



# 檸萌影視傳媒有限公司

## Linmon Media Limited

(於開曼群島註冊成立的有限公司)  
(Incorporated in the Cayman Islands with limited liability)  
股份代號 Stock Code : 9857

# 2023

ENVIRONMENTAL, SOCIAL AND  
GOVERNANCE REPORT  
環境、社會和管治報告



# Contents

## 目錄

2	1. About This Report:	1. 關於本報告
2	1. Report Overview	1. 報告概覽
2	2. Reporting Framework	2. 編製依據
2	3. Reporting Principles	3. 報告原則
3	4. Reporting Scope	4. 報告範圍
3	5. Reporting Period	5. 報告期間
3	6. Data Source	6. 信息來源
3	7. Forward-looking Statements	7. 前瞻性聲明
3	8. Contact Information	8. 聯絡方式
4	2. Sustainable Development Structure	2. 可持續發展體系
4	1. The ESG Management Structure	1. 環境、社會及管治管理架構
6	2. Stakeholder Engagement	2. 持份者參與
9	3. Materiality Assessment	3. 重要性評估
11	4. Response to Sustainable Development Goals (SDGs)	4. 可持續發展目標(SDGs)回應
14	5. Annual Achievements of ESG KPIs	5. ESG關鍵指標年度績效
16	3. Environmental Aspect	3. 環境方面
16	1. Emissions Management	1. 排放管理
19	2. Use of Resources	2. 資源使用
24	3. The Environment and Natural Resources	3. 環境及天然資源
25	4. Climate Change	4. 氣候變化
29	4. Social Aspect	4. 社會方面
29	1. Employment	1. 僱傭
41	2. Development and Training	2. 發展與培訓
44	3. Health and Safety	3. 健康與安全
45	4. Supply Chain Management	4. 供應鏈管理
47	5. Product Responsibility	5. 產品責任
57	6. Anti-corruption	6. 反貪污
58	7. Community Development	7. 社區發展
62	5. Index to Appendices	5. 附錄索引



## About This Report 關於本報告

### 1. Report Overview

This Report is the annual environmental, social and governance report (“Report”) issued by Linmon Media Limited and its subsidiaries (collectively referred to as the “Group”, the “Company” or “Linmon Media”). This Report comprehensively and objectively discloses the Group’s management policies, specific practices, and performance in the environmental, social and governance (“ESG”) aspects in 2023 and demonstrates its commitment to sustainable development.

### 2. Reporting Framework

This Report has been prepared in compliance with the Environmental, Social and Governance Reporting Guide (the “Guide”) as set out in Appendix C2 of the Rules Governing the Listing of Securities (the “Listing Rules”) of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) and the “comply or explain” provisions set out in Part C of the Guide.

### 3. Reporting Principles

During the preparation of this Report, the Group applies the principles of materiality, quantitative, balance and consistency in the Guide.

- a) **Materiality:** This Report discloses the identification process, materiality matrix and results of the Group’s materiality issues, and its key stakeholders and corresponding communication measures. For details, please refer to “Stakeholder Communication” and “Materiality Assessment”.
- b) **Quantitative:** Supplementary notes in this Report have been added along with quantitative data to explain any standards, methodologies and sources of conversion factors used to calculate environmental and social KPIs in accordance with the Guide.
- c) **Balance:** This Report objectively discloses both positive and negative information and avoids choices, omissions, or presentation formats that could unduly influence the decision-making or judgment of the readers.
- d) **Consistency:** The information disclosed in this Report is consistent with the scope of the annual report. The methodology of this Report is the same as that of the previous reporting year. Explanations are provided to relevant disclosures if there are changes in the scope of disclosure and calculation methodologies that may affect the comparison with previous years’ reports.

### 1. 報告概覽

本報告為檸萌影視傳媒有限公司及其附屬公司(以下簡稱「本集團」、「本公司」、「公司」或「檸萌影視」)所發佈的年度環境、社會及管治報告(以下簡稱「本報告」)，本報告全面客觀地披露本集團二零二三年度在環境、社會及管治方面的管理政策、具體實踐和績效表現，並展現其在可持續發展方面的承諾。

### 2. 編製依據

本報告遵循香港聯合交易所有限公司(「聯交所」)主板上市規則(「上市規則」)附錄C2所載的《環境、社會及管治報告指引》(以下簡稱「《指引》」)相關規定及《指引》C部分載列的「不遵守就解釋」條文編製。

### 3. 報告原則

在編製本報告期間，本集團依據《指引》中的重要性、量化性、平衡性和一致性原則。

- a) **重要性：**本報告披露本集團重要性議題甄別過程、重要性議題矩陣及最終結果，同時披露本集團重要的利益持份者，以及對應的溝通措施。具體內容詳見「持份者溝通」及「重要性評估」。
- b) **量化性：**本報告中所披露量化數據已附加補充說明，以解釋在計算環境和社會範疇的關鍵績效指標時使用的任何標準、方法和轉換係數的來源，並遵循《指引》的規定。
- c) **平衡性：**本報告客觀披露正面和負面信息，避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。
- d) **一致性：**本報告所披露的信息與年報範圍保持一致。本報告編寫方法與上一報告年度保持一致，若披露範圍和計算方法有變化可能會影響與往年報告的比較，本集團會對相關披露進行解釋。



## About This Report 關於本報告

### 4. Reporting Scope

This Report provides comprehensive information and data on the Group, specifically focusing on the Group's business operations, including drama investment, production, distribution, and promotion in Mainland China.

### 5. Reporting Period

This Report covers the period from 1 January 2023 to 31 December 2023 (the "Reporting Period"). Additionally, certain information from previous years has been included retrospectively to augment the comprehensiveness of the Report.

### 6. Data Source

All information cited in this Report was sourced from the Group's public data, internal administrative documents, statistical statements, financial reports, and the results of third-party surveys. Unless otherwise specified, the amounts used in this Report are in RMB.

### 7. Forward-looking Statements

The forward-looking statements contained in this Report are based on current expectations, estimates, projections, beliefs and assumptions of the Group about the business and markets and are not guarantees of future performance. The performance of the Group may be affected by market risks, uncertainties, and factors beyond the control of the Stock Exchange. As a result, actual results and returns may differ from those assumed and statements made in this Report.

### 8. Contact Information

Stakeholders are welcome to provide valuable feedback on this Report or the Group's sustainability performance.

E-mail: [ir@linmon.cn](mailto:ir@linmon.cn)

Official website: <http://www.linmon.cn/>

### 4. 報告範圍

本報告披露的資料和數據覆蓋檸萌影視傳媒有限公司及其附屬公司，涵蓋本集團於中國內地進行的劇集投資、製作、發行及宣傳等業務運營。

### 5. 報告期間

本報告時間範圍自二零二三年一月一日至二零二三年十二月三十一日止（「報告期間」），為增強報告的全面性，部分信息適當溯及過往年份。

### 6. 信息來源

本報告所有資料及材料來源包括本集團公開數據、內部行政文件、統計報表、財務報告及第三方機構問卷調查結果等。如無特別說明，本報告中使用的金額均為人民幣。

### 7. 前瞻性聲明

本報告包含的前瞻性陳述，乃基於本集團及其附屬公司的業務和所營運的市場的現行期望、估計、預測、信念及假設，並不能保證未來的表現。檸萌影視的表現或會受到市場風險、不明朗因素和超出聯交所控制範圍的因素影響。因此，實際結果及回報或會與本報告所作出的假設及所載的陳述存在一定差異。

### 8. 聯絡方式

敬請持份者就本報告或本集團可持續發展方面的表現提供寶貴意見。

電子郵件：[ir@linmon.cn](mailto:ir@linmon.cn)

官方網站：<http://www.linmon.cn/>



# Sustainable Development Structure 可持續發展體系

## 1. The ESG Management Structure

The Group has been committed to establishing a sound ESG management system to continuously promote the sustainable development of the Group.

The Board of Directors (the “Board”) of the Group has the highest decision-making authority over ESG matters, including identifying relevant risks and opportunities, formulating relevant guidelines, policies and strategies, and regularly reviewing the proposed ESG objectives to ensure the orderly progress of the ESG work.

To assist the Board in carrying out its ESG work, the Group has established an Environmental, Social and Governance Working Group (“ESG Working Group”). The ESG Working Group consists of key members from various departments who possess a deep understanding of the Group’s day-to-day operations, including the production, organization and talent, public affairs, and legal and financial departments. The Working Group is responsible for the implementation of ESG-related work, such as collecting and analysing ESG data, monitoring and evaluating the Group’s ESG-related laws and regulations and cooperating in the preparation of ESG reports. The Board, with the assistance of the ESG Working Group, conducts a materiality assessment to prioritize significant ESG issues based on shareholders’ feedback. The ESG Working Group reports regularly to the Board to assist it in assessing the effectiveness of its internal control mechanisms and the progress of the implementation of the targets set.

