

20

Environmental, Social and Governance Report

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SHAW BROTHERS HOLDINGS LIMITED
邵氏兄弟控股有限公司

Incorporated in the Cayman Islands with limited liability
Stock Code 00953

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THIS REPORT

REPORT OVERVIEW

The Environmental, Social and Governance (the “ESG”) Report (the “Report”) published by Shaw Brothers Holdings Limited (the “Company”, together with its subsidiaries, the “Group”, “we” or “us”) outlines how the Group fully implements the concept of sustainable development and fulfils the responsibility as a corporate citizen. The ESG Report covers the period from 1 January 2024 to 31 December 2024 (the “Year”), which describes the Group’s effort in fulfilling the principle of sustainable development and its performance in social and governance during the Year.

REPORTING SCOPE

The Report describes the environmental and social performance of the Group’s films, drama and non-drama production, as well as artiste and event management businesses during the Year and focuses on disclosing the key performance indicators of the main operating offices of the Group and its subsidiary, Tailor Made Production Limited. The Report only covers the subsidiaries of the Group which, in the opinion of the directors of the Group, have a material impact on the performance or assets of the Group. For further information in relation to the Group’s corporate governance and financial performance, please refer to our annual report for the year ended 31 December 2024.

REPORTING FRAMEWORK

The Group has prepared the Report in accordance with the Environmental, Social and Governance Reporting Guide (the “Guide”) in Appendix C2 to the Listing Rules of The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”) and has complied with the “mandatory disclosure” requirements and “comply or explain” provisions therein.

REPORTING PRINCIPLE

The Group attached great importance and strictly adhered to the principles of materiality, quantitative, consistency and balance in preparing this Report, and has applied these reporting principles in the Guide as the following:

REPORTING PRINCIPLE	OUR RESPONSE
Materiality	The content of the Report is determined based on the stakeholder engagement and materiality assessment procedures. These include identifying ESG-related issues, collecting and reviewing opinions and suggestions from management and stakeholders, evaluating the relevance and importance of different issues, and compiling and verifying the reported content. The ESG Report covers key issues that are of concern to different stakeholders.
Quantitative	The Report discloses quantitative environmental and social key performance indicators, so that stakeholders can fully understand the Group’s ESG performance. The standards, methods, reference materials and sources of data related to these key performance indicators are listed wherever appropriate.
Consistency	To maintain the comparability of the Report between years, the Group adopts consistent reporting and calculation methodologies as far as reasonably practicable. In case of any changes in methodologies, explanation has been provided in corresponding sections.
Balance	The relevant data and contents of the Group are disclosed in an objective and balanced manner.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THIS REPORT *(Continued)*

INFORMATION AND FEEDBACK

For details of ESG and other information of the Group, please refer to Shaw Brothers Holdings Limited's official website (www.shawbrotherspictures.com) and its annual report. The Group values your opinions on this report. Please feel free to contact the Group for any opinions or suggestions:

Shaw Brothers Holdings Limited
19/F, Leighton Centre
77 Leighton Road
Causeway Bay, Hong Kong
Tel no.: (852) 2335-2897
Fax no.: (852) 2335-7363

BOARD STATEMENT ON ESG

The Group believes that sound ESG principles and practices are essential to increase investment value and provide long-term stable returns to stakeholders. In order to ensure the establishment of appropriate and effective ESG risk management measures and internal control systems, the Board of Directors (the "Board") of the Group has delegated the authorisation to the Audit Committee to supervise ESG-related matters and tasks of the Group. The responsibilities of the Audit Committee include monitoring and reviewing the compliance of ESG-related issues with the requirements of laws and regulations, and regularly reviewing the Group's ESG performance. The Audit Committee is also responsible for the review of ESG-related information on annual basis, to evaluate the progress of the ESG work and the content and quality of the report, with an aim to ensure the Group's ESG practices are reflected in the Report in an accurate manner. To maintain effective leadership in the ESG process of the Group, the Audit Committee continuously monitors the implementation of ESG tasks. Effective communication channels have also been established among departments to ensure close cooperation among them to jointly achieve the goal of operational compliance and fulfilment of social responsibility. Through regular meetings, thematic presentations, and other relevant communication mechanisms, the Board obtains comprehensive knowledge of the Group's compliance status and implementation progress of ESG-related issues. The Board regularly evaluates the progress towards the ESG goals and conducts a comprehensive review of the Group's ESG performance and effectiveness during ESG meetings and the preparation of the annual ESG report. Based on the assessment results, the Board defines a clear direction for the future development of ESG and implements policies to improve, maintain and rectify the Group's performance on ESG-related issues, so as to ensure the achievement of set goals and continuously promote the Group's sustainable development process.

