力天影业
LITIAN PICTURES

Litian Pictures Holdings Limited
力天影業控股有限公司

(Incorporated in the Cayman Islands with limited liability)
（於開曼群島註冊成立的有限公司）

(Stock Code 股份代號：9958)

2026

Environmental, Social and Governance Report
環境、社會及管治報告



About the Report

關於本報告

Introduction to the Report

報告簡介

This report is the annual Environmental, Social and Governance ("ESG") report issued by Litian Pictures Holdings Limited (the "Company", "Litian Pictures" or "we", together with its subsidiaries, the "Group"), which fully explains the Group's management approach and performance in environmental, social and governance aspects for the year ended 30 June 2026 (i.e. from 1 July 2025 to 30 June 2026, the "Reporting Period"), with a focus on the matters of concern to stakeholders and on how the Group pursues sustainable development in economic, environmental and social terms.

本報告是力天影業控股有限公司(「本公司」、「力天影業」或「我們」,連同其附屬公司統稱為「本集團」)發佈的年度環境、社會及管治(「ESG」)報告,全面闡釋本集團於截至 2026 年 6 月 30 日止年度(即 2025 年 7 月 1 日至 2026 年 6 月 30 日,「報告期」)在環境、社會及管治方面的管理方針及工作表現,並集中討論利益相關方關注的事宜,以及本集團如何體現經濟、環境及社會的可持續發展。

Unless otherwise stated, the comparative data contained in this report are those for the 18-month period from 1 January 2024 to 30 June 2025 (the "Comparative Period").

除另有說明外,本報告所載對比數據均為 2024 年 1 月 1 日至 2025 年 6 月 30 日止 18 個月期間(「對比期間」)的數據。

Reporting Principles

報告編製原則

This report is prepared in accordance with the "comply or explain" provisions of the ESG Reporting Guide of the Stock Exchange and with reference to the climate-related disclosure recommendations of the TCFD and the United Nations Sustainable Development Goals.

本報告根據聯交所 ESG 報告指引中的「不遵守就解釋」條文編製,並參考 TCFD 氣候相關披露建議及聯合國可持續發展目標。

This report follows four reporting principles: "Materiality", "Quantitative", "Balance" and "Consistency".

本報告遵循四項匯報原則:「重要性」、「量化」、「平衡」及「一致性」。

Materiality: this report has identified the material stakeholders and has determined the material ESG issues through a materiality assessment.

重要性:本報告已識別重要的利益相關方,並通過重要性評估確定了重大的 ESG 議題。

Quantitative: the Group has disclosed the statistical standards, methods, calculation tools and conversion factors used to generate all the data in this report. We have outlined the standardised methodology and calculated the key performance indicators.

量化：本集團已披露用於生成本報告所有數據的統計標準、方法、計算工具及轉換因子。我們已概述標準化方法並計算了關鍵績效指標。

Balance: this report presents the Group's performance during the Reporting Period in an impartial manner, avoiding choices, omissions or inappropriate presentation formats that might influence the decisions or judgements of the readers of this report.

平衡：本報告公正描述本集團在報告期內的表現，避免可能影響報告讀者決策或判斷的選擇、遺漏或不恰當的呈報格式。

Consistency: unless otherwise stated, the Group uses consistent data calculation methods to enable effective comparison.

一致性：除另有說明外，本集團使用一致的數據計算方法，以進行有效比較。

Scope of Reporting, Period and Basis

報告範圍、期間及依據

This report describes the Group's overall sustainability performance in relation to its core business during the Reporting Period (the year ended 30 June 2026) and the implementation of its ESG strategy.

本報告描述本集團在報告期(截至2026年6月30日止年度)內，與其核心業務相關的可持續發展整體表現，以及其ESG策略的實施情況。

This report complies with the Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Stock Exchange"), and adopts the four reporting principles set out therein, namely materiality, quantitative, balance and consistency, as the basis for its preparation. A complete index is set out in the last chapter of this report to facilitate readers to read this report in accordance with the ESG Reporting Guide. Unless otherwise stated, all monetary amounts in this report are denominated in Renminbi.

本報告符合香港聯合交易所有限公司(「聯交所」)發佈的香港聯合交易所有限公司證券上市規則附錄C2所載的《環境、社會及管治報告指引》(「ESG報告指引」)，並以其中載列的四項呈報原則，即重要性、量化、平衡及一致性，作為本報告的編製依據。本報告最後一章附有完整索引，以便讀者根據ESG報告指引閱讀本報告。除另有說明外，本報告涉及的所有貨幣均以人民幣計量。

Access and Feedback

This report is published in electronic form and is available on the Company's website (www.litian.tv) and the website of the Stock Exchange (www.hkexnews.hk).

Your views will help the Group build better sustainability governance and strategies in the future. If you have any comments or suggestions on the content of this report, please contact the Group by email at 9958@moderncosec.com.

聯繫方式及反饋

本報告以電子形式刊發，可於本公司網站(www.litian.tv)及香港聯交所網站(www.hkexnews.hk)查閱。

意見有助本集團未來建立更完善的可持續發展管治及策略，如對本報告的內容有任何意見或建議，歡迎電郵至9958@moderncosec.com與本集團聯絡。

1. Strengthening ESG Responsibility Management

1.1 Statement of the Board

The Board assumes full responsibility for the Group's environmental, social and governance strategies and reporting, is responsible for assessing and determining the Group's environmental, social and governance risks, and ensures that the Group has established appropriate and effective ESG risk management and internal control systems. The Board and all directors warrant that the contents of this report contain no false records, misleading statements or material omissions, and accept individual and joint responsibility for the truthfulness, accuracy and completeness of its contents.

The Board is the highest decision-making body for ESG management of the Group. It guides the Group's direction of sustainable development, formulates the Group's overall vision, objectives and management strategies for sustainable development, and reviews the Group's annual ESG report, while the relevant working group under it promotes the implementation of ESG work within the Group. During the Reporting Period, through research with stakeholders, the following key ESG issues were identified: product quality, intellectual

1. 加強 ESG 責任管理

1.1 董事會聲明

董事會對本集團的環境、社會及管治策略及匯報承擔全部責任，負責評估及釐定本集團有關環境、社會及管治的風險，並確保本集團設立合適及有效的環境、社會及管治風險管理及內部監控系統。董事會及全體董事保證本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏，並對其內容的真實性、準確性和完整性承擔個別及連帶責任。

本集團董事會是 ESG 管理的最高決策機構，指引本集團的可持續發展方向，制定本集團可持續發展的整體願景、目標和管理策略，審議本集團年度 ESG 報告，下屬相關工作組推進 ESG 工作在本集團內部落實。報告期內通過對利益相關方進行調研，識別出以下關鍵 ESG 議題：產品質量、知識產權保護、創新管理、負責任管理、客戶關係管理、勞動者管理、發展與培訓、多元化與平等機會、隱私保護、

property protection, innovation management, responsibility management, customer relationship management, labour management, development and training, diversity and equal opportunities, privacy protection, business ethics, information and data security, advertising compliance, risk and crisis management, and policy impact. We will focus on and review the above issues in our daily work and manage the relevant objectives accordingly. In the future, we will continue to adjust our sustainable development management strategy and approach in light of stakeholders' expectations and the Group's actual operations, so as to continuously improve our level of sustainable development.

商業道德、信息與數據安全、廣告合規、風險與危機管理、政策影響。我們會在日常工作中對上述議題進行重點審視，並相應地進行目標管理。未來，我們將持續根據利益相關方期望和本集團運營實際調整可持續發展管理策略及推進方式，不斷提升可持續發展水平。

The Group has established an ESG objective management mechanism, and regularly reviews and reports the progress of the relevant objectives through meetings, ESG report disclosure and other means. The progress and effectiveness of ESG-related tasks during the Reporting Period have been disclosed in this report. The Board warrants that the contents of this report contain no false or misleading statements or material omissions, and is responsible for the truthfulness, accuracy and completeness of its contents.

本集團已建立 ESG 目標管理機制，並通過會議、ESG 報告披露等形式定期檢討及匯報相關目標的進展。報告期內 ESG 相關任務的進展與成效皆已披露於本報告中。董事會保證本報告內容不存在任何虛假或誤導性陳述或重大遺漏，並對其內容的真實性、準確性及完整性負責。

1.2 ESG Governance Structure

1.2 ESG 管治架構

To strengthen the level of ESG governance, the Group has established an ESG governance structure and integrated the concept of sustainable development into its daily operations. The Group seeks to integrate sustainable development practices into its daily operations and to align sustainable development objectives with the Group's overall strategic direction. We believe that excellent ESG governance can enhance the Group's competitiveness and long-term sustainable development and create more enduring and stable value for employees, customers, shareholders and society.

為加強 ESG 管治水平，本集團已建立 ESG 管治架構，並將可持續發展的理念融入日常運營中。本集團尋求將可持續發展實踐融入日常運營中，並將可持續發展目標與本集團的整體戰略方向相結合。我們相信卓越的 ESG 管治可以提升本集團的競爭力及長期可持續發展，並為僱員、客戶、股東及社會創造更加持久、穩健的價值。

We are committed to enhancing corporate social responsibility and promoting sustainable development, and to integrating them into our business operations. Our directors consider that, in addition to being responsible for the interests of our shareholders and maximising profits, the Group should also assume social responsibility so as to achieve close integration and a sustainable relationship between the Group, the economy and society.

我們致力於提升企業社會責任及促進可持續發展，並將其融入至我們的業務經營當中。我們的董事認為，除了對我們股東的利益負責並將利潤最大化以外，本集團亦須承擔社會責任，以實現本集團、經濟及社會間的緊密融合及可持續關係。

Our ESG policy also sets out the organisational structure and the respective responsibilities of each party in managing ESG matters. The Board will be responsible for formulating the ESG strategy, framework and policies.

我們的 ESG 政策亦載明組織架構以及各方在管理 ESG 事宜中各自承擔的責任。董事會將負責制定 ESG 策略、框架及政策。

1.3 ESG Management Vision

1.3 ESG 管理願景

Litian Pictures Holdings Limited is a drama series distribution company whose business includes the development, production, marketing and distribution of film and television drama, and which also enjoys the advantage of a rich network of drama series distribution channels. Since its establishment, Litian Pictures has followed the business philosophy of the common development of the economy, society and the environment, promoting sustainable business practices and fulfilling corporate social responsibility so as to better capture the opportunities brought by the development of the industry.

力天影業控股有限公司是一家電視劇發行公司，業務包括影視劇開發、製作、營銷、以及發行等環節，同時擁有豐富的電視劇發行渠道優勢。力天影業自成立以來，一直遵循經濟、社會及環境共同發展的經營理念，推進可持續性的業務實踐並履行企業社會責任，以更好地把握行業發展帶來的機遇。

Litian Pictures aspires to ensure the sustainable development of its business and to operate in an environmentally friendly manner, providing shareholders with stable and long-term returns while protecting the environment. Although the film and television industry in which the Group operates is not a highly polluting industry, we remain committed to integrating environmental, social and governance initiatives into our business strategy and management model. Upholding our commitment to corporate social responsibility, we are dedicated to building an

力天影業期望確保業務可持續發展及以環境友好方式經營業務，在保護環境的同時也為股東提供穩健及長期回報。雖然本集團所處影視行業並非高污染行業，但我們仍致力將環境、社會及管治舉措融入業務策略及管理模式之中。我們秉持履行企業社會責任之承諾，致力創建環境友好型企業，關愛員工發展，保障員工權益；以公平誠信為企業經營的宗旨，遵循商業規範及道德。

environmentally friendly enterprise, caring for our employees' development and safeguarding their rights and interests; we take fairness and integrity as the purpose of our business operations and comply with business norms and ethics.

