



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2024



Television Broadcasts Limited
電視廣播有限公司

(Incorporated in Hong Kong with limited liability)
Stock Code : 00511

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PERFORMANCE HIGHLIGHTS

EMISSIONS



Total greenhouse gas emissions

↓ **2.61%**

ENERGY CONSUMPTION



Total Energy Consumption

↓ **2.73%**

Electricity consumption

↓ **1.95%**

Increase in renewable energy generated

↑ **3.67%**

WATER CONSUMPTION



Impressive decrease

↓ **10%**

OCCUPATIONAL SAFETY & HEALTH

0
fatal accident

No. of lost days

↓ **26%**



PRODUCT RESPONSIBILITY



371,455

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

WASTE MANAGEMENT



Hazardous waste disposal

↓ **26.77%**

Non-hazardous waste disposal

↓ **14.23%**

COMMUNITY INVESTMENT



An impressive

HK\$255 million

raised during fundraising shows

TVB, Staff & Artistes Fund granted about

HK\$734,000

of donations and subsidies to the needy

145 TVB Volunteer Team members delivered
930 volunteer hours in 15 charitable events

11,980 costumes were donated
to non-profit organisations

EMPLOYEE RECOGNITION



Almost

180 staff members

received Long Service Awards

ABOUT THIS REPORT

Television Broadcasts Limited (“Company”, “TVB” or “we”) publishes the Environmental, Social and Governance (“ESG”) Report annually to summarise the sustainability objectives, initiatives and performance of the Company and its subsidiaries (“Group”). This ESG Report covers the period from 1st January 2024 to 31st December 2024 (“Year”) and should be read in conjunction with the Company’s 2024 Annual Report, which contains a comprehensive review of the Company’s financial performance and corporate governance frameworks and practices. This Report has been prepared in accordance with the “comply or explain” provisions of the Environmental, Social and Governance Reporting Guide set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

ESG APPROACH AND SCOPE OF REPORT

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

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

BOARD STATEMENT

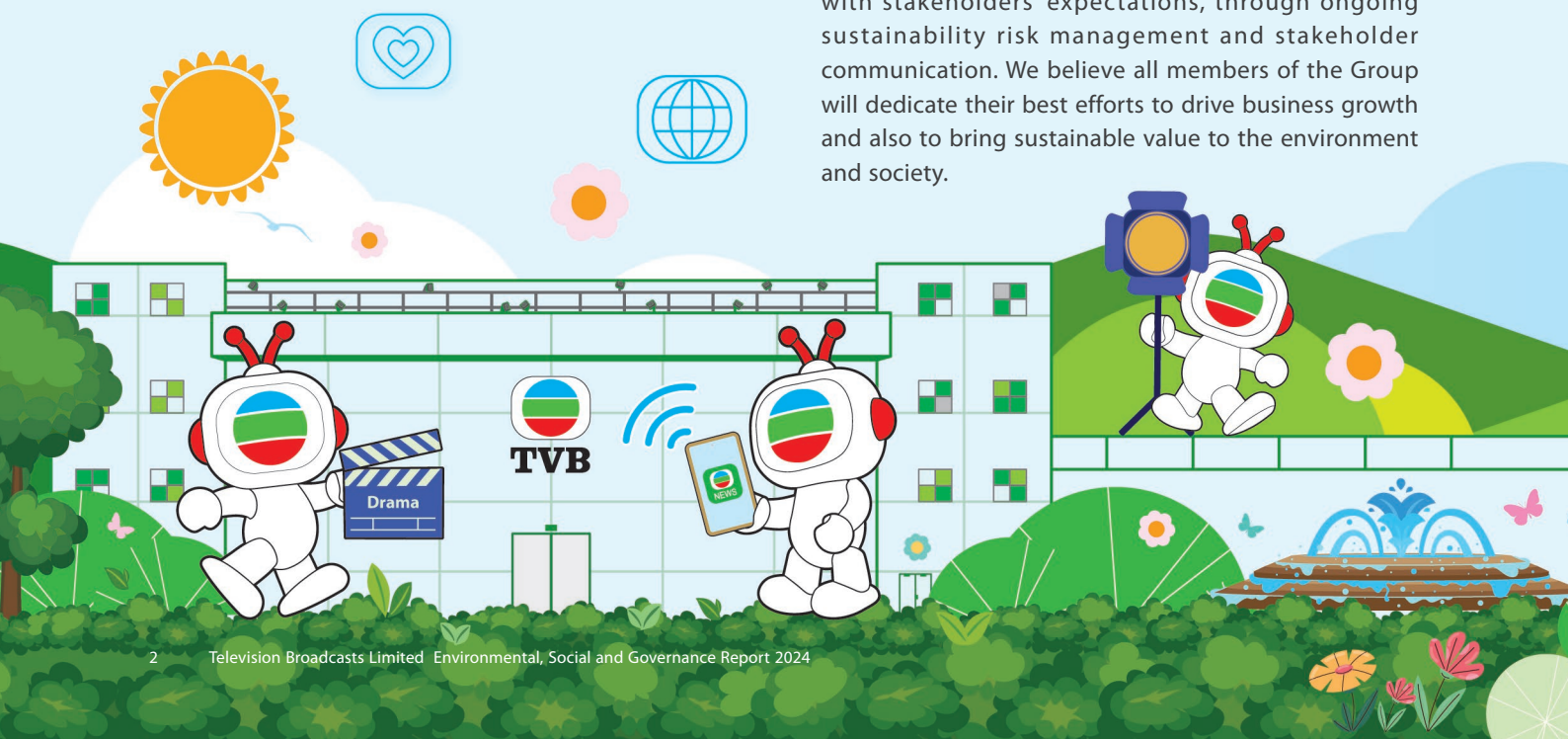
The board of directors of the Company (“Board”) recognises the significance of ESG issues in building long-term business success as well as the sustainability of both the community and the environment.

Having served Hong Kong people for over 57 years, TVB’s multifaceted businesses ranging from free television broadcasting, to streaming, to e-commerce services have become an integral part of Hong Kong people’s everyday lives. The Group is mindful that everything we do could have substantial impact on society and the environment. Apart from maintaining our quality offerings, the Group will take an active approach to identify and create ESG value, as well as to integrate ESG policies into our business operations.

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

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

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



ESG STRUCTURE

THE BOARD, AUDIT COMMITTEE AND SUSTAINABILITY STEERING GROUP

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

The Audit Committee is responsible for, among others, evaluating and determining the nature and extent of the risks the Group is willing to take in achieving its strategic objectives. It is also tasked with ensuring that the Group establishes and maintains sound, appropriate and effective risk management framework and internal control systems. In particular, the Audit Committee undertakes the duty to consider the Group's policies, strategies and targets, as well as reporting in relation to ESG matters.

The Sustainability Steering Group ("SSG") was established in 2017 to assist the sustainability efforts of the Group and reports to the Audit Committee.

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

The SSG holds regular meetings to discuss, monitor progress, evaluate the performance of ESG aspects and to manage the sustainability risks of the Group conferred on the SSG by the Board and the Audit Committee. During 2024, the SSG dealt with the following matters:

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

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

Reporting on matters to the Audit Committee which enable TVB to operate in a sustainable basis

Managing sustainability risks



ABOUT THIS REPORT

ESG STRUCTURE



ESG POLICY

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



Environmental

TVB commits to integrating environmental protection measures into its business operations and promoting environmental awareness for the well-being of society



Social

TVB's greatest asset is our staff and artistes who are essential to the continued success of the business. TVB strives to attract, nurture, and retain talents by providing a caring and conducive work environment which encourages employees to fulfil their potential, and one that recognises satisfactory performance. TVB takes occupational safety as a major management responsibility and strives to provide a safe and healthy workplace



Community Investment

Television has a significant social impact. TVB, as the predominant television station in Hong Kong, takes an active role in promoting worthy causes and positive outlook on life using its programmes and artiste resources



Corporate Governance

Maintaining high standards of business ethics and corporate governance practices has always been a part of the Company's core objectives. TVB believes that conducting business in an open and responsible manner serves its long-term interests and those of the stakeholders

STAKEHOLDER ENGAGEMENT

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

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

Our regular engagement channels with these major stakeholders include:

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

MATERIALITY ASSESSMENT

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

ESG TOPICS

Environmental

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

Social

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

Community Investment

- 10 Community engagement

PROTECTING THE ENVIRONMENT





PROTECTING THE ENVIRONMENT

In 2024, the Group continued its important efforts to implement environmental strategies and initiatives aimed at energy conservation, resource preservation, and increasing environmental awareness among stakeholders. By regularly assessing and evaluating the Company's emissions and resource use, the Board set specific objectives for the reporting year and successfully implemented various measures to minimise environmental impact and protect the ecosystem.

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



1-2. Shooting at TVB City

TARGETS AND COMMITMENT

Reducing greenhouse gas (GHG) emissions is essential for tackling global climate change, and it demands collaborative efforts. One effective approach to decreasing long-term energy consumption is upgrading our facilities, which includes enhancing our equipment, vehicle fleet, and lighting with more energy-efficient models, as well as replacing the water-cooled chiller.