During the Year, a third-party professional consultant was engaged by the Audit Committee to assist in the management of the Group's ESG matters. The main work included data collection, data analysis, and providing objective recommendations on the Group's ESG performance. The professional consultant also introduced the latest development on ESG reporting requirements in Hong Kong and regulatory trends in detail to the members of the Audit Committee during regular meetings, to ensure that the Group's ESG practices keep pace with the times.

In terms of stakeholder engagement, the professional consultant assisted in collecting and analysing the opinions of stakeholders of the Group on ESG matters and conducted a systematic materiality assessment. After reviewed by the Audit Committee, the assessment results was used to identify material issues of the Group, thereby formulating corresponding ESG strategies. Meanwhile, the Board regularly reviews the communication channels of stakeholders to ensure that the Group maintains effective and transparent two-way communication with stakeholders.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

BOARD STATEMENT ON ESG *(Continued)*

STAKEHOLDER ENGAGEMENT

The Group believes that the participation and continuous support of our stakeholders play a pivotal role in our long-term development, and effectively promote us to better understand the current status of our development at the environmental and social levels. We communicate with stakeholders to formulate the Group's short-term and long-term sustainable development goals, and improve our sustainable development strategy and implement related goals. Therefore, we are committed to communicating with stakeholders in a diversified manner, allowing stakeholders from different areas and levels to express their opinions and make suggestions. We understand and respond to their expectations and requirements as far as possible, so as to enhance our performance in sustainable development strategies.

Stakeholders	Expectations and Requirements	Ways of Communication and Response
Government and regulatory authorities	<ul style="list-style-type: none"> Compliance with national policies and laws Boosting local employment 	<ul style="list-style-type: none"> Regular meetings with regulatory authorities
Shareholders	<ul style="list-style-type: none"> Operational compliance Enhancing the Group's value Return on investment Information transparency and efficient communication 	<ul style="list-style-type: none"> Email, telephone communication and the Group's website Shareholders' meeting Announcement
Partners	<ul style="list-style-type: none"> Operational integrity Fair competition Performing contracts according to laws Mutual benefit and win-win 	<ul style="list-style-type: none"> Business communication Review and evaluation meetings Negotiation and cooperation
Customers	<ul style="list-style-type: none"> High quality products and services Performing contracts according to laws Operational integrity 	<ul style="list-style-type: none"> Customer communication meetings
Environmental regulatory agency	<ul style="list-style-type: none"> Energy conservation and emission reduction 	<ul style="list-style-type: none"> Investigation, research and inspection
Industry	<ul style="list-style-type: none"> Promoting the development of the industry 	<ul style="list-style-type: none"> Participation in industry forums Study visits
Employees	<ul style="list-style-type: none"> Occupational health Remuneration and benefits Protection of rights and interests 	<ul style="list-style-type: none"> Employee communication meetings The Group's newsletter and intranet Training and workshops
Community and public	<ul style="list-style-type: none"> Participation in public welfare undertakings Information disclosure and transparency 	<ul style="list-style-type: none"> The Group's website The Group's announcements Media interview

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

BOARD STATEMENT ON ESG *(Continued)*

MATERIALITY ASSESSMENT

In order to formulate precise ESG management policies and ensure their effective implementation, the Group conducted a comprehensive and in-depth materiality assessment during the Year to identify the ESG issues that are most important to the Group's business development and stakeholders. This materiality assessment is based on three dimensions: the professional perspectives and practical experience of internal stakeholders; the systematic analysis and professional recommendations of third-party ESG professional organisations; and the materiality maps¹ provided by well-known external organisations as a standard framework. The integrated assessment of these three dimensions enabled the Group to identify the most influential and relevant ESG issues.