The Group always keeps corporate social responsibility in mind and permeates the concept of sustainable development into every aspect of corporate governance and operations, committing itself to achieving economic, social and environmental benefits at the same time. We always believe that, guided by the concept of sustainable development, we can certainly create more value and make continuous contributions to society.

本集團始終將企業社會責任牢記於心，把可持續發展理念滲透至公司治理及運營的每一個方面，致力於同時實現經濟效益、社會效益及環境效益。我們始終認為，在可持續發展理念的引領下，定能創造更多價值，為社會持續貢獻力量。

1.4 Stakeholder Engagement

Stakeholders are the groups that are most affected by the Company's business operations and are most able to influence its corporate development. The Group is committed to continuous engagement with stakeholders such as government and regulatory authorities, investors, shareholders, customers, employees, suppliers and business partners, the community and the environment. The Group maintains active, transparent and stable communication with its stakeholders so as to obtain their feedback in a timely manner and to continuously deepen its understanding of their expectations and demands, thereby continuously improving the Group's sustainable development, business strategies and measures. The channels of engagement with stakeholders include general meetings, the corporate website, community activities, regular dialogue with employees, performance appraisal interviews and networking with suppliers.

1.4 利益相關方參與

利益相關方指受本公司業務運營影響最多且最能影響其企業發展的利益相關方群體。本集團致力於與政府及監管機構、投資者、股東、客戶、員工、供應商及商業夥伴、社區及環境等利益相關方進行持續互動。本集團與利益相關方保持積極、透明及穩定的溝通，以及時獲取其反饋，並不斷深化對其期望及訴求的了解，從而持續改進本集團的可持續發展、業務策略及措施。與利益相關方的聯繫渠道包括股東大會、公司網站、社區活動、與僱員定期對話、績效評核面試及與供應商聯動。

Stakeholders	Expectations, engagement channels and our response	利益相關方	期望、溝通與參與機制及本集團回應
Investors and shareholders	Expectations: improvement in the Company's market value and profitability; continuous improvement in the Company's environmental and social responsibility performance Engagement channels: general meetings, information disclosure, the Company's website Our response: release periodic reports and disclose information truthfully and fully, endeavour to improve results and generate profits; enhance corporate governance and risk management, convene general meetings, strengthen investor relations management and strive to improve environmental and social responsibility management	股東及投資者	期望：公司市值與盈利水平的提高；公司環境和社會責任表現不斷提升 溝通與參與機制：股東大會、信息披露、公司網站 本集團回應：定期發佈報告，如實、充分地進行信息披露，努力提升業績、創造利潤；提升公司管治及風險管理水平，召開股東大會，加強投資者關係管理，努力提升環境和社會責任管理
Customers	Expectations: provision of quality products and services; protection of customers' lawful rights and interests Engagement channels: signing of contracts and agreements; customer satisfaction surveys Our response: provide quality products and services; establish a comprehensive	客戶	期望：提供優質的產品及服務；保障客戶合法權益 溝通與參與機制：簽訂合同及協議、客戶滿意度調查 本集團回應：提供優質的產品及服務；建立完善的客戶服務體系及客戶意見反饋及投訴機制

Stakeholders	Expectations, engagement channels and our response	利益相關方	期望、溝通與參與機制及本集團回應
	customer service system and customer feedback and complaint mechanism		
Employees	Expectations: safeguarding employees' remuneration and benefits; caring for employees' safety and health; providing fair promotion and development opportunities; improving communication mechanisms Engagement channels: labour contracts; employee satisfaction surveys Our response: strictly comply with the terms of labour contracts and improve the remuneration and benefits system; provide a safe and healthy working environment; provide dual development paths for both position and function and organise employee training; provide equal communication channels and implement frank dialogue	員工	期望：保障員工薪酬福利；關愛員工安全和健康；提供公平晉升和發展機會；完善溝通機制 溝通與參與機制：勞動合同、員工滿意度調查 本集團回應：嚴格遵守勞動合同條款，完善薪酬和福利待遇體系；提供安全與健康的工作環境；提供職位職能雙發展通道，組織開展員工培訓；提供平等的溝通渠道，落實懇談
Government	Expectations: compliance with laws and regulations and lawful operation; implementation of national policies Engagement channels:	政府	期望：遵紀守法、合規經營，貫徹國家政策 溝通與參與機制：參與政府相關會議 本集團回應：嚴格遵守相關法律法規，持續加強企業合規管理，響應國

Stakeholders	Expectations, engagement channels and our response	利益相關方	期望、溝通與參與機制及本集團回應
	participation in relevant government meetings Our response: strictly comply with relevant laws and regulations, continuously strengthen corporate compliance management and respond to national policies		家政策
Suppliers	Expectations: cooperation with integrity, fairness and impartiality, mutual benefit and win-win results, and promotion of industry development Engagement channels: signing of contracts and agreements; regular tender and supplier meetings Our response: uphold open and transparent business principles, actively perform contracts and agreements, implement an open and transparent procurement model and build a responsible supply chain	供應商	期望：誠信、公平、公正合作，互利共贏，促進行業發展 溝通與參與機制：簽訂合同及協議、定期召開招投標及供應商會議 本集團回應：秉承公開透明的商業原則，積極履行合同及協議，實施公開透明的採購模式，打造責任供應鏈
Peers	Expectations: fair competition, honest cooperation, transparent and open information; compliance with industry norms and promotion of industrial innovation Engagement channels: communication with	同業	期望：公平競爭、誠實合作、信息透明公開；遵守行業規範，促進產業創新 溝通與參與機制：與行業相關研究院、協會、主流媒體等交流溝通 本集團回應：加強與同業的交流與合作，共同營造健康、有序的競爭環境；參與產業

Stakeholders	Expectations, engagement channels and our response	利益相關方	期望、溝通與參與機制及本集團回應
	industry-related research institutes, associations and mainstream media Our response: strengthen exchanges and cooperation with peers to jointly create a healthy and orderly competitive environment; participate in industrial innovation research for mutual benefit and common progress, participate in industry evaluation and provide suggestions for industry norms		創新研究，互惠共贏，共同進步，參與行業評優，為行業規範提供建議

1.5 Materiality Assessment

1.5 重要性評估

In addition to the above communication channels, during the Reporting Period, the Group assessed the materiality of ESG issues from two dimensions, namely "importance to stakeholders" and "importance to business management", taking into account its own development direction and the characteristics of the industry.

除上述溝通方式外，於報告期內，本集團結合自身發展方向及行業特性，從「對利益相關方的重要性」及「對經營管理的重要性」兩個維度對 ESG 議題重要性進行評估。

The results of the ESG issue assessment are classified into three categories, namely "Very Important", "Important" and "Relevant", as set out below.

ESG 議題評估結果分為「非常重要」、「重要」及「相關」三類，如下所示。

We have fully considered the importance of each key performance indicator to our operations and to stakeholders. After comprehensive assessment, we have selected the following indicators as the aspects of significant influence on the Group's sustainable development. While taking all environmental and social responsibilities into account, the Group pays more

我們充分考慮了各個關鍵績效指標對經營及利益相關方的重要性，在綜合評估後，選取了下列的指標作為本集團可持續發展的有重大影響的方面。本集團在統籌兼顧所有環境和社會方面責任的同時，給予下列的領域更多的關注：產品質量、知識產權保護、創新管理、負責任管理、客戶關

attention to the following areas: product quality, intellectual property protection, innovation management, responsibility management, customer relationship management, labour management, development and training, diversity and equal opportunities, privacy protection, business ethics, information and data security, advertising compliance, risk and crisis management, and policy impact.

係管理、勞動者管理、發展與培訓、多元化與平等機會、隱私保護、商業道德、信息與數據安全、廣告合規、風險與危機管理、政策影響。

List of material issues in the 2026 ESG report of Litian Pictures:

力天影業 2026 年 ESG 報告實質性議題列表：

Category	ESG issues	類別	ESG 議題
Very Important	• 01 Product Quality • 02 Intellectual Property Protection • 20 Innovation Management • 23 Responsibility Management • 18 Customer Relationship Management • 14 Labour Management • 13 Development and Training • 10 Diversity and Equal Opportunities • 16 Privacy Protection • 21 Business Ethics • 19 Information and Data Security • 17 Advertising Compliance • 03 Risk and Crisis Management • 04 Policy Impact	非常重要	• 01 產品質量 • 02 知識產權保護 • 20 創新管理 • 23 負責任管理 • 18 客戶關係管理 • 14 勞動者管理 • 13 發展與培訓 • 10 多元化與平等機會 • 16 隱私保護 • 21 商業道德 • 19 信息與數據安全 • 17 廣告合規 • 03 風險與危機管理 • 04 政策影響

Category	ESG issues	類別	ESG 議題
Important	• 12 Occupational Health and Safety • 11 Employee Rights and Benefits • 22 Corporate Citizenship and Philanthropy • 15 Supply Chain Management	重要	• 12 職業健康與安全 • 11 員工權益與福利 • 22 企業公民與慈善 • 15 供應鏈管理
Relevant	• 07 Water Resource Management • 06 Energy Utilisation • 09 Climate Change • 05 Emissions Management	相關	• 07 水資源管理 • 06 能源使用 • 09 氣候變化 • 05 排放物管理

2. Environmental Protection

The Group is committed to operating its business in an environmentally responsible manner by improving energy efficiency and minimising its environmental footprint.

The Group attaches great importance to green environmental protection, energy conservation and emission reduction. Although the industry in which the Group operates is the film and television industry, which does not involve substantial consumption of energy and resources, generation of waste or discharge of pollutants, and the materiality assessment also found that environmental issues are not material issues of the Group, we still emphasise the importance of environmental protection in the course of our daily operations and development, always taking conservation and emission reduction and the pursuit of resource recycling as our environmental objectives in the course of business and actively integrating the concept of green and low-carbon development into our management strategy, so as to minimise the

2. 環境保護

本集團致力於通過提升能源效率及盡量減少其環境足跡，以對環境負責的方式經營業務。

本集團十分重視綠色環保、節能減排。儘管本集團所處行業為影視行業，不涉及大量能源與資源消耗、廢棄物的產生以及污染物的排放，且經重要性評估也發現環境類議題均非本集團重要議題，但我們在日常運營和發展的過程中依舊強調環境保護的重要性，始終以節約減排和奉行資源循環利用為企業經營過程中的環境目標，積極將綠色低碳發展理念融入我們的管理戰略中，盡可能降低本集團經營活動中對環境帶來的負面影響，以提高本集團的環境保護效益。

negative impact of the Group's operating activities on the environment and enhance the Group's environmental protection effectiveness.

2.1 Emissions Management

We have established a management system which specifies the environmental protection responsibilities of management personnel at all levels and of each department, so as to implement environmental protection work.

During the Reporting Period, the Group did not experience any material environmental incident and was not subject to any administrative penalty. The Group is committed to operating its business in an environmentally responsible manner by improving energy efficiency and minimising its environmental footprint.