Total GHG emissions

Target to bring down the total GHG emissions by 40% by the year 2025 (baseline : 2019)
2024 progress : down 37.4%

Electricity consumption

Aim to achieve 10% reduction in electricity consumption by 2025 (baseline : 2019)
2024 progress : down 13.16%

Renewable Energy

Target to raise the proportion of renewable energy usage to 3% of total electricity consumption per year by 2025 (baseline : 2021)
2024 progress : 3.67%

Electrical Vehicles ("EVs") proportion

Aim to enhance the proportion of EVs in Company car fleet to 20% (baseline : 2019)
2024 progress : 20.51%

To assess our environmental performance, we conducted an evaluation that factored in the intensity of ESG data alongside the total local production hours. Since 2017, we have consistently employed a standardised methodology, enabling us to objectively compare data across previous years. In 2024, the total local production hours amounted to 20,759, marking an 11.2% decrease from 23,376 hours in 2023.

We will continue to monitor and assess our resource consumption, waste management, and emission reduction initiatives in relation to these targets. To ensure ongoing improvement in our environmental performance, we will establish and communicate long-term reduction goals at the appropriate time in the future.

EMISSIONS

PERFORMANCE

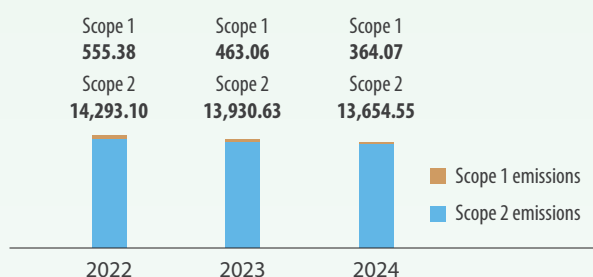
A substantial portion of total emissions is attributed to GHG emissions, which can be categorised into two groups: Scope 1 (direct GHG emissions) and Scope 2 (indirect GHG emissions).

Scope 1 emissions primarily arise from the Company's own vehicle fleet, which consists of motorcycles, passenger cars, private buses, light and medium goods vehicles, and special purpose vehicles used for outdoor shoots. In contrast, Scope 2 emissions are linked to electricity consumption.

In 2024, the total amount of GHG emissions was measured at 14,018.62 tonnes of CO₂e, indicating a decrease of 2.61% compared to the previous year (2023 : 14,393.69 tonnes of CO₂e). The intensity of GHG emissions per production hour was recorded at 0.68 tonnes per hour, reflecting an increase of 9.68% from the previous year (2023 : 0.62 tonnes per production hour).

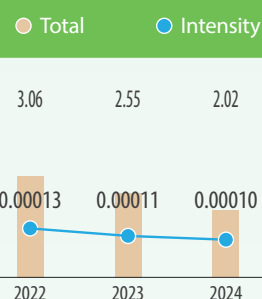
These reductions can be credited to several factors, including the efficient use of EVs and the Company's continuous commitment to energy conservation. Consequently, both total GHG emissions and their intensity have exhibited a downward trend.

Direct & indirect GHG emissions (tonnes of CO₂e)



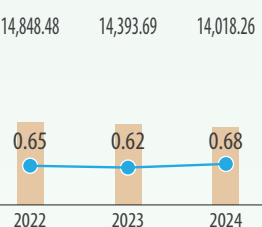
Air emissions (SO_x) (kilogrammes)

Sources: diesel & petrol consumed by vehicles



Greenhouse gas emissions (tonnes of CO₂e)

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



3

3. TVB Vehicle Fleet

PROTECTING THE ENVIRONMENT

ENERGY CONSUMPTION

PERFORMANCE

Energy consumption can be divided into two categories: direct and indirect energy consumption. Direct energy consumption includes the use of diesel and petrol in vehicles and generators, while indirect energy consumption pertains to electricity usage. Regarding direct energy consumption, our fleet of vehicles and mobile generators has been instrumental in supporting location shoots. The Company currently operates a fleet of 78 vehicles, which includes private cars, buses, light and medium goods vehicles, special purpose vehicles, and motorcycles.

The installation of a new high-energy-efficiency VRV system in News Block, was completed in October 2024. This system is expected to achieve annual energy savings of 60,700 kWh. The project has been recognised by the CLP ECO Building Fund, receiving a maximum subsidy of HK\$88,000 under retrofitting measures.

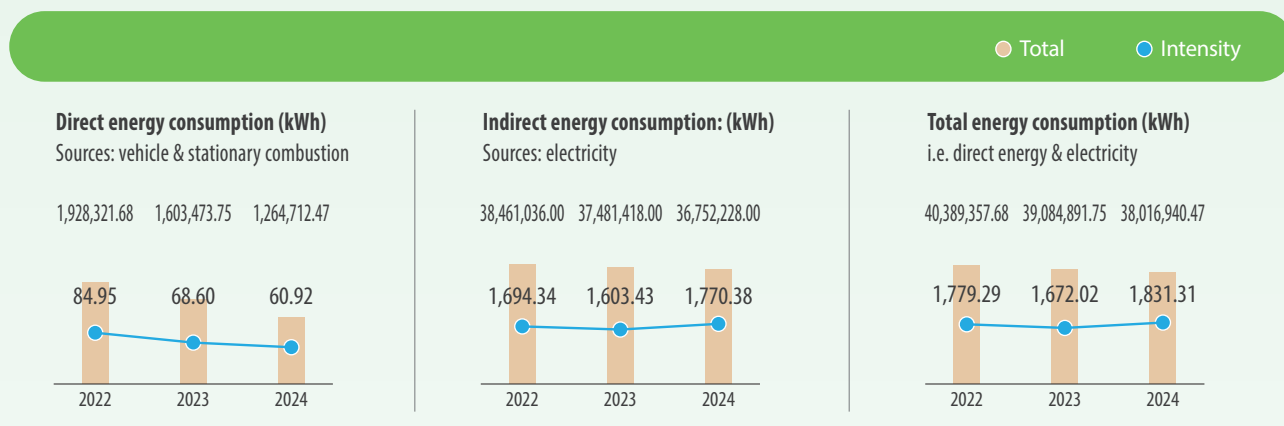
In the reporting year, total energy consumption fell by 2.73% to 38,016,940 kWh (2023 : 39,084,892 kWh). This ongoing decline can be attributed to a reduction in direct energy consumption, particularly in fuel usage by passenger cars and mobile generators, which saw a substantial decrease of 21.12%, dropping to 1,264,713 kWh (2023 : 1,603,474 kWh). Additionally, the intensity of consumption decreased by 11.2% to 60.92 kWh per production hour (2023 : 68.6 kWh per production hour). The introduction of EVs in our operations has been vital in reducing overall fuel consumption, especially during location shoots and live news reporting.



1. Completed replacement of the new nano-technology low-energy, high-efficiency air filter system in 70 cooling cabinets

The majority of indirect energy usage was due to electricity, primarily consumed for lighting, air conditioning in studio production, and supporting broadcasting services and general operations of the Company. In 2024, total electricity consumption reached 36,752,228 kWh, indicating a decrease of 1.95% compared to the previous year (2023 : 37,481,418 kWh).

Furthermore, the replacement of the new nano-technology low-energy, high-efficiency air filter system was completed in 70 cooling cabinets in January 2024. This installation has resulted in annual energy savings of 155,226 kWh.

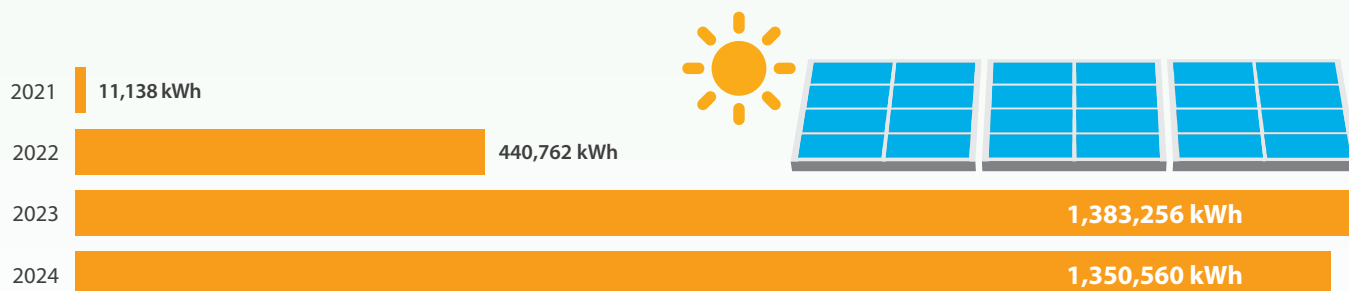


MEASURES

Through our effective environmental protection initiatives and collaborative efforts, we have made significant strides in reducing our carbon footprint and energy consumption, contributing to a more sustainable future. Below is a summary of the actions we have taken over the past year to address emissions reduction, enhance energy efficiency, and raise energy-saving awareness among our employees:

Since 2021, the Company has actively participated in the CLPe Solutions Scheme, installing a total of 2,435 photovoltaic panels (PV panels) on the rooftops of various buildings within TVB City. In 2024, we celebrated the first full year of operation for all the PV panels, which generated a total of 1,350,560 kWh of electricity. This generation not only offers environmental benefits but also contributes to cost savings.

Renewable energy generated from solar panel



PROTECTING THE ENVIRONMENT

The air-conditioning unit installed at the Variety and Drama Studios is designed for versatility, featuring multiple operation modes to accommodate various situations. This flexibility enables optimal energy consumption. The available modes include winter, summer, vacant studio setup, and studio-in-use, among others. To ensure the temperature is tailored to specific requirements, a staff member is assigned to the control room to monitor and manage the air-conditioning unit as needed.