The assessment results not only provided a clear guide for the content structure of this Report, but also served as an important reference for the Group to strengthen its internal ESG management. The Group recognises the value of stakeholder engagement and plans to expand the scope and depth of stakeholder participation in future assessments in order to collect more diversified, forward-looking, and constructive opinions, thereby promoting the Group's sustainable development process.

Through a rigorous assessment process, the Group identified six ESG issues during the Year that have significant impacts on business development and stakeholder interests. These key issues will be discussed in detail in this Report, outlining the Group's management policies, implementation measures, and future strategies, demonstrating the Group's firm commitment to integrating the concept of sustainable development into its business.

Material ESG Issues	Scope of Issues	Corresponding Sections
Operational compliance	Corporate governance and operation	Operating practices
Prevention of child and forced labour	Employment	Employee First
Employment compliance		
Occupational health and safety		
Remuneration and benefits		
Working hours and holiday		

ENVIRONMENTAL PROTECTION

EMISSION TREATMENT

Emissions from the Group's films, drama and non-drama productions as well as artiste and event management businesses are mainly derived from the operation of its back offices. As the Group did not own any vehicles or stationary sources involving fuel use, there was no emission of air or water pollutants during the Year. The Group's emissions mainly comprise greenhouse gases, which are primarily derived from the daily activities of the Group's operations and offices and business travel. Given that the Group operates in leased offices and the building management company is responsible for both water supply and discharge, the carbon emissions arising from freshwater and sewage processing are not included in total greenhouse gas emissions.

¹ The materiality maps referenced in the materiality assessment include the ESG Industry Materiality Map and the Materiality Map produced, respectively, by the Morgan Stanley Capital International (MSCI) and the Sustainability Accounting Standards Board (SASB).

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL PROTECTION *(Continued)*

EMISSIONS

Emission Indicators	Unit	2024	2023
Total greenhouse gas emissions	kg	11,015	10,192
Scope 1 – Direct emissions ⁽¹⁾	kg	0	0
Scope 2 – Indirect emissions from energy ⁽²⁾	kg	7,327	7,039
Scope 3 – Other indirect emissions ⁽³⁾	kg	3,688	3,153
Total greenhouse gas emissions per employee	kg/employee	393.39	377.40

Notes:

- (1) Scope 1 Direct emissions refer to direct emissions from businesses owned or controlled by the Group. During the Year, the Group had no direct emissions.
- (2) Scope 2 Indirect emissions from energy refer to indirect greenhouse gas emissions generated by the purchase or acquisition of energy by the Group. The Group's indirect greenhouse gas emissions only come from purchased electricity. The data disclosed is calculated based on the methodologies from Appendix 2: Reporting Guidance on Environmental KPIs published by the Hong Kong Stock Exchange and the emission factor provided by CLP Power Hong Kong Limited.
- (3) Scope 3 Other indirect emissions cover other indirect emissions that occur outside the Group. The Group's other indirect emissions come from waste paper dumped in landfills and emissions generated from business travel. The data disclosed is calculated in accordance with Appendix 2: Reporting Guidance on Environmental KPIs published by the Hong Kong Stock Exchange.

WASTES

In addition to greenhouse gas emissions, we also produce a small amount of non-hazardous waste in daily office operation, mainly including office paper and general daily garbage. The Group strictly complies with the laws and regulations related to waste disposal and engages qualified companies to collect and transport all wastes to landfills.