In its daily operating activities, the Group does not involve the discharge of waste gas or waste water, and its greenhouse gas emissions mainly comprise the indirect (Scope 2) greenhouse gases generated from purchased electricity and purchased heat. The sources of waste involved in the Group include hazardous solid waste such as used toner cartridges generated in the office process and non-hazardous solid waste such as waste paper. The Group has set up rubbish bins for office waste in its office area, and the Group continues to promote the concepts of energy conservation, consumption reduction and green environmental protection so as to reduce the generation of emissions at source. The Group will always promote the process of emissions management and environmental protection and adhere to the path of sustainable development.

2.1 排放物管理

我們已制定管理制度，明確了各級管理人員及部門的環境保護責任，落實環境保護工作。

於報告期內，本集團未發生任何重大環境事件，亦未受到任何行政處罰。本集團致力於通過提高能源效率及盡量減少其環境足跡，以對環境負責的方式經營業務。

本集團在日常經營活動中，不涉及廢氣及廢水的排放，溫室氣體排放主要包括外購電力及集中供熱所產生的能源間接溫室氣體。本集團涉及的廢棄物來源包括辦公過程中所產生的廢硒鼓等有害固體廢棄物以及廢紙等無害固體廢棄物。本集團辦公區內設置辦公垃圾的垃圾桶，且本集團持續推行節能降耗、綠色環保的理念，從源頭減少排放物產生。本集團將始終促進排放物管理及環境保護進程，走可持續發展道路。

The sources of waste involved in the Group include hazardous solid waste such as used toner cartridges generated in the office process and non-hazardous solid waste such as waste paper. General office waste is the main non-hazardous waste we generate, mainly comprising office supplies and office equipment (such as computers and television stands). The unit volume and unit quantity of such non-hazardous waste are insignificant and are not material to our business operations as a whole. The Group has set up rubbish bins for office waste in its office area, while kitchen waste and hazardous waste are disposed of in the rubbish bins prepared by the property management of the park.

本集團涉及的廢棄物來源包括辦公過程中所產生的廢硒鼓等有害固體廢棄物以及廢紙等無害固體廢棄物。一般辦公垃圾是我們產生的主要無害廢棄物，主要包括辦公用品、辦公設備（如計算機及電視支架）。該等無害廢棄物的單位體積及單位數量微不足道，對我們的業務運營總體而言並不重大。本集團辦公區內設置辦公垃圾的垃圾桶，廚餘垃圾及有害垃圾自行丟棄至園區物業準備的垃圾桶內。

In its daily operating activities, the Group does not involve the discharge of waste gas or waste water, and its greenhouse gas emissions mainly comprise the indirect (Scope 2) greenhouse gases generated from purchased electricity and purchased heat. The Group's greenhouse gas emissions mainly comprise indirect greenhouse gases generated from purchased electricity. The Group is committed to achieving its greenhouse gas reduction targets by identifying sources of greenhouse gas emissions, planning and analysing the effectiveness and practicability of various decarbonisation initiatives and progressively implementing emission reduction measures, thereby reducing the greenhouse gas emissions generated by its own operations.

本集團在日常經營活動中，不涉及廢氣及廢水的排放，溫室氣體排放主要包括外購電力及集中供熱所產生的能源間接溫室氣體。本集團的溫室氣體排放主要包括外購電力及集中供熱產生的能源間接溫室氣體。本集團致力於通過識別溫室氣體排放源、規劃及分析各項減碳倡議的有效性與可操作性，並逐步實施減排措施以實現溫室氣體減排目標，從而減少本集團自身運營產生的溫室氣體排放。

During the Reporting Period, the Group's water consumption was 117.5 cubic metres (Comparative Period: 176.3 cubic metres; annualised from the actual consumption of the Comparative Period), with an intensity of 0.031 cubic metres per RMB10,000 of revenue (Comparative Period: 0.013 cubic metres per RMB10,000 of revenue).

於報告期內，本集團耗水量為 117.5 立方米（對比期間：176.3 立方米；按上期實際耗水年化估算），強度為 0.031 立方米／萬元營收（對比期間：0.013 立方米／萬元營收）。

During the Reporting Period, the Group's total greenhouse gas ("GHG") emissions were approximately 17.15 tonnes of CO2-equivalent (tCO2e), comprising Scope 1 (direct) emissions of zero (the Group has no owned or leased vehicles, boilers or generators; fuel reimbursed for employees' private cars falls under other indirect emissions and is excluded from this KPI) and Scope 2 (energy indirect) emissions of approximately 17.15 tCO2e (approximately 14.53 tCO2e from purchased electricity and 2.62 tCO2e from purchased heat), representing an intensity of approximately 0.46 tCO2e per RMB1 million of revenue. GHG emissions data for the Comparative Period are not available.

於報告期內，本集團溫室氣體排放總量約為 17.15 噸二氧化碳當量，其中範圍一（直接）排放為 0（本集團無自有或租用車輛、鍋爐及發電機，員工私車報銷燃油屬其他間接排放，不計入本指標），範圍二（能源間接）排放約為 17.15 噸（包括外購電力約 14.53 噸及外購熱力約 2.62 噸），排放密度約為 0.46 噸二氧化碳當量／百萬元營收。對比期間之溫室氣體排放數據未有統計。

During the Reporting Period, the Group had no disposal records of hazardous waste, which is therefore disclosed as zero (immaterial). Non-hazardous waste, mainly general office refuse, amounted to approximately 3.0 tonnes, representing an intensity of approximately 0.08 tonnes per RMB1 million of revenue, estimated based on the number of employees (24 employees x approximately 0.5 kg per working day x 250 working days). Hazardous waste such as spent toner cartridges is disposed of by qualified recyclers, and sorting and recycling facilities are provided in the office. Data for the Comparative Period are not available.

於報告期內，本集團無有害廢棄物處置記錄，按 0 披露（屬不重大）；無害廢棄物主要為一般辦公垃圾，產生量約 3.0 噸，密度約 0.08 噸／百萬元營收，按員工人數估算（24 名員工，每人每個工作日約 0.5 公斤、每年 250 個工作日）。本集團對廢墨盒等有害廢棄物交由合資格回收商處理，並於辦公區設置分類回收設施。對比期間數據未有統計。

2.2 Energy and Resource Consumption

2.2 能源及資源消耗

Building a resource-conserving and environmentally friendly society is an inescapable social responsibility of an enterprise; conserving energy and improving energy efficiency can lower an enterprise's operating costs and promote its long-term development. The Group strictly complies with laws and regulations such as the Environmental Protection Law of the People's Republic of China, the Water Law of the People's Republic of China and the Energy Conservation Law of the People's Republic of China, and strives to achieve the coordinated and sustainable development of people, resources and the environment. As the Group does not

建設資源節約型、環境友好型社會，是企業義不容辭的社會責任；節約能源與提高能源使用效率，可以降低企業運營成本，促進企業長久發展。本集團嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國水法》、《中華人民共和國節約能源法》等法律法規，努力實現人、資源與環境的協調可持續發展。由於本集團並無經營任何工廠，故預期在我們的經營中不會出現浪費水或原材料的重大風險。

operate any factory, no material risk of wasting water or raw materials is expected in our operations.

The Group deeply recognises that protecting water resources is the common responsibility of the whole society and places water conservation in an important position in the development of the enterprise. The water consumed by the Group is mainly the daily water used in the Group's internal office area. The Group strictly complies with the relevant national and local laws and regulations on water resources management and has established water resources management measures to regulate water use and to ensure rational development, utilisation and recycling, and the protection of water resources. In the future, we will continue to actively explore innovative methods to achieve planned, scientific, economical and recycled water use. During the Reporting Period, the Group did not identify any material risk of water shortage in sourcing suitable water. During the Reporting Period, the Group's water consumption was 117.5 cubic metres (Comparative Period: 176.3 cubic metres; annualised from the actual consumption of the Comparative Period), with an intensity of 0.031 cubic metres per RMB10,000 of revenue (Comparative Period: 0.013 cubic metres per RMB10,000 of revenue).

本集團深刻認同保護水資源是全社會共同責任，將水資源節約擺在企業發展的重要位置。本集團涉及的耗水主要為本集團內部辦公區的日常生活用水。本集團嚴格遵守國家及地方相關水資源管理的法律法規並建立水資源管理辦法，規範用水，合理開發、利用和循環利用，保護水資源。未來我們將繼續積極探索創新方法，以實現計劃用水、科學用水、節約用水，循環用水。於報告期內，本集團在求取適用水源方面未發現水資源短缺的重大風險。於報告期內，本集團耗水量為 117.5 立方米（對比期間：176.3 立方米；按上期實際耗水年化估算），強度為 0.031 立方米／萬元營收（對比期間：0.013 立方米／萬元營收）。

The energy required in the Group's operations is mainly purchased electricity, together with district heating in Horgos. Electricity consumption mainly arises from the use of equipment, lighting, cooling and heating within the scope of our daily management. In addition, as the Group is a film and television company, it does not involve the use of packaging materials. During the Reporting Period, the Group's purchased electricity consumption was 27,085 kWh (Comparative Period: 92,152.42 kWh; the Reporting Period consumption is estimated from the annual electricity expense at an assumed tariff of RMB0.75 per kWh), with an intensity of 7.19 kWh per RMB10,000 of revenue (Comparative Period: 6.94 kWh per RMB10,000 of revenue).

本集團運行過程中所需能源主要為外購電力，另有霍爾果斯集中供熱。電能消耗主要來自我們日常管理範圍內的設備使用、照明、製冷供暖等。同時，本集團為影視公司，故不涉及包裝材料使用。於報告期內，本集團外購電力使用量為 27,085 千瓦時（對比期間：92,152.42 千瓦時；報告期用量由年度電費金額按人民幣 0.75 元／千瓦時反推估算），強度為 7.19 千瓦時／萬元營收（對比期間：6.94 千瓦時／萬元營收）。

The Group's objectives in energy and water resources

本集團在能源和水資源管理方面的目標：

management: to improve the effective utilisation of energy and water resources and to maximise their environmental and economic benefits while satisfying business activities. In order to conserve energy and use it efficiently, the Group has actively adopted energy-saving measures. We promote DingTalk paperless office throughout the Group and actively encourage employees to print on both sides of paper; the lights in our office area all use LED lamps with excellent energy-saving performance, saving more than half the energy compared with the previous fluorescent lamps; we strictly control the electricity consumption of the office building, adjust the air-conditioning switches in a timely manner according to weather changes and close the doors and windows while the air conditioning is operating; we reduce the use of official vehicles within the Group and use green modes of transport as far as possible; and we actively respond to the national call by carrying out environmental protection publicity and other environmental protection activities. The Group targets to reduce electricity consumption per employee by approximately 5% in the next reporting period as compared with the current reporting period, and will continue to promote paperless office practices, waste paper sorting and recycling, and waste reduction at source.

提高能源和水資源的有效利用率，在滿足經營活動的前提下，使能源和水資源發揮最大的環境、經濟效益。為節約能源、高效利用，本集團積極採取節能措施。我們在全集團範圍內推廣釘釘無紙化辦公，同時積極鼓勵員工在辦公過程中紙張雙面打印；我們辦公區域的電燈都已經採用節能性優異的 LED 燈，相比於原來的日光燈節能超過一半以上；嚴格控制辦公樓用電，根據天氣變化及時調整空調開關，在空調開啟期間關閉門窗；減少本集團內部公務車使用，儘量採用綠色的交通出行方式；積極響應國家號召，開展環保宣講等環保活動。本集團的目標為於下一報告期將人均用電量較本報告期降低約 5%，並持續推動無紙化辦公、廢紙分類回收及源頭減廢。

In the future, we plan to further promote energy conservation within the Group, continue to uphold the concept of green development and the requirements of green and low-carbon development, and effectively reduce unreasonable consumption behaviour.