- ❧ To enhance energy efficiency and operational performance, regular cleaning and disinfection of the freshwater cooling tower system and chiller units in the central air conditioning system were carried out. Furthermore, during late working hours, non-essential lights and elevators were turned off.
- ❧ The vehicle replacement scheme continued to be successful, with approximately 76.3% of the Company's fossil fuel vehicles compliant with Euro V standards, enhancing fuel efficiency and reducing emissions.
- ❧ Increasing the number of EVs on the road directly leads to reduced carbon emissions. EVs continue to be our preferred option for vehicle replacements, and we are installing EV chargers on our premises to support green driving initiatives.
- ❧ When choosing transportation service providers and vendors, we prioritise those that can deliver services using EVs.
- ❧ We have established policies to procure sustainable products and services from trusted suppliers and contractors. This includes requirements for copier paper and wood materials to be certified by the Forest Stewardship Council (FSC) and the Programme for the Endorsement of Forest Certification (PEFC), as well as the use of soy ink printing services. The Company will also enhance its efforts to encourage business partners to implement improved environmental protection practices. For more details, please refer to the "Supply Chain Management" section of this report.
- ❧ Ensuring the proper functioning of air conditioners for end users is an effective way to utilise energy for a comfortable working environment. We regularly train our staff through our self-developed mobile app, MY TVB. During these sessions, we emphasise the importance of regular cleaning — from the central chiller plant and large air handlers to individual office fan coil units (FCUs) — in enhancing indoor air quality (IAQ), promoting energy efficiency, conserving energy, and managing waste.



1

1. New electronic vehicle charger installed



2

2. Regular cleaning of Fan Coil Unit is important for improving IAQ and achieving energy savings

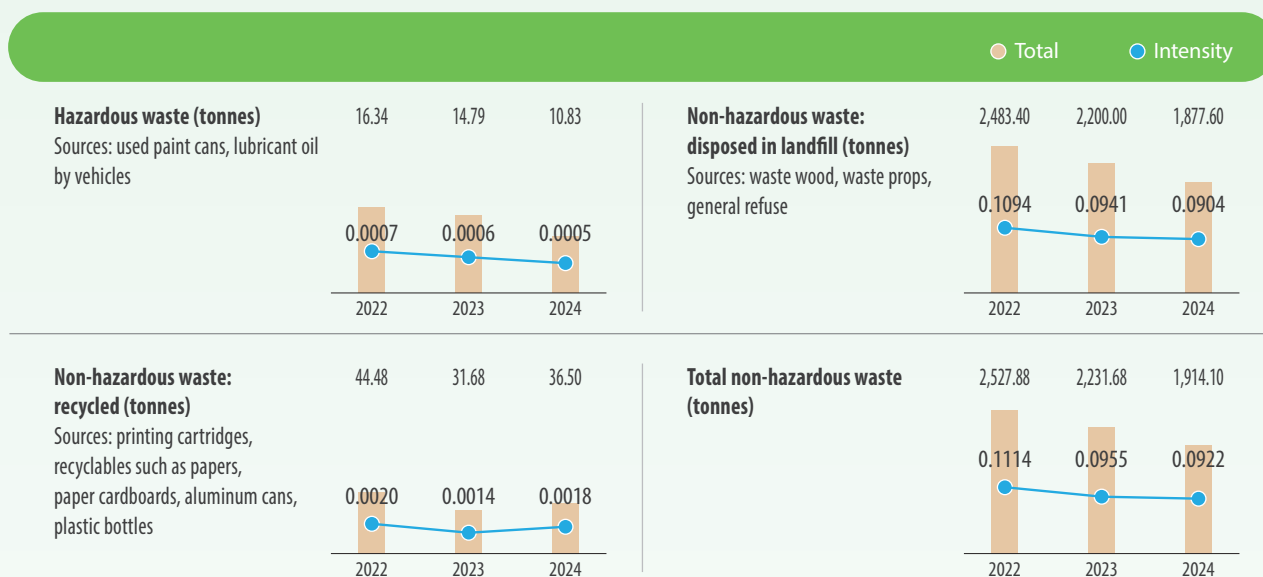
WASTE MANAGEMENT

PERFORMANCE

The Company disposed of various types of non-hazardous waste, including used props, wood from programme production, and general office waste. In 2024, the total amount of non-hazardous waste generated significantly decreased by 14.23% to 1,914.10 tonnes (2023 : 2,231.68 tonnes). This notable reduction can be attributed to the Company's initiatives to promote environmental awareness among staff, which led to less disposal of containers and cutlery. The

quantity of recyclable non-hazardous waste, including smaller items like paper, cardboard, aluminum cans, and plastic bottles, saw a 15.22% increase in 2024, amounting to 36.50 tonnes (2023: 31.68 tonnes).

The amount of hazardous waste dropped by 26.77% to 10.83 tonnes (2023: 14.79 tonnes). This significant reduction was due to decreased consumption of lubricant oil and the use of lighter, larger paint cans from a new supplier since 2021.



3



4

3. Regular cleaning of cooling high-energy-efficiency air-cooled chiller
4. The waste fluorescent tubes have been collected for recycling

PROTECTING THE ENVIRONMENT

MEASURES

The Company has launched several initiatives focused on reducing both hazardous and non-hazardous waste while also increasing employee awareness about waste minimisation:

Hazardous waste

- In 2024, approximately 3,000 kg of waste fluorescent tubes were recycled through Ecospace Limited (2023: 1,200 kg). The mercury from the light tubes was collected for recycling, helping to minimise chemical waste and reduce potential environmental pollution.
- We are committed to reducing the utilisation of lead acid batteries. During the battery replacement project for Uninterruptible Power Supply ("UPS") systems No. 13 and 14, 27,932 kg of waste lead-acid batteries were properly disposed of and recycled through Hong Kong Battery Recycling Centre Limited.
- We have continued to utilise paint with low volatile organic compound (VOCs) levels for fitting-out and maintenance tasks within TVB City to minimise air pollution.
- In 2024, the total weight of disposed paint cans reached 10.10 tonnes, collected by licensed waste collectors. This represents a reduction of 28.17% (2023 : 14.06 tonnes). The decline in paint cans was directly linked to a decrease in local drama production. To minimise the consumption and disposal of paint and paint cans, regular or long-standing studio productions reused the same scenes and repaired set-ups whenever possible.

Non-hazardous waste

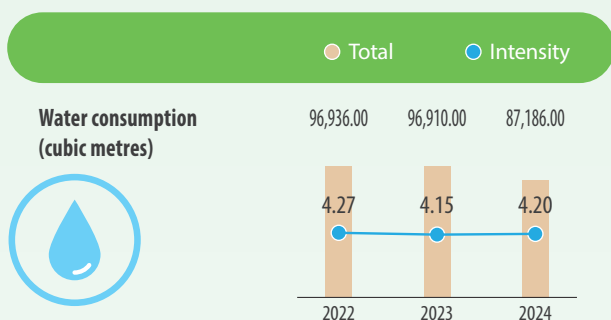
- We remain dedicated to sourcing wood materials from suppliers that provide products harvested from sustainably managed forests, certified by FSC and PEFC.
- To further decrease the consumption of wood and props, we prioritise the use of LED video walls in studio productions whenever feasible. This sustainable strategy helps minimise the need for physical set pieces. Moreover, we ensure that reusable costumes and props are thoroughly cleaned and properly stored for future productions.
- Copier paper to be provided by FSC and PEFC certified suppliers.
- In 2024, the Company continued to recycle all used toner cartridges through recycling agents.
- To reduce waste generation, we actively seek to reuse furniture and office facilities whenever possible during renovation and relocation projects.
- Through our ongoing efforts to foster a paperless working environment, our employees have adapted to and embraced a paperless workflow. This transition has been supported by several initiatives, including the use of electronic forms for interdepartmental communication, decreased printing of publications, and the digitalisation of communication channels. We continually encourage our staff to reduce paper waste by adopting practices like double-sided A5 printing and actively participating in paper recycling programs.
- The MY TVB app has been essential as a digital communication channel between the Company and our staff. Acting as a consolidated platform, it has effectively replaced traditional paper-based communication methods. By utilising this app, we have offered our staff a seamless and environmentally friendly way to communicate, promoting a paperless work environment.
- Recycling awareness is being promoted by providing waste separation bins for paper, metals, and plastics on various floors of office buildings within TVB City. Additional recycling facilities for glass bottles have been installed in multiple locations to further encourage environmental protection. Recycling agents regularly collect the waste to ensure it is disposed of properly.



1. Disposed and recycled waste lead-acid batteries

WATER CONSUMPTION

Water is not seen as a major component of our core operations. However, in 2024, water consumption decreased by 10% to 87,186 m³ (2023: 96,910 m³). This reduction may be attributed to increased awareness of conservation practices.



CLIMATE CHANGE

TVB acknowledges the significant impact of climate change and understands that all business activities contribute to carbon emissions, rising temperatures, and climate change itself. These effects not only threaten our operations but also carry the risk of financial losses. In response, we have proactively implemented measures to reduce our carbon footprint and improve energy efficiency, focusing particularly on electricity generation, which is the largest contributor to global carbon emissions. Additionally, we have adopted waste reduction strategies to lessen our environmental impact.