Wastes Indicators	Unit	2024	2023
Total non-hazardous waste ⁽¹⁾	kg	3,590	3,099
Total non-hazardous waste per employee	kg/employee	128.21	114.78
Total hazardous waste ⁽²⁾	kg	0	0
Total hazardous waste per employee	kg/employee	0	0

Notes:

- (1) Total non-hazardous waste is calculated based on the estimated daily amount of general office waste provided by the United States Environmental Protection Agency and the volume-to-weight conversion factor.
- (2) During the Year, the Group did not generate any hazardous waste.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL PROTECTION *(Continued)*

CONSERVATION AND EMISSION REDUCTION

The Group continued to implement and strengthen measures on energy conservation and reduction of greenhouse gas emissions to make a significant contribution to, among others, greening the environment and relieving global warming. The energy consumption of the Group mainly occurs in the use of electricity in our daily office operation, while the consumption of other resources includes the use of water and paper. The Group's business does not involve the use of any packaging materials. As the offices are leased by the Group, water consumption record is not able to be collected. During the Year, the Group did not have any problems related to sourcing water that is fit for purpose.

ENERGY CONSUMPTION

Energy Consumption Indicators	Unit	2024	2023
Total energy consumption ⁽¹⁾	kWh	18,786	18,049
Total energy consumption per employee	kWh/employee	670.93	668.48

Note:

(1) Based on the actual consumption of electricity purchased by the Group.

The Group recognises the importance of energy conservation and emission reduction, and has also formulated environmental goals at different levels. Therefore, the Group actively advocates and pursues the environmental protection policy of resource conservation and reduction in wastes and emissions in all aspects, so as to avoid waste of resources, reduce environmental pollution and increase production efficiency.

Aspects

Our goals

Emissions	Maintain and minimise greenhouse gas emissions
Wastes	Properly dispose of wastes generated in the operation process to reduce possible environmental pollution
Energy use	Ensure efficient use of energy resources
Water use	Enhance employees' awareness of water conservation ⁽¹⁾

Note:

(1) As water charges are centrally managed by the building management company, the Group is unable to calculate the water consumption data separately.

The Group is committed to implementing diversified measures for resource conservation and reduction in wastes and emissions, incorporating the concept of environmental protection into its daily operation. In terms of resource conservation, the Group has implemented a series of effective energy management strategies. Employees are required to turn off lights during non-office hours and make full use of daylight for lighting purposes to avoid unnecessary energy consumption. At the same time, the Group uses energy-efficient lamps and regularly maintains the cleanliness of lighting fixtures to ensure optimal energy efficiency. To achieve refined energy management, lighting switches with isolated control are set up in different lighting zones to avoid energy waste caused by overall lighting. In respect of air conditioning usage, the Group cleans air conditioner filters regularly to ensure the equipment operates efficiently and allows employees to wear light clothing under hot weather conditions to reduce the use of air conditioners. For electronic equipment management, employees are required to turn off electronic equipment completely during non-working hours, and priority is given to purchasing electronic equipment with energy efficiency labels. Computers are set to enter automatic standby or sleep mode when idle to reduce energy consumption in standby mode. In addition, water-saving reminder stickers are posted in each toilet to raise employees' awareness of water conservation.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL PROTECTION *(Continued)*

ENERGY CONSUMPTION *(Continued)*

In terms of reduction in wastes and emissions, the Group actively promotes paperless office practices. Employees are encouraged to use electronic communication technology to circulate information, significantly reducing paper usage. Signs are posted at conspicuous places near printers to remind employees to choose double-sided printing mode and use recycled paper. Priority is given to purchasing printing paper containing recycled materials to reduce resource consumption. To extend the useful life of office supplies, the Group advocates the reuse of envelopes, binders, file cards, and other stationery. For waste management, the Group implements a waste sorting system to recycle waste paper, metal, and plastic, and uses recyclable toner or ink cartridges. To avoid material waste, the Group regularly evaluates material consumption and optimizes the procurement plan to avoid excessive inventory. In addition, we promote the use of video or teleconference to effectively reduce unnecessary overseas business travel, thereby lowering the carbon emissions generated from business trips. To improve air quality in the office environment, green plants are placed in the office area, creating a healthy and environmentally friendly workplace.

CLIMATE CHANGE

Responding to climate change and managing carbon emissions is one of the most pressing environmental issues in society at present, and is also a common responsibility of all walks of life. The Group understands the severity of global warming. Although we did not identify any major risks related to climate change during the Year, the Group has formulated corresponding work arrangements and measures in response to more frequent extreme weather conditions (such as typhoons, heavy rains, etc.) brought about by climate change in order to respond to unexpected severe weather conditions. The Group issues safety warnings in a timely manner to notify employees and staff working outside of the relevant special work arrangements to ensure their safety. In the future, the Group will continue to pay attention to climate change issues and regularly assess and monitor climate-related risks to optimise management.

