time, screen information, and consequences. We maintain detailed records of incident classification, response methods, and handling outcomes to provide a basis for risk prevention. Additionally, we have standardised emergency response procedures for infrastructure, software and hardware systems, and application systems, specifying handling methods and follow-up measures for different types of incidents. Furthermore, the Group has implemented a reward and penalty mechanism, rewarding employees who provide early warnings and timely responses, while penalizing those responsible for information security incidents.

During the Year, the Group did not violate any laws and regulations relating to personal data, advertising and labelling.

Compliant Operations

PROTECTING INTELLECTUAL PROPERTY RIGHTS

We strictly comply with laws and regulations such as the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》), the Patent Law of the People's Republic of China (《中華人民共和國專利法》), the Rules for the Implementation of the Patent Law of the People's Republic of China (《中華人民共和國專利法實施細則》), the Trademark Law of the People's Republic of China (《中華人民共和國商標法》), the Regulations for the Implementation of the Trademark Law of the People's Republic of China (《中華人民共和國商標法實施條例》), the Copyright Law of the People's Republic of China (《中華人民共和國著作權法》), the Regulations for the Implementation of Copyright Law of the People's Republic of China (《中華人民共和國著作權法實施條例》), and the Regulations on the Protection of Computer Software (《計算機軟件保護條例》). We attach great importance to and rigorously protect intellectual property rights, standardizing the management of various intellectual property matters, including trademarks, patents, copyrights, and trade secrets. The legal department oversees the overall management of intellectual property, while the brand promotion department, design department, and marketing department collabourate closely to jointly advance the management and protection of intellectual property. To better maintain and manage the Group's intellectual property, we have established the Intellectual Property Management System (《知識產權管理制度》), the Measures for Trademark Management (《商標管理辦法》), the Measures for Copyright Management (《著作權管理辦法》), and the Measures for Patent Management (《專利管理辦法》).

Creative works developed by employees or external institutions in the course of their duties or commissioned by the Group belong to the Group. We apply for intellectual property protection for these works, with the legal department responsible for review and processing. the legal department evaluates the feasibility of applications and potential infringement risks before deciding whether to proceed. Any use of intellectual property must be governed by contracts that clearly define the rights and obligations of both parties. In daily operations, if any intellectual property risks are identified, the legal department must be notified immediately. In cases of infringement, the legal department will take action to protect the Group's rights, collect relevant evidence, and pursue legal remedies. Additionally, to enhance overall awareness, we prioritise intellectual property training for employees.

During the Year, the Group maintained 11 patents, acquired 18 new software copyrights, registered 65 new trademarks, and obtained 2 new copyrights for artistic works.

Compliant Operations

PROMOTING INDUSTRY DEVELOPMENT

We are committed to promoting collaboration among industry peers to foster healthy and orderly development of the industry and market, while safeguarding customer rights. During the Year, we actively participated in the compilation of the China Internet Development Report (2024) (《中國互聯網發展報告 (2024)》) and were selected as an exemplary case for the gaming industry therein.

During the Year, we participated in the establishment of industry standards as follows:

Association	Group Standard
China Audio-video and Digital Publishing Association	Group Standard for the Implementation Guidelines on Corporate Social Responsibility for Online Game Enterprises
	Group Standard for the Basic Requirements of Game Distribution and Promotion
	Group Standard for Content Management Regulations of Mini Game Platforms
Internet Society of China	Group Standard for Guidelines on Mobile Smart Terminals Suitable for Minors
	Group Standard for Guidelines on Compilation of Corporate Social Responsibility Report on Minor Protection in Cyberspace
	Group Standard for Guidelines on Evaluation of Corporate Social Responsibility and ESG Information Disclosure for Internet Companies
	Industry Standard for Requirements of Corporate Social Responsibility Information Disclosure for Internet Companies

Compliant Operations

SUPPLY CHAIN MANAGEMENT

To enhance the Group's procurement management and strengthen unified oversight of suppliers, we have established policies such as the Supplier Management Regulations (《供應商管理規定》), the Procurement Management Procedures (《採購管理規程》), and the Supplier Access Guidelines (《供應商准入指導細則》). These regulations provide detailed provisions on supplier development, access, updates, selection, evaluation, and reward and penalty measures, aiming to promote a healthy, transparent, and sustainable supply chain.

The Group identifies potential suppliers through proactive outreach and self-recommendations, requiring them to complete the Supplier Information Registration Form (《供應商信息登記表》) and the Supplier Qualification Comprehensive Review Form (《供應商資格複合型審核表》). These forms cover the supplier's business information, key achievements, supply and service capabilities, quality management levels, service proposals, and compliance performance. Subsequently, an evaluation team, along with the demand department and procurement leadership team, conducts a comprehensive assessment to determine whether the supplier can become a partner.

To ensure stable and high-quality services, we have developed a rigorous evaluation mechanism based on the supplier's qualifications, service levels, supply capabilities, pricing, operational status, and reputation. Our procurement team is primarily responsible for the following tasks: (i) reviewing procurement requests from the requiring departments; (ii) identifying and contacting suitable suppliers for the Group; and (iii) negotiating and communicating terms with suppliers.

During the Reporting Period, we evaluated our key suppliers, totaling 442 major suppliers, all of whom comply with the supplier management regulations and relevant practices. Among them, 370 are from mainland China, 45 from Hong Kong, Macau, and Taiwan regions of China, and 27 from overseas. Supplier categories mainly include third-party advertising, marketing and channel distribution service agencies or providers, administrative office services, human resources services, and other intermediary services.

The Group conducts anti-money laundering management for suppliers, strictly implementing the Anti-Money Laundering Guidelines (《反洗錢工作指引》). Before engaging in cooperation with partners, we conduct a thorough verification of their identity to check the identity information, and regularly update. If any suspicious transactions are identified during the course of cooperation, we will immediately report them to the China Anti-Money Laundering Monitoring Center and relevant authorities. In addition, we continuously strengthen anti-money laundering training and publicity efforts according to business needs and relevant regulations to enhance the awareness and response capabilities of all employees.

We value suppliers' performance in environmental protection and social responsibility, requiring all partners to comply with relevant laws and regulations. To prevent non-compliant behavior, we sign Anti-Commercial Bribery Agreements (《反商業賄賂協議》) with suppliers to safeguard mutual interests. We also include integrity cooperation clauses in contracts to ensure fair and just business cooperation, prevent non-compliant and disciplinary violations, and promote healthy development of partnerships. We prioritise suppliers with sustainable development practices, striving to reduce the use of non-recyclable materials and advocating for the reuse of plastic packaging. Additionally, when selecting suppliers, we consider their environmental impact and actively encourage them to adopt recycled materials and fulfill their environmental responsibilities.

Delivering High-quality Customer Service

CREATING HIGH-QUALITY GAMES

The Group is committed to "creating fun for end-users and empowering business partners in the digital era." Through diversified promotion strategies and precise marketing methods, we provide comprehensive game promotion services to our clients. By creating innovative content and driving long-term operations of high-quality games through digital operations, we help game products quickly reach target users and maximize their value.