Extreme weather events, such as tropical cyclones, severe rainstorms, and thunderstorms, present potential risks to our core business. These events can disrupt programme filming and endanger the safety of our staff, especially our news reporters. Moreover, terrestrial television transmission may be compromised by power outages and damage to facilities. To effectively manage and mitigate these climate risks, TVB has adopted climate-resilient strategies tailored to our specific needs, ensuring the safety and well-being of our employees in the face of climate-related challenges.

MEASURES

- To ensure the continuous operation of our transmission sites and news center, we have installed backup generators and an UPS system. These systems are configured to automatically deliver electricity within about ten seconds of a power outage.
- The Company has taken proactive measures to prepare for adverse weather conditions. Essential staff members required to report to TVB City or our transmission sites receive special transportation arrangements, safety equipment, and meals to ensure their safety.
- Staff members are stationed at key transmission sites to monitor and manage transmission services around the clock. When adverse weather conditions impede access to these sites, suitable accommodations and a sufficient supply of food are provided for the staff.
- To prioritise the safety of our employees and guest participants, outdoor shooting and studio productions will be suspended during severe weather conditions. Nevertheless, the Company has enough programme stock to ensure continuous 24/7 broadcasting without interruption.
- Our reporters and production crew members are essential in delivering timely and real-time weather updates to the public. When needed, they receive safety guides that detail potential threats, recommended safety measures during assignments, and possible remedies. Furthermore, appropriate protective equipment is supplied to safeguard their well-being.
- The Company has replaced distilled water dispensers with units equipped with climate-friendly refrigerants that help reduce the risk of GHG emissions and minimise impacts on the ozone layer. In 2024, 13% of the water dispensers were replaced, and more eco-friendly water dispensers will continue to be replaced in 2025.



2. Replaced distilled water dispensers with units equipped with climate-friendly refrigerants

PROTECTING THE ENVIRONMENT

RECOGNITION

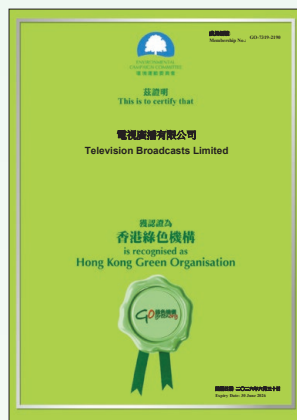
The Company was awarded the Certificate of Participation in the 2023 Hong Kong Awards for Environmental Excellence (HKAEE), organised by the Environmental Protection Department. This recognition highlights the Company's outstanding environmental management practices.

Throughout the year, we also received the EnergywiSe Certificate (Excellent level) and the WastewiSe Certificate (Basic level) from the Environmental Campaign Committee. As a result, TVB maintained its status as a Hong Kong Green Organisation in 2024, underscoring our commitment to environmental sustainability.

Additionally, we were honoured with the Certificate of Merit at the CLP Smart Energy Award 2024, recognising our energy-saving accomplishments and innovative practices.

Our company was recognised for its outstanding environmental performance by receiving the Bronze Award (Servicing and Trading) in the 2022 Hong Kong Awards for Environmental Excellence. As a result of this achievement, we were honoured with an invitation from the awarding institution to host an Environmental Visit of TVB City's environmental facilities in March 2024. This initiative aims to encourage other companies to adopt environmental management practices and strive for excellence in environmental protection.

The visit not only showcased our company's accomplishments but also provided a platform to promote environmental awareness and best practices.



1. Certificate of Participation in 2023 Hong Kong Awards for Environmental Excellence

2. The Company was certified as Hong Kong Green Organisation

3. Awarded Excellent Level and Basic Level EnergywiSe Certificate and WastewiSe Certificate respectively at the Hong Kong Green Organisation Certification

4. Merit Certification at the CLP Smart Energy Award 2024

PLANS FOR 2025

To enhance our energy efficiency efforts and reduce our environmental impact, the Company has established the following plans:

ENHANCING THE IMPACT OF RENEWABLE ENERGY

Our company is partnering once again with CLPe Solutions on a project to install 190 PV panels on the rooftop of Workshop Block. The installation is set to begin in early 2025 and is anticipated to be completed by the end of the first quarter of 2025.

By utilising rooftop solar panels, the Company is dedicated to enhancing renewable energy generation and establishing a carbon-neutral workplace.

We are currently assessing the replacement of our existing nano filter system with a new V-Bank filter system. The V-Bank filter is anticipated to offer improved efficiency and a longer lifecycle compared to the current system.

A trial test of the V-Bank filter was conducted in December 2024. Measurement data confirmed that air quality has significantly improved. Additionally, the V-Bank filter shows potential for reduced pressure drop, which may contribute to further energy savings.

Another performance evaluation is scheduled to take place in March 2025, for the AHU (TB-201) to assess the effectiveness of the Nanofil V-Bank filters after three months of operation. The goal is to complete the replacement work within 2025.

This project has received recognition from the CLP ECO Building Fund and will be eligible for retro-commissioning (RCx) support.

CONTINUE TO PROMOTE GREEN DRIVING

Vehicles were vital to our daily operations, as we frequently transported shooting equipment, props, and artistes for programme production. By 2024, the Company has a total of 16 EVs and planned to add more for the News crew in 2025. In response to the growing demand for charging stations for EVs, we installed four additional stations in 2024, bringing the total to 18 within TVB City.

REDUCE EMPLOYEES' CARBON FOOTPRINTS

TVB is dedicated to its go-green policy and the promotion of a digitalised working environment. We offer internal guidance to employees on managing air conditioning and lighting, and we have implemented various initiatives to encourage them to actively participate in resource conservation, energy saving, and environmental protection. Our aim is to inspire meaningful changes in their daily habits, fostering a lasting positive impact on their attitudes toward sustainability.

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



6

6. Installation of Photovoltaic Panels 2.0



7



8

7-8. The V-Bank filter is anticipated to offer improved efficiency and a longer lifecycle

VALUING OUR PEOPLE & OPERATING RESPONSIBLY



Environmental

Social

Community

VALUING OUR PEOPLE & OPERATING RESPONSIBLY

The Company acknowledges that our staff and artistes are our greatest assets, essential to our continued success. TVB is dedicated to fostering a nurturing and supportive work environment aimed at attracting, developing, and retaining talent. We prioritise investments in our people, providing opportunities and resources that enable them to realise their potential and advance their careers. As part of our management practices responsible, we emphasise the importance of occupational safety and are committed to ensuring a safe and healthy workplace for all employees.

EMPLOYMENT AND LABOUR PRACTICES

As of 31st December 2024, the Group employed a total of 3,304 full-time staff and artistes. Of this number, 2,982 were based in Hong Kong, representing 90.3% of the workforce, while 9.7% were employed by our

subsidiaries in overseas markets and mainland China. Each staff member is remunerated according to the relevant scales and systems in their respective locations, in compliance with applicable legislation. In 2024, the employee turnover rate was recorded at 19.4% (2023: 27.6%).

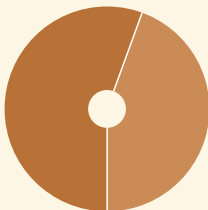
Pertaining to our employment conditions, the Company complies with the relevant laws in each location where we operate, both within and outside of Hong Kong. These laws include the Employment Ordinance, the Employees' Compensation Ordinance, the Minimum Wage Ordinance, discrimination legislation, data privacy laws, industry regulations, and the policy on equal opportunities in employment.

As a result, the Group upholds a comprehensive framework of policies addressing compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and employee benefits and welfare.

In certain circumstances, employing children may be required for specific needs in television production. The Company ensures compliance with the Employment of Children Regulations stipulated in the Employment Ordinance and obtains the necessary permissions for the employment of child artistes.

An analysis of TVB Group's workforce as of 31st December 2024

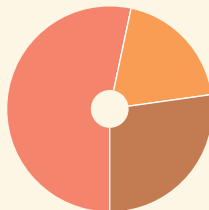
Number of Employees: 3,304



By Gender

Female: 1,464

Male: 1,840

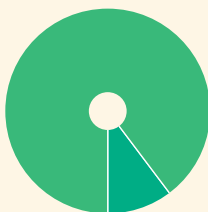


By Age Group

Below 30: 648

30 to 50: 1,755

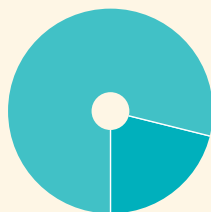
Over 50: 901



By Region

Hong Kong: 2,967

Overseas: 337



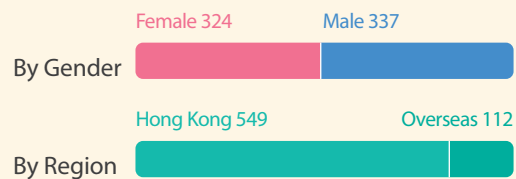
By Employment Contract

Permanent: 2,608

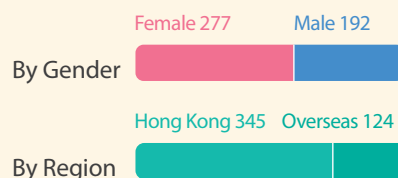
Temporary/fixed term: 696

Employee Turnover Rate

Number of Employee Turnover: 661



Number of New Hires: 469



BENEFITS

Full-time employees are entitled to the following benefits:

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

Newly hired employees receive the Employee Handbook, which serves as a valuable resource to help them familiarise themselves with personnel policies, allowances, staff benefits, company facilities, and security matters.