EMPLOYEE FIRST

EMPLOYEES' RIGHTS

As the Group believes that high-quality employees with strong capacities can promote corporate operation and management, and enhance its results and performance, we always regard employees as our most important asset. The Group strictly complies with all labour laws in Hong Kong, including the Employment Ordinance, the Employees' Compensation Ordinance, the Occupational Safety and Health Ordinance and the Minimum Wage Ordinance, which protect the basic rights and interests of employees. In terms of talent recruitment, the Group recruits appropriate talents based on the principle of equality and openness. The Group carries out recruitment based on the actual needs of departments and does not tolerate any form of discrimination on grounds of the gender, sexual orientation, age, disability, race, nationality, religion, social class and other factors of the applicants. We offer equal interview opportunities to applicants who meet relevant job requirements on educational background, work experience, language ability and attitude. At the same time, we also advocate fairness and equality in the workplace and do not tolerate any form of discrimination.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

EMPLOYEE FIRST *(Continued)*

EMPLOYEES' RIGHTS *(Continued)*

The Group strictly prohibits the use of child labour and forced labour. We strictly abide by the relevant laws and regulations prohibiting the employment of children, and carefully check the applicant's identification documents such as ID cards, academic certificates, etc., to confirm whether the applicant's age, identity, education and appearance match with the supporting documents provided by him/her, so as to prevent all kinds of child labour. If any improper conduct is discovered, the Group will immediately investigate the case thoroughly. In order to ensure that employees have sufficient rest time, we implement a five-day workweek and never force employees to work overtime to avoid forced labour. If employees need to work overtime, we will provide employees with compensatory leave or allowances in accordance with relevant regulations and laws. In addition, the Group also seriously considers every dismissal and resignation. When an employee submits a notice for resignation, the representative of the human resources department will conduct an interview with him/her and understand the reason for his/her resignation, so as to identify and manage issues related to the employee turnover rate and further improve our internal management policy.

During the Year, the Group had a total of 28 employees under the reporting scope. The distribution of employees by different categories was as follows:

Employment Indicators	2024 Number of employees percentage	2023 Number of employees percentage
By gender		
Male	8 (29%)	8 (30%)
Female	20 (71%)	19 (70%)
By age		
Under 30 years old	4 (14%)	5 (19%)
30 to 50 years old	18 (64%)	18 (67%)
Over 50 years old	6 (21%)	4 (15%)
By geographical region		
Hong Kong	28 (100%)	27 (100%)
By employment type		
Full-time	28 (100%)	26 (96%)
Part-time	0 (0%)	1 (4%)

During the Year, the employee turnover rate of the Group by different categories was as follows:

Turnover Rate Indicators	2024	2023
By gender		
Male	13%	57%
Female	0%	34%
By age		
Under 30 years old	22%	0%
30 to 50 years old	0%	47%
Over 50 years old	0%	40%
By geographical region		
Hong Kong	4%	40%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

EMPLOYEE FIRST *(Continued)*

REMUNERATION AND BENEFITS

The Group not only complies with remuneration-related laws and regulations such as the Minimum Wage Ordinance, but also conducts annual reviews of the salary structure based on market conditions and the Group's performance. We provide employees with competitive remuneration packages and offer discretionary bonuses based on our results and individual employees' performance, so as to enhance employees' satisfaction and work morale on the whole while attracting more talents.

In terms of benefits, the Group offers statutory leaves, maternity leave, paid leave and annual leave, etc. based on the Employment Ordinance. Apart from the basic rights and interests as prescribed by laws, we also provide additional benefits to our employees. We purchase insurance (such as medical insurance) for our employees, and conduct annual reviews of the contents and scope of such insurance to ensure that our employees are properly protected. In addition, we provide employees with subsidies, such as transportation allowances. Furthermore, the Group focuses on the relationship between employees and employees' work-life balance. Therefore, we have set up an internal communication platform to improve the effectiveness of communication between employees and management. Besides, we regularly organise employee activities, such as festive dinners and parties to help them relax physically and mentally through different channels and establish harmonious relationships with others.