In terms of game quality assessment, we adopt a multi-dimensional approach, covering performance evaluation, quantitative analysis, and online testing as the main components. First, game developers provide trial versions, and we conduct in-depth analysis of the game's design, functionality, user experience, interactivity, traffic, and points of interest. Additionally, the game undergoes pilot testing to evaluate multiple key indicators, with a particular focus on detailed examination and prediction of the game's market penetration and monetization capabilities.

Our team of strategy analysts and game evaluation experts comprehensively assess each game based on its potential, future market trends, and user preferences, among other factors. This process helps us ensure that each game not only performs well in the current market but also maintains long-term market competitiveness and user appeal.

Below are some of the premium representative games currently operated by our group:

Beast Lord: The New Land (野獸領主：新世界)

It is an animal-themed SLG mobile game.

Players take on the role of a beast lord, building their own ecological kingdom by collecting, nurturing, and evolving various animals. The game not only offers rich gameplay but also incorporates the concept of wildlife conservation, promoting positive messages about environmental protection and ecological balance. The game has topped multiple lists, including the iOS list of free games.

Tiny Troopers (《小兵大作戰》)

It is a fast-paced multiplayer casual competitive mobile game/mini programme game.

Players recruit generals, assemble troop types to continuously enlist neutral soldiers, and expand their forces to build the strongest lineup. By utilizing skills, items, and strategic positioning, they defeat enemies, capture opposing armies, and become the ultimate battle champion. The game has topped the free list on the iOS platform.

Legend of Origin (《原始傳奇》)

It is a premium ARPG mobile game in the legendary genre.

As an innovative iteration of classic legendary games, it retains traditional gameplay while incorporating modern graphics and social systems, offering players a nostalgic yet innovative gaming experience. The game emphasizes teamwork and competitive combat, earning it great popularity among fans of legendary games.

Delivering High-quality Customer Service

Soul Land: Shrek Academy (《斗羅大陸：史萊克學院》)

It is an open-world team-based MMORPG mobile game set in the Soul Land IP.

Set against the backdrop of the Soul Land IP, the game focuses on the growth story of Shrek Academy. It combines elements of character development, strategic combat, and team collaboration, allowing players to build their own soul master teams and experience the journey from student to powerhouse. The game has topped the iOS game popularity lists.

Soul Land: Legend of Evil Slayer (《斗羅大陸：誅邪傳說》)

It is an open-world adventure mobile game based on the "Soul Land" IP.

The game deeply restores the worldview of the classic IP "Soul Land," with innovative gameplay and exquisite visual design at its core, creating an immersive soul master growth experience for players. Staying true to the original storyline, the game also features a unique combat system and social gameplay, allowing players to fully experience the charm of the Soul Land. The game is currently in the testing stage.

The Group not only focuses on the refined development of the domestic market but also leads the expansion into overseas markets with a global perspective. We continuously enrich and optimise our product portfolio, having published and operated over 30 games in multiple overseas markets, with more than ten additional games in reserve. This marks a leap in both cultural transmission and business expansion.

Yulgang: จุติยุทธภพเลือดใหม่《熱血江湖：歸來》

It is an MMORPG mobile game based on the Yulgang IP.

The game combines traditional martial arts elements with modern gaming technology, allowing players to explore a vast martial arts world, complete quests, enhance equipment, and participate in guild battles and cross-server duels. Its unique PK mechanics and social system provide players with thrilling combat experiences and deep interactive fun. Upon release, it quickly topped the Free and Best-selling lists on Thai App Store, as well as the Free and Best-selling game charts on Google Play Store.

Delivering High-quality Customer Service

MU: Trúng VÃàng Vó Han《奇跡MU：無限金蛋》

It is an MMORPG mobile game adapted from the classic online game "MU Online" (《奇跡MU》).

The game faithfully recreates the original's fantasy universe, class system, wing mechanics, and equipment enhancement features, while integrating mobile-optimized designs like streamlined controls and idle functions. Its distinctive "Limitless Gold Rewards" system provides players with abundant incentives and accelerated progression. The game has secured the top position on both Free and Best-selling lists across Apple Store and Google Play Vietnam.

The Group leverages advertising for precision marketing by deeply analysing user needs to build precise user profiles, enabling targeted advertisement delivery that achieves personalized brand value communication. We captivate audiences with unique creative content that blends trending topics, user interests, and product features to craft emotionally resonant, value-driven messaging. Impactful visual designs are realized through innovative layouts and dynamic compositions, while AR/VR technologies transform passive viewers into active participants via gamified, scenario-based interactions that solidify brand impressions.

This integrated strategy–anchored in precision targeting, driven by creative content, amplified by visual impact, and reinforced through interactive experiences–significantly boosts ad memorability and reach. By continuously optimizing delivery tactics and creative assets, the Group not only fulfils short-term conversion goals but also cultivates long-term brand equity, ultimately maximizing marketing effectiveness.

Outdoor advertisement at Shangrao CHSR Station

Check in our creative works in Guangzhou Zhengjia Square

The Group, as a game developer, actively participated in major exhibitions such as the 21st ChinaJoy and the 2024 CICF×AGF Anime and Game Expo. We showcased our game titles, including Soul Land: Legend of Evil Slayer (《斗羅大陸:誅邪傳說》),Soul Land: Shrek Academy (《斗羅大陸:史萊克學院》), Beast Lord: The New Land (《野獸領主:新世界》), and Legend of Origin (《原始傳奇》), presenting our development journey and latest achievements to the market and players. These events also provided opportunities for in-depth exchanges and active collaboration with gaming enthusiasts and industry partners across the value chain.

Delivering High-quality Customer Service

Through direct interactions with players, we gained valuable insights into market demands and player preferences, providing critical references for future product optimization and innovation. Simultaneously, we engaged in extensive discussions with partners across the industry chain, exploring opportunities in areas such as technology development, content creation, and market promotion, and jointly uncovering new prospects for industry growth.

Moving forward, we will remain committed to our development philosophy of "quality, innovation, and responsibility," delivering more premium gaming experiences to players and driving the healthy growth of the gaming industry.

The 21st ChinaJoy
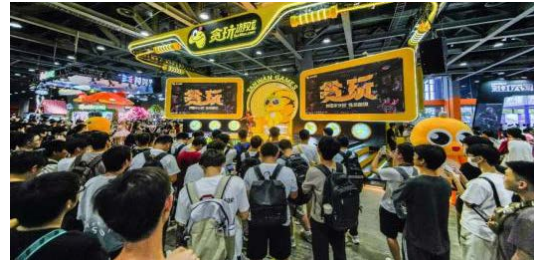
The 2024 CICF×AGF Anime and Game Expo

STRENGTHENING QUALITY MANAGEMENT

In food production, we collaborate with qualified third-party food manufacturers and have implemented stringent quality control measures. Suppliers must strictly comply with relevant laws and regulations, including the Food Safety Law of the People's Republic of China (《中華人民共和國食品安全法》), Implementation Rules of Food Safety Law of the People's Republic of China (《中華人民共和國食品安全法實施條例》), National Plan for Emergency Respond to Food Safety incidents (《國家食品安全事故應急預案》), Administrative Measures for National Food Safety Standards (《食品安全標準管理辦法》), Measures for the Administration of Food Trade Licensing and Recordation (《食品經營許可和備案管理辦法》), Administrative Provisions on Food Labeling (《食品標識管理規定》), during raw material procurement, production quality, and safety management. We also require suppliers to adhere to food safety standards for safe production. When selecting suppliers, we comprehensively evaluate their performance in terms of price, quality, business scale, reputation, and any record of violations to ensure all products meet both quality standards and legal requirements.