COMMUNICATION

The Company fosters open communication with its staff to better understand their needs.

- MY TVB Mobile App
To ensure our staff stays informed and connected, TVB employs a digital communication platform. The MY TVB app acts as the official communication channel between the Company and its employees. Through this app, employees receive timely updates and essential information about the Company's progress, highlights of staff activities, shuttle bus schedules, and available discounts.
- The Intranet & Emails
Employees have access to the Intranet, where they can find important information about the Company, including corporate details, the staff handbook, benefits information, and departmental insights. Furthermore, significant announcements from the Company are communicated to employees via periodic emails.
- Ombudsman scheme
This scheme provides resources for actively listening to staff suggestions and addressing any grievances they may have.
- Whistleblowing system
Employees are strongly encouraged to confidentially report any serious concerns related to suspected improprieties, misconduct, or malpractice through designated reporting channels.



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1. TVB has been honoured as a Good MPF Employer and presented with e-Contribution Award and MPF Support Award under the Good MPF Employer Award 2023-24, organised by the Mandatory Provident Fund Schemes Authority

VALUING OUR PEOPLE & OPERATING RESPONSIBLY

OCCUPATIONAL HEALTH AND SAFETY

The Company takes a proactive approach to safety management. Over the past year, there were no work-related fatalities. A total of 35 accident cases were reported, resulting in 35 injuries, reflecting a 28.6% decrease compared to the previous year (2023: 49 injuries). Comprehensive investigations were conducted to identify the causes of these accidents, and immediate measures were put in place to prevent future occurrences. Some individuals only required minor treatment and did not take sick leave. Additionally, there were no employee compensation claims in 2024. As a result, the number of days lost due to work-related injuries decreased by 26%, totaling 1,544 days (2023: 2,087 days). The Company will continue to enhance safety training and improve employees' awareness of production safety.

General measures

- ◆ According to the Company's Safety Management Policy, employees are required to comply with safety standards and procedures without exception.
- ◆ Employees and contractors receive operational guidelines and safety measures for equipment installation, building management, and production setup. These guidelines are shared to ensure that everyone involved understands the necessary protocols and procedures to maintain a safe working environment.
- ◆ The safety committee routinely assesses measures designed to improve occupational health and safety.
- ◆ The annual safety audit and monthly safety inspections yielded satisfactory results.
- ◆ Seven training courses were organised to emphasise workplace risk assessment and personal or occupational safety.
- ◆ To boost safety awareness among staff, information on occupational safety is regularly shared via the MY TVB app.

Measures on improving air quality

- ◆ The central ventilation system is routinely maintained, and electronic air purifiers are periodically renewed to ensure effective purification of incoming outdoor air. These air purifiers are specifically designed to remove harmful contaminants such as bacteria, VOCs, and mold that may infiltrate each building.
- ◆ To ensure adequate air circulation and ventilation, 15 portable air purifiers equipped with UVC lamps and high-efficiency filters have been installed in the staff canteens and Café Corner. These initiatives are designed to foster a healthy environment by enabling sufficient air exchange and enhancing overall air quality.
- ◆ To improve IAQ within TVB City, regular cleaning and disinfection have been carried out on more than 2,100 fan coil units (FCU) and 130 air handling units. This comprehensive maintenance strategy focused on the air filters and cooling coils, ensuring they remain clean and free of contaminants.
- ◆ Low VOC paint is utilised for fitting-out and maintenance throughout TVB City.
- ◆ After completing any fitting-out work, we prioritise our employees' well-being by implementing catalyst air purification and spray disinfection processes. These measures are designed to effectively eliminate VOCs and reduce employees' exposure to harmful pollutants.
- ◆ In one of our projects, the traditional two-stage air filtration system for 70 Variable Frequency Drive Air Handlers has been replaced with an advanced nano-technology low-energy, high-efficiency air filter system. This replacement is completed in January 2024. Compared to 2023, the new nano-technology system has annual energy savings of 155,226 kWh.

Employee Wellness

We are committed to fostering a healthy culture that prioritises the well-being of our employees. In 2024, the Company organised a total of 24 recreational and leisure activities, including the annual Health Week, several festive food fairs, and exhibitions showcasing discounted products.

The Company is dedicated to engaging our staff members. In February, the New Year's Celebration and Gathering Carnival united management, artistes, and staff in a festive atmosphere. The event included a traditional lion dance, symbolising good fortune and prosperity, along with a lucky draw where participants could win valuable prizes. Through this gathering, the Company seeks to strengthen relationships among team members and foster a positive, supportive work environment. By promoting unity and celebration, we aim to boost employee morale and engagement, ultimately contributing to the Group's overall success.

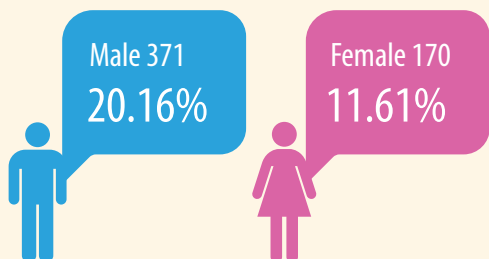
EMPLOYEE DEVELOPMENT

Employee development is a top priority for us, and we are committed to investing substantial resources in staff training. This investment ensures that our workforce aligns with our operational needs and supports long-term, sustainable business growth. We regularly organise in-house seminars and courses on various topics, including information technology, television technical standards, and other pertinent subjects. These initiatives aim to equip our employees with the knowledge and skills necessary to effectively manage their daily tasks and pursue personal career growth. Additionally, the Company offers incentives for staff to engage in external courses and professional vocational classes provided by reputable organisations, further enhancing their expertise and expanding their skill sets.

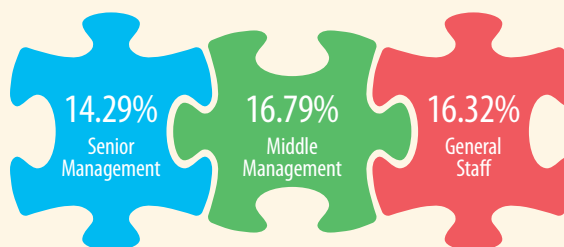
In 2024, the Company provided a total of 5,305 hours of training for our employees, both internally and externally (2023 : 4,129.5 hours). On average, each trained employee received 9.81 hours of training (2023: 5.14 hours), which included creative trainees who participated in extensive professional training. This training featured intensive courses that integrated classroom instruction with hands-on experience.

Percentage of employees trained

By Gender



By employee category



VALUING OUR PEOPLE & OPERATING RESPONSIBLY

STAFF RECOGNITION

At TVB, we have established staff recognition programs to celebrate the achievements and dedication of our employees, understanding that recognition plays a vital role in our success.

The outstanding contributions of our staff are essential to the success of TVB's top-rated programmes and impressive viewership. Over the past year, we encouraged our employees to nominate their colleagues for recognition. Six employees from different departments were honoured under the Outstanding Employee Award Scheme. As a token of appreciation for their accomplishments, they received monetary prizes and were granted paid leave.

TVB has enjoyed continuous success over its 57-year history, largely due to the dedicated efforts of our staff. To acknowledge their loyalty and contributions, we have established the Long Service Award, which honours employees for every 10 years of service. As a token of our appreciation, gold mementos are presented to the awardees. In 2024, we proudly honoured 179 employees with this prestigious award, and to show our gratitude, a special presentation ceremony was held for all recipients.



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1. Long Service and Outstanding Employee Grand Award Presentation Ceremony 2024
2. Six staff were awarded the Outstanding Employee Award

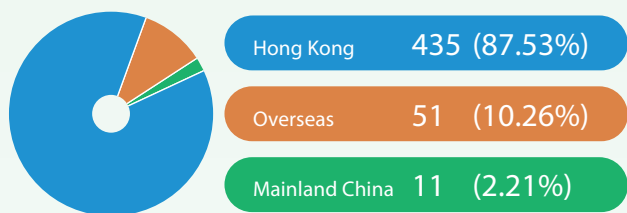
SUPPLY CHAIN MANAGEMENT

TVB acknowledges its responsibility to maintain standards related to labor, community, and the environment throughout its supply chain. One effective way to reduce carbon footprint, particularly concerning GHG emissions from transportation and logistics, is to source supplies from local suppliers. The Company obtained 87.53% of its products and services from Hong Kong suppliers, 2.21% from mainland China, and 10.26% from overseas. Well-defined purchasing policies and principles are in place to ensure the procurement of sustainable products and services from reputable suppliers and contractors who comply with all legal requirements and standards regarding labor practices, environmental protection, intellectual property rights, and anti-corruption measures.

We ask our suppliers to align with common goals by incorporating the following ESG criteria into our tender or Request for Quotations documents:

- ◆ All original and recycled copier paper must carry FSC and PEFC certifications to ensure that the paper is obtained from sustainable sources.
- ◆ Establishing fair labour practices by implementing a policy that provides insurance against all liabilities for damages or compensation related to any workers or individuals employed by the suppliers.
- ◆ Ensuring conformity with relevant laws related to anti-bribery and the protection of intellectual property rights.
- ◆ Preference is given to those suppliers who offer timber sourced sustainably and meet FSC and PEFC certification standards.