未來，我們計劃進一步促進本集團內部在能源使用方面的大力節約，繼續秉承綠色發展理念和綠色低碳要求，有效減少不合理消費行為。

2.3 The Environment and Natural Resources

2.3 環境及天然資源

The Group will continue to increase its investment in various environmental protection projects, re-identify the sources of waste generated in the course of its operations and the environmental impacts of its use of resources, improve and install different types of environmental protection facilities and ancillary

本集團將持續加大對各類環保項目的投入，重新識別運營過程中產生的廢棄物來源及使用資源時對環境的影響，完善及安裝不同類型的環保設施及配套，持續優化內部管理制度、工作指引及環保措施；通過宣傳、教育等有效方式，不斷提升僱員

equipment, and continuously optimise its internal management systems, work guidelines and environmental protection measures; through publicity, education and other effective means, we will continuously raise employees' awareness of environmental protection and resource conservation, and share social responsibilities and obligations with employees in the course of management and development. The Group is well aware of its responsibility to minimise the material negative impacts of its business operations on the environment and natural resources. In addition, the Group always pays attention to its existing and potential impacts, regularly assesses the environmental risks arising from its business model, takes preventive measures and ensures compliance with relevant laws and regulations.

的環保及資源保護意識，在管理及發展過程中與僱員共同承擔社會責任及義務。本集團深知有責任將在其業務運營中對環境及天然資源的重大負面影響減至最低。此外，本集團始終關注其現有及潛在的影響，並定期評估其業務模式造成的環境風險，採取預防措施並確保遵守相關法律法規。

During the Reporting Period, no non-compliance incident or complaint relating to the Group's business and having a material impact on the environment or natural resources was confirmed.

於報告期內，已確認並無與本集團的業務有關並對環境或天然資源產生重大影響的不合規事件或投訴。

2.4 Climate Change

2.4 氣候變化

The Global Risks Report published by the World Economic Forum points out that, in terms of the probability and impact of risks in the coming decade, environmental risks remain the primary issue. Environmental risks are closely related to climate change, and in order to address the severe challenges brought about by climate change, developing a low-carbon economy has become a consensus of the international community. For enterprises, the impact of climate change brings both risks and opportunities – how to integrate addressing climate change into corporate business strategies and daily management activities is a matter of great importance to whether an enterprise can maintain and enhance its competitiveness and survive and develop in the long term in fierce international market competition.

世界經濟論壇發佈的《全球風險報告》指出，從未來十年風險的發生概率和影響來看，環境風險仍是首要問題。環境風險與氣候變化緊密相關，為應對氣候變化帶來的嚴峻挑戰，發展低碳經濟已成為國際社會共識。對於企業而言，氣候變化所產生影響風險與機遇並存 - 如何將應對氣候變化納入企業經營戰略和日常管理活動，是關係到企業能否保持和增強自身競爭力、得以在激烈的國際市場競爭中長久生存發展的大計。

The Group's operations have no material impact on the environment and natural resources. We have set out the Group's efforts in conserving resources and reducing emissions in the preceding sections.

本集團的經營對環境及天然資源並無重大影響。我們已在前述章節陳述了本集團對於節約資源、減少排放方面所作出的努力。

At the same time, we actively respond to the national "3060" target and promote the reduction of greenhouse gas emissions, mainly carbon dioxide, in respect of climate change. We have taken relevant measures in conserving energy, improving the ecological environment and improving emissions management, making unremitting efforts to achieve the "3060" target.

同時，我們積極響應國家「3060」目標，在氣候變化方面推動以二氧化碳為主的溫室氣體減排。我們在節約能源、改善生態環境、改善排放物管理等方面採取了相關措施，為實現「3060」目標作出不懈努力。

The Group actively assumes the corporate social responsibility of addressing climate change, takes effective measures to address the challenges brought by climate change and seizes the historical opportunity of developing a low-carbon economy, aiming to occupy the strategic high ground in future corporate competition so as to achieve its own sustainable development. At the same time, the Group will also regularly provide induction training or courses relating to emergency response plans and procedures for all employees in the future.

本集團積極承擔企業應對氣候變化的社會責任，採取有效措施應對氣候變化帶來的挑戰，並抓住發展低碳經濟這一歷史機遇，期望佔領未來企業競爭的戰略制高點，從而實現自身的可持續發展。同時，本集團未來也將定期為所有員工進行與應急響應計劃和程序相關的入職培訓或課程。

3. Social

3. 社會

3.1 Employment

3.1 僱傭

In order to standardise the recruitment workflow, strictly control headcount and recruitment standards, recruit qualified and suitable talent for the Group, strengthen the talent pipeline and ensure the smooth progress of the Group's work, the Group has specially formulated the Recruitment Management System. This system applies to the internal and external recruitment of the Group's employees.

為規範招聘工作流程，嚴格把控人員編製和招聘標準，為本集團招募合格、合適的人才，加強人才梯隊建設，保證本集團各項工作的順利進行，本集團特別制定《招聘管理制度》。此制度適用於本集團員工的內外部招聘工作。

The Group's recruitment process follows the principles of

本集團招聘過程遵循內部優先原則、公正

internal priority, fairness and openness, that is, suitable employees within the Group who meet the requirements of the recruitment position and perform outstandingly will be given priority for selection and promotion, and public recruitment from outside will be considered only after that. In the recruitment assessment process, we adhere to the principles of "disclosure of the recruitment plan and vacant positions", "disclosure of the assessment procedures and position requirements" and "fairness of the assessment standards and procedures", and select candidates who possess the knowledge, experience and skills relevant to the position on the basis of their educational background, work experience and overall qualities.

與公開原則，即對本集團內部符合招聘崗位要求及表現卓越的合適員工，將優先給予選拔晉升，其次再考慮面向社會公開招聘。在招聘考核過程中，我們堅持「招聘計劃與空缺崗位公開」、「考核程序與崗位要求公開」以及「考核標準與考核程序公正」的原則，對具備工作崗位相關知識、經驗及技能的應聘者，根據其教育背景、工作經歷、綜合素質情況擇優錄用。

The Group's employees are divided into contract-based employees and employed employees. Contract-based employees are required to sign a labour contract, a corporate employee confidentiality agreement and a corporate employee integrity undertaking; employed employees are required to sign an employment contract, a corporate employee confidentiality agreement and a corporate employee integrity undertaking. The labour contract, employment contract, corporate employee confidentiality agreement and corporate employee integrity undertaking are concluded between the Group and its employees on the basis of voluntariness, equality and consensus, are legally binding, and both the Company and its employees shall jointly comply with the terms set out therein. For employees whose contracts are renewed, terminated or who resign, the Group has formulated the Management System for the Renewal, Dismissal and Resignation of Employees, and relevant matters are handled strictly in accordance with that system.

本集團員工分為合同制員工和聘用制員工。合同制員工需簽訂勞動合同、企業員工保密協議、企業員工廉潔保證書；聘用制員工需簽訂聘用合同、企業員工保密協議、企業員工廉潔保證書。勞動合同、聘用合同、企業員工保密協議，企業員工廉潔保證書是本集團與員工在自願平等、協商一致的基礎上訂立的，具有法律效力，本公司與員工雙方應共同遵守所列各項條款。對續聘、解聘、離職人員，本集團制定《員工續聘、解聘、離職管理制度》，對相關事件嚴格遵照該制度執行。

The Human Resources Department will ensure the supply of talent through social recruitment, campus recruitment, internal referral and referrals from high-end headhunters according to the talent requirements of each department.

人力資源部將根據各部門對人才的要求採取社招、校招、內推及高端獵頭推薦等形式確保人才供給。

As at 30 June 2026, the Group had a total of 24 employees (as at 30 June 2025: 45). The employees by gender, age group and geographical region are as follows:

於 2026 年 6 月 30 日，本集團共有員工 24 人（於 2025 年 6 月 30 日：45 人），按性別、年齡組別及地理區域劃分的僱員如下：

Item	Reporting Period	Comparative Period	項目	報告期	對比期間
By gender – Male	12	17	按性別劃分–男性	12	17
By gender – Female	12	28	按性別劃分–女性	12	28
By employment type – Full-time	24	45	按僱傭類型劃分–全職	24	45
By employment type – Part-time	0	0	按僱傭類型劃分–兼職	0	0
By age – 30 years old and below	9	14	按年齡劃分–30 歲以下	9	14
By age – 31 to 50 years old	13	27	按年齡劃分–31 至 50 歲	13	27
By age – 51 years old and above	2	4	按年齡劃分–51 歲以上	2	4
By region – Beijing	9	13	按地區劃分–北京	9	13
By region – Hangzhou	7	9	按地區劃分–杭州	7	9
By region – Horgos	0	14	按地區劃分–霍爾果斯	0	14
By region – Hong Kong	8	9	按地區劃分–香港	8	9

The Group strictly complies with national laws and regulations and resolutely prohibits the employment of child labour and forced labour; the Group exercises strict control from the recruitment stage, candidates entering the interview stage must be at least 18 years old and the original of their identity card must be provided for the interview, and candidates who are offered employment must provide the original of their identity card, the original of their graduation certificate and other documents before the onboarding procedures can be completed.

本集團嚴格遵守國家法律法規，堅決杜絕僱傭童工及強制勞動行為；本集團從招聘環節就嚴格把控，進入面試環節的候選人年齡不低於 18 周歲，面試需提供個人身份證原件，通過錄用的候選人必須提供身份證原件、畢業證原件等證件方可辦理入職手續。

The Group strictly complies with the Labour Contract Law and any relevant labour laws and regulations. In the event of a serious breach of the code of conduct, the Group has the right to terminate the employment relationship. Employees may also voluntarily terminate their contracts and must complete the handover within the notice period and comply with the departure arrangements.

本集團嚴格遵守《勞動合同法》及任何相關勞動法律及法規。如嚴重違反行為守則，本集團有權終止其僱傭關係。僱員亦可自願終止合約，並須於通知期內完成交接，遵守離職安排。

During the Reporting Period, the employee turnover rate was **46.67%**. The rates of employee turnover by gender, age group and region are as follows:

於報告期內，僱員流失率為 **46.67%**。按性別、年齡組別及地區劃分的僱員流失率如下：

Item	Reporting Period	Comparative Period	項目	報告期	對比期間
Turnover rate of total employees	46.67%	40.00%	總僱員流失百分比	46.67%	40.00%
By gender – Male	29.41%	37.50%	按性別劃分–男性	29.41%	37.50%
By gender – Female	57.14%	39.22%	按性別劃分–女性	57.14%	39.22%
By age – 30 years old and below	35.71%	38.46%	按年齡劃分–30 歲以下	35.71%	38.46%
By age – 31 to 50 years old	51.85%	44.90%	按年齡劃分–31 至 50 歲	51.85%	44.90%
By age – 51 years old and above	50.00%	不適用	按年齡劃分–51 歲以上	50.00%	不適用
By region – Beijing	30.77%	63.16%	按地區劃分–北京	30.77%	63.16%
By region – Hangzhou	22.22%	21.05%	按地區劃分–杭州	22.22%	21.05%
By region – Horgos	100.00%	15.38%	按地區劃分–霍爾果斯	100.00%	15.38%
By region – Hong Kong	11.11%	不適用	按地區劃分–香港	11.11%	不適用

To ensure that all employees are treated fairly and equally, the Group does not tolerate any form of sexual harassment or bullying in the workplace. During the Reporting Period, the Group did not have any labour disputes arising from violations of laws and regulations, did not employ child labour or forced labour, and did not have any breach of or default in the payment of social insurance.