## 1. 環境、社會及管治管理架構

本集團始終致力於建立健全完善的環境、社會及管治管理體系，持續推動本集團的可持續發展。

本集團董事會（「董事會」）對環境、社會及管治事宜擁有最高決策權，包括甄別相關風險和機遇，制定相關方針、政策和策略，定期審核擬定的環境、社會及管治目標，確保社會、環境及管治工作的有序推進。

為了協助董事會開展環境、社會及管治方面的工作，本集團已成立環境、社會及管治工作小組（「ESG工作小組」），由熟悉本集團日常業務營運的各不同部門的核心成員組成，包含製作部門、組織與人才部門、公共事務部門及法務、財務部門等。該工作小組負責落實環境、社會及管治相關工作的具體落實，如收集及分析環境、社會及管治數據，監管及評估本集團的環境、社會及管治相關法律法規及配合編製環境、社會及管治報告等。董事會在環境、社會及管治工作小組的協助下進行重要性評估，參考持份者的意見評估，確定重要的環境、社會及管治相關議題的排序。環境、社會及管治工作小組定期向董事會匯報，協助其評估內部控制機制的有效性及其已制定目標的實施進程。





## Sustainable Development Structure 可持續發展體系

Through a top-down management approach, the Board has taken the lead in making long-term arrangements for ESG work from the strategic planning level and has promoted the steady development of ESG work through the active cooperation of various departments.

本集團通過自上而下的管理方法，由董事會牽頭從戰略規劃層面對環境、社會及管治工作予以長遠部署，通過各部門的積極配合，推進環境、社會及管治工作的穩步發展。

### The Board 董事會

- Top decision making level on ESG  
環境、社會及管治高決策層
- Evaluate the potential ESG impact and risks  
評估潛在影響及相關風險
- Formulate the general ESG approach and strategies  
製定環境、社會及管治總體方針和策略

### ESG Working Group ESG工作小組

- Oversight and implementation at the supervisory and executive levels  
環境、社會及管治統籌監督、執行層
- Implement overall guidelines  
統籌和推動總體方針各項工作的分解和落實
- Coordinates on overall matters, and reviews the information disclosed in ESG reports  
協調、溝通整體事宜並審閱環境、社會及管治報告信息披露



## Sustainable Development Structure 可持續發展體系

### 2. Stakeholder Engagement

The Group values stakeholders' feedback on its business and ESG performance. A variety of communication channels and mechanisms have been established by the Group to ensure that its ESG performance is aligned with stakeholder expectations and concerns, along with annual assessments and updates of material issues. The Group incorporates their feedback into the Group's strategic planning to promote sustainable development.

### 2. 持份者參與

本集團高度重視持份者對本集團業務及環境、社會及管治表現的反饋。為確保本集團的環境、社會及管治表現與持份者的期望與關注保持一致，本集團除了每年評估和更新重要性議題以外，還建立了多樣化的溝通渠道和機制。本集團將持份者的反饋意見納入本集團的策略規劃，以促進本集團的可持續發展。

Major Stakeholders 主要持份者	Requirements and Expectations 要求及期望	Communication and Action 溝通及行動
Government and Regulatory Bodies 政府及監管機構	<ul style="list-style-type: none"> <li>Compliance with laws and regulations 遵守法律法規</li> <li>Legal taxation 依法納稅</li> <li>Supporting economic development 支持經濟發展</li> <li>Employment growth 促進就業</li> </ul>	<ul style="list-style-type: none"> <li>Actively accepting supervision and inspections 主動接受監督檢查</li> <li>Information reporting 信息上報</li> <li>Field trip 來訪接待</li> <li>Undertake social responsibility 承擔社會責任</li> </ul>
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> <li>Financial performance 財務業績</li> <li>Business development 業務發展</li> <li>Information disclosure 信息披露</li> <li>Corporate Governance 企業管治</li> </ul>	<ul style="list-style-type: none"> <li>Disclose financial and operational information regularly 定期披露財務及經營信息</li> <li>General Meeting 股東大會</li> <li>Press release 新聞稿</li> <li>Company Announcements 公司公告</li> <li>Company website, email and hotline 公司網站、電郵及熱線電話</li> </ul>



## Sustainable Development Structure 可持續發展體系

Major Stakeholders 主要持份者	Requirements and Expectations 要求及期望	Communication and Action 溝通及行動
Customers and Audience 客戶及觀眾	<ul style="list-style-type: none"><li>Quality product 優質的產品</li><li>Meet the diverse needs of customers 滿足客戶多元需求</li><li>Data security and privacy protection 數據安全及隱私保護</li></ul>	<ul style="list-style-type: none"><li>Product innovation 產品創新</li><li>Product promotion 產品宣傳及推廣</li><li>Protection of customer information and privacy 保護客戶資料及隱私</li><li>Customer Service Hotline &amp; Email 客戶服務熱線及電郵</li><li>Press release 新聞稿</li><li>Social media interactions 社交媒體互動</li></ul>
Employees 員工	<ul style="list-style-type: none"><li>Compensation and benefits 薪酬福利</li><li>Career development 職業發展</li><li>Occupational health 職業健康</li><li>Work-life balance 平衡工作生活</li></ul>	<ul style="list-style-type: none"><li>Good compensation and benefits 提供良好薪酬福利</li><li>Regular performance reviews and feedback 定期進行表現檢討及反饋</li><li>Employee training 員工培訓</li><li>Employee mailbox and opinion survey 員工信箱及意見調查</li><li>Inclusive communication mechanism 本集團平等溝通機制</li><li>Employee activities 員工活動</li></ul>
Suppliers and Partners 供應商及合作夥伴	<ul style="list-style-type: none"><li>Contract obligation 遵守合約</li><li>Win-win cooperation 合作共贏</li><li>Business ethics 商業道德</li></ul>	<ul style="list-style-type: none"><li>Contract fulfillment 依法履行合約</li><li>Regular communication and information sharing 定期交流及信息共享</li><li>Open tender 公開招標</li><li>Supply chain audits and assessment 供應鏈審核與評估</li></ul>





## Sustainable Development Structure 可持續發展體系

Major Stakeholders 主要持份者	Requirements and Expectations 要求及期望	Communication and Action 溝通及行動
Industry Associations 行業協會	<ul style="list-style-type: none"> <li>Exchange and cooperation 交流與合作</li> </ul>	<ul style="list-style-type: none"> <li>Regular communication 定期交流</li> <li>Mutual visits 互相訪問</li> <li>Project cooperation 開展項目合作</li> </ul>
Media 媒體	<ul style="list-style-type: none"> <li>Open and transparent information 信息公開透明</li> </ul>	<ul style="list-style-type: none"> <li>Social media 社交媒體</li> <li>Official website 官方網站</li> <li>Press conference 新聞發佈會</li> </ul>
Community and the Public 社區及公眾	<ul style="list-style-type: none"> <li>Supporting public welfare and charity activities 支持公益慈善活動</li> <li>Environmentally friendly business practices 環境友好業務常規</li> <li>Energy management and carbon emissions 能源管理和碳排放</li> </ul>	<ul style="list-style-type: none"> <li>Public welfare activities 公益活動</li> <li>Donations 捐款</li> <li>Volunteer service 志願者服務</li> <li>Social media 社交媒體</li> </ul>



## Sustainable Development Structure 可持續發展體系

### 3. Materiality Assessment

Along with its business development strategies and industry practices, the Group developed an ESG questionnaire based on global and national trends in ESG development. The questionnaire has been distributed to external stakeholders, the management, and employees in each key function of the Group. This allows the Group to evaluate its operations, identify relevant ESG issues, and assess the materiality of such issues for its business.

### 3. 重要性評估

本集團除參考其業務發展策略及行業慣例外，亦依據全球和國家環境社會和治理發展趨勢，識別本集團重大環境、社會及管治議題清單並編製調查問卷。透過發放問卷調查，本集團的外部持份者及各主要職能的管理層及員工可協助本集團檢討其運作情況及鑒別相關環境、社會及管治事宜，並評估相關事宜對本集團業務以及各持份者的重要性。

#### The Process of Materiality Assessment 重要性評估過程

#### Identification 甄別

The Group identified 17 material topics in accordance with the requirements of the Guidelines, taking into consideration the actual development of the Group and market conditions.

依據《指引》要求，結合本集團發展實際及市場同業狀況，初步甄別17項重要性議題。

#### Prioritisation 排序

Based on the survey questionnaire results, the Board prioritises the identified topics by considering their significance to the Group's business development and their importance to stakeholders. The expectations and feedback from stakeholders were considered during this process.

借助調查問卷結果，董事會針對各持份者的期望與回應，按照「對公司業務發展的重要性」和「對持份者的重要性」兩大維度對各項議題進行排序。

#### Approval 審核

With the assistance of ESG Working Group, the Board is responsible for reviewing and determining the prioritisation of each identified topic.

在環境、社會及管治委員會的協助下，董事會負責審核和確定各項議題的排序。

#### Disclosure 披露

Focus on disclosures of highly important issues in the Report.