TRAINING AND DEVELOPMENT

The Group attaches great importance to the continuing progress and development of its employees as the service quality of an enterprise depends on the efficiency and talent of its employees. In order to strengthen employees' understanding of related work areas, we not only provide our employees with on-the-job training and learning opportunities, but also encourage employees to participate in externally-organised seminars and sharing sessions. With respect to professional development, the Group regularly conducts work review and evaluation on its employees, and recognises and rewards employees for their contributions, work performance and skills, so as to identify outstanding talents and offer promotion opportunities. To ensure that our employees have enough room for development, we give priority to internal promotion before considering external recruitment.

During the Year, the training data of the Group was as follows:

Training and Development Indicators	2024		2023	
	Average training hours of employees (hour)	Proportion of employees trained (percentage)	Average training hours of employees (hour)	Proportion of employees trained (percentage)
By gender				
Male	2.00	75%	2.63	75%
Female	2.00	75%	2.32	68%
By employee level				
Senior	1.00	50%	1.78	56%
Intermediate	2.00	75%	2.88	88%
Junior	2.00	88%	2.60	70%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

EMPLOYEE FIRST *(Continued)*

HEALTH AND SAFETY

Healthy and energetic employees are the basis for maintaining the daily operation and even increasing the revenue of an enterprise. Hence the Group recognises the work safety of employees as the most important issue. The Group strictly complies with the Occupational Safety and Health Ordinance to ensure that its employees work in a safe environment. The Group has relevant internal policies that emphasise the importance of a safe and healthy working environment and provides employees with a safe working environment and working system, so as to ensure that the office and working environment comply with relevant legal requirements. At the same time, we provide employees with information, training, guidance and supervision in respect of work safety to protect employees from work-related injuries. In addition, we provide medical insurance for all employees to further protect them in case of illness or injury. The Group has established safety protection measures for high-risk jobs and provided employees with necessary protective equipment. In order to prevent any accidents in the offices, we promptly clean up any spilled liquid and debris, and prohibit anyone from smoking in the workplace. Under the Group's careful work arrangements, we did not have any work-related fatalities during the Year and in the past three years, and the number of lost days due to work injury was nil during the Year.

During the Year, the health and safety data of the Group was as follows:

Health and Safety Indicators	Unit	2024	2023	2022
Number of work-related fatalities	persons	0	0	0
Rate of work-related fatalities	percentage	0	0	0
Lost days due to work injury	days	0	0	0

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

OPERATING PRACTICES

SERVICE QUALITY MANAGEMENT

Contrary to general product manufacturing or other service industries, films, drama and non-drama productions as well as artiste and event management, which are the Group's principal activities, do not involve advertising, labelling and sales of products or services. In terms of service quality, the Group must actively seek and provide eligible artistes according to our customers' needs and requirements, to ensure that their activities or work will be performed best with appropriate artistes' involvement. The services provided by the Group do not affect the health and safety of our customers or artistes. Regarding the health and safety of artistes when attending the events of the Group's customers, we require our customers to provide our artistes with relevant insurance and be solely responsible for their health and safety. In case of any complaint about our service, we will carefully identify and analyse the causes and actively take measures for improvement. Under strict management, the Group did not receive any complaints during the Year.

In addition to complying with the relevant laws and regulations such as the Personal Data (Privacy) Ordinance, the Group endeavours to protect customers' information and privacy through various measures. For example, we collect and use customer information in a legal manner, and specify in the contract how the collected information will be used. All computer files in the office have been encrypted to prevent information leakage. When extracting important information, we also carefully consider the needs of our customers before deciding whether to provide the relevant information. Besides, the Group protects the personal information of employees and job applicants, and undertakes that such personal information is only used for employee selection, determination of remuneration and benefit package, staff administration and career development, and is never leaked out. Furthermore, the Group always attaches importance to the protection of copyright and intellectual property rights and promises not to commit plagiarism and copyright infringement under the framework of the Copyright Ordinance. The Group also only uses genuine software, and all software is in compliance with the licence agreement. If employees need to install any software, they shall apply to the Group to avoid infringement of the intellectual property rights of others.