We utilise third-party platforms to sell food products. If customers identify safety or health issues with related products, they can provide feedback through the platform's return policy. Upon receiving notifications, we will contact customers to provide necessary assistance. If the issue is confirmed as a safety or health concern, we will arrange product recalls and conduct quality inspections, feedback, and corrective actions. For major incidents, we will promptly notify relevant regulatory authorities. The product recall policy does not apply to the Group's gaming business.

During the Year, we provided a cumulative total of 20.7 million boxes of Zha Zha Hui rice noodle products, with a return and exchange rate of 0.71%.

Delivering High-quality Customer Service

PROTECTING INTERESTS OF USERS

We place great emphasis on customer feedback and have established multiple channels to collect customer opinions and complaints, aiming to promptly resolve issues and provide exceptional service. We have set up various platforms for gathering customer feedback, including WeChat official account complaints, game customer service hotlines, and feedback email addresses. We handle complaints and disputes efficiently and reasonably, following the specific process below:

01 Complaint by players

02 Customer service contacts players

03 Customer service categorizes the issue and hands it over to different specialized personnel for handling

04 For non-technical issues, specialized personnel investigate and provide solutions to players

05 For technical issues, technicians provide players with repair solutions

In addition, we provide refund services for game purchases made by minors. Upon receiving relevant complaints, we will contact the user to verify the situation and collect necessary documentation, such as proof of the parent-child relationship, identification of the complainant, and other relevant materials. After review by our staff, if it is confirmed that the purchase was made by a minor, a refund will be arranged. If the purchase is confirmed to have been made by an adult, no refund will be issued.

During the Year, our online customer satisfaction rating was 86.03%, and our phone satisfaction rating was 94.06%. We received a total of 2,128 customer inquiries and complaints, including issues related to account bans, game inquiries, game problem feedback, minor refunds, account issues, gameplay settings and other aspects. All inquiries and complaints cases have been resolved.

During the Reporting Period, the customer satisfaction rating for Zha Zha Hui rice noodles was 94.91%. Additionally, 1,494 cases of returns and exchanges for Zha Zha Hui rice noodles were processed.

Delivering High-quality Customer Service

PROTECTING MINORS

The Group strictly adheres to relevant policies, including the Cybersecurity Law of the People's Republic of China (《中華人民共和國網絡安全法》), the Regulations on the Administration of Account Names of Internet User (《互聯網用戶賬號名稱管理規定》), the Regulations on the Administration of Information Services for Official Accounts of Internet Users (《互聯網用戶公眾賬號信息服務管理規定》), and the Notice on Preventing Minors from Becoming Addicted to Online Games (《關於防止未成年人沉迷網絡遊戲的通知》), to create a healthy and positive gaming platform for players. Before a game is launched, we conduct comprehensive reviews of its version, partners, trademarks, and authorisation documents to ensure there are no operational or infringement risks. If false or missing data is identified, the game will not be launched.

After launch of games, we continue to enforce compliance management, regularly reviewing game content to ensure it meets regulatory requirements. The gaming platform also features reporting and mute functions to prevent any inappropriate or non-compliant information, thereby safeguarding the legality of the games and the positive user experience.

As a responsible gaming platform operator, we require all users to complete real-name registration and login. Minors are only allowed to play games during the time periods stipulated by regulations, and their in-game spending is strictly limited. Parents can apply for refunds for inappropriate game recharge for minors in accordance with relevant regulations. Additionally, ZX Inc. actively participated in the formulation of standards for the Internet Enterprise Minors' Online Protection Management System (《互聯網企業未成年人網絡保護管理體系》), demonstrating our commitment to protecting minors' online safety and fulfilling our social responsibilities.

Currently, all our platforms are equipped with addiction prevention system for minors and AI-based monitoring to effectively prevent non-compliant operations exploiting loopholes, ensuring minors' healthy online engagement. Furthermore, the Company consistently adheres to the principle of promptly responding to national policies and regulations, actively improving privacy policies, establishing an APP self-inspection team for self-review and correction, and cooperating with platform regulators to report non-compliant accounts. We firmly combat cheating, scripting, and other non-compliant behaviors, and we also eliminate harmful information, creating a clean cyberspace. The Company will continue to enhance its sense of responsibility and industry self-discipline, strengthening self-regulation and management while promoting its own development, contributing wisdom and efforts to building a healthy and harmonious online society.

During the Year, ZX Inc., leveraging its extensive experience and active contributions in the field of netizen rights protection, became a member of the first committee of the Internet User Rights Protection Working Committee of the Internet Society of China. We will deepen efforts in netizen rights protection, build a brand for netizen rights protection, engage in extensive industry exchanges, and strengthen publicity and education to promote the long-term healthy development of the internet industry.

Delivering High-quality Customer Service

We are committed to leveraging our industry influence to actively promote the concept of safe and green internet use for teenagers, fostering a positive, healthy, and uplifting online culture. On December 2, 2024, we joined the Tianhe District Internet "Protecting the Young" Volunteer Service Team, marking a new step in our efforts to protect minors' online safety and fulfill our social responsibilities. In the future, we will continue to focus on minors' online protection, collaborating with partners to build a robust safety net for minors' online protection.

Becoming members of Internet-based "Protecting the Young" Volunteer Service Team

Recognised as Outstanding Enterprise of Guangzhou Online Ecosystem Governance for Gaming Industry

Attracting, Valuing, and Developing Talents

STRICT ADHERENCE TO LABOUR STANDARDS

The Group strictly complies with laws and regulations such as the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Law of the People's Republic of China on Protection of Minors (《中華人民共和國未成年人保護法》), and the Provisions on the Prohibition of Using Child Labour (《禁止使用童工的規定》). To ensure employees fully understand the Group's policies and culture, we have developed the Employee Handbook (《員工手冊》), which details internal policies on recruitment, promotion, termination, leave, and benefits. We recognise that talent is a key competitive advantage for corporate development. Therefore, the Group is committed to fostering a workplace environment that is equal, inclusive, healthy, and safe, free from any form of discrimination, to create a harmonious work atmosphere and promote mutual growth and progress for both the company and its employees. As of the Year, the Group had approximately 912 employees.

We strictly manage employee onboarding and offboarding processes. The recruitment process includes department requests for hiring, organizing recruitment activities, screening resumes, conducting initial interviews, arranging follow-up interviews, and final evaluations. Additionally, we encourage internal recruitment, allowing employees to recommend suitable candidates to promote internal mobility for qualified and capable staff. If a recommended candidate is successfully hired, the referrer will receive a reward. For employee resignations, a resignation application must be submitted, approved by the department head, and filed with the human resources department. employees must complete handovers and return all company-provided assets, such as product documents, business passwords, work permits, and access cards. Upon resignation, the human resources department conducts exit interviews to gather employee feedback, ensure smooth handovers, and continuously identify and manage issues related to employee turnover. The Employee Handbook (《員工手冊》) clearly outlines termination policies, and we reserve the right to terminate employment contracts if employees violate handbook provisions or professional ethics.