為確保所有僱員得到公平及平等的保護，本集團絕不容忍工作場所內任何形式的性騷擾或欺凌行為。於報告期內，本集團未發生因違法違規引起的勞動糾紛，未發生僱傭童工或強制勞工現象，未發生任何社會保險違規或欠繳現象。

We are well aware that safeguarding employees' rights and interests is the social responsibility an enterprise must fulfil first and foremost, because employees directly affect the sustainable development of the enterprise and in turn the development and stability of society as a whole. The Group has therefore established a series of rights protection systems to provide employees with reasonable remuneration, safeguard employees' basic right to leave and create a discrimination-free, diversified and equal career development platform for them, so as to give effect to employees' rights and interests.

我們深知員工權益保障是企業需要首要履行的社會責任，因為員工直接影響著企業的持續發展，進而影響著整個社會的發展與穩定。故本集團建立起一系列權益保障制度，給予員工合理的薪酬待遇，保障員工休假的基本權利，為員工打造一個無歧視、多元化與平等的職業發展平台，將員工權益落到實處。

In order to objectively and fairly evaluate employees' performance and contributions, better motivate and tap employees' potential and strengthen their sense of competition and responsibility, the Group has specially formulated the Performance Appraisal System. The Group conducts an annual performance appraisal at the end of December each year and organises the completion of the Performance Appraisal Form; the appraisal results are kept and reviewed by the Finance Department and, upon completion of the review, submitted to the President for re-examination, and the relevant results will serve as a reference for employees' salary adjustments, performance commissions and task bonuses. We hope to stimulate employees' enthusiasm for work and improve their work efficiency in a fair, healthy and reasonable manner, thereby enhancing the Group's overall effectiveness. At the same time, we also fully safeguard employees' right to leave and have established a comprehensive Attendance and Leave Management System.

為客觀公正地評價員工的績效和貢獻，更好地激勵和挖掘員工的潛能，強化員工的競爭與責任意識，本集團特別制訂《績效評估制度》。本集團將在每年 12 月底進行年度績效評估，組織填寫《績效評估表》，評估結果交由財務部保管審核，審核完成後需提交總裁進行覆核，相關結果將會為員工的工資調整、業績提成、任務獎金等提供參考依據。我們期望以公平公正、健康合理的方式激發員工工作熱情、提高員工工作效率，從而提高本集團整體效能。同時，我們亦充分保障員工休假權利，建立起一套完善的《考勤休假管理制度》。

In addition, the Group pays the "six contributions" (namely pension, unemployment, medical, provident fund, work injury insurance and maternity insurance) or foreign labour insurance (if required) for employees on time in accordance with national regulations, and the contribution proportions borne by the Group and individuals are handled in accordance with national regulations. At the same time, the Group has also established a welfare committee to handle various employee activities and welfare measures, serving directors, employees and their dependants; the specific welfare items cover birthday cakes for employees, the Group's annual dinner, employee travel and many other employee welfare activities.

此外，本集團按照國家規定，按期為員工繳納「六金」(即養老金、失業金、醫療金、公積金、工傷保險、生育保險)或外籍勞工保險(如需)，本集團和個人應承擔的供款比例按國家規定辦理。同時，本集團還設立福利委員會經辦各項員工活動及福利措施，服務對象包括董事、員工及其眷屬，具體福利項目囊括員工生日蛋糕、本集團年度尾牙、員工旅遊以及諸多其他員工福利活動方面。

The Group implements a system of equal employment opportunity and, in accordance with applicable laws, will give candidates and employees equal employment opportunities regardless of their ethnic background, colour, gender, sexual orientation, ancestry, age, disability, religious belief, nationality, family or marital status, civil rights, military or veteran status, gender identity, genetics, pregnancy and other classes or characteristics protected by law.

本集團實行公平就業機會制度，根據適用的法律，不論應徵者及員工的族裔背景、膚色、性別、性取向、血統、年齡、殘障、宗教信仰、國籍、家族或婚姻狀況、公民權利、軍事或退伍軍人身份、性別認同、基因、懷孕和其他受法律保障的階級或特性，而將給予他們等同的就業機會。

3.2 Occupational Health and Safety

3.2 職業健康與安全

Workplace health and safety is part of the Group's duty of care towards its employees. As a responsible employer, the Group is committed to minimising accidents, illnesses and risks in the workplace and to promoting employees' health, thereby reducing absenteeism and employee turnover. The Group makes every effort to ensure that safety facilities in the office and other workplaces are complete, to create a healthy and safe working environment for employees, and to regularly give employees health and safety reminders so as to raise their awareness of protecting their own health and safety.

工作場所健康與安全是本集團照顧員工義務的一部分。作為一個負責任的僱主，本集團致力儘量減少工作區域內的意外、疾病及風險，促進員工的健康，從而減低缺席率和員工流失率。本集團盡力保障辦公場所和其他工作場所的安全設施齊備，為員工營造健康與安全的工作環境，並定期給予員工健康與安全方面的提示，提高員工的自我健康與安全保障意識。

The Group pays close attention to the safety and health of every employee. We strictly comply with the Law of the People's Republic of China on Work Safety and other relevant laws and regulations, and have adopted a series of measures to fully safeguard employees' health and safety.

本集團密切關注每一名僱員的安全與健康，我們嚴格遵守《中華人民共和國安全生產法》等相關法律法規，並採取一系列措施以充分保障僱員的健康與安全。

During the Reporting Period, the Group did not have any non-compliance incident relating to the provision of a safe working environment and the protection of employees from occupational disease hazards, there were no employee deaths due to work-related causes, and the number of working days lost due to work injury was 0 days.

於報告期內，本集團未發生有關提供安全工作環境及保障僱員避免職業病危害的違規事件，未發生因工作關係導致職員死亡事件，因工傷損失工作日數為 0 天。

3.3 Development and Training

3.3 發展與培訓

The Group adheres to the "people-oriented" philosophy and believes that employees with sufficient skills and experience are the Group's most valuable asset. An enterprise needs to continuously innovate and introduce new technologies and new concepts, which requires continuous training of its employees.

本集團堅持「以人為本」的理念，相信擁有足夠技能和經驗的員工是本集團最寶貴的財富。企業需要不斷創新和引進新技術和新理念，這就要不斷地對員工進行培訓。

In order to standardise and promote employee training work in the Group, enhance employees' professional skills and qualities and enable the Group and its employees to develop together, Litian Pictures has specially formulated the Employee Training Management System. Through continuous improvement of the management system, a three-dimensional and multi-level training system covering all employees has been gradually established, so as to comprehensively enhance employees' professional competence and ensure the sustainable and healthy development of the enterprise.

為規範和促進本集團員工培訓工作，提升員工職業技能和素質，使本集團與員工共同發展，力天影業特別制定了《員工培訓管理制度》，通過不斷完善管理制度，逐步構建起覆蓋全體員工的立體化、多層次的培訓體系，全面提升員工職業能力，以確保企業持續健康發展。

The Group's training categories are divided, according to different purposes and different targets, into new employee training, job skills training, transfer training, etc., and the training methods are also divided into online and offline according to different course arrangements, giving employees more flexible and convenient choices. The specific training categories and related training information are set out in the table below.

本集團的培訓類別根據不同目的、不同對象劃分為新員工培訓、崗位技能培訓、轉崗培訓等，培訓方式也根據不同的課程安排分為線上和線下兩種方式，使員工在選擇上更加靈活便捷。下表中列示具體的培訓類別以及相關培訓資料。

Category of training	Target trainee, purpose, content and method of training	培訓類別	培訓對象、目的、內容及方式
New employee training	Target: new employees Purpose: to help new employees understand and familiarise themselves with the Group as soon as possible and fit into the Group's environment and their work roles as soon as possible Content: 1. Group overview, corporate culture and organisational structure, and management personnel; 2. the Group's development strategies and directions; 3. the Company's various rules and regulations; 4. business knowledge and skills of the position held Method: lectures, visits, practical guidance	新員工培訓	培訓對象：新員工 培訓目的：為幫助新員工儘快了解和熟悉本集團，儘快融入本集團環境和進入工作角色 培訓內容：1. 本集團概況、企業文化及組織結構、管理人員；2. 本集團發展戰略、方針；3. 本公司各規章制度；4. 所任職務業務知識與技巧 培訓方式：授課、參觀、操作指導
Job skills training	Target: on-the-job employees Purpose: to enhance employees' skills, improve work quality and efficiency and reduce work errors Content: 1. Job skills; 2. expansion of relevant knowledge and skills Method: lectures, practical guidance	崗位技能培訓	培訓對象：在崗員工 培訓目的：為增強員工技能、提高工作質量和效率、減少工作失誤 培訓內容：1. 崗位技能；2. 相關知識技能拓展 培訓方式：授課、操作指導

Category of training	Target trainee, purpose, content and method of training	培訓類別	培訓對象、目的、內容及方式
Transfer training	Target: employees transferred to another position Purpose: to prepare for job rotation, horizontal adjustment and promotion Content: 1. Basic information about the new position; 2. skills training for the new position Method: lectures, practical guidance	轉崗培訓	培訓對象：崗位調動人員 培訓目的：為工作輪換、橫向調整和晉升做準備 培訓內容：1. 新崗位基本情況；2. 新崗位技能培訓 培訓方式：授課、操作指導
Continuing education training	Target: employees engaged in professional and technical work Purpose: to improve professional skills and raise the Group's overall technical level Content: professional and technical skills training provided by external professional training institutions Method: lectures, practical guidance	繼續教育培訓	培訓對象：從事專業技術工作人員 培訓目的：提高專業技能、提高本集團整體技術水平 培訓內容：本集團外部專業培訓機構的專業技術技能培訓 培訓方式：授課、操作指導
Departmental internal training	Target: employees within the department Purpose: to conduct small-scale, flexible and practical training for employees according to actual work needs Content: training on the various tasks and processes within the department Method: lectures, practical guidance	部門內部培訓	培訓對象：部門內員工 培訓目的：為實際工作需要，對員工進行小規模的，靈活實用的培訓 培訓內容：部門內各項工作、流程培訓 培訓方式：授課、操作指導
Employee self-training	Target: employees themselves Purpose: to improve their own qualities and business capabilities Content: knowledge and skills relevant to the employees themselves Method: self-training	員工自我培訓	培訓對象：員工自身 培訓目的：提高自身素質和業務能力 培訓內容：員工自身相關知識、技能 培訓方式：自我培訓

Employee training	Reporting Period (percentage / average training hours)	Comparative Period (percentage / average training hours)	員工培訓	報告期（百分比／平均培訓時長）	對比期間（百分比／平均培訓時長）
By gender – Male	100% / 6 hours	100% / 2 hours	按性別劃分：男	100% / 6 小時	100% / 2 小時
By gender – Female	100% / 6 hours	100% / 2 hours	按性別劃分：女	100% / 6 小時	100% / 2 小時
By position – Management	100% / 12 hours	100% / 2 hours	按職級劃分：管理層	100% / 12 小時	100% / 2 小時
By position – Non-management	100% / 4 hours	100% / 2 hours	按職級劃分：非管理層	100% / 4 小時	100% / 2 小時

In addition, the Group has specially formulated the Training Management System for Finance Personnel for its finance staff. The finance department is responsible for organising business training for finance personnel, and the trainees include all finance personnel. The training covers accounting standards, fiscal and taxation policies, financial analysis, financial systems and business processes, job operations and guidance, and solutions to various difficult issues, with the aim of continuously improving the professional quality and work ethics of serving staff, updating and expanding their knowledge and skills, and building a pool of finance, technical and management talent.