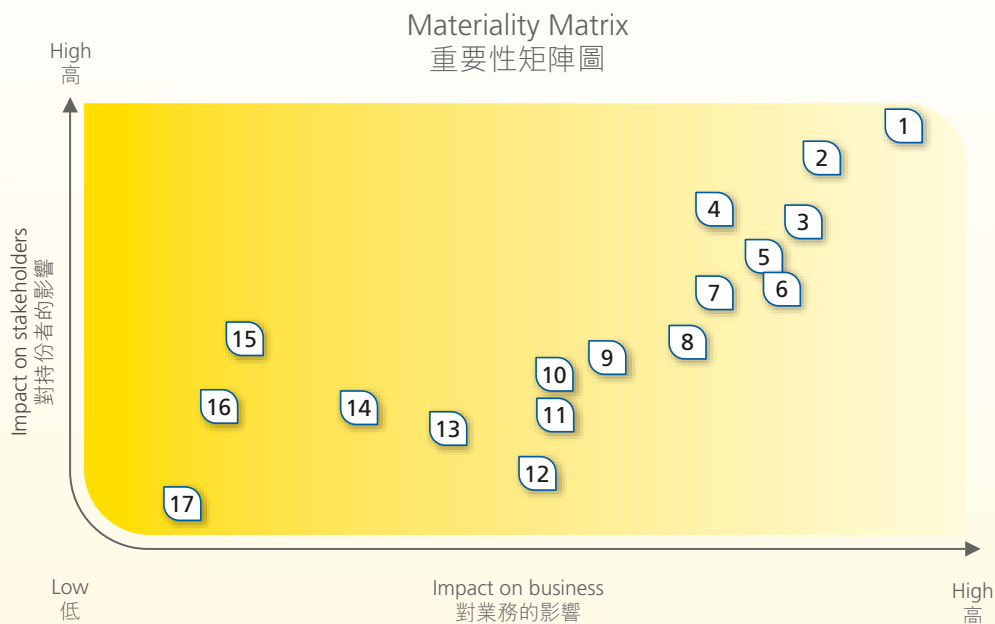
針對高度重要的議題在本報告中進行重點披露。



## Sustainable Development Structure 可持續發展體系

During the Reporting Period, the results of the ESG material issues are shown in the following matrix:

於報告期間，本集團的重要環境、社會及管治議題的重要性結果於以下矩陣圖中展現：



No. Material Issues  
議題序號及名稱

1. Development and protection of copyright IP  
版權IP的發展及保護
2. Product quality and innovation  
產品質量及創新
3. Enterprise risk management  
企業風險管理
4. Occupational health and safety  
職業健康與安全
5. Product responsibility  
產品責任
6. Compliance with media communications  
媒體傳播的合規性
7. Employment practices  
僱傭常規
8. Development and training  
發展及培訓
9. Anti-corruption  
反貪污

No. Material Issues  
議題序號及名稱

10. Labour standards  
勞工準則
11. Carbon emission management  
碳排放管理
12. Supply chain management  
供應鏈管理
13. Community development  
社區發展
14. Emissions and waste management  
排放和廢棄物處理
15. Climate change  
氣候變化
16. Environment and natural resources  
環境及天然資源
17. Use of resources  
資源使用



## Sustainable Development Structure 可持續發展體系

### 4. Response to Sustainable Development Goals (SDGs)

The Group's sustainable vision is to foster the harmonious development of the organization, its employees, society, and the environment. This is achieved through robust ESG management practices, aligned with the United Nations Sustainable Development Goals. By actively addressing risks, seizing opportunities, and ensuring stable growth, the Group aims to provide substantial support, create shared value, and contribute to the collective prosperity.

### 4. 可持續發展目標(SDGs)回應

本集團的可持續願景是希望是通過高質量的環境、社會及管治管理，響應聯合國可持續發展目標，積極應對風險，把握機遇，促進本集團、員工、社會與環境的和諧發展，為本集團穩定發展提供有力支撐，創造共享價值，實現共同繁榮。



Provide quality learning opportunities for people and ensure inclusive and equitable quality education.

為人們提供優質的學習機會，確保包容和公平的優質教育。

Section 對應章節	Measures 對應舉措
Development & Training 發展與培訓	<ul style="list-style-type: none"> <li>Provide employees with a variety of courses and learning resources 為員工提供多元化課程和學習資源</li> </ul>
Community Development 社會公益	<ul style="list-style-type: none"> <li>The public welfare activities of "Linmon Little Dramatists" utilise drama to support rural education, foster the advancement of local cultural endeavours, and ensure equitable distribution of educational resources in rural areas. 檸萌小劇人公益活動借助戲劇力量惠及鄉村教育，促進當地文化事業發展，均衡鄉村教育資源分配</li> </ul>



## Sustainable Development Structure 可持續發展體系



Achieve gender equality and empower all women and children.

實現性別平等，增強所有婦女和兒童的權能。

### Section 對應章節

### Measures 對應舉措

Employment  
僱傭

- Prohibition of Child labour and forced labour  
禁止童工和強制勞工
- Eliminate gender discrimination in the workplace and create a fair and just working environment  
杜絕職場性別歧視，營造公平公正的工作環境

Community Development  
社會公益

- Linmon Little Dramatists provides high-quality digital cultural resources for rural children  
檸檬小劇人為鄉村兒童提供優質數字文化資源
- In collaboration with public welfare organizations and charitable foundations, we have initiated public welfare programs for children, specifically focusing on raising awareness and providing support for vulnerable children with congenital heart disease  
聯合公益組織和愛心基金會，發起兒童公益計劃，關注先心病弱勢兒童群體



## Sustainable Development Structure 可持續發展體系



Ensure sustainable consumption and production patterns.

確保採用可持續的消費和生產模式。

### Section 對應章節

### Measures 對應舉措

Green Office  
綠色辦公

- Ensure environmental protection through an electronic and paperless office environment, as well as reducing resource usage and waste output  
堅持環保理念，構建電子化、無紙化綠色辦公環境，減少資源消耗和廢物排放

Green Filming Crew  
綠色劇組

- Ensure the preservation of the ecological environment at filming locations by minimising light pollution and mitigating the impact on animal habitats  
保護拍攝地生態環境，避免造成光污染，減少對動物棲息地的影響



Take urgent action to combat climate change and its impacts.

採取緊急行動應對氣候變化及其影響。

### Section 對應章節

### Measures 對應舉措

Climatic Change  
氣候變化

- Analyze climate change risks and opportunities, and take appropriate mitigation and adaptation measures  
分析氣候變化風險與機遇，採取相應減緩和適應措施





## Sustainable Development Structure 可持續發展體系



Promote peaceful and inclusive societies with access to justice for all and effective and accountable institutions.  
 倡建和平、包容的社會，讓所有人都能訴諸司法，建立有效和負責的機構。

Section 對應章節	Measures 對應舉措
Anti-corruption 反貪污	<ul style="list-style-type: none"> <li>Provide anti-corruption training and continuously strengthen anti-corruption compliance management 提供反貪培訓，持續加強反腐敗合規管理</li> </ul>

### 5. Annual Achievements of ESG KPIs

### 5. ESG關鍵指標年度績效

	Indicators 績效指標	2023 二零二三年	2022 二零二二年
<b>Environmental Indicators</b> 環境績效	<ul style="list-style-type: none"> <li>Greenhouse gas emissions intensity (tonnes CO<sub>2</sub>e/employee) 溫室氣體排放密度(噸二氧化碳當量/員工)</li> </ul>	• 1.50	• 1.91
	<ul style="list-style-type: none"> <li>Non-hazardous waste production intensity (tonnes/employee) 無害廢棄物產生密度(噸/員工)</li> </ul>	• 0.16	• 0.09
	<ul style="list-style-type: none"> <li>Total energy consumption intensity (MWh/employee) 能源消耗總量密度(兆瓦時/員工)</li> </ul>	• 3.06	• 5.87



## Sustainable Development Structure 可持續發展體系

	Indicators 績效指標	2023 二零二三年	2022 二零二二年
<b>Social Indicators</b> 社會績效	• Total number of employees at the end of the year 年底員工總數	• 180	• 181
	• Employee turnover rate during the Reporting Period 當年員工流失率	• 39.8%	• 38.2%
	• Average training hours of employees during the Reporting Period (hours) 當年員工平均受訓時長(小時)	• 14.38	• 3.29
	• Number of work-related injuries 工傷人數	• No injuries at work 無工傷	• No injuries at work 無工傷
	• Number of suppliers 供應商數目	• 809	• 1003
<b>Governance Indicators</b> 管治績效	• Anti-corruption training (hours) 反貪污培訓時長(小時)	• 60	• 33
	• Legal cases regarding corrupt practices 貪污訴訟案件	• 0 case 無貪污訴訟案件	• 0 case 無貪污訴訟案件



## Environmental Aspect 環境方面

The Group is committed to the principle of green and low-carbon development and proactively supports the national agenda of achieving “carbon peaking and carbon neutrality.” Through tangible actions, we aim to promote green inclusivity and sustainable development. The Group’s main business includes film and television shooting and office administration, which will not cause significant pollution to the environment. The Group strictly abides by the Environmental Protection Law of the PRC, the Energy Conservation Law of the PRC, the Prevention and Control of Environmental Pollution by Solid Wastes of the PRC, the Water Pollution and Control of PRC and the Law of the PRC on the Prevention and Control of Atmospheric and other laws and regulations. The Group controls emissions in an effective manner, establishes goals for the reduction of energy consumption and emissions, promotes resource optimisation, and fosters a green filming crew. The Group proactively evaluates climate-related risks and opportunities associated with its business, integrates climate risk management into its overall risk management system, and develops actionable plans to address climate change while contributing to global sustainable development.