Suppliers by geographical locations



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3-4. New Year's Celebration and Gathering Carnival 2024

VALUING OUR PEOPLE & OPERATING RESPONSIBLY

In 2024, the Purchasing Department integrated the Supplier Code of Conduct (SCoC) into the issuance of tenders and Requests for Quotations (RFQs). We urged potential suppliers to thoroughly review and comply with our SCoC requirements. Preference was given to suppliers who showed a commitment to adhering to the SCoC.

Throughout the procurement process, we prioritise environmental protection and rigorously monitor and address any ESG risks in our supply chain. We evaluate suppliers' products and services based on our purchasing principles to ensure they align with our ESG requirements. Suppliers that do not meet our ESG standards are quickly removed from our potential supplier list. Notably, in 2024, there were no cases of environmental or social non-compliance among our suppliers.

PRODUCT RESPONSIBILITY

COMPLIANCE AND CUSTOMER SATISFACTION

TVB is committed to consistently providing high-quality services and enhancing user satisfaction across our free TV programmes, streaming, and e-commerce services. In addition to complying with all relevant laws and regulations in the areas where we operate, the Group has established effective channels and procedures to address user inquiries and understand their needs. Our aim is to achieve the highest standard of service excellence. In 2024, there were no instances of non-compliance with relevant laws and regulations that had a significant impact on the Group in terms of labeling, privacy, or the health and safety of our services.

TERRESTRIAL TV SERVICE

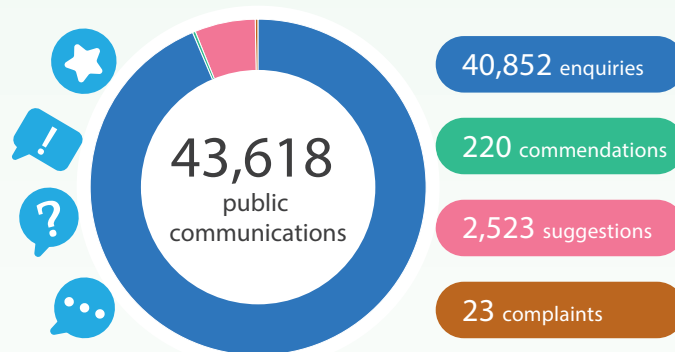
As a licensee of domestic free TV programming service, TVB is required to comply with various regulations, including but not limited to the Broadcasting Ordinance, Telecommunications Ordinance, License Conditions, and Codes of Practice related to Programme, Advertising and Technical Standards. To ensure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

In 2024, the Communications Authority ("CA") received five public complaints for evaluation, all of which were found to be substantiated. Among these complaints, one complaint related to scheduling restrictions on advertisements for alcoholic beverages was classified as a minor breach. Two complaints concerning fairness and

the right of reply in factual programmes were sanctioned with "warnings", while the other two complaints, which were related to advertisements for medical preparation and the requirement for warnings or labelling for shocking materials respectively, received "advice" as sanctions.

We have implemented an effective system to handle audience inquiries and fulfill their needs. We maintain communication with viewers through various channels, including our audience hotline, email, letters, and fax. These avenues enable us to quickly direct inquiries to the appropriate departments for prompt responses. After conducting the necessary investigations, the Company will update the relevant departments on the findings and recommend suitable remedial actions. We then respond to viewers, addressing their concerns. To promote transparency and accountability, we compile the suggestions and complaints received into the Public Communications Yearly Summary Report and Yearly Returns on Comments/Complaints Records, which are submitted to the Office of the Communications Authority. These reports are also shared with management and department heads for future reference in programme planning.

Throughout the year, a total of 43,618 communications were managed with members of the public, leading to satisfactory outcomes (2023: 43,019). The Company received 23 complaints while also being pleased to receive 220 commendations in 2024. Additionally, the Company utilised various social media platforms, including Facebook, Instagram, and Weibo, to engage with its audience.



As the leading television broadcaster in Hong Kong, we greatly value the feedback of our audience, as it drives our continuous improvement and significantly influences our future program planning. To facilitate effective feedback collection, TVB established the Public Viewing Panel in 1991 as a consultative body. Over the past 33 years, this panel has played a crucial role in gathering members'

insights on our services. Currently, it consists of over 600 members from various backgrounds and walks of life.

STREAMING SERVICES

myTV SUPER is a streaming platform that offers services through set-top boxes, Smart TVs, mobile apps, and the web. By the end of 2024, it has achieved 10.8 million registered users, making myTV SUPER the leading local streaming operator. We strive to provide a wide range of content and reliable streaming services to our customers. Our primary communication channels include email, a customer hotline, live chat on our website, Facebook, and WhatsApp. Over the past year, we managed a total of 188,697 public communications, which encompassed compliments, inquiries, suggestions, and complaints (2023: 215,110). We continuously assess customer feedback to enhance our services and maintain myTV SUPER's top position in Hong Kong. In 2025, myTV SUPER will focus on improving the AI IVRS and WhatsApp call flow and functionality to enhance the experience for our audience and customers.

TVB Anywhere delivers streaming services to a global audience through its branded set-top box, Android TV box, mobile app, web TV, smart TVs, and various distribution partners. It features a vast archive of TVB programmes for international viewers, including both classic collections and our latest productions. With a robust network of business-to-consumer and business-to-business distribution channels, TVB Anywhere has become a leading streaming content distributor in key markets like Singapore, Malaysia, the USA, Canada, Australia, the UK, and Europe. In addition to managing customer inquiries through email and social media, TVB Anywhere actively collaborates with partners such as telecommunications companies, cable TV providers, and other media platforms to gain insights into audience preferences regarding programme content and services.

E-COMMERCE BUSINESS

Our e-commerce platforms are actively operating in Hong Kong, with a primary objective of continually enhancing the management of our website, order processing, product fulfillment, and customer service. We utilise various communication channels, including email, hotline, live chat on social media platforms, and messaging apps like WhatsApp, to engage with our customers. In 2024, we successfully managed a total of 139,140 inquiries from the public, achieving satisfactory outcomes. This figure marks a significant decrease from the previous year (191,052 in

2023), largely due to the increased proportion of e-Coupon sales, which resulted in inquiries being handled directly by the merchants. TVB's e-commerce platforms will persist in their commitment to providing high-quality services that meet the evolving needs of customers.

INTELLECTUAL PROPERTY RIGHTS

Intellectual property is a vital asset that enhances the Group's competitiveness and stability. We are dedicated to safeguarding our own creations while also respecting the creative works of other organisations and individuals. All employees, suppliers, and business partners are expected to comply with the applicable legal regulations regarding intellectual property rights. Any form of infringement is strictly forbidden. In 2024, no incidents of intellectual property breach were reported.

DATA PRIVACY

The Group acknowledges the significance of privacy and will not disclose stakeholders' information without their consent, except when mandated by law. In 2024, no incidents or substantiated complaints regarding breaches of customer privacy or loss of customer data were reported.

ANTI-CORRUPTION

As a public entity, TVB strictly complies with the Prevention of Bribery Ordinance. The Company has implemented purchasing policies and procedures that clearly prohibit employees from soliciting or accepting benefits from contractors, suppliers, or anyone associated with our business. All staff are required to follow the Company's Rules on the Acceptance of Benefits by Employees. Regular circulars are distributed to remind both employees and suppliers of our anti-corruption policy, with special emphasis placed on this issue before festive seasons.

To ensure that all newly hired staff members are adequately informed about the Company's policies, participation in corruption prevention seminars led by the Independent Commission Against Corruption (ICAC) is mandatory. These seminars are designed to educate attendees on anti-corruption laws, the risks of corruption, and strategies for managing conflicts of interest while upholding staff integrity. In 2024, we conducted 6 online seminars aimed at conveying anti-corruption messages to more than 240 newly recruited employees.

CONTRIBUTING TO OUR COMMUNITY



CONTRIBUTING TO OUR COMMUNITY

TVB is committed to sustainability education through key initiatives that leverage our platform for social impact. Our TVB ESG Awards recognise companies for their exemplary environmental, social, and governance practices, with the ceremony broadcast to highlight these role models and inspire others. Additionally, we raise awareness of ESG principles through in-program promotions, encouraging more companies to adopt sustainable practices. As Hong Kong's leading television station, TVB actively promotes meaningful causes and fosters a positive outlook on life, utilising the full potential of our diverse programming and talented artistes to create a lasting social impact.

USE OF TELEVISION AIRTIME

As the leading television broadcaster in Hong Kong, TVB offers a diverse array of high-quality TV programmes to audiences worldwide, aimed at both informing and entertaining. In 2024, we broadcast a total of 160 episodes across 23 programmes focused on environmental issues, amounting to nearly 87 hours of content. These efforts motivate audiences to adopt sustainable practices and engage in civic actions. Consequently, TVB is dedicated to promoting environmental protection messages through both our original and acquired content.

TVB GREEN FORUM, GREEN SUMMIT AND ESG AWARDS

TVB successfully hosted the Green Forum on the topic “Green Transition: Practising a New Life” and the first Green Summit titled “Hong Kong’s Implementation of Low-Carbon Economic Transition” in March and July 2024 respectively. Government representatives and professionals from various industries were invited to discuss and share their insights on the potential of green transformation in Hong Kong from different perspectives, including the environment, growth in green finance, and the low-carbon economy.