此外，針對本集團財務人員，本集團特別制定《財務人員培訓管理制度》。由財務部門負責組織財務人員業務培訓，培訓對象包括所有財務人員。培訓內容包括會計準則、財稅政策、財務分析、財務制度與業務流程、崗位作業與指導、各類疑難問題解決辦法等，旨在不斷提高在職人員專業素質與職業道德，更新與擴充知識與技能，儲備財務、技術和管理人才。

As the Group operates with a lean team, all employees participate in training on a uniform basis. The Group therefore does not further categorise its training statistics by employee category (such as senior management and middle management); the training data by gender are disclosed in the table above.

由於本集團團隊規模精簡，全體員工均統一參與培訓，故本集團並未進一步按僱員類別（如高級管理層及中級管理層）劃分培訓統計數據；按性別劃分的培訓數據已於上表披露。

3.4 Labour Standards

The Group strictly complies with the labour laws and regulations of the PRC prohibiting child labour and forced labour in implementing its labour standards.

The Group maintains a rigorous recruitment process and all employees must present valid identification documents to the Group. The above procedures ensure that no child labour is employed. The Group respects employees' freedom of employment and strictly prohibits forced labour or default in the payment of remuneration. The Group informs employees of the working hours of their positions before they join; if working hours need to be adjusted after joining due to production needs or changes in position, this is also done with the employees' consent. In addition, in accordance with applicable laws and regulations, all employees of the Group are entitled to sick leave, injury leave and maternity leave subject to obtaining medical proof. During the Reporting Period, the Group had no incidents of non-compliance with the relevant laws and regulations on child labour and forced labour.

3.4 勞工準則

本集團嚴格遵守中國禁止童工及強迫勞動的勞動法律法規執行勞工準則。

本集團維持嚴謹的招聘流程，所有僱員均須向本集團出示有效證件。上述程序可確保不會僱用童工。本集團尊重僱員的就業自由，嚴禁強迫勞動或拖欠薪酬。本集團於僱員入職前告知其相應崗位的工作時間；倘入職後因生產需要或崗位變動需要調整工作時間，也在僱員同意後進行。此外，根據適用的法律法規，本集團所有僱員在取得醫療證明的情況下，均有權享有病假、傷假及產假。於報告期內，本集團並無不遵守有關童工及強迫勞動的相關法律法規的事件。

3.5 Supply Chain Management

The Group has always attached importance to supplier management and is well aware that sustainable development cannot be achieved without the joint participation of its many suppliers. While enhancing its own environmental and social governance capabilities, the Group drives the sound development of its suppliers and promotes cooperation and mutual benefit between the two parties.

3.5 供應鏈管理

本集團始終注重供應商管理，也深知可持續發展離不開廣大供應商的共同參與。在提升自身環境、社會管治能力的同時，帶動供應商的良性發展，促進雙方的合作與共贏。

In order to strengthen the accuracy and controllability of the Group's procurement activities, the Group has, in accordance with relevant national laws and regulations, specially formulated the Procurement Management System and the Provisions on the Procedures for Project Initiation and Budget Filing and Approval, so as to regulate and monitor procurement activities and thereby reduce operational risks.

為加強對本集團採購業務活動的準確性和可控性，本集團根據國家相關法律法規，特別制定《採購管理制度》以及《項目立項及預算報備審批流程的規定》，以規範和監督採購活動，從而減少運作風險。

At present, the Group's principal business is the licensing of the broadcasting rights of self-produced and outright-purchased drama series. The Group's procurement mainly involves three categories: raw materials, i.e. outright-purchased scripts; fixed assets, including fixed assets used for production and office equipment; and office supplies, including departmental office supplies and personal office supplies. Among these, the Planning Department is responsible for the procurement of scripts, with the Literary Creation Department assisting in the procurement of scripts; the Administration and Human Resources Department is responsible for the procurement of fixed assets and office supplies; and the production crew is responsible for the procurement of office supplies for its own use.

During the Reporting Period, the Group also commenced the operation of its own online video platform and engaged a service provider to produce short dramas using AI technology based on scripts provided by the Group, for distribution on the platform.

目前，本集團主要業務為自製及買斷電視劇播映權許可，本集團採購對象主要涉及三類：原材料，即外購劇本；固定資產，包括生產用固定資產和辦公設備；辦公用品：包括部門辦公用品和個人辦公用品。其中，策劃部負責劇本的採購，文學創作部協助負責劇本的採購；行政人事部負責固定資產和辦公用品的採購；劇組負責劇組辦公用品的採購。

於報告期內，本集團亦開始營運自有在線視頻平台，並委託服務商根據本集團提供的劇本、運用人工智能技術製作短劇，於該平台分發。

During the Reporting Period, the Group had a total of 11 suppliers, analysed by region as follows:

於報告期內，本集團共有供應商 11 家，按地域劃分情況如下：

Region	Number of suppliers in the Reporting Period (nos)	Number of suppliers in the Comparative Period (nos)	地區	報告期供應商數目（個）	對比期間供應商數目（個）
North China (Beijing, Tianjin, Shanxi, Hebei, Inner Mongolia Autonomous Region)	3	3	華北地區（北京市、天津市、山西省、河北省、內蒙古自治區）	3	3
East China (Shanghai, Jiangsu, Zhejiang, Anhui, Fujian, Jiangxi, Shandong)	6	6	華東地區（上海市、江蘇省、浙江省、安徽省、福建省、江西省、山東省）	6	6
Other regions in the PRC	2	2	中國內地其他地區	2	2
Total	11	11	總計	11	11

The Group has established a full life-cycle management process for various suppliers covering procurement, payment, acceptance and exit, and continuously inspects and evaluates suppliers' hardware facilities and operational capabilities. At the supplier admission stage, we include factors such as the supplier's system certification, whether the supplier has qualifications relating to green environmental protection and whether it holds ISO 14001 or ISO 45001 certificates within the scope of qualification review. The Group will, where necessary, verify the relevant licences at the supplier's site to ensure the authenticity and validity of the licences provided by the supplier. At the evaluation stage, suppliers with quality defects, failed environmental impact assessments or integrity problems will be eliminated and blacklisted. Through communication and cooperation with suppliers, we encourage them to comply with regulations and standards relating to the environment and social responsibility and to implement effective management plans so that they can comply with regulations

本集團構建各類供應商從採購、付款、驗收到退出的全生命週期管理流程，對供應商的硬件設施及運營能力持續考察和評估。在供應商准入環節，我們會將供應商體系認證及供應商是否具有綠色環保相關資質、是否具有 ISO 14001 或 ISO 45001 證書等因素納入資質審核範圍。本集團將在必要時到供應商現場核對相關許可證，確保供應商所提供許可證的真實有效性。在評估階段，對於存在質量缺陷、環境影響評估不合格或有誠信問題的供貨商將淘汰並列入黑名單。我們藉由與供貨商的溝通與合作，勉勵他們遵守與環境以及社會責任相關法規及準則，並實施有效管理計劃，使其能有系統地遵守法規。希望能藉此展現供應鏈責任、重新定義內部管理要求並調整採購策略。

systematically. We hope thereby to demonstrate supply chain responsibility, redefine internal management requirements and adjust procurement strategies.

During the Reporting Period, in the review of the suppliers with which the Group had cooperated, the suppliers to which the practices relating to supplier admission were applied were fully covered.

於報告期內，已合作供應商的審核中，向其執行與供應商准入有關慣例的供應商已全面覆蓋。

In the procurement process, the Group encourages suppliers to use environmentally friendly products and services. The Group upholds fair operating practices and has a sound supplier selection process with clear supplier selection criteria and the ability to identify potential risks in the Group's supply chain. We encourage suppliers to maintain high standards of business ethics and conduct and to strive to achieve satisfactory environmental and social performance. In selecting and evaluating suppliers, we consider multiple factors such as the quality system and environmental and social performance, and are committed to establishing long-term supply and demand cooperation.

於採購過程中，本集團鼓勵供應商使用環保產品及服務。本集團奉行公平的營運慣例，並設有健全的供應商甄選程序，明確供應商選擇標準，並能夠識別本集團供應鏈的潛在風險。我們鼓勵供應商維持高標準的商業道德及行為，努力達成令人滿意的環境及社會表現。在遴選及評估供應商時，我們會考慮質量體系、環境及社會表現等多項因素，致力建立長期的供求合作關係。

3.6 Product Responsibility

3.6 產品責任

Innovative product research and development

創新產品研發

The Group has always adhered to the business philosophy of "creating a better future for Chinese film and television together", insists on taking user needs as the driving force and the market as its orientation, encourages innovation, and strives to be professional, youthful and market-oriented, keeping abreast of the pulse of the industry to create fine drama series for Chinese audiences. Since its establishment, the Company has invested in and produced the large-scale period martial arts drama series *Female Bodyguard of Song Dynasty* and the War of Resistance against

本集團始終秉承「共創中國影視美好未來」的經營理念，堅持以用戶需求為驅動力，以市場為導向，鼓勵創新，力求企業專業化、年輕化、市場化，緊把行業脈搏，為中國觀眾打造精品良劇。自公司成立以來，先後投資拍攝大型古裝武打劇《龍匯鏢局之大宋女鏢師》及抗日戰爭歷史劇《游擊英雄》，兩部劇在上海、北京、深圳等知名國內電視節上均取得了良好的發行成績；同時本集團投資製作的電視劇《游擊英雄》、《雙槍》、《義海》、《老

Japanese Aggression historical drama *Guerilla Heroes*; both drama series achieved good distribution results at well-known domestic television festivals in Shanghai, Beijing and Shenzhen. At the same time, the drama series *Guerilla Heroes*, *Double Guns*, *The Brothers* and *A Gallant Army* invested in and produced by the Group have completed multiple rounds of distribution on a number of television channels, among which *A Gallant Army* was premiered in the prime time slot of the drama channel of China Central Television in 2019; as regards outright-purchased drama series, we have distributed a number of drama series well received by the market, such as *The Chinese Dream*, *Bright Star*, *Love under the Starry Sky* and *Under Cover*.

虎隊》已完成多個電視頻道的多輪發行，其中 2019 年《老虎隊》在中央電視台電視劇頻道黃金時段首輪播映；在買斷劇方面，我們發行了多部深受市場歡迎的電視劇，比如《夢在海這邊》、《星光燦爛》、《愛在星空下》、《臥底歸來》等。

During the Comparative Period, the self-produced drama series *As Husband As Wife* (《小夫妻》) was licensed for broadcasting rights on satellite television. In addition, during the Comparative Period, the Group successfully granted multiple rounds of broadcasting rights to a number of satellite channels in respect of *Wise Heroes* (《智者無敵》) and 《義者無敵》, 《正者無敵》, 《信者無敵》 (the "Invincible" series), *Desert Gun God* (《大漠槍神》), *Detective Di Renjie* (《神斷狄仁傑》), *Da Yangge* (《大秧歌》) and *Niang Dao* (《娘道》), which are our outright-purchased drama series.