### 1. Emissions Management Greenhouse gas (“GHG”) emissions

The Group’s GHG is mainly derived from the petrol consumed by the company vehicles and purchased electricity. In 2023, the Group successfully reduced its total GHG emissions, and per capita GHG emission intensity compared to 2022. This achievement can be primarily attributed to the Group’s stringent management of vehicle usage, resulting in a significant decrease in direct GHG emissions by minimising unnecessary vehicle use.

本集團秉承綠色低碳的發展理念，積極響應國家「碳達峰、碳中和」的目標，以實際行動助力綠色共融、可持續發展。本集團主要業務包括影視拍攝和室內辦公，對環境不會造成重大污染。本集團嚴格遵守《中華人民共和國環境保護法》《中華人民共和國節約能源法》《中華人民共和國固體廢棄物污染環境防治法》《中華人民共和國水污染防治法》《中華人民共和國大氣污染防治法》等法律法規。本集團妥善處理排放物，設立節能減排目標，推動資源優化，打造綠色劇組。同時，本集團積極評估業務相關的氣候風險和機遇，將氣候風險管理納入本集團風險管理體系之中，積極制定適當計劃以應對氣候變化，為全球可持續發展貢獻力量。

### 1. 排放管理 溫室氣體排放

本集團的溫室氣體主要來源於公司車輛所消耗的汽油和外購電力。相比於上一年度，2023年本集團溫室氣體總排放量及人均溫室氣體排放密度均有所下降。主要得益於本集團對於公司車輛使用的嚴格管理，通過減少不必要的用車，大幅減少了直接溫室氣體排放量。

Indicators <sup>1</sup> 指標 <sup>1</sup>	Unit 單位	GHG emissions 溫室氣體排放	
		2023 二零二三年	2022 二零二二年
Direct GHG emissions (Scope 1) 直接溫室氣體排放(範圍一)	tCO <sub>2</sub> e 噸二氧化碳當量	40.62	265.69
Energy Indirect GHG emissions (Scope 2) 能源間接溫室氣體排放(範圍二)	tCO <sub>2</sub> e 噸二氧化碳當量	229.88	80.71
Total GHG emissions 溫室氣體總排放量	tCO <sub>2</sub> e 噸二氧化碳當量	270.50	346.40
Total GHG emissions intensity <sup>2</sup> 溫室氣體排放密度 <sup>2</sup>	tCO <sub>2</sub> e/employee 噸二氧化碳當量/員工	1.50	1.91



## Environmental Aspect 環境方面

### Notes:

1. GHG emission data is presented in terms of carbon dioxide equivalent and is based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, the latest released emission factors of China's regional power grid basis.
2. As at 31 December 2023, the total number of employees of the Group in the Reporting Period was 180. This data is also used for calculating other intensity data.

### Air emissions

The Group's air emissions come from nitrogen oxides ("NOx"), sulphur oxides ("SOx") and particulate matter ("PM") generated from the company vehicles.

### 備註：

1. 溫室氣體排放數據乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、聯交所發佈的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》及最新發佈的中國區域電網基準線排放因子。
2. 截至2023年12月31日，本集團報告範圍的員工總數為180名。有關數據亦用於計算其他密度數據。

### 廢氣排放

本集團的廢氣排放源來自公司車輛使用過程產生的氮氧化物(NOx)、硫氧化物(SOx)及顆粒物(PM)的排放。

### Air emissions 廢氣排放

Types of air emissions 廢氣排放類型	Unit 單位	2023 二零二三年	2022 二零二二年
Nitrogen oxides (NOx) 氮氧化物	kg 千克	8.56	5.74
Sulphur oxides (SOx) 硫氧化物	kg 千克	0.22	1.47
Particulate matter (PM) 顆粒物	kg 千克	0.63	0.42

### Waste management

Due to the nature of its business, the Group does not generate a large amount of hazardous waste. If any hazardous waste is generated in its business activities, the Group shall entrust a qualified third-party company to recycle and dispose of it. The Group's non-hazardous waste primarily comes from office operations and film cast activities. In 2023, the total non-hazardous waste production and per capita emission intensity increased compared to the previous year. This can be attributed to the Group's extensive offline operations during the Reporting Period, leading to a rise in the production of non-hazardous waste generated by employees in their office work. The Group will continue to pay attention to waste production, further promote e-office, and reduce the generation of office paper and domestic waste.

### 廢棄物管理

鑒於業務性質，本集團未產生大量有害廢棄物。如有任何有害廢棄物在經營活動中產生，本集團將委託具備資質的第三方公司進行回收和處理。本集團無害廢棄物主要來自於辦公及劇組拍攝所產生的廢棄物。相比於上一年度，2023年本集團無害廢棄物排放總量及人均排放密度均有所增加，主要是由於本集團於報告期內進行了大規模線下復工，故員工於辦公過程中產生的無害廢棄物總量有所增加。本集團將持續對於廢棄物排放的關注，進一步推廣電子辦公，減少辦公用紙及生活垃圾的產生。



## Environmental Aspect 環境方面

### Non-hazardous waste

### 無害廢棄物排放

		Non-hazardous waste 無害廢棄物	
Types of non-hazardous waste 無害廢棄物類型	Unit 單位	2023 二零二三年	2022 二零二二年
Office paper 辦公用紙	tonnes 噸	1.71	0.75
Domestic waste 生活垃圾	tonnes 噸	25.97	14.60
Packaging waste 廢棄包裝	tonnes 噸	1.60	1.25
Total non-hazardous waste 無害廢棄物總量	tonnes 噸	29.28	16.60
Total Non-hazardous waste intensity <sup>2</sup> 無害廢棄物總量密度 <sup>2</sup>	tonnes/employee 噸／員工	0.16	0.09

### Sewage discharge

Due to the Group's business nature, its activities do not result in significant wastewater discharge. The wastewater discharged in the office is treated by the property management of the office premises, and the relevant expenses have been included in the property service fee. Therefore, the relevant disclosure does not apply to the Group.

### 污水排放

鑒於業務性質，本集團的業務活動並未產生大量廢水排放。在辦公過程中排放的廢水均由辦公場所物業管理統一處理，相關費用已計入物業服務費中，故相關披露不適用於本集團。



## Environmental Aspect 環境方面

### 2. Use of Resources Energy consumption

The Group actively adopts energy conservation measures to monitor and maximise energy efficiency. The Group regularly conducts reviews of its energy targets to enhance its energy consumption performance. The Group's energy consumption mainly comprises the fuel used by its vehicles and the electricity purchased for both filming crew and office operations. The majority of the Group's energy consumption is attributed to electricity usage, primarily for lighting, air-conditioning during outdoor filming, and maintaining office operations. In 2023, the Group achieved a notable decrease in total consumption and per capita energy consumption intensity compared to 2022. This can be largely attributed to the Group's stringent vehicle consumption management and efforts to reduce energy consumption at its origin. The Group will continue to practice energy conservation and consumption reduction and educate employees on energy conservation through multiple channels such as daily reminders, promotional slogans, and employee presentations, to adhere to the path of sustainable development.

### 2. 資源使用 能源消耗

本集團積極踐行節能措施，以監測及最大限度地提高能源效率。本集團對能源目標進行定期檢討，以持續改善本集團的耗能表現，本集團能源消耗來自於本集團車輛使用的汽油及劇組和辦公所用的外購電力。電力佔據能源消耗最大比例，主要用於劇組外景運作所使用的燈光及空調，以及維持本集團辦公室的整體營運。相比於上一年度，2023年本集團能源消耗總量及人均能源消耗密度均顯著下降，主要原因是本集團對用車進行了嚴格管理，從源頭減少了能源消耗。本集團將持續踐行節能降耗，通過日常提醒、宣傳標語、員工宣講等多渠道對員工進行節能教育，堅持可持續發展之路。

#### Energy consumption 能源消耗

Types of energy 能源類型	Unit 單位	2023 二零二三年	2022 二零二二年
Direct energy consumption 直接能源消耗總量	MWh 兆瓦時	148.01	968.05
– Petrol – 汽油	MWh 兆瓦時	148.01	968.05
Indirect energy consumption 間接能源消耗總量	MWh 兆瓦時	403.09	94.43
– Purchased electricity – 外購電力	MWh 兆瓦時	403.09	94.43
Total energy consumption 能源消耗總量	MWh 兆瓦時	551.10	1,062.48
Total energy consumption intensity <sup>2</sup> 能源消耗總量密度 <sup>2</sup>	MWh/employee 兆瓦時／員工	3.06	5.87





## Environmental Aspect 環境方面

### Water resources

The Group's business nature does not consume significant water. The primary consumption is associated with domestic water usage in the office, with a portion of the water consumption being accounted for in the property management fee. As a result, specific consumption data is not available. However, here are some statistics on water resource usage for which relevant data can be obtained. Due to the Group's geographical location, there is no problem in obtaining water sources.