The Group strictly prohibits child labour and forced labour. We screen candidates by collecting personal information and require the human resources administration department to carefully verify identity documents to ensure all hires comply with relevant laws and regulations, thereby avoiding the employment of minors. We eliminate any form of forced labour, and working hours are clearly defined in the Employee Handbook.

During the Year, the Group has not found violations of laws or regulations related to compensation and termination, recruitment and promotion, working hours, leave, equal opportunity, diversity, anti-discrimination, or other benefits. There were no cases of child labour or forced labour violations.

Attracting, Valuing, and Developing Talents

EMPLOYEE HEALTH AND SAFETY

The Group places high importance on employee health and safety, strictly adhering to laws and regulations such as the Occupational Disease Prevention and Control Law of the People's Republic of China (《中華人民共和國職業病防治法》), the Work Safety Law of the People's Republic of China (《中華人民共和國安全生產法》), the Fire Protection Law of the People's Republic of China (《中華人民共和國消防法》), the Regulations on the Supervision and Management of Occupational Health in Workplaces (《工作場所職業衛生監督管理規定》), and the Work-related Injury Insurance Regulations (《工傷保險條例》). We require all employees to strictly comply with fire safety regulations to ensure a safe and compliant work environment.

To enhance employees' occupational safety awareness, we provide fire safety education and fire drills to our employees every year, and also arrange for professional medical personnel to conduct training on cardiopulmonary resuscitation (CPR) and the use of automated external defibrillators (AED). Additionally, to encourage employees to focus on their health, the Group offers regular health check-ups and Psychological Health Lecture. We also encourage employees to participate in physical exercise to reduce stress and lower the risk of illness. To this end, we have equipped office areas with fitness facilities and implemented a smoking ban in the workplace to reduce occupational diseases and promote employees' physical and mental well-being.

During the Reporting Period, the Group recorded 39 lost workdays due to work-related injuries and one work-related fatality, which occurred when an employee was involved in a traffic accident while returning to work in a ride-hailing vehicle. We have strengthened traffic safety education to prevent such incidents from recurring. In 2022 and 2023, there were no work-related fatalities.

We actively organise employees to participate in sports activities and promote healthy living. On November 30, 2024, we enthusiastically responded to the call to participate in the "E-Run to Welcome the National Games, Striving to Forge a New Chapter"-the 5th Guangzhou Internet Enterprise Fun Run. We formed a running team to complete the approximately 8.6-kilometer course, showcasing the vibrant spirit of internet professionals.

Guangzhou Internet Enterprise Fun Run

Fire Safety Seminar

Attracting, Valuing, and Developing Talents

ENSURING COMPENSATION AND BENEFITS

The Group places great emphasis on employee compensation and benefits. The Employee Handbook clearly outlines the benefits management system, and we have established the Social Insurance and Housing Provident Fund Management System (《社會保險及住房公積金管理制度》), the Remuneration Incentive Management System (《薪酬激勵管理制度》), and Year-end Bonus Remuneration Adjustment System of the Group (《集團年終薪酬調整制度》) to detail the rights and mechanisms of employees in social insurance. To fully motivate employees and enhance incentives, the Group's compensation system consists of multiple components, including base salary, position/skill-based pay, performance-based pay, full attendance bonuses, and year-end bonuses. The salary structure is reviewed annually. The distribution of year-end bonuses follows the principles of fairness, motivation, and competitiveness, with specific amounts adjusted based on employee performance, position value, and market salary survey data. The Group regularly evaluates employee performance through monthly and quarterly assessments to measure their work performance, with clear guidelines and regulations aimed at improving the efficiency of employees and departments. To ensure smooth communication, employees engage in detailed discussions with their department heads regarding their performance. This evaluation system serves as an important reference for salary adjustments, bonus distributions, and promotion decisions.

We legally contribute to employees' social insurance, including basic pension insurance, basic medical insurance, unemployment insurance, work-related injury insurance, and maternity insurance, as well as housing provident funds. Additionally, we provide various types of leave, such as annual leave, bereavement leave, marriage leave, maternity leave, and sick leave. Furthermore, the Group offers a range of welfare benefits, including paid leave, commercial insurance, health check-ups, transportation subsidies, employee birthday celebrations, work meals, and holiday benefits, aiming to create a harmonious and comfortable work environment.

To help employees alleviate work pressure, enhance team spirit, and strengthen their sense of belonging to the Group, we meticulously planned and organised a variety of employee activities during the Year, including activities such as the "Find Childhood" Children's Day event, the "Undefined" Women's Day event, and the "Cute Pet Debut" competition, employees are encouraged to unleash their imagination and creativity, stimulate team vitality and innovation potential, and rediscover their playful selves from their youth.

"Childhood Paper Airplane" Event

Featured Festivals & Birthday Activities

Interest Group

Attracting, Valuing, and Developing Talents

SUPPORTING TALENT DEVELOPMENT

The Group values diversity in our workforce and is committed to building a fair and open platform for career development. We ensure equal opportunities for all employees based on their abilities and potential by implementing unbiased talent selection mechanisms, offering career mentorship programs, and providing leadership training resources. The Group places special emphasis on creating an empowering environment for female employees. As of December 31, 2024, women account for 38.5% of our workforce, including 60% of senior management roles, such as board members. Through inclusive policies, we eliminate barriers related to age, gender, and other factors, enabling every employee to fully realize their potential while collectively driving the continuous enhancement of the organization's innovative capabilities.

The Group recognises the critical role of an outstanding team in achieving long-term sustainable development. To meet the needs of business growth, we are committed to continuously improving employees' qualities, professional skills, and expertise through ongoing training. We firmly believe that through various training programs, employees can absorb diverse creative ideas and industry knowledge in a multicultural environment, thereby enhancing their individual capabilities and contributing more to the Company's development.

We provide employees with multi-level training, including onboarding training, internal training, and external training. When new employees join us, we arrange comprehensive training covering the Company's background, corporate culture, rules and regulations, and behavioral norms to help them integrate into the work environment and cultural atmosphere more quickly. Additionally, to enhance employees' professional skills and knowledge, we regularly conduct internal training and invite external experts to provide cutting-edge training courses, enabling employees to master the latest knowledge and skills required for their positions, thereby maximizing their potential and improving work performance. We also encourage employees to participate in external seminars, sharing sessions, and other events to enrich their professional knowledge.

During the Year, we provided employees with a variety of training courses, including "Performance Calibration & Communication Training," "Situational Leadership," "2024 Domestic and International Product Trends and Market Analysis," "Sandbox — Management Tangram," "Technology and Dreams — AI," and "Game Brand Content Visualisation."

We strongly support employees' career development, encouraging them to fully realise their potential and talents, and achieve vertical or horizontal career growth within the Group. To this end, we have established a clear promotion management system. The human resources department conducts regular evaluations, and based on employees' assessment results, training achievements, and the skills and qualifications required for the position, employees can obtain promotion opportunities after leadership approval. When vacancies arise, we prioritise internal promotions before considering external hires, continuously providing employees with growth opportunities.

During the Year, the group has provided employee training for all employees.