於對比期間，自製電視劇《小夫妻》獲得在衛星電視台的播映權許可。此外，於對比期間，本集團成功向若干衛星頻道授出《智者無敵》及《義者無敵》、《正者無敵》、《信者無敵》、《大漠槍神》、《神斷狄仁傑》、《大秧歌》及《娘道》的多輪播映權許可，該等為我們的買斷電視劇。

During the Reporting Period, the self-produced drama series *As Husband As Wife* (《小夫妻》) continued to be licensed for broadcasting rights on satellite television and online video streaming platforms; the Group also successfully granted multiple rounds of broadcasting rights to a number of satellite channels in respect of the same drama series.

In addition, the Group applied AI technology in content production during the Reporting Period by engaging a service provider to produce short dramas based on scripts provided by the Group for distribution on its own online video platform, and will continue to explore the application of new technologies in content production to enhance production efficiency.

於報告期，自製電視劇《小夫妻》繼續獲得在衛星電視台及在線視頻流媒體平台的播映權許可；本集團並成功向若干衛星頻道授出該劇的多輪播映權許可。

此外，本集團於報告期內將人工智能技術應用於內容製作，委託服務商根據本集團提供的劇本製作短劇，並在自有在線視頻平台分發；本集團將繼續探索新技術在內容製作中的應用，以提升製作效率。

The Group has established deep cooperative

本集團與國內主流電視台建立深厚的合作

relationships with mainstream domestic television stations and has also received attention and recognition from relevant authorities such as the provincial radio and television bureaux and the provincial film and television artists associations. We enjoy the advantage of a rich network of drama series distribution channels and maintain business relationships with more than 90 provincial and municipal mainstream television channels and online platforms. The drama series works we distribute have been successfully broadcast on the drama channel of China Central Television, Zhejiang Satellite TV, Anhui Satellite TV, Shenzhen Satellite TV, Tencent Video, iQIYI, Youku and other television and new media platforms.

關係，同時得到省廣電局、省影視家協會等相關部門的關心與肯定。我們擁有豐富的電視劇發行渠道優勢，與超過 90 家省、市級主流電視頻道和網絡平台保持業務聯繫。我們發行的電視劇作品已成功在中央電視台電視劇頻道、浙江衛視、安徽衛視、深圳衛視、騰訊視頻、愛奇藝、優酷等電視台和新媒體平台播映。

We are committed to providing high-quality drama series and related services and have received a number of honours.

我們致力於提供優質的電視劇及相關服務，並獲得了多項榮譽。

In the future, we will continue to strengthen our drama series production and distribution capabilities, focusing on producing more high-quality drama series and distributing them on leading satellite television channels, while investing more resources in actively developing and producing more web drama series of different genres to meet the different preferences of audiences of different age groups. Committed and professional, we will continue to enhance our overall competitiveness and consolidate and strengthen our position in the PRC drama series market. As the Group's principal business is drama series distribution, it does not involve products that need to be recalled for safety and health reasons.

未來，我們會繼續加強電視劇的製作和發行能力，專注於製作更多高質量的電視劇並在領先的衛星電視頻道發行，同時將投入更多資源、積極開發和製作更多類型網絡劇，以滿足不同年齡層次的觀眾的不同喜好。我們專注和專業，將繼續提升我們的綜合競爭力，鞏固和提升我們在中國電視劇市場的地位。由於本集團主營業務為電視劇發行，並不涉及因安全與健康理由而須回收的產品。

As an art form widely enjoyed by the public, film and television drama provide a good artistic vehicle for audiences to learn about outstanding culture and embrace positive social values. Film and television practitioners should tell China's story well and spread positive energy; focus on cultural nourishment to enhance the substance of their works; draw on advanced experience to broaden distribution channels; and respect cultural differences and accommodate cultural diversity.

影視劇作為一種大眾喜聞樂見的藝術形式，為觀眾了解優秀文化、接受社會正向價值觀提供了良好的藝術載體。影視工作者要通過講好中國故事，傳播正能量；注重文化滋養，提升作品底蘊；汲取先進經驗，拓寬傳播渠道；尊重文化差異，兼容文化多樣性。

Taking the promotion of outstanding culture as its mission and shouldering the responsibility of cultural confidence, Litian Pictures strictly reviews the film and television drama involved in the Company's business. In accordance with the circular of the National Radio and Television Administration on the review procedures for drama series, the Group has formulated the Group's Drama Series Review Procedures system for its production team, setting out the requirements for the submission of domestic drama series, co-produced drama series and imported drama series for review as well as the requirements for the textual materials and sample tapes submitted for review for various types of drama series. The system specifies a top-down oversight mechanism, with the Board acting as the supervising department and the management being responsible for reviewing the materials submitted for review to ensure their authenticity and completeness, which may only be implemented after review by the National Radio and Television Administration; if the review is not passed, the National Radio and Television Administration will return the materials to the submitting unit for rectification and re-submission until they are approved. In the future, we will also, in accordance with the spirit of the circular of the National Radio and Television Administration, adjust and strengthen our drama series review work, improve the submission and review system and standardise the review procedures.

力天影業以弘揚優秀文化為己任，肩挑文化自信重任，對本公司業務涉及的影視劇嚴格審查。根據國家廣播電視總局關於電視劇審查程序的通知，本集團已針對製作團隊制定本集團《電視劇審查程序》制度，明確國產電視劇、合拍劇、引進劇的報審要求以及各類電視劇送審文字資料的要求、各類電視劇送審樣帶的要求，制度中明確自上而下的監督機制，由董事會作為監督部門，管理層負責對報審材料進行審核，確保報審材料的真實性以及完整性，交由國家廣播電視總局審核後方可執行，如審核不通過，國家廣播電視總局將把材料返回送審單位進行整改後再次提交審核直至通過。未來我們也將按照國家廣播電視總局通知精神，調整和加強電視劇審查工作，健全報審制度，規範審查程序。

We are always committed to enhancing the quality of film and television drama from the source, enriching their substance and expanding their influence. For example, the drama series *A Gallant Army*, in the production of which the Group participated, was premiered in the prime time slot of the drama channel of China Central Television and achieved remarkable viewership, generating a high level of discussion both online and offline during and after its broadcast, and successfully giving the public a deeper impression of the Huaihai Campaign, the background of the drama.

我們始終致力從源頭提升影視劇質量、豐富影視劇內涵、擴大影視劇影響力。譬如，本集團參與出品的影視劇《老虎隊》，曾在中央電視台電視劇頻道黃金時段進行首輪播映，取得了顯著的播放量成績，於播放期內及結束之後，在線上線下均擁有較高的話題度，成功使得大眾對影片背景淮海戰役有了更深的感觸。

In the future, in addition to producing and broadcasting drama series, Litian Pictures will cooperate with more renowned directors and leading actors and actresses, strive to introduce niche areas of drama series to the mainstream public, actively participate in the exploration and development of the drama series cultural industry, and spread the outstanding culture embodied in drama series to more people.

未來，力天影業會在電視劇製作及播放的基礎上，與更多知名導演、大牌演員合作，努力將電視劇細分領域引入主流大眾，積極參與電視劇文化產業的開拓和建設，將電視劇裏挾的優秀文化傳播給更多的人群。

Customer service, intellectual property and privacy protection

客戶服務、知識產權及隱私保護

Customers are the foundation of an enterprise's survival and development. The Group's customers are mainly consumers, mainstream television channels and online platforms, etc. The Group adheres to a customer-oriented approach and takes effective customer feedback as the driving force for the continuous progress and development of the enterprise, so as to improve customer satisfaction and build long-term friendly customer relationships. During the Reporting Period, the number of customer complaints received by the Group was 0.

客戶是企業生存和發展的基礎。本集團面對的客戶主要為消費者、主流電視頻道和網絡平台等，本集團堅持以客戶為導向，將客戶的有效反饋作為企業不斷前進和發展的推動力量，提高客戶滿意度，構建長期友好的客戶關係。於報告期，本集團客戶投訴數量為 0。

Innovative research and development cannot be separated from the protection of intellectual property rights; effective intellectual property protection management helps to protect an enterprise's technological innovation achievements and enhance its core competitiveness. The Group fully respects the intellectual property rights of others and resolutely protects its own intellectual property rights from infringement. The Group strictly complies with laws and regulations such as the Patent Law of the People's Republic of China, the Copyright Law of the People's Republic of China and the Trademark Law of the People's Republic of China, and has formulated the Administrative Measures for Intellectual Property Reporting Procedures and Incentives on that basis, which are aimed at clarifying and standardising the

創新研發離不開知識產權的保護，有效的知識產權保護管理有利於保護企業科技創新成果，增強企業的核心競爭力。本集團充分尊重他人的知識產權，同時堅決保護自有知識產權不被侵犯。本集團嚴格遵守《中華人民共和國專利法》、《中華人民共和國著作權法》、《中華人民共和國商標法》等法律法規，並基於相關內容制定了《知識產權申報流程及獎勵制度管理辦法》，該辦法致力於明確和規範各部門知識產權的申報流程，鼓勵和激勵部門人員進行知識創新和技術研發。

intellectual property reporting procedures of each department and encouraging and incentivising departmental personnel to carry out knowledge innovation and technological research and development.

The reporting agenda covers four main stages: conception application, review meeting, finalisation, and patent application or paper publication. At the same time, the Group has established the Intellectual Property Reporting Incentive system, under which both patent applications and paper publications may apply for incentives at the nodes of finalisation and successful final reporting.

申報議程涵蓋構思申請、評審會議、定稿、專利申報或論文發表四個主要環節。同時，本集團設立《知識產權申報獎勵》制度，即專利申請和論文發表根據定稿和最終申報成功為節點均可以申請獎勵。

During the Reporting Period, the Group did not have any non-compliance incident relating to products or intellectual property rights that had a material impact on the Company.

於報告期內，本集團未發生對本公司有重大影響的關於產品、知識產權方面的違規事件。

The Group is committed to protecting customers' privacy in every aspect of its operations. In compliance with laws, regulations and ordinances such as the Personal Information Protection Law of the People's Republic of China and the Law of the People's Republic of China on the Protection of Consumer Rights and Interests, and by continuously improving the Group's internal systems and adopting multiple measures, we avoid the risk of privacy leakage, build a safe and orderly operating environment, effectively discharge our confidentiality responsibilities, and ensure that a project manager responsible for privacy protection is designated for the customers of each department so that customer information is effectively protected.

本集團致力於在運營的各環節保障客戶的隱私，遵循《中華人民共和國個人信息保護法》、《中華人民共和國消費者權益保護法》等法律法規與條例，通過不斷完善本集團內部相關制度和多措並舉，規避隱私洩漏風險，構建安全有序的運營環境，切實履行應盡的保密責任，每個部門的相關客戶都由項目負責人負責隱私保護工作，確保客戶信息資料受到有效保護。

During the Reporting Period, the Group did not have any non-compliance incident relating to privacy protection.