### 水資源

本集團的業務特性不存在重大水資源消耗，主要用水為辦公室的生活用水，部分水資源消耗已計入物業管理費內，因此無法獲取相關消耗數據，部分可取得相關數據的水資源使用情況統計如下。由於本集團的地理位置，在求取適用水源上並沒有任何問題。

### Water consumption 水源消耗

Indicators 指標	Unit 單位	2023 二零二三年
Total water consumption 水源消耗總量	m <sup>3</sup> 立方米	549
Water consumption intensity <sup>2</sup> 水源消耗密度 <sup>2</sup>	m <sup>3</sup> /employee 立方米／員工	3.05

### Packaging materials

Given its business nature, the Group does not manufacture or sell industrial products. Therefore, no packaging materials are created, and the disclosure does not apply to the Group.

### 包裝材料

本集團的業務特性未涉及工業產品的生產或銷售，因此無包裝材料產生，故相關披露不適用於本集團。

### Green office

The Group has consistently prioritised the creation of a sustainable and eco-friendly work environment, embodying the "green office" concept by incorporating environmental consciousness into all facets of its daily operations. Through various initiatives, the Group has implemented measures to minimise GHG and waste emissions, energy consumption, and efficiently manage water resources.

### 綠色辦公

本集團始終致力於構建可持續、環保的工作環境，以「綠色辦公」為理念，將環保意識融入日常工作的方方面面。本集團針對降低溫室氣體、廢棄物排放以及減少能源、水資源分別實施了多項舉措：

- To reduce GHG emissions, the Group encourages employees to avoid unnecessary travel, disconnect the network and power to the office area during non-office hours, and maintain office equipment to reduce unnecessary waste, etc. The Group's initial goal is to introduce more clean energy in some business areas, such as solar energy and new energy vehicles.
- 為減少溫室氣體排放，本集團倡議員工避免不必要的差旅，在非辦公時間對辦公區域進行斷網斷電，進行辦公設備維護，減少不必要的浪費等等。本集團初步的目標是在部分業務領域更多地引入清潔能源，如太陽能，新能源運輸工具等。



## Environmental Aspect 環境方面

- To reduce waste, the Group has formulated a green office policy on paper conservation and actively promoted the digitalisation of office materials. The Group encourages its employees to make full use of the online office system and minimise paper consumption, and employees are encouraged to recycle paper. The Group has implemented double-sided printing to minimise paper waste and address it at its source. Embracing a digital office approach, the Group actively encourages the reduction of paper usage by promoting electronic documents, online collaboration platforms, and digital workflows. In line with national waste classification policies, the Group has established segregated waste bins at office premises and utilizes its internal online platform to educate employees about waste classification. These efforts aim to motivate employees to actively participate in waste classification practices. In accordance with national waste classification regulations, the Group internally conducts initial sorting of non-hazardous waste generated during operations. Subsequently, the waste is reviewed by the property management and transported centrally to designated recycling facilities.

During the Reporting Period, the Group has implemented several significant measures aimed at reducing energy consumption, promoting energy conservation, efficient resource management, and enhancing resource utilization. These measures include, but are not limited to:

- Strictly control the electricity consumption of the office building, and turn off the power of office equipment when not in use. Close supervision and careful checks are carried out to ensure that computers, water dispensers, lights, and other electrical equipment are powered off after work hours.
- Reduce unnecessary lighting systems.
- Promote energy conservation and emission reduction by maximising the utilisation of municipal lights, city lights, and environmentally-friendly lighting during the filming, while minimising the reliance on artificial lights.
- Set the air conditioner temperature to a range of 22-26°C.

- 為減少廢棄物，本集團已制定有關節約用紙的綠色辦公室政策並積極推進辦公材料電子化。首先，本集團鼓勵員工充分利用在線辦公系統並盡量減少用紙；其次，本集團提倡員工循環使用紙張。例如，採用雙面打印以減少紙張浪費並從源頭減少廢紙。本集團積極推進數字化辦公，減少紙質文件的使用。通過電子文檔、在線協作平台和數字化工作流程，減少印刷和複印活動。對於辦公產生的生活垃圾，本集團積極響應國家推行的垃圾分類政策，在辦公地點設置分類垃圾桶，同時充分利用內部在線平台向員工普及垃圾分類知識，帶動員工投身到垃圾分類的行動中。對於運營中產生的無害廢棄物，本集團依據國家垃圾分類要求在內部進行首次分揀，隨後交由物業審核，集中運送至指定垃圾回收機構。

為減少能源消耗，達到節約能源的目標，更好地管理資源使用及提升資源利用率，本集團於報告期內已實施多項主要措施，包括但不限於：

- 嚴格控制辦公大樓的用電量，不使用辦公設備時及時關掉電源，以及在下班後督促仔細檢查計算機、飲水機、電燈及其他電氣設備是否斷電。
- 減少非必要照明系統。
- 倡導節能減排，在拍攝過程中盡量用市政燈、城市燈、環境燈，減少使用人工打燈。
- 將空調溫度設置為22-26 °C範圍。



## Environmental Aspect 環境方面

- Post signs that save energy to remind employees.
- To reduce water consumption, the Group has embraced the principle of water conservation and implemented measures to promote “turning off the water” and eliminating water leaks among its employees. As the Group’s offices are situated in areas with access to municipal tap water, water scarcity is not a direct concern. However, the Group is mindful of the global water scarcity issue and encourages all employees to cultivate water-saving habits. The Group has established the following water conservation measures:
  - Use water facilities with good water conservation capacity wherever possible.
  - Regularly inspect water supply pipes.
  - Enhance water-saving awareness through extensive promotion, display water-saving slogans, and guide employees towards responsible water usage.
- 張貼節約能源的標語提醒員工。
- 為減少水資源消耗，本集團通過樹立節約用水的觀念，要求員工做到「人走水關」，杜絕漏水現象。由於本集團辦公室的地理位置，本集團用水均來自於市政的自來水，故本集團不存在供水短缺的問題。但本集團深知全球水資源緊缺的現狀，本集團鼓勵全體員工養成節水的習慣，並已訂立以下節約用水措施：
  - 盡可能使用具有良好節水能力的供水設施。
  - 定期檢查供水管道。
  - 加強節水宣傳，張貼節水標語，引導員工合理用水。

The Group has established specific targets for energy conservation and emission reduction in alignment with its business operations and sustainable development capabilities in 2022. The Group has made notable advancements towards these targets and has now set new environmental targets in 2023, aiming to further drive energy conservation and emission reduction.

同時，本集團根據實際業務營運情況和可持續發展能力，2022年針對排放物和資源消耗設定了對應的節能減排目標。目前本集團的目標取得了一定進展，本年度訂立了新的環境目標，旨在持續推動節能減排。



## Environmental Aspect 環境方面

Areas 領域	2022 targets 二零二二年目標	Achievements in 2023 二零二三年進展	2023 targets 二零二三年目標	Future action 未來舉措
GHG emissions 溫室氣體排放	Using 2022 as the baseline, the Group has set a target to achieve GHG emissions intensity reduction of 5% by 2030. 以2022年為基準年，本集團設立目標至2030年之前實現溫室氣體排放密度下降5%。	The GHG emissions intensity decreased by 21.47% compared with last year. 溫室氣體排放密度較去年降低21.47%	Using 2023 as the baseline, the Group has updated its target to reduce GHG emissions intensity by 5% by 2030. 以2023年為基準年，本集團更新目標，至2030年溫室氣體排放密度降低5%。	The Group will continue to promote green transportation and encourage employees to give priority to the use of low-carbon transportation during the filming process 本集團將繼續推廣綠色交通，鼓勵員工並在劇集製作過程中優先採用低碳交通工具
Waste production 廢棄物產生量	Using 2022 as the base year, the Group has set a target to achieve a 5% reduction in waste production intensity by 2030. 以2022年為基準年，本集團設立目標至2030年之前實現廢棄物排放密度下降5%。	During the Reporting Period, the Group resumed work offline, increasing waste production intensity compared to last year. 本集團於報告期內進行了線下復工，故廢棄物排放密度較去年有所上升。	Using 2023 as the baseline, the Group has updated its target to reduce waste generation intensity by 5% by 2030. 以2023年為基準年，本集團更新目標，至2030年廢棄物產生密度降低5%。	The Group will continue its efforts to promote a paperless office by expanding the use of electronic and digital technologies among its staff. Additionally, it will implement more efficient waste management and recycling measures to enhance sustainability. 本集團將持續加大無紙化辦公，於劇組進一步加大電子化、數字化運用，實施更有效的廢物管理和回收措施。



## Environmental Aspect 環境方面

Areas 領域	2022 targets 二零二二年目標	Achievements in 2023 二零二三年進展	2023 targets 二零二三年目標	Future action 未來舉措
Energy consumption 能源消耗	Using 2022 as the baseline, the Group has set a target to achieve a 5% reduction in energy consumption intensity by 2030. 以2022年為基準年，本集團設立目標至於2030年之前實現能源消耗密度下降5%。	The energy consumption intensity decreased by 47.87% compared with last year. 能源消耗密度較去年降低47.87%。	Using 2023 as the baseline, the Group has updated its target to reduce energy intensity by 5% by 2030. 以2023年為基準年，本集團更新目標，至2030年能消耗密度降低5%。	The Group will continue to enhance its electricity utilisation and further promote the adoption of renewable energy sources. 本集團將進一步優化電力使用，增加可再生能源使用。

### 3. The Environment and Natural Resources

The Group's business operations and processes have minimal adverse effects on the environment and natural resources. However, the Group recognises the significance of sustainable development and is committed to implementing environmentally friendly practices in its operations. The Group aims to make positive contributions towards ongoing environmental improvement.