Fulfilling Social Responsibility

In recent years, the Group has implemented multiple public welfare initiatives under its philanthropic project "TanWan Public Welfare" (貪玩有愛) including "Hope • Future (希望 • 未來)," "Wings of Life (生命之翼)," "Digital Village (數字鄉村)," and "Green Mountains and Clear Waters (綠水青山)," continuously contributing corporate strength to society. Moving forward, we will continue to uphold the development philosophy of ESG, proactively fulfill social responsibilities, and actively explore new paths and forms of "Internet + Public Welfare." By empowering industrial development with big data, we aim to contribute to building a better and more harmonious society.

During the Year, the Group participated in 26 public welfare activities, with a cumulative total of 1,069 employee participations and 514 community member participations, benefiting over 7,000 individuals. Our donation amount reached RMB5.2 million.

EMPOWERING THE GROWTH OF FUTURE PILLARS

For a long time, the Group has firmly believed that education is the key to enhancing the quality of the population, achieving national rejuvenation, and promoting social progress. Centered around the philanthropic project "TanWan Public Welfare" the Company actively carries out the "Hope • Future" initiative, continuously fulfilling its public welfare mission of supporting students and teachers. As of December 31, 2024, this plan has benefited over 25,000 students, donating more than RMB12 million in funds and a variety of supplies, such as school bags, recreational and sports equipment, and new media teaching devices, providing a solid material foundation for improving local living and educational conditions.

In August 2024, the Group, in collabouration with the Guangdong Provincial Game Industry Association, the Shenzhen Care Action Foundation, and the Xinxin Zhumeng Volunteer Teaching Team, visited Wuhua County, Meizhou City, Guangdong Province, to conduct a rural aesthetic education public welfare activity. This event introduced children to the artistic beauty of Chinese characters through aesthetic education classes, tea art appreciation courses, and fun-filled football sessions. To support the aesthetic education curriculum, we donated a batch of art creation gift packs, including markers, sketchbooks, lacquer fans, and plaster tools, helping students better engage in artistic creation and expression.

Public Welfare Courses for Traditional Culture

Tibet "E-Enterprise Public Welfare" Charity Event

Fulfilling Social Responsibility

In June 2024, the Group, through the "Pomegranate Seed Project (石榴籽計劃)" public welfare donation initiative, donated Zha Zha Hui rice noodle supplies and conference all-in-one teaching equipment to Qiaoda Township Central Primary School in Pishan County and Koktokay Town Second Primary School in Kashgar Prefecture, Xinjiang. This effort aims to enable children from all regions to share high-quality educational resources and strengthen the sense of community among the Chinese nation.

In April 2024, the Group donated two electric vehicles and a batch of charity rice noodles (Zha Zha Hui rice noodles) to Dafang County Football Association, and 12 schools, including Dafang County Seventh Middle School, and Dafang County Dujiang Town Yuanbao Primary School, with a total value of RMB400,000.

In November 2024, the group "Hope • Future" public welfare plan donated RMB300,000 to Xianlie East Primary School through the Tianhe Education Foundation to support the high-quality development of education.

Public Welfare Donation Certificate Event for "Pomegranate Seed Project"

Charitable donations support the development of education

Public Welfare Football Class

Dafang County "iStar Future Ticket" (i星未來車票) Charity Study Program

Dafang County Charity Donation

Fulfilling Social Responsibility

CARING FOR COMMUNITY INTEGRATION

The Group continues to care for the lives of vulnerable groups in the community. Ahead of the 2024 Dragon Boat Festival, we collabourated with the Guangzhou Yuexiu District Social Work Service Center and the Yonghe Street Yikang Center to organise a thoughtful event where elderly residents made zongzi (sticky rice dumplings). This activity brought together volunteers, veteran Party members, and community elders to pass on the traditional culture of the Dragon Boat Festival and foster emotional connections across generations.

On International Women's Day 2024, the Group partnered with the Yonghe Street Yikang Center, the Yonghe Street New Era Civilisation Practice Center, and the Guangzhou Yuexiu District Social Work Service Center to deliver festive blessings and care to women in the community. This caring initiative not only demonstrated corporate social responsibility but also provided a platform for community women to connect, allowing them to feel the warmth and support of society.

Dragon Boat Festival Elderly Care Charity Event

Lunar New Year "Fu" Delivery Charity Event

Fulfilling Social Responsibility

SUPPORTING RURAL REVITALISATION

The Group continues to contribute to rural revitalisation. Since 2020, our big data technology platform has provided robust digital support for the "Digital Village" initiative. We actively respond to national calls, focus on rural economies, promote agricultural products, and use digital marketing e-commerce to assist farmers. Through our self-developed proprietary marketing technology platforms, "He Tu" (河圖) and "Luo Shu" (洛書), we aim to boost rural industries and build digital villages. Additionally, as a key project under the "Digital Village" initiative of the "TanWan Public Welfare" (貪玩有愛) public welfare project, Zha Zha Hui supports the growth of the agricultural product industry, driving rural economic development. This effort has helped increase income and employment for over 10,000 people, achieving significant results in aiding farmers.

On July 20, 2024, the Group accepted an invitation from the Organizing Committee of Guizhou "Village Super League" (村超) to contribute to enhancing the influence of the "Village Super League" events. The "Village Super League," originating from Rongjiang County in Guizhou Province, China, connects the world through football, becoming a globally recognised Chinese hallmark. We donated Zha Zha Hui rice noodles worth RMB100,000 to the four semifinal teams of the 2024 "Village Super League," demonstrating our practical support for sportsmanship and enthusiasm for rural revitalisation. In the future, we will actively leverage our corporate role to support the inheritance and innovation of rural and red culture through various measures, continuously empowering rural revitalisation.

Red Culture Song and Dance Showcase for Guizhou Village Super League

Jiangxi Traditional Culture Performance for Guizhou Village Super League

Jiangxi Zha Zha Hui Rice Noodles Promotion Team

Donation to Guizhou Village Super League

Low-Carbon Operation and Development

The Group recognises its environmental protection responsibilities in business operations and strictly complies with relevant laws and regulations such as the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》) and the Energy Conservation Law of the People's Republic of China (《中華人民共和國節約能源法》). We have established the Environmental, Social, and Governance (ESG) System (《環境、社會與管治(ESG)制度》) to enhance employees' environmental awareness and actively encourage their participation in environmental protection. As the Group's primary business is the management of online gaming platforms, its impact on the environment and natural resources is relatively minimal. We have identified key points of resource usage during office operations and implemented a series of practical energy-saving and emission-reduction measures.

During the Year, we reviewed the progress of the environmental goals set for 2023. The Group's environmental goals for 2024 were as follows:

Actively implement the Group's measures to save energy, and maintain or gradually reduce energy intensity on the basis of 2023;

Actively implement the Group's measures to save energy and reduce greenhouse gas emissions, and maintain or gradually reduce greenhouse gas emission intensity on the basis of 2023;

Actively implement the Group's measures to water conservation, and maintain or gradually reduce water consumption intensity on the basis of 2023;

Actively implement the Group's measures to save materials and classify waste, and maintain or gradually reduce waste intensity on the basis of 2023.

During the Year, our water resource intensity decreased compared to last year, greenhouse gas intensity remained the same as last year. Due to office renovations and relocation carried out during the Year, both energy intensity and non-hazardous waste intensity have increased compared to last year.

During the Year, the Group did not violate any environmental protection laws or cause significant incidents affecting the environment and natural resources, nor did it receive any penalties or litigation notices related to environmental issues.