1. TVB Green Summit 2024 – Green Transition : Practising a New Life
2. TVB Financial Forum 2024 – Hong Kong’s Implementation of Low-Carbon Economic Transition

In December 2024, the TVB ESG Awards 2024 were launched to acknowledge companies that excelled in ESG-related areas. We provided a platform for award-winning companies to showcase their contributions to ESG and to interact with other organisations to share their views on ESG planning.

A total of 82 companies competed across six award categories in 2024: "Best in ESG Practices," "Best in ESG Report," "Outstanding ESG Award," "ESG Environmental Innovative Technology Award," "ESG Social Innovative Technology Award," and "Greater Bay Area ESG Excellence Enterprise Award." In total, 106 awards were presented to 68 companies.

We believe that TVB's leading position in the media sector within local, national, and international communities will effectively disseminate ESG ideas. This can be achieved by leveraging our significant influence and reaching our audience effectively.



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CONTRIBUTING TO OUR COMMUNITY

SOCIAL AND CIVIC RESPONSIBILITY

TVB showcases remarkable expertise in leveraging its extensive and influential programme and artiste resources to create benefits and positively impact society. Over the years, our programmes have fostered lasting connections with the community and have reinforced core values for generations of Hong Kong residents.

FUNDRAISING & CHARITY PROGRAMMES

TVB has consistently maintained its position as the leading local TV station in broadcasting the highest number of fundraising and charity shows. With a strong dedication to fostering positive engagement in social and civic responsibility, the station aired a total of nine fundraising and charity programmes in 2024. These



1. Community Chest Charity Show 2024
2. Gala Spectacular 2024
3. Yan Chai Charity Show 2024

included the Community Chest Charity Show 2024 (萬眾同心公益金2024), Pok Oi Charity Show 2024 (博愛歡樂傳萬家2024), Yan Chai Charity Show 2024 (慈善星輝仁濟夜2024), Gala Spectacular 2024 (星光熠熠耀保良2024), Caritas Star Studded Charity Show 2024 (明愛暖萬心2024), and Yan Oi Tong Charity Show 2024 (善心滿載仁愛堂2024). Notably, the Tung Wah Charity Show 2024 (歡樂滿東華2024) set a record

with donations totaling HK\$138 million. In 2024, these charitable organisations collectively received an impressive HK\$255 million, supporting a wide range of deserving causes. Over the years, the cumulative funds raised have surpassed HK\$7.1 billion.



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4. Yan Oi Tong Charity Show 2024
5-6. Tung Wah Charity Show 2024

CONTRIBUTING TO OUR COMMUNITY

LEVERAGING OUR PROGRAMMES' AND ARTISTES' INFLUENCE

Our television programmes are valuable resources that effectively spread positivity to the wider community. With consistently high viewership across local demographics, we reach millions of viewers daily.

We believe in the power of positive messaging to inspire and uplift our audience, and we are dedicated to delivering meaningful content that entertains while also serving the community. A prime example is "Off Beats 120s" (警聲百二秒), an informational programme co-produced by TVB and the Hong Kong Police Force. First broadcast in 2022, the show aims to raise awareness about the severe consequences of crime, discourage individuals from taking the law into their own hands, and address the rising severity of telephone and online fraud cases in recent years.

After receiving overwhelming praise from the audience, a new season was launched in 2024. It continues to provide up-to-date information on fraud and presents real-life cases in various formats, featuring artists to enhance viewer engagement. By combining informative content with captivating storytelling, our goal is to empower the audience with the knowledge and tools they need to protect themselves against fraudulent activities.

It is a wonderful opportunity for us to showcase our commitment to the community by promoting our programmes. During the Lunar New Year, more than 10 artistes from "Justice Sung Begins" (狀王之王) gathered at a children's center in Sham Shui Po to assist children from underprivileged families with speech difficulties



1. "Justice Sung Begins" Spreading love in the Lunar New Year

in completing a public speaking challenge. They also distributed gifts to spread joy among the community. Our goal is to enhance civic consciousness and raise public awareness of social issues and community care through extensive media coverage and the meaningful contributions of our programmes and artistes.

FREE AIRTIME FOR PUBLIC ANNOUNCEMENTS

TVB, as a leading media company, plays a crucial role in informing the public and fulfilling its responsibilities as a prominent media entity. In line with its licensing obligations, the Company allocates free airtime for

broadcasting government publicity messages, including Announcements in the Public Interest (“APIs”) and promotional materials provided by the Communications Authority. During the year 2024, more than 740 hours of these publicity messages were aired on our free-to-air digital television channels.



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2. “Off Beats 120s” provides up-to-date fraud information

CONTRIBUTING TO OUR COMMUNITY

ENGAGING OUR STAFF

In 2024, the TVB Charity Volunteer Team ("Volunteer Team"), officially established in May 2016, made significant contributions to the community with 145 dedicated TVB staff members. Throughout the year, the Volunteer Team participated in 15 charitable community activities, including blood donation drives, charity sales, food drives, and home visits. They devoted almost 930 hours to volunteer services, demonstrating their compassion and spreading love to those in need, ultimately benefiting around 2,000 individuals and families.

The volunteer team continued its initiative of distributing gift bags filled with organic vegetables, spreading joy and warmth within the community. By personally cultivating these vegetables, the team not only provided nutritious food for local residents but also promoted sustainable farming practices.

In celebration of the Dragon Boat Festival, the Volunteer Team engaged with students from low-income families to make rice dumplings and play games, fostering a spirit of inclusion and togetherness as the finished products were taken home. During significant festivals such as the Mid-Autumn Festival and Winter Solstice, the Volunteer Team upheld its commitment by visiting elderly care centers, bringing joy and care to residents while helping to establish a sense of belonging within the community. Through regular interactions, we successfully supported 2,000 households.

This year, the TVB Volunteer Team also participated in a unique and meaningful event - a photography session for elderly couples featuring traditional Western and Chinese wedding attire. Seventy elderly couples and five young pairs were invited to wear their ceremonial garments, creating a warm and lively atmosphere.



1. A photography session for 70 elderly couples featuring wedding attire
- 2-3. The TVB Charity Volunteer Team shares their love with the needy during festival seasons

To raise awareness and foster employee involvement in community engagement, TVB regularly organises community activities in partnership with various NGOs within TVB City. These initiatives include blood donation drives, flag-selling days, and charity sales, all aimed at generating funds for those in need. In 2024, nearly 160 employees participated in blood donation at the Company, and our staff raised around HK\$60,000 for three NGOs.

COMMUNITY INVESTMENT

TVB and Yan Chai Hospital once again collaborated to host the annual “Charity Sales of Cookies” (愛心曲奇暖萬家) event. Organised by the Company since 1992, this event received generous support from a local bakery. Its purpose is to spread joy to the community and encourage participation in charitable activities. Over its 33-year history, the event has raised more than HK\$25 million

in donations, providing essential financial assistance to over 15,000 families impacted by unfortunate accidents, incidents, or disasters.

The management and artistes of the Company have also demonstrated their support for the community by participating in various charitable events, such as “The Community Chest 55th Anniversary Walk for Millions (Hong Kong-Zhuhai-Macao Bridge - Hong Kong Link Road)”, and the “TVB Raceday” that raised fund for the TVB, Staff and Artistes Fund for Charities.



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4-5. Charity Sales of Cookies 2024

6. Fund raising for the TVB, Staff and Artistes Fund for Charities

7. The Community Chest 55th Anniversary Walk for Millions

CONTRIBUTING TO OUR COMMUNITY

SERVING THE COMMUNITY

The TVB, Staff and Artistes Fund for Charities ("TVB Fund") exemplifies its compassion and love for those in need by actively organising charitable activities. During festive seasons such as the Mid-Autumn Festival and Winter Solstice, TVB Fund spreads joy to the elderly through visits, bringing warmth to the residents.

In this year's "Winter Solstice Gift Bags Delivery 2024" event, TVB Fund collaborated with the Volunteer Team, the "Hong Kong Disciplined Services Volunteer Corps," and the "Tseung Kwan O Police District." Together, nearly one hundred volunteers visited the districts of Tseung Kwan O, Shatin, Sheung Shui, Kwun Tong, Yau Tong, Fanling, and Aberdeen, distributing gift bags to those in need.

A total of 1,500 gift bags were delivered during the event through various non-profit organisations, including "Helping Hand," "Rhenish Neighbourhood Elderly Centre," and "Christian Family Service Centre," as well as the "H.K.S.K.H. Tseung Kwan O Aged Care Complex." These gift bags contained a selection of items such as dried mushrooms, snow fungus, Chinese sausages, liver sausages, and canned abalone, all aimed at bringing warmth, care, and joy to each recipient during the festive season.

TVB acknowledges the importance of nurturing the younger generation as the future pillars of our society. As a leading television broadcaster in Hong Kong, we are dedicated to providing training and educational opportunities that empower young people to uncover their potential and develop expertise in their chosen fields. We offer a platform for them to cultivate skills that support their career growth, personal development, and long-term life planning.

As part of our dedication to fostering new talent in the broadcasting industry, TVB collaborated with educational institutions to create internship programs for tertiary students, providing them with valuable exposure and hands-on experience in broadcasting and new media. In 2024, we welcomed 34 interns from 16 local and international higher education institutions, who were placed in various departments, including the Marketing & Sales Division, News & Information Services Division, Non-Drama Division, Production Facilities Division, Music Services Department, and TVB Publications Limited.