#### Green filming crew

In the selection of filming locations, the Group aims to minimise travel distances by seeking accommodation hotels near the filming sites. Additionally, when determining the supplementary filming locations, priority will be given to areas close to the main shooting locations, reducing the need for extensive transitions and consequent harmful exhaust emissions. The Group also prioritises the use of electric transporters for short-distance transportation to decrease petrol usage.

The majority of the Group's productions take place in locations equipped with effective soundproofing equipment. However, the Group remains committed to ongoing monitoring of its business operations' potential environmental impact. This includes efforts to reduce necessary noise pollution and avoid unnecessary noise during the production of drama series and event planning, thereby minimising the environmental footprint of its operations.

### 3. 環境及天然資源

本集團的業務特性及經營過程不存在對環境和天然資源產生重大影響，然而本集團深刻認知可持續發展的重要性，所以本集團在公司運營中堅持踐行綠色劇組，期望為持續改善環境做出貢獻。

#### 綠色劇組

本集團在選擇拍攝地點時，會盡量找拍攝地附近的住宿酒店，減少路程，以及在考慮拍攝場景選址時，會盡量利用主拍攝場景附近的地點作為分場景，減少轉場的路程，從而減少有害廢氣排放。本集團會在必要的短途運輸中，優先採用電動運輸車，減少汽油使用量。

本集團的大部分的製作均在有良好隔音設備的拍攝場地進行。然而，本集團致力持續監察業務營運對環境帶來的潛在影響，在劇集製作及活動籌辦時減少必要的噪音污染，減少不必要的聲浪，將營運對環境的影響減至最低。



## Environmental Aspect 環境方面

The Group is dedicated to minimising the use of disposable materials in both drama series production and event planning. It also takes measures to reduce unnecessary disturbance to natural landscapes and animal habitats, preserving the ecological environment's natural beauty. During outdoor drama series production and event planning, the Group ensures that lighting is adjusted to minimise disruption to nearby residents.

To reduce resource consumption, the Group continues to advance digital production and promote the use of virtual effects, thereby reducing the need for physical filming. Emphasizing the importance of prop and equipment reuse, the Group prioritizes leasing or borrowing items during the production process, reducing the resources and energy required for manufacturing new items.

Furthermore, the Group places significant importance on staff training and raising awareness. It conducts training and awareness campaigns within the crew, focusing on green shooting practices. This includes waste classification, prop recycling initiatives, and fostering an environmentally conscious mindset among crew members. Together, these efforts contribute to maintaining a "green crew" mentality.

### 4. Climate Change

Climate change is the most important challenge of our time, profoundly affecting societies in all regions and all walks of life around the world. To address the severity and urgency of the climate crisis, governments have stepped up their response. China has announced a goal of achieving carbon neutrality by 2060, while the Hong Kong government has pledged to achieve net-zero carbon emissions by 2050. In response to the call of the times, the Group has incorporated climate change-related risks into its enterprise risk management to mitigate potential risks and identify relevant opportunities.

本集團在劇集製作、活動籌辦時堅持減少使用一次性材料，並盡量減少對自然景觀及動物棲息地作出不必要的干擾，保持生態環境的自然美。在戶外劇集製作、活動籌辦時，燈光盡量調至不會滋擾其他附近作息的居民。

本集團持續深化數字化製作，推廣虛擬效果製作，減少實際拍攝的需要，降低對資源的需求。本集團重視道具和裝置的再利用，在製作過程中優先考慮選擇租賃或借用裝置和道具，減少新物品製造所需的資源和能源。

同時本集團注重員工培訓和意識提升，在劇組內進行綠色拍攝的培訓和宣傳活動，提高劇組成員的環保意識，對廢棄物進行統一分類處理，篩選部分道具進行再生利用，共同維護「綠色劇組」的理念。

### 4. 氣候變化

氣候變化這一時代最重大的挑戰，深刻地影響著全球各地區和各行各業的社會。為了應對氣候危機的嚴重性和緊迫性，各國政府加大了應對力度。國家已宣佈在2060年之前實現碳中和的目標，而香港政府也承諾在2050年之前實現淨零碳排放。為響應時代號召，本集團已將與氣候變化相關的風險納入企業風險管理範疇以緩解潛在風險，並識別相關機遇。





## Environmental Aspect 環境方面

### Governance

The Group is currently integrating climate change considerations into its governance framework. It has established specific targets to reduce carbon emissions, implemented robust climate change risk management practices, and transparently disclosed climate-related data. The Group has also developed practical policies and actively evaluates their effectiveness, with the goal of achieving carbon neutrality in a phased manner.

The Board holds ultimate responsibility for climate change risks and opportunities. To ensure a comprehensive approach, the Board has appointed the ESG Working Group. This group oversees all aspects related to climate change, including identifying, assessing, and managing climate risks. It also evaluates the impact of climate change on supply chains, business operations, and asset values. This governance structure ensures effective management of climate change, timely resolution of climate-related issues, and positive outcomes in the pursuit of sustainable development.

### Strategy

Through thorough analysis of climate-related risks and opportunities, the Group consistently enhances its business development strategy and resource allocation, while formulating a comprehensive sustainable development strategy. The Group is resolutely dedicated to addressing the potential risks associated with climate change, while also embracing the opportunities presented by low-carbon growth. Firmly committed to promoting green development throughout its operations, the Group aims to make meaningful contributions to the betterment of society.

### Climate risk assessment

The Group has undertaken a comprehensive evaluation of climate change risks, categorizing them into two main types: physical risks and transition risks. To effectively address these risks, the Group has developed appropriate measures and strategies. Additionally, the Group proactively identifies potential opportunities arising from climate change, aligning its business practices with market dynamics.

### 管治

本集團正在治理框架中納入氣候變化考慮因素。本集團已設立氣候變化相關目標以減少碳排放量，加強氣候變化風險管理，透明地披露與氣候相關的數據，制定可行的政策並積極評估其有效性，逐步實現碳中和。

董事會承擔氣候變化風險和機遇的最終責任。為確保採取全面的方針，董事會委任環境、社會及管治工作小組負責監督各個方面，包括識別、評估及管理氣候風險，評估氣候變化對供應鏈、業務運營和資產價值的影響。該管治架構確保更有效地管理氣候變化，有效解決氣候相關問題，在可持續發展的道路取得積極成果。

### 策略

本集團通過分析與氣候相關的風險和機遇，不斷完善業務發展戰略及資源分配，制定可持續的發展戰略。本集團堅定致力於應對氣候變化帶來的潛在風險，同時抓住低碳增長的機遇。本集團堅定承諾，於運營中促進綠色發展，並為改善社會做出貢獻。

### 氣候風險評估

本集團對氣候變化風險進行了全面評估，將其分為兩大類：實體風險及轉型風險。為有效應對以上風險，本集團制定了適當的對策及策略。同時，本集團積極甄別氣候變化帶來的潛在機遇，借此使本集團業務實踐與市場變化保持一致。



## Environmental Aspect 環境方面

### Physical risks

The increased frequency and severity of extreme weather events, such as typhoons, storms, heavy rains, and severe cold or extreme heat, will pose acute and chronic physical risks to the Group's operations and business facilities. Extreme weather may damage valuable assets such as photography and video equipment, and threaten the health and safety of the crew, thereby affecting the productivity of the Group, which may expose the Group to risks related to non-performance and delay in performance, which may have a potential negative impact on the Group's revenue.

To reduce potential risks and hazards, the Group has developed a response plan, including flexible working arrangements and precautionary measures in the event of severe or extreme weather conditions. In the project contract, the Group will stipulate relevant clauses for force majeure, purchase insurance for the safety of equipment and personnel, formulate emergency plans, and urge staff to adjust shooting plans in a timely and flexible manner, to minimise the impact of extreme weather on the safety of property and personnel. At the same time, the health and safety section of the employee handbook urges employees to follow the code of practice and reduce the potential hazards of climate change.