ANTI-CORRUPTION

The Group is committed to building an integrity and healthy enterprise system. It strictly implements relevant laws and regulations, including the Prevention of Bribery Ordinance, and formulates anti-corruption policies and code of conduct against conflicts of interests, bribery and unethical practice in business. It expressly requires employees to work with probity, and bans the abuse of power for unfair advantages as well as improper business practices. We have also established a corruption reporting system. Once employees become aware of bribery, corruption or any other non-compliance with the code of conduct which has occurred or is likely to occur, they should promptly report to the supervisors. The Group will ensure that the identity of the whistle-blower is kept confidential. Relevant employees will be subject to disciplinary action where such non-compliance is confirmed.

The Group has established a whistle-blowing policy to encourage and assist whistle-blowers to disclose possible misconduct, malpractice or irregularities through a confidential reporting channel. All reported cases are passed to the Audit Committee, which reviews the relevant complaints and determines the appropriate method of investigation and the corresponding rectifying action. Recommendations on improvements are communicated to the senior management of the respective department for implementation. All reported cases are handled by the Group with due care and the issues are investigated in a fair and proper manner, while the identity of the whistle-blower is kept confidential absolutely. The Group reviews the whistle-blowing policy and reported cases on regular basis to ensure that appropriate action is taken and identify the need for any further policy development.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

OPERATING PRACTICES *(Continued)*

ANTI-CORRUPTION *(Continued)*

In addition, the Group provided anti-corruption training to its employees during the Year, including case studies such as ethical dilemmas, leakage of customer information, difficult purchasing decisions and illegal kickbacks from suppliers. We provide anti-corruption guide to our employees to strengthen employees' professional code and better understand the anti-corruption and integrity standards to be observed when dealing with public officials. During the Year, the Group and its employees were not involved in any corruption lawsuit.

COMMUNITY ENGAGEMENT

While Shaw Brothers Holdings Limited focuses on the development of its core businesses in films, drama productions and artiste management, it remains firmly committed to corporate social responsibility. The Group actively engages in charity, demonstrating its dedication to giving back to society. We firmly believe that as a responsible enterprise, we must not only pursue excellence in business, but also extend love and care to the community, bringing renewed energy into society.

The Group not only encourages its employees to actively participate in community welfare activities, but also actively arranges artistes under its management to take part in various charitable and community projects, with an aim to leverage the influence of our artistes to foster a culture of social care and support the events organised by charities and related organisations. During the Year, we, together with the artistes under our management, actively participated in and sponsored a number of socially meaningful events, covering various areas such as child care, animal protection, health promotion, and cultural support.

In 2024, the Group collaborated with Plan International in multiple projects, including engaging artistes under the Group as ambassadors and arranging visits to Ethiopia to gain a deeper understanding of local children's living conditions. The Group also supported Plan International's "Run for Girls!" charity run, in support of the Save Girls from Child Marriage programme, raising public awareness about children's rights. In the same year, the Group partnered with Vita Green Charitable Foundation and actively participated in its charity activities through artiste endorsements. Additionally, in 2024, the Group continued its support for the Tung Wah Charity Gala and took part in the opening ceremony of the Pok Oi Month Fundraising Campaign, bringing more renewed energy into local public welfare initiatives.

Over the past few years, the Group's charitable involvement has extended across various sectors. For example, artistes under the Group served as ambassadors for Orbis International's "Eye Care Star" campaign, supporting the promotion of eye health through concrete action. They also participated in fundraising activities for SPCA Charity Calendars and Hong Kong Dog Rescue, encouraging public attention to animal welfare. Moreover, the Group arranged for artistes to visit the Children's Cancer Foundation and kindergartens, bringing joy to children through performances and interactive activities.