GREENHOUSE GAS EMISSIONS

Climate change is one of the most critical global issues today, and we recognise the relationship between our operations and environmental changes. Therefore, the Group uses this platform to disclose indicators related to environmental performance. We conduct greenhouse gas emissions inventories in accordance with the Greenhouse Gas Protocol (《溫室氣體盤查議定書》) developed by the World Resources Institute and the World Business Council for Sustainable Development, as well as ISO 14064–1 established by the International Organisation for Standardisation to implement the consistent reporting principle.

During the Year, the Group's greenhouse gas (GHG) emissions were as follows:

Indicators		Unit	2024
GHG emissions			
Scope 1	Direct emissions	tonnes of CO_2e	291.99
Scope 2	Indirect emissions	tonnes of CO_2e	1,198.99
Total GHG emissions		tonnes of CO_2e	1,490.98
Intensity of GHG emissions			
Per million revenue (Scope 1 and 2)		tonnes of CO_2e/million revenue	0.27
Per employee (Scope 1 and 2)		tonnes of CO_2e/employee	1.63

Scope 1: Direct GHG emissions generated from sources owned and controlled by the Group.

Scope 2: GHG emissions indirectly generated from electricity generation, heating and cooling or steam purchased by the Group.

Low-Carbon Operation and Development

GREEN ENERGY SAVING AND WASTE REDUCTION

We have implemented multiple environmental measures in our offices, including energy conservation, water saving, paper reduction, and waste management. Additionally, we promote environmental awareness through email, posters, and internal networks, actively encouraging employees to change habits and enhance their sense of environmental responsibility to improve the effectiveness of these measures.

Energy-saving and emission-reduction measures	
Energy management	• Maximise the use of natural light for illumination; • Ensure lights and air conditioning are turned off when offices are not in use; • Prioritise energy-efficient lighting when replacing lighting equipment; • Regularly clean lighting fixtures to maintain and improve their efficiency; • Set air conditioning systems to reasonable temperatures based on seasonal changes–cooler in summer and warmer in winter; • Regularly clean air conditioning filters to ensure efficient operation; • Remind employees to turn off electronic devices after work or when not in use; • Prioritise purchasing office appliances with energy-saving labels and certifications; • Divide office spaces into multiple lighting zones with independently controlled switches; • Avoid installing air conditioners in areas directly exposed to sunlight; • Utilise Central Control and Monitoring Systems (CCMS) or Building Management Systems (BMS).
Paper use management	• Post notices near copiers/printers to remind employees to use double-sided printing or recycled paper; • Reduce paper usage by setting default printing to double-sided and black-and-white, and prioritise using recycled paper; • Preview documents before printing, and use smaller fonts and line spacing to minimise waste; • Replace paper-based office administrative systems with electronic office systems (OA System), and handle documents digitally to avoid unnecessary printing; • Install electric hand dryers to reduce the use of paper towels.
Water management	• Ensure water taps are turned off; • Post water-saving reminders in restrooms and pantries; • Regularly inspect water pipes and equipment, and promptly repair any leaks found; • Conduct regular hidden water pipe leakage tests.
Waste management	• Classify and handle waste according to property management regulations, including construction waste, food waste, hazardous waste, and general waste; • Set up recycling bins to improve waste recycling rates; • Promote food conservation and reduce the use of food packaging; • Reuse envelopes, binders, file cards, and other office supplies.

Low-Carbon Operation and Development

Air Emissions

Vehicle emissions are one of the key sources of air pollution under national control. By calculating the fuel consumption and mileage of the Group's vehicles during the Year, the emissions of nitrogen oxides (NO_X), sulfur oxides (SO_X), and particulate matter (PM) were 371.74 kilograms, 0.47 kilograms, and 35.61 kilograms, respectively. To reduce pollutant emissions, we regularly maintain our vehicles, conduct periodic inspections, and ensure proper tire inflation to maintain optimal performance and avoid excessive emissions due to performance degradation. Additionally, we provide low-carbon driving training for drivers and encourage employees to choose public transportation whenever possible, opt for direct flights for unavoidable business trips, and hold events in locations with convenient transportation to reduce commuting and business travel-related carbon emissions.

Energy Management

During the Year, the Group's total electricity consumption and electricity consumption density are as follows, with total electricity consumption decreasing compared to the previous year.

Energy consumption		2024
Total electricity consumption	kWh	2,234,417.73
Total electricity consumption intensity (per million revenue)	kWh/million revenue	400.43
Total electricity consumption intensity (per employee)	kWh/employee	2,450.02

Water Management

The Group's water supply is entirely sourced from municipal water systems. During the Year, the total water consumption and water consumption density during operations were presented below, both showing a decrease compared to the previous year. This reduction is attributable to the installation of sensor-activated faucets and reduced irrigation of green plants in public areas.

Water consumption		2024
Total water consumption	m³	7,449.80
Total water consumption intensity (per employee)	m³/employee	8.17

Waste Management

We strictly adhere to national laws such as the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》) and the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》), ensuring the lawful and proper disposal of waste and emissions. During the Year, the total volume and density of non-hazardous and hazardous waste generated by the Group are as follows, both showing an increase compared to the previous year. The rise in non-hazardous waste is attributable to employees discarding items during the office relocation during the Year. The Group's fast-food brand, "Zha Zha Hui," is produced by third-party suppliers, and the Group's primary gaming business does not use packaging materials.

Waste		2024
Total non-hazardous waste	tonnes	431.86
Non-hazardous waste intensity (per employee)	tonnes/employee	0.47
Total hazardous waste[1]	tonnes	3.35
Recycled hazardous waste	tonnes	3.33
Hazardous waste intensity (per employee)	tonnes/employee	0.004

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[1]   The unit has been changed to weight for this year.

Low-Carbon Operation and Development

RESPONSE TO CLIMATE CHANGE

As global temperatures rise and extreme weather events increase, the Group has assessed the physical and transitional risks posed by climate change. The results indicate that these factors have not yet posed a threat to our operations. At the same time, the Group will continue to monitor the latest requirements and policy developments related to climate change, evaluate their potential impact on the Group's future, and promptly formulate response measures.

Type of risk	Potential point of risk	Potential consequences	Current response measures for risk mitigation
Physical climate risk	Extreme weather events such as cyclones, extreme heat, coastal flooding, urban flooding, river flooding, water scarcity, and wildfires	• Office locations may need to be temporarily closed; • Extreme weather events such as typhoons may cause employee injuries or fatalities; • Potential risks include asset damage and disruption of business operations; • Game logins rely on the integrity of internet infrastructure across regions. Potential damage to internet infrastructure caused by extreme weather could increase business instability.	• Continuously monitor catastrophic weather events and strengthen emergency response measures for extreme weather; • Develop natural disaster emergency response plans and continuously improve natural disaster emergency response mechanisms; • Identify potential asset damage and purchase necessary insurance coverage; • Establish emergency procedures for extreme weather conditions to mitigate related risks, allowing flexible work arrangements during severe or extreme weather events; • Continuously reduce office electricity and water usage, enhance employee energy-saving awareness, and implement green office initiatives.
Policy and regulation risk	Failure to comply with national and industry standards for carbon neutrality targets and reporting disclosure compliance risks	• Possible penalties due to violations; • Reputational damage, leading to a loss of competitive advantage; • Restrictions on investment amounts subject to stricter ESG standards.	• Monitor the latest climate change-related laws and regulations and integrate them into management strategies; • Incorporate carbon peak and carbon neutrality-related content into employee training programs; • Conduct annual carbon audits and implement energy-saving and consumption-reduction measures based on the results to reduce carbon emissions; • Increase the proportion of green energy usage.