### Transition risks

To achieve the global vision of carbon neutrality, the Group anticipates that the regulatory, technological and market landscape will change due to climate change, including tightening national policies, the emergence of environmentally related taxes, and the shifting of customer preference to an eco-friendly operation.

To effectively address policy and legal, market, technology, and reputational risks, the Group maintains a deep understanding of global climate change trends and adheres to relevant laws and regulations. It has established a robust legal team to ensure compliance, mitigating the risk of increased costs or fines associated with non-compliance. The Group continuously monitors market trends and promptly adjusts its business model to align with evolving demands. It emphasizes creating environmentally friendly content and increasing the production of themes related to environmental protection, catering to the growing demand in the green market and expanding its audience base.

### 實體風險

颱風、風暴、暴雨、嚴寒或酷熱等極端天氣事件的頻率和嚴重程度增加，將為本集團的營運及業務設施帶來急性和慢性的實體風險。極端天氣可能會損壞攝影、錄像設備等貴重資產，並威脅到劇組工作人員的健康安全，進而影響本集團的生產力，可能致使本集團面臨不能履約和延遲履約的相關風險，對本集團的收益造成潛在負面影響。

為減少潛在的風險和危害，本集團已經制定了應對計劃，包括在惡劣或極端天氣情況下的彈性工作安排和預防措施。本集團在項目合同中會針對不可抗力約定相關條款，為設備和人員安全購買保險，並制定應急預案，督促工作人員及時、靈活調整拍攝計劃，盡可能降低極端天氣對財產及人員安全造成的影響。同時，員工手冊中健康與安全章節規定敦促員工遵守操作規範，降低氣候變化可能帶來的危害。

### 轉型風險

為了實現碳中和的全球願景，本集團預料，監管、技術和市場的佈局將因氣候變化而有所改變，包括收緊國家政策，徵收環保相關稅項，以及客戶偏好轉向更環保友善經營之公司。

為了應對政策和法律、市場、技術及聲譽風險，本集團深入瞭解並遵守法律法規及全球氣候轉變的趨勢，建立健全完善的法務團隊，以避免增加成本、違規罰款；本集團持續監測市場趨勢，及時調整業務模式，強化環保內容創作，增加環保題材的製作，滿足日益增長的綠色市場需求，拓寬受眾群體。



## Environmental Aspect 環境方面

The Group actively embraces new technologies, such as AI applications, to enhance creative efficiency and reduce production costs. It conducts comprehensive reviews of its business practices, prioritizes transparency, and enhances its corporate image and reputation through environmental advocacy initiatives. By engaging in activities that promote environmental protection, the Group demonstrates its commitment to sustainability and strengthens its standing within the industry and with stakeholders.

### Opportunity

In response to the dual climate challenges of physical and transition risks, the Group maintains a resolute and proactive stance, actively addressing these risks while diligently identifying and capitalising on opportunities.

The Group remains committed to embracing and adopting new technologies, such as digital intelligence and virtual production, to enhance production efficiency. By leveraging digital intelligence technology, the Group aims to streamline operations, reduce costs, foster creativity, and produce works that are both innovative and visually captivating. These efforts contribute to enhancing the Group's market competitiveness.

Simultaneously, the Group is dedicated to creating innovative, environmentally friendly, and sustainable film and television productions in the context of climate risks. It actively implements recycling practices throughout its corporate operations and drama-shooting processes, aligning with the concept of sustainability.

本集團積極利用新技術，如AI應用等，提高創作效率，降低製作成本；並全面審視業務實踐，保持透明度，借助環保倡導活動，提升企業形象，維護企業聲譽。

### 機遇

在實體風險和轉型風險的雙重氣候挑戰下，本集團堅定地秉持著積極的態度，主動應對風險，同時敏銳地識別和把握機遇。

本集團會持續關注和採納新技術，如數智化、虛擬製作等，提高製作效率，利用數智化技術升級，提高生產效率，降低成本，增強創作力，創作更具創新性和觀賞性的作品，提高市場競爭力。

同時本集團通過在企業運營、劇集拍攝全流程中積極踐行循環利用理念，致力於在氣候風險背景下，打造更具創新性、環保性和可持續性的影視作品，實現企業自身的可持續發展。



## Social Aspect 社會方面

### 1. Employment

Within the industry, the Group recognises human resources as its most valuable asset and a fundamental pillar supporting its business development. They serve as the driving force behind continuous innovation. The Group has implemented comprehensive policies to support its workforce, encompassing areas such as recruitment, remuneration, promotion, working hours, holidays, diversity, and equal opportunity.

The Group has developed an Employee Handbook that governs aspects such as recruitment, promotion, discipline, working hours, and leave policies. All employees are required to review and sign the Employee Handbook, and the Company ensures that each employee fully comprehends its contents.

#### Recruitment and dismissal

The Group strictly complies with the Labour Contract Law of the PRC, the Labour Law of the PRC and other applicable employment laws and regulations. Under the mandatory provisions of relevant laws, the Group strictly prohibits child labour and forced labour. During the recruitment process, the Group's Human Resources Department conducts thorough verification of the age and identity of all employees. Additionally, the department may conduct background checks and credit checks (if deemed necessary) based on the information provided by the applicants. Once the Group discovers any violation of relevant labour laws, regulations or standards, the Group will immediately terminate the relevant employment contract and take disciplinary action against the relevant management personnel. The Group strictly prohibits any form of abusive, oppressive, or sexual harassment towards its employees, regardless of the reason. Any individual found guilty of such misconduct will face dismissal or termination of the probationary period.

### 1. 僱傭

就本行業而言，人力資源被視為本集團最大及具價值的資產及支持本集團業務發展的基礎，同時為本集團提供不斷創新的動力。本集團已制定相關政策支持本集團的人力資產，該等政策包括招聘、薪酬、晉升、工時及假期、多元化及機會平等。

本集團已制定《員工手冊》，規管招聘、晉升、紀律、工時及休假等。所有入職員工均需學習並對《員工手冊》進行簽字確認，公司確認各個員工已經充分認識手冊內容。透過制定這些政策和程序，本集團旨在創造一個積極和包容的工作環境，同時為所有員工提供明確期望。

#### 招聘及解聘

本集團嚴格遵守《中華人民共和國勞動合同法》《中華人民共和國勞動法》以及其他適用的僱傭法律及法規。根據有關法律的強制規定，本集團嚴禁童工及強制勞工。在招聘過程中，本集團的人力資源部於聘用前會核實本集團所有員工的年齡及身份，並根據申請人提供的數據及其他數據，進行背景調查及徵信調查(如需要)。一旦本集團發現任何違反相關勞動法律、法規或標準的情況，本集團將立即終止相關勞動合同，並對相關管理人員進行紀律處分。禁止以任何理由對員工進行任何辱罵、壓迫和性騷擾的行為。任何違反相關規定者均會被解僱或終止試用期。



## Social Aspect 社會方面

During the Reporting Period, the Group did not receive any complaints or reports of material violations of laws and regulations relating to child labour and forced labour, nor did it find any material matters that had a significant impact on the Group and seriously violated the relevant laws and regulations related to employment.

The Group has developed a Recruitment Management Policy in compliance with applicable laws and regulations. This serves to standardize the employee recruitment process, establish criteria for attracting and selecting talent, and establish talent development strategies. It provides clear guidelines for managing the Group's entire recruitment process, including the identification of vacant positions, the publication of job openings, recruitment channels, talent selection criteria, the recruitment process, and the internal referral incentive policy.

The Group adopts multiple channels such as independent search, external headhunting, campus recruitment and internal recommendation to recruit talents, and conducts recruitment assessment under the Recruitment Management Policy, which adopts a combination of written assessment and multi-level interviews.

All employees are required to sign an employment contract to ensure that their title, duties, working hours, leave, salary, termination process and benefits have been agreed by both parties. The Group has set out detailed provisions on the termination of employment relations in the Employee Handbook, and clearly defined the procedures and conditions for dismissal and other obligations of both parties. The Group will not tolerate unfair dismissal and will ensure that the dismissal process is fair and open.

於報告期間，本集團並未接收任何重大違反童工及強制勞工方面法律法規的投訴或舉報，也並未發現對本集團有重大影響且嚴重違反有關僱傭的相關法律及法規的重大事宜。

本集團已根據相關法律法規制定《招聘管理制度》以規範員工招聘錄用流程，確立人才吸引的標準與制定人才發展戰略。《招聘管理制度》明確規範了本集團從招聘職位確定、發佈、招聘渠道、人才選拔、錄用流程以及內推獎勵政策的全流程招聘流程管理內容。

本集團採用自主搜尋、外部獵頭、校園招聘以及內部推薦等多渠道進行人才招聘，並根據本集團《招聘管理制度》採用書面考核及多層級面試相結合的面試形式進行招聘考核。

所有員工須簽署僱用合約，以確保職銜、職責、工作時間、假期、薪酬、終止僱用流程及福利已獲雙方同意。本集團在《員工手冊》中對勞動關係的終止做出了詳細規定，明確的解聘的程序、條件以及其他雙方應盡的義務。本集團絕不容忍不公平的解僱，並確保解僱程序公正、公開。



Social Aspect  
社會方面

As at 31 December 2023, the Group had 180 full-time employees (2022: 181).