於報告期內，本集團未發生過與隱私保護相關的違法違規事件。

During the Reporting Period, the Group did not receive any complaints relating to its products and services (Comparative Period: nil). The Group handles customer enquiries and feedback through designated customer service channels in a timely and proper manner, and reviews the handling of complaints on a regular basis.

於報告期內，本集團概無接獲與其產品及服務相關的投訴（對比期間：無）。本集團透過指定的客戶服務渠道及時妥善處理客戶查詢與反饋，並定期檢視投訴處理情況。

3.7 Anti-corruption

3.7 反貪污

The Group does not tolerate any form of corruption, fraud or any other conduct that seriously damages the integrity and reputation of the Group's business.

本集團不容忍任何形式的貪污、欺詐及所有其他嚴重損害本集團業務誠信及聲譽的行為。

The Group strictly prohibits bribery, fraud and corruption in any form or involving any party. The Group has incorporated into its employee handbook a section on the procedures for employees to report any suspected fraudulent activity. Employees may report suspected misconduct in writing to their department head. Reports and complaints received will be handled promptly and impartially. The Group is committed to protecting whistleblowers from common concerns such as confidentiality and potential retaliation or discrimination. Accordingly, employees who make reports in good faith under the whistleblowing mechanism are assured of protection from unfair dismissal or victimisation even if the report is subsequently found to be unsubstantiated. The Group provides induction training for all new directors and employees.

本集團嚴禁任何形式或涉及任何方的賄賂、欺詐及貪污行為。本集團已在僱員手冊中納入了有關僱員舉報任何涉嫌欺詐活動的程序的章節。僱員可就涉嫌的不當行為以書面形式向部門主管報告。收到的報告及投訴將得到及時、公正的處理。本集團致力於保護舉報人免受常見憂慮（如保密性及潛在報復或歧視）的困擾。因此，在舉報機制下進行善意舉報的僱員，即使舉報隨後被證明不成立，亦可確保免受不公正解僱或迫害。本集團為所有新董事及僱員提供入職培訓。

During the Reporting Period, there were no concluded legal cases regarding corrupt practices brought against the Group or its employees. In addition, the Group provided anti-corruption training to its directors and employees, covering anti-bribery laws and regulations, the Group's code of conduct and whistle-blowing procedures, so as to raise their awareness of corruption risks and enhance their ability to prevent corruption.

於報告期內，本集團或其僱員概無涉及貪污行為的已審結法律訴訟案件。此外，本集團向董事及僱員提供反貪污培訓，內容涵蓋反賄賂法律法規、本集團行為守則及舉報程序，以提高他們對貪污風險的認識並加強防範能力。

3.8 Community Investment

The Group actively assumes corporate social responsibility. The Group encourages employees to participate in beneficial activities and contribute to society. The Group will continue to contribute to the community, always paying attention to the difficulties and needs of society and disadvantaged groups, proactively giving back to society and aiming to promote social harmony.

In the future, the Group will also persist in carrying out diversified charitable activities through multiple channels.

3.8 社區投資

本集團積極承擔企業社會責任。本集團鼓勵僱員參與有益的活動，為社會作貢獻。本集團將繼續為社區作出貢獻，時刻關注社會與弱勢群體的困難及需要，主動回報社會，以促進社會和諧為目標。

日後，本集團亦將堅持多渠道開展多元化的公益活動。

Appendix: Content Index of the Environmental, Social and Governance Reporting Guide of the Hong Kong Stock Exchange

附錄：香港聯交所《環境、社會及管治報告指引》內容索引

ESG Reporting Guide	Report content	《環境、社會及管治報告指引》	報告內容
A. Environmental		A. 環境	
A1: Emissions – General Disclosure: Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	2.1 Emissions Management	A1：排放物 — 一般披露：有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：(a) 政策；及(b) 遵守對發行人有重大影響的相關法律及規例的資料。	2.1 排放物管理
A1.1 The types of emission and respective emissions data.	2.1 Emissions Management	A1.1 排放物種類及相關排放數據。	2.1 排放物管理

ESG Reporting Guide	Report content	《環境、社會及管治報告指引》	報告內容
A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	2.1 Emissions Management	A1.2 直接（範圍 1）及能源間接（範圍 2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	2.1 排放物管理
A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	2.1 Emissions Management	A1.3 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	2.1 排放物管理
A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	2.1 Emissions Management	A1.4 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	2.1 排放物管理
A1.5 Description of emissions target(s) set and steps taken to achieve them.	2.1 Emissions Management	A1.5 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	2.1 排放物管理
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.	2.1 Emissions Management	A1.6 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	2.1 排放物管理
A2: Use of Resources – General Disclosure: Policies on the efficient use of resources, including energy, water and other raw materials.	2.2 Energy and Resource Consumption	A2：資源使用 — 一般披露：有效使用資源（包括能源、水及其他原材料）的政策。	2.2 能源及資源消耗
A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	2.2 Energy and Resource Consumption	A2.1 按類型劃分的直接及/或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	2.2 能源及資源消耗
A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	2.2 Energy and Resource Consumption	A2.2 總耗水量及密度（如以每產量單位、每項設施計算）。	2.2 能源及資源消耗

ESG Reporting Guide	Report content	《環境、社會及管治報告指引》	報告內容
A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	2.2 Energy and Resource Consumption	A2.3 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	2.2 能源及資源消耗
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.	2.2 Energy and Resource Consumption	A2.4 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	2.2 能源及資源消耗
A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable	A2.5 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	不適用
A3: The Environment and Natural Resources – General Disclosure: Policies on minimising the issuer's significant impact on the environment and natural resources.	2.3 The Environment and Natural Resources	A3：環境及天然資源 — 一般披露：減低發行人對環境及天然資源造成重大影響的政策。	2.3 環境及天然資源
A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	2.3 The Environment and Natural Resources	A3.1 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	2.3 環境及天然資源
A4: Climate Change – General Disclosure: Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	2.4 Climate Change	A4：氣候變化 — 一般披露：識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	2.4 氣候變化
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.	2.4 Climate Change	A4.1 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	2.4 氣候變化
B. Social		B. 社會	

ESG Reporting Guide	Report content	《環境、社會及管治報告指引》	報告內容
Employment and Labour Practices		僱傭及勞工常規	
B1: Employment – General Disclosure: Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	3.1 Employment	B1：僱傭 — 一般披露：有關：(a) 政策；及(b) 遵守對發行人有重大影響的相關法律及規例的資料。	3.1 僱傭
B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	3.1 Employment	B1.1 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	3.1 僱傭
B1.2 Employee turnover rate by gender, age group and geographical region.	3.1 Employment	B1.2 按性別、年齡組別及地區劃分的僱員流失比率。	3.1 僱傭
B2: Health and Safety – General Disclosure: Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	3.2 Occupational Health and Safety	B2：健康與安全 — 一般披露：有關提供安全工作環境及保障僱員避免職業性危害的：(a) 政策；及(b) 遵守對發行人有重大影響的相關法律及規例的資料。	3.2 職業健康與安全
B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	3.2 Occupational Health and Safety	B2.1 過去三年（包括匯報年度）每年因工亡故的人數及比率。	3.2 職業健康與安全
B2.2 Lost days due to work injury.	3.2 Occupational Health and Safety	B2.2 因工傷損失工作日數。	3.2 職業健康與安全

ESG Reporting Guide	Report content	《環境、社會及管治報告指引》	報告內容
B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	3.2 Occupational Health and Safety	B2.3 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	3.2 職業健康與安全
B3: Development and Training – General Disclosure: Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	3.3 Development and Training	B3：發展及培訓 — 一般披露：有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	3.3 發展與培訓
B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	3.3 Development and Training	B3.1 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	3.3 發展與培訓
B3.2 The average training hours completed per employee by gender and employee category.	3.3 Development and Training	B3.2 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	3.3 發展與培訓
B4: Labour Standards – General Disclosure: Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	3.4 Labour Standards	B4：勞工準則 — 一般披露：有關防止童工或強制勞工的：(a) 政策；及(b) 遵守對發行人有重大影響的相關法律及規例的資料。	3.4 勞工準則
B4.1 Description of measures to review employment practices to avoid child and forced labour.	3.4 Labour Standards	B4.1 描述檢討招聘慣例的措施以避免童工及強制勞工。	3.4 勞工準則
B4.2 Description of steps taken to eliminate such practices when discovered.	3.4 Labour Standards	B4.2 描述在發現違規情況時消除有關情況所採取的步驟。	3.4 勞工準則
Operating Practices		營運慣例	

ESG Reporting Guide	Report content	《環境、社會及管治報告指引》	報告內容
B5: Supply Chain Management – General Disclosure: Policies on managing environmental and social risks of the supply chain.	3.5 Supply Chain Management	B5：供應鏈管理 — 一般披露：管理供應鏈的環境及社會風險政策。	3.5 供應鏈管理
B5.1 Number of suppliers by geographical region.	3.5 Supply Chain Management	B5.1 按地區劃分的供應商數目。	3.5 供應鏈管理
B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how the practices are implemented and monitored.	3.5 Supply Chain Management	B5.2 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	3.5 供應鏈管理
B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	3.5 Supply Chain Management	B5.3 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	3.5 供應鏈管理
B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	3.5 Supply Chain Management	B5.4 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	3.5 供應鏈管理
B6: Product Responsibility – General Disclosure: Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	3.6 Product Responsibility	B6：產品責任 — 一般披露：有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：(a) 政策；及(b) 遵守對發行人有重大影響的相關法律及規例的資料。	3.6 產品責任

ESG Reporting Guide	Report content	《環境、社會及管治報告指引》	報告內容
B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	3.6 Product Responsibility	B6.1 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	3.6 產品責任
B6.2 Number of products and service related complaints received and how they are dealt with.	3.6 Product Responsibility	B6.2 接獲關於產品及服務的投訴數目以及應對方法。	3.6 產品責任
B6.3 Description of practices relating to observing and protecting intellectual property rights.	3.6 Product Responsibility	B6.3 描述與維護及保障知識產權有關的慣例。	3.6 產品責任
B6.4 Description of quality assurance process and recall procedures.	3.6 Product Responsibility	B6.4 描述質量檢定過程及產品回收程序。	3.6 產品責任
B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	3.6 Product Responsibility	B6.5 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	3.6 產品責任
B7: Anti-corruption – General Disclosure: Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	3.7 Anti-corruption	B7：反貪污 — 一般披露：有關防止賄賂、勒索、欺詐及洗黑錢的：(a) 政策；及(b) 遵守對發行人有重大影響的相關法律及規例的資料。	3.7 反貪污
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.	3.7 Anti-corruption	B7.1 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	3.7 反貪污
B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	3.7 Anti-corruption	B7.2 描述防範措施及舉報程序，以及相關執行及監察方法。	3.7 反貪污

ESG Reporting Guide	Report content	《環境、社會及管治報告指引》	報告內容
B7.3 Description of anti-corruption training provided to directors and staff.	3.7 Anti-corruption	B7.3 描述向董事及員工提供的反貪污培訓。	3.7 反貪污
Community		社區	
B8: Community Investment – General Disclosure: Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	3.8 Community Investment	B8：社區投資 — 一般披露：有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	3.8 社區投資
B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	3.8 Community Investment	B8.1 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	3.8 社區投資
B8.2 Resources contributed (e.g. money or time) to the focus areas.	3.8 Community Investment	B8.2 在專注範疇所動用資源（如金錢或時間）。	3.8 社區投資