1-2. TVB collaborated with various NGOs visited elderly for the Winter Solstice Gift Bags Delivery 2024

SOCIAL RESPONSIBILITIES

TVB distinguishes itself in the Hong Kong television industry with its integrated model of production and broadcasting, a unique approach that is relatively uncommon in the sector. TVB City serves as a vital hub, attracting individuals from various backgrounds and age groups, thereby enriching their understanding of television operations. This initiative is particularly valuable for those interested in developing careers in news, communications, and media, as well as for the broader community. By aligning with three specific objectives, TVB City showcases its unwavering commitment to community engagement and social responsibility. These efforts not only strengthen our brand's image but also enhance brand recognition and loyalty across diverse audience segments.

Cultivating Civic Pride and Media Literacy

In the past year, TVB City has played an essential role in social education by hosting visits for students from primary to secondary schools. These visits provided an educational and immersive experience, introducing

students to the TVB News Centre. Here, they learned about the concepts of accurate news reporting and observed firsthand how live news is produced in a TV studio setting. This hands-on experience enriched their knowledge of TV broadcast operations.

Exploring Media Careers: Educational Insights at TVB City for Higher Education Students

College and university students visiting TVB City gained invaluable insights into the media industry, enhancing their educational journey. During their visits, they met with experienced news anchors who shared insights about their daily responsibilities, deepening the students' understanding of the critical role news reporters play in society. This direct exposure to a professional news environment not only broadened their knowledge but also ignited their interest in exploring careers in journalism and media fields.



3

3. Winter Solstice Gift Bags Delivery 2024 organised by TVB Fund

Enhancing Community Engagement and Brand Recognition

TVB City embraces its social responsibility by hosting select visitors from various corporations, NGOs, and individuals from underprivileged backgrounds, focusing on inclusivity and community engagement. The interactive experiences at our actual production sites deepened their understanding and appreciation of the complex television production, which received positive feedback.

These tours were designed to give students valuable insights into the industry, our operations, and potential career opportunities. Representatives from various departments, including variety programme directors and news anchors, shared their unique experiences and perspectives on career advancement within the industry.

Additionally, in 2024, TVB assisted with The Business-School Partnership Programme (BSPP) under the Education Bureau. The programme featured an interview with our voice talent expert, who shared her success career story in hopes of inspiring students who have yet to decide on their career paths.

DEDICATION TO COMMUNITY AID & DONATION

The TVB Fund was established in 2013 to assist victims of disasters, the underprivileged, and the elderly.

Since its inception, TVB Fund has supported over 53,845 financially challenged individuals, distributing relief funds totaling HK\$14 million. This aid is delivered directly to beneficiaries by designated personnel. Additionally, TVB Fund regularly hosts various charitable activities and partners with different organisations to conduct community visits, providing care and essential supplies to those in need.

In 2024, approximately HK\$567,000 in subsidies was allocated to assist 62 cases. Moreover, around HK\$167,000 was donated to support the Winter Solstice Gift Bags Delivery 2024, benefiting a total of 1,500 individuals through various non-profit organisations. In total, the contributions amounted to HK\$734,000 in donations and subsidies for those in need.



1. TVB City Tours were arranged for students

Additionally, in 2024, the Company donated 11,980 costumes to The Salvation Army Hong Kong to assist families facing financial challenges. This significant gesture not only revitalised the costumes but also substantially reduced the waste generated by the Company. Over the years, the total value of the donated items has exceeded HK\$33 million. Furthermore, the Company has also made generous donations to the Wai Yin Association and a community centre overseas.

TVB has continued to maintain the "Caring Company Logo" in 2024, marking over 20 consecutive years, recognising its continuous commitment to community contributions. The Company is devoted to making a positive difference in the community and will continue to use our programmes and artiste resources to support and promote important social causes.

TVB has consistently fulfilled its social responsibility and, in 2024, was once again awarded the 'Outstanding Business Award' under the Partner Employer Award by the Hong Kong General Chamber of Small and Medium Business. This acknowledges the Company's commitment to providing internship and employment opportunities to local recent graduates, individuals with recognised qualifications, those undergoing retraining, and ethnic minorities, in efforts to build a more inclusive society and convey the message of social responsibility.

PLANS FOR 2025

In 2025, the Company will continue its commitment to serving the community through partnerships with various NGOs. Our focus will be on fostering a culture of compassion and support, emphasising the importance of community engagement for all age groups.

We will encourage the participation of individuals and groups from diverse backgrounds to join us in our outreach efforts. To amplify our efforts, we will make use of our millions of followers across the Company's social media platforms to promote our charitable activities. By leveraging this extensive network, we can significantly enhance awareness of our initiatives, reaching a diverse audience and inspiring them to participate. Together, we will provide assistance and resources to those in need, reinforcing the idea that caring for our community is a shared responsibility.

Through a series of initiatives and activities, we aim to create opportunities for everyone to contribute, ensuring that the spirit of community support remains vibrant and inclusive. Our goal is to strengthen the bonds within our community and inspire a collective sense of belonging and responsibility.



2



3



2. The Company has been awarded the Caring Company for over 20 years
3. Awarded the Certificate of 2024 Partner Employer Award

APPENDIX

PERFORMANCE TABLE

Environmental									
Aspect			Unit	2024		2023		2022	
				Total	Intensity ¹	Total	Intensity ¹	Total	Intensity ¹
Emissions	A 1.1	Air emissions Sources: diesel & petrol consumed by vehicles ²	SO _x kilogrammes	2.02	0.00010	2.55	0.00011	3.06	0.00013
	A 1.2	Greenhouse gas (“GHG”) emissions ³ Sources: diesel & petrol consumed by vehicles & generators, electricity, water	tonnes of CO ₂ e	14,018.62	0.6753	14,393.69	0.6158	14,846.74	0.6541
		Scope 1 - direct GHG emissions Sources: diesel & petrol consumed by vehicles & generators	tonnes of CO ₂ e	364.07	0.0175	463.06	0.0198	555.38	0.0245
		Scope 2 - indirect GHG emissions Sources: electricity	tonnes of CO ₂ e	13,598.32	0.6550	13,868.12	0.5933	14,230.58	0.6269
		Scope 3 - indirect GHG emissions not covered by Scope 2	tonnes of CO ₂ e	56.23	0.0027	62.51	0.0027	62.52	0.0028
	A 1.3	Non-hazardous waste : disposed in landfill Sources: waste wood, waste props, general refuse	tonnes	1,877.60	0.0904	2,200.00	0.0941	2,483.40	0.1094
		Non-hazardous waste: recycled Sources: printing cartridges, recyclables such as papers, paper cardboards, aluminum cans and plastic bottles	tonnes	36.50	0.0018	31.68	0.0014	44.48	0.002
		Total non-hazardous waste	tonnes	1,914.10	0.0922	2,231.68	0.0955	2,527.88	0.1114
	A 1.4	Hazardous waste Sources: used paint cans, lubricant oil by vehicles	tonnes	10.83	0.0005	14.79	0.0006	16.34	0.0007
Use of Resources	A 2.1	Direct energy consumption Sources: diesel & petrol consumed by vehicles & generators	kWh	1,264,712.47	60.92	1,603,473.75	68.6	1,928,321.68	84.95
		Indirect energy consumption Sources: electricity	kWh	36,752,228.00	1,770.38	37,481,418.00	1,603.43	38,461,036.00	1,694.34
		Total energy consumption i.e. direct energy & electricity	kWh	38,016,940.47	1,831.31	39,084,891.75	1,672.02	40,389,357.68	1,779.29
	A 2.2	Water consumption	cubic metres	87,186.00	4.20	96,910.00	4.15	96,936	4.27

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

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

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

Social				
TVB Group				
Aspect		2024	2023	2022
B1.1	Total workforce			
	Number of employees	3,304	3,496	3,854
	By gender			
	Female	1,464	1,511	1,644
	Male	1,840	1,985	2,210
	By age group			
	Below 30	648	758	864
	30-50	1,755	1,833	2,014
	Over 50	901	905	976
	By region			
	Hong Kong	2,967	3,173	3,765
	Overseas	337	323	89
	By employment contract			
	Permanent	2,608	2,684	3,157
	Temporary/fixed term	696	812	697
B1.2	Employee turnover rate			
	Number of employee turnover	661	1,015	1,110
	By gender			
	Female	324	503	533
	Male	337	512	577
	By region			
	Hong Kong	549	980	1,085
	Overseas	112	35	25
	Number of new hires	469	657	1,094
	By gender			
	Female	277	370	569
	Male	192	287	525
	By region			
	Hong Kong	345	393	1,067
	Overseas	124	264	27
B2.1	Number and rate of work-related fatalities	0	0	0
B2.2	Lost days due to work injury	1,544	2,087	2,848
B3.1	Percentage of employees trained			
	By gender			
	Female	11.61%	15.22%	11.62%
	Male	20.16%	28.77%	18.24%
	By employee category			
	Senior management	14.29%	0.00%	2.44%
	Middle management	16.79%	28.65%	10.76%
	General staff	16.32%	22.13%	16.44%
B3.2	Average training hours completed per employee			
	By gender			
	Female	1.45 hours	1.01 hours	0.29 hours
	Male	1.73 hours	1.31 hours	1.54 hours
	By employee category			
	Senior management	1.36 hours	0.01 hours	0.27 hours
	Middle management	1.25 hours	1.50 hours	0.54 hours
	General staff	1.68 hours	1.13 hours	1.01 hours



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