Low-Carbon Operation and Development

Type of risk	Potential point of risk	Potential consequences	Current response measures for risk mitigation
Reputation risk	Stakeholders' growing expectations for the Company's sustainable development	• Investors place importance on whether a company's green strategy aligns with national and international climate change response requirements, which may influence the company's investment and financing opportunities as well as its ESG ratings.	• Actively monitor policy trends related to climate change; • Integrate climate change response measures into the Company's sustainable development planning; • Formulate and implement action plans to address climate change, publicly disclose progress and achievements, and announce future development directions and plans to enhance trust among stakeholders; • Strengthen communication and engagement with stakeholders.

Appendix I: Awards and Honors

ENTERPRISE MAIN HONORS

2024 China Internet Top 100 Companies by Comprehensive Strength

2024 Top 20 Internet Companies of Jiangxi Province

2024 Outstanding Companies in China's Gaming Industry

Best Game Brand

2024 Top 20 Game Enterprise of Guangdong
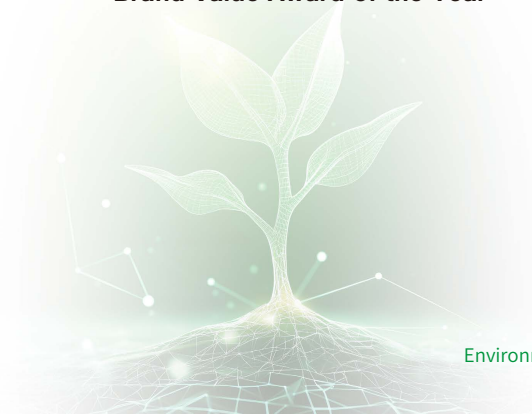

2024 Top 30 Culture Enterprise of Guangzhou

"Best TMT Company"

Brand Value Award of the Year

Most Promising Companies of the Year

Appendix I: Awards and Honors

MAIN GAME HONORS

2024 Top 10 Outstanding Game Operations Enterprises Award Nominations

**"Legend of Origin"
2024 Vivo Best Online Game of the Year**

**"Tiny Troopers"
2024 Excellent Mini Game**

**"Soul Land: Legend of Evil Slayer"
Best Game IP Award**

**"Soul Land: Legend of Evil Slayer"
Top 10 IP Awards in
Anime Competition**

**"Soul Land: Legend of Evil Slayer"
OPPO 2024 Player Expectation
Game Award**

**"Soul Land: Legend of Evil Slayer"
2024 Golden Plume Award
The most anticipated mobile online
game for players**

**"Beast Lord: The New Land"
2024 Golden Plume Award
Player's favorite mobile online game**

**"Beast Lord: The New Land"
OPPO 2024 Outstanding Marketing
Cooperation Game**

Appendix I: Awards and Honors

MAIN CHARITY HONORS

2024 Social Responsibility Award

2024 Outstanding Enterprise in Online Ecosystem Governance for Gaming Industry of Guangzhou
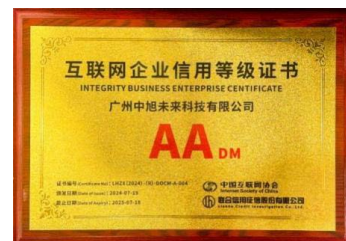
Internet Enterprise Credit Rating Certificate: High Credit Rating AA

First Public Welfare Ecosystem Partners of "E-Enterprise Public Welfare Initiative" of the Internet Society of China

Caring Enterprise

Top 10 Positive Impact Cases Among Guangzhou Internet Enterprises

2024 Gaming for Good Charity Gala: Gaming Public Welfare by People's Daily Online

Outstanding Case of Data Element Application in Guangzhou

"Digital Village" Case selected for inclusion in China Digital Development Research Case Repository

Appendix II: Membership of Certain Industry Associations

China Audio-video and Digital Publishing Association
Vice chairman unit

Internet Association of China
Standing director unit

Online Marketing Working Committee of Internet Association of China
Committee unit

Social Responsibility Working Committee of Internet Association of China
Committee unit

China Culture and Entertainment Industry Association
Member unit

China Enterprise Evaluation Association
Member unit

Guangdong Federation of Internet
Member unit

Guangdong Entertainment & Game Industry Association
Council member

Guangdong Internet Association
Member unit

Guangzhou Entertainment & Game Industry Association
Vice president unit

Digital IP Application Working Committee of China Audio-video and Digital Publishing Association
Member unit

Guangzhou Internet Culture Association
Member unit

Guangzhou Institute of Internet Communication
Member unit

Game Committee of China Audio-video and Digital Publishing Association
Member unit

Guangzhou Digital-Industrial Integration Enterprise Science and Technology Federation
Member unit

Jiangxi Internet Association
Council member unit

Jiangxi Software Industry Association
Member unit

Internet User Rights Protection Working Committee of Internet Society of China
Member unit

Appendix III: Sustainability Data Summary

Environmental aspect	Unit	2024
Emissions		
Nitrogen oxides (NO_x)	kg	371.74
Sulphur oxides (SO_x)	kg	0.47
Particulate matter (PM)	kg	35.61
GHG emissions		
Direct GHG emissions (Scope 1)	tonnes of CO_2e	291.99
Indirect GHG emissions (Scope 2)	tonnes of CO_2e	1,198.99
Total GHG emissions (Scope 1 and 2)	tonnes of CO_2e	1,490.98
GHG emissions intensity		
Per million revenue (Scope 1 and 2)	tonnes of CO_2e/million revenue	0.27
Per employee (Scope 1 and 2)	tonnes of CO_2e/employee	1.63
Hazardous waste		
Total hazardous waste[1]	tonnes	3.35
Recycled hazardous waste	tonnes	3.33
Hazardous waste intensity (per employee)	tonnes/employee	0.004
Non-hazardous waste		
Total non-hazardous waste	tonnes	431.86
Intensity of non-hazardous waste (per employee)	tonnes/employee	0.47
Paper consumption		
Paper consumption	kg	2,370.63
Intensity of paper consumption (per employee)	kg/employee	2.60
Energy consumption		
Total electricity consumption	kWh	2,234,417.73
Total electricity consumption intensity (per million revenue)	kWh/million revenue	400.43
Total electricity consumption intensity (per employee)	kWh/employee	2,450.02
Water consumption		
Total water consumption	tonnes	7,449.80
Total water consumption intensity (per employee)	tonnes/employee	8.17