The Group's charitable efforts are not limited to local initiatives, it also places strong emphasis on international humanitarian needs. Since 2019, the Group has collaborated with organisations such as Plan International and the Silver Lining Foundation, arranging for artiste representatives to visit various countries such as Myanmar, Nepal, and Ethiopia, delivering care to children in need and promoting improvements in education and hygiene.

Moving forward, Shaw Brothers Holdings Limited will continue to uphold the belief of "Giving Back With Love and Fulfilling Promises Through Action", actively collaborating with various charitable organisations to contribute to the sustainable development of society. Through a diverse range of community welfare activities, the Group aims to further foster community care and build a harmonious society together.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

APPENDIX I: CONTENT INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

ESG Indicators	Overview	Section(s) in This Report	Page/Description
Environmental			
A1 Emissions	General Disclosure	Emission Treatment	5-6
A1.1	The types of emissions and respective emissions data.	Emission Treatment	6
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions in total and, where appropriate, intensity.	Emission Treatment	6
A1.3	Total hazardous waste produced and, where appropriate, intensity.	Emission Treatment	6
A1.4	Total non-hazardous waste produced and, where appropriate, intensity.	Emission Treatment	6
A1.5	Description of emissions target(s) set and steps taken to achieve them.	Conservation and Emission Reduction	7-8
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.	Conservation and Emission Reduction	7-8
A2 Use of Resources	General Disclosure	Conservation and Emission Reduction	7-8
A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Conservation and Emission Reduction	7
A2.2	Water consumption in total and intensity.	Conservation and Emission Reduction	As water charges are centrally managed by the building management company, the Group is unable to calculate the water consumption data separately.
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Conservation and Emission Reduction	7-8
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.	Conservation and Emission Reduction	7-8
A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	N/A	The Group's business does not involve packaging materials.

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ESG Indicators	Overview	Section(s) in This Report	Page/Description
A3 The Environment and Natural Resources	General Disclosure	Conservation and Emission Reduction	7-8
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Conservation and Emission Reduction	7-8
A4 Climate Change	General Disclosure	Climate Change	8
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Climate Change	8
Social			
B1 Employment	General Disclosure	Employees' Rights	8-9
B1.1	Total workforce by gender, employment type, age group and geographical region.	Employees' Rights	9
B1.2	Employee turnover rate by gender, age group and geographical region.	Employees' Rights	9
B2 Health and Safety	General Disclosure	Health and Safety	11
B2.1	Number and rate of work-related fatalities occurred in each of the past three years.	Health and Safety	11
B2.2	Lost days due to work injury.	Health and Safety	11
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Health and Safety	11
B3 Development and Training	General Disclosure	Training and Development	10
B3.1	The percentage of employees trained by gender and employee category.	Training and Development	10
B3.2	The average training hours completed per employee by gender and employee category.	Training and Development	10

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ESG Indicators	Overview	Section(s) in This Report	Page/Description
B4 Labour Standards	General Disclosure	Employees' Rights	8-9
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Employees' Rights	8-9
B4.2	Description of steps taken to eliminate such practices when discovered.	Employees' Rights	8-9
B5 Supply Chain Management	General Disclosure	N/A	Identified as immaterial in the materiality assessment.
B5.1	Number of suppliers by geographical region.	N/A	Identified as immaterial in the materiality assessment.
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.	N/A	Identified as immaterial in the materiality assessment.
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	N/A	Identified as immaterial in the materiality assessment.
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	N/A	Identified as immaterial in the materiality assessment.

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ESG Indicators	Overview	Section(s) in This Report	Page/Description
B6 Product Responsibility	General Disclosure	Service Quality Management	12
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	N/A	The Group's business does not involve products.
B6.2	Number of products and service related complaints received and how they are dealt with.	Service Quality Management	12
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Service Quality Management	12
B6.4	Description of quality assurance process and recall procedures.	N/A	The Group's business does not involve products.
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Service Quality Management	12
B7 Anti-corruption	General Disclosure	Anti-corruption	12
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	12
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Anti-corruption	12
B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption	12
B8 Community Investment	General Disclosure	Community Engagement	13
B8.1	Focus areas of contribution.	Community Engagement	13
B8.2	Resources contributed to the focus area.	Community Engagement	13