Appendix III: Sustainability Data Summary

Social aspect	Unit	2024
Employment		
Total number of employees	no. of people	912
Total number of employees (by gender)		
Female employees	no. of people	351
Male employees	no. of people	561
Total number of employees (by employee category)		
Short-term contracted/part-time employees	no. of people	6
Full-time junior employees	no. of people	748
Full-time middle management employees	no. of people	98
Full-time senior management employees	no. of people	53
Top management	no. of people	7
Total number of employees (by age group)		
Under 30	no. of people	592
30–50	no. of people	316
Above 50	no. of people	4
Total number of employees (by geographical region)		
Total number of employees in North China	no. of people	32
Total number of employees in the South China (Including Hong Kong)	no. of people	880
Turnover rate		
Total turnover rate of employees	%	51.07%
Turnover rate of employees (by gender)		
Female	%	50.49%
Male	%	51.43%
Turnover rate of employees (by age group)		
Under 30	%	56.60%
30–50	%	35.77%
Above 50	%	50.00%
Turnover rate of employees (by geographical region)		
North China	%	75.38%
South China (Including Hong Kong)	%	49.25%

Appendix III: Sustainability Data Summary

Development and training	Unit	2024
Percentage of employees trained by gender[2]		
Female employees	%	38.49
Male employees	%	61.51
Percentage of employees trained by employee category		
Short-term contracted/part-time employees	%	0.66
Full-time junior employees	%	82.02
Full-time middle management employees	%	10.75
Full-time senior management employees	%	5.81
Top management	%	0.77
Average training hours completed per employee by gender		
Female employees	hours	3.50
Male employees	hours	3.33
Average training hours completed per employee by employee category[3]		
Short-term contracted/part-time employees	hours	1.00
Full-time junior employees	hours	2.63
Full-time middle management employees	hours	4.29
Full-time senior management employees	hours	4.96
Top management	hours	32.00
Number and proportion of work-related fatalities in the past three year[4]		
Number of work-related fatalities for 2024	person	1
Proportion of work-related fatalities for 2024	%	0.11
Number of work-related fatalities for 2023	person	0
Proportion of work-related fatalities for 2023	%	0.00
Number of work-related fatalities for 2022	person	0
Proportion of work-related fatalities for 2022	%	0.00

[2]   Calculation method of percentage of employees trained in different categories: Number of employees trained in the category ÷ Total number of employees trained x 100%

[3]   Calculation method of average training hours for employees in different categories: Training hours for employees in the category ÷ Total number of employees in the category

[4]   Proportion of work-related fatalities: Number of deaths due to work injuries/Total number of employees
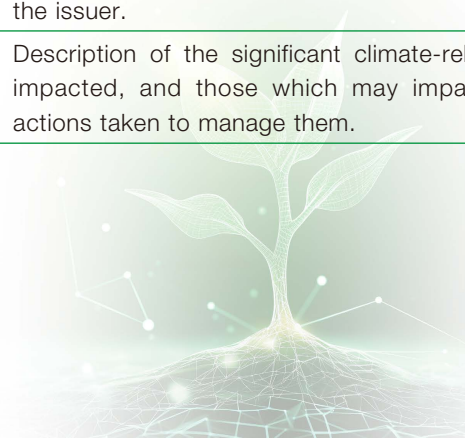
Appendix IV: The ESG Reporting Guide Index of the Stock Exchange

Content of Indicators			Relevant Chapters
A. Environment Aspect			
A1: Emissions	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.	Low-carbon Operation and Development
	A1.1	The types of emissions and respective emissions data.	Appendix III: Sustainability Data Summary
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Appendix III: Sustainability Data Summary
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Appendix III: Sustainability Data Summary
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Appendix III: Sustainability Data Summary
	A1.5	Description of emission target(s) set and steps taken to achieve them.	Low-carbon Operation and Development Green Energy Saving and Waste Reduction
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Low-carbon Operation and Development Green Energy Saving and Waste Reduction

Appendix IV: The ESG Reporting Guide Index of the Stock Exchange

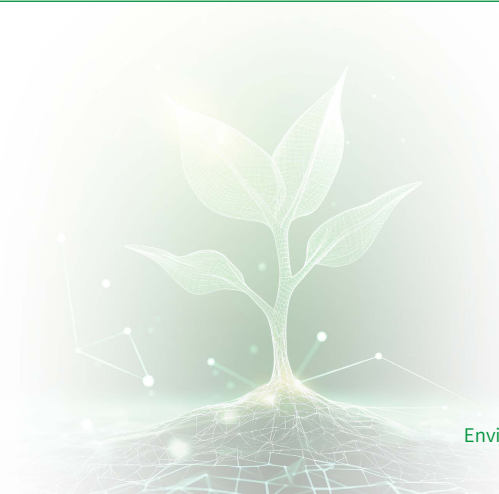| Content of Indicators			Relevant Chapters
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Low-carbon Operation and Development Green Energy Saving and Waste Reduction
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (in thousands of kWh) and intensity (e.g. per unit of production volume, per facility).	Appendix III: Sustainability Data Summary
	A2.2	Total water consumption and intensity (e.g. per unit of production volume, per facility).	Appendix III: Sustainability Data Summary
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Low-carbon Operation and Development Green Energy Saving and Waste Reduction
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Low-carbon Operation and Development Green Energy Saving and Waste Reduction
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	The Group's main game business does not use packaging materials
A3: The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	Low-carbon Operation and Development
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Low-carbon Operation and Development
A4: Climate Change	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Response to Climate Change
	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.	Response to Climate Change

Appendix IV: The ESG Reporting Guide Index of the Stock Exchange

Content of Indicators			Relevant Chapters
B. Social Aspect			
B1: Employment	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 compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Strict Adherence to Labour Standards
	B1.1	Total workforce by gender, employee category (for example, full- or part-time), age group and geographical region.	Appendix III: Sustainability Data Summary
	B1.2	Employee turnover rate by gender, age group and geographical region.	Appendix III: Sustainability Data Summary
B2: Health and Safety	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 providing a safe working environment and protecting employees from occupational hazards.	Employee Health and Safety
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Appendix III: Sustainability Data Summary
	B2.2	Lost days due to work injury.	Appendix III: Sustainability Data Summary
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Employee Health and Safety
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Supporting Talent Development
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Appendix III: Sustainability Data Summary
	B3.2	The average training hours completed per employee by gender and employee category.	Appendix III: Sustainability Data Summary
B4: Labour Standards	B4	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Attracting, Valuing, and Developing Talents
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	Attracting, Valuing, and Developing Talents
	B4.2	Description of steps taken to eliminate such practices when discovered.	Attracting, Valuing, and Developing Talents

Appendix IV: The ESG Reporting Guide Index of the Stock Exchange

Content of Indicators			Relevant Chapters
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
	B5.1	Number of suppliers by region.	Supply Chain Management
	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
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management
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, labeling and privacy matters relating to products and services provided and methods of redress.	Strengthening Quality Management Protecting Minors Ensuring Information Security
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Delivering High-Quality Customer Service
	B6.2	Number of products and service related complaints received and how they are dealt with.	Delivering High-Quality Customer Service
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	Protecting Intellectual Property Rights
	B6.4	Description of quality assurance process and recall procedures.	Strengthening Quality Management
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Ensuring Information Security

Appendix IV: The ESG Reporting Guide Index of the Stock Exchange

Content of Indicators			Relevant Chapters
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.	Anti-Corruption and Integrity Building
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-Corruption and Integrity Building
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-Corruption and Integrity Building
	B7.3	Description of anti-corruption training provided to directors and staff.	Anti-Corruption and Integrity Building
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.	Fulfilling Social Responsibility
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Fulfilling Social Responsibility
	B8.2	Resources contributed to the focus area.	Fulfilling Social Responsibility