截止至2023年12月31日，本集團有180名全職員工(2022年：181名)。

Breakdown	員工人數	2023 二零二三年度		2022 二零二二年度	
		Number of employees 員工數量	Percentage of employees 員工佔比	Number of employees 員工數量	Percentage of employees 員工佔比
<b>Total</b>	<b>員工總數</b>	<b>180</b>	<b>100%</b>	181	100%
<b>By gender</b>	<b>性別</b>				
Male	男性	51	28%	56	31%
Female	女性	129	72%	125	69%
<b>By employee category</b>	<b>員工類別</b>				
Senior management	高級管理層	4	2%	4	2%
Middle management	中級管理層	15	8%	15	8%
General	基層員工	161	90%	162	90%
<b>By age</b>	<b>年齡組別</b>				
Below 30 years old	30歲以下	66	37%	80	44%
30-50 years old	30-50歲	112	62%	99	55%
Over 50 years old	50歲以上	2	1%	2	1%
<b>By geographical location</b>	<b>地區</b>				
Mainland China	中國大陸	180	100%	181	100%
<b>By employment mode</b>	<b>僱傭類型</b>				
Full-time	全職	180	100%	181	100%
Part-time	兼職	0	0%	0	0%



Social Aspect  
社會方面

During the Reporting Period, the total number and percentage of employee turnover of the Group by gender, age group, and region are as follows:

於報告期內，按性別、年齡組別及地區劃分的本集團員工流失總數及比例如下：

Employee category	員工類別	2023		2022	
		二零二三年度	二零二二年度	二零二二年度	二零二二年度
		Number of employees left	Turnover rate <sup>3</sup>	Number of employees left	Turnover rate
		流失人數	流失比例 <sup>3</sup>	流失人數	流失比例 <sup>3</sup>
<b>Overall</b>	<b>整體</b>	<b>119</b>	<b>39.8%</b>	112	38.2%
<b>By gender</b>	<b>性別</b>				
Male	男性	46	47.4%	40	41.7%
Female	女性	73	36.1%	72	36.5%
<b>By age group</b>	<b>年齡組別</b>				
Below 30 years old	30歲以下	72	52.2%	81	50.3%
30-50 years old	30-50歲	46	29.1%	30	23.3%
Over 50 years old	50歲以上	1	33.3%	1	33.3%
<b>By geographical location</b>	<b>地區</b>				
Mainland China	中國大陸	119	39.8%	112	38.2%

Note:

3. The employee turnover rate is calculated by the number of employees left during the Reporting Period divided by the sum of the number of active employees in this category and the number of employees left during the Reporting Period x 100%.

備註:

3. 員工流失率按報告期間離職員工人數除以報告期末的該類別在職員工人數與報告期間離職員工人數之和x100%計算。

**Diversity, equal opportunity, anti-discrimination**

The Group complies with relevant laws and regulations, including but not limited to the Labour Law of the PRC, the Contract Law of the PRC, the Labour Contract Law of the PRC and the Employment Ordinance (Chapter 57 of the Laws of Hong Kong), and has formulated the Employee Handbook accordingly to advocate mutual respect within the Company and oppose all forms of discrimination. The Group has always been committed to creating an inclusive and diverse working environment and providing equal development opportunities for all employees. We will resolutely prohibit discrimination or differential treatment based on different personal characteristics such as gender, ethnicity, race, disability, age, religious belief, nationality or family status in recruitment and work, and eliminate any form of harassment to create a fair and healthy workplace.

**多元化、平等機會及反歧視**

本集團遵守相關法律及法規包括但不限於《中華人民共和國勞動法》《中華人民共和國合同法》《中華人民共和國勞動合同法》《僱傭條例》(香港法例第57章)，並據此制定了《員工手冊》，倡導公司內部相互尊重，反對各種形式的歧視行為。本集團始終致力於營造包容、多元化的工作環境，為所有員工提供平等的發展機會。堅決禁止在招聘和工作中出現基於員工性別、族裔、種族、殘疾、年齡、宗教信仰、國籍或家庭狀況等不同個人特質的歧視或區別對待，杜絕任何形式的騷擾行為，打造公平健康的職場環境。



### Employee promotions

To foster the growth of exceptional individuals, the Group has devised a comprehensive Talent Development Plan to establish a diverse career platform. This plan not only allows employees to deepen their expertise within their respective functions but also encourages cross-functional development. The Group has established seven levels, namely assistance, operation, implementation, responsibility, guidance, formulation, and leadership, providing employees with ample opportunities for advancement in three professional domains: production, research and development, and playwriting. Additionally, the Group offers management trainee and innovation spin-off programs to complement these initiatives, motivating employees to explore their unique strengths and interests, continually challenge themselves, and achieve significant strides in their career progression.

The Group has established specific requirements for each professional field and level, encompassing professional competence, project management skills, negotiation and communication abilities, and more. These requirements enable employees to have a clear understanding of the responsibilities and promotion criteria associated with each level, facilitating targeted improvement of their skills and qualities. Furthermore, the Company encourages employees to create personalised career development plans based on their past performance and future potential. This ensures that employees can fully leverage their expertise and talents, achieve optimal alignment between positions and talents, and provide reliable support for the Group's sustainable development. This well-defined system aims to cultivate a positive work environment, unleash the potential of employees, and lay a robust foundation for business growth.

### 員工晉升

為促進優秀人才的成長，本集團制定了《人才發展白皮書》，旨在為員工打造一個既能在本職能深耕，又能跨職能發展的多元化職業平台。本集團設立了輔助、操作、實施、負責、指導、制定、領導等七個層級，並在製作、研發、劇作等三個專業領域為員工提供廣闊的發展空間。此外，本集團還輔以管理培訓生和創新衍生等項目，鼓勵員工探索個人優勢和興趣，不斷挑戰自我，實現職業發展的飛躍。

本集團對各專業領域各個層級分別提出了包括專業能力、項目管理能力、談判溝通能力在內的多項具體要求，旨在幫助員工清晰地瞭解每個層級的職責和晉升標準，從而有針對性地提升自己的能力和素質。同時，公司基於員工過往的工作績效表現以及未來的職業發展潛力，鼓勵員工做好個人職業發展計劃，確保能夠充分發揮個體的專長和才能，實現崗位和人才的有機匹配，為本集團的持續發展提供可靠的人才支持。這套完善的體系旨在建立積極向上的工作環境，激發員工潛力，為業務發展奠定堅實基礎。



## Social Aspect 社會方面

### Compensation and benefits

The Group has always placed the well-being of its employees at the core of its development and firmly believes that only the happiness and satisfaction of its employees can create more creative and influential film and television works. To boost talent competitiveness, the Group has developed Remuneration Management Measures, which incorporate the Group's remuneration structure in conjunction with both an annual salary system and a project-based system, tailored to different job types and levels. These measures ensure that employees receive market-competitive compensation and comprehensive benefits packages, aiming to attract and retain top talent while upholding principles of competitiveness, fairness, and incentives. Additionally, the measures take into consideration the relative appropriateness of various job types, ranks, and career progression, and establish a link between annual bonuses, salary adjustments, and individual performance ratings.

The Group has implemented a customized coefficient evaluation system for different functions, enabling a more precise assessment of employees' performance and contributions within their respective roles. This system effectively addresses salary disparities among employees at the same level but in different functional areas, ensuring equitable compensation across functions. This approach ensures that employees receive fair compensation and fosters a closer alignment between remuneration and the diverse contributions made by employees in different functional domains. As a result, it enhances loyalty and satisfaction among employees.

At the same time, the Group attaches great importance to employee welfare and actively promotes work-life balance. Following the Group's policy, in addition to all statutory holidays (including Sundays), employees are entitled to annual leave and other paid holidays, such as maternity leave, compensatory leave, marriage leave, and examination leave. In addition, the Group pays "five insurances and one housing fund" for all employees under the Social Insurance Law of the PRC. The Group is committed to providing comprehensive protection for its employees, ensuring that they can feel deeply cared for in all aspects of health, life, and work.

### 薪酬及關愛福利

本集團始終將員工的福祉放在公司發展的核心位置，本集團堅信，只有員工的幸福與滿足，才能創造出更具創意和影響力的影視作品。為提高人才競爭力，本集團制定了《薪酬管理辦法》，根據不同工種及級別，採用年薪制和項目制兩種薪酬結構並行的本集團薪酬結構，通過堅持競爭性、公平性以及激勵原則，兼顧不同工種、崗位職級、崗位序列間相對合理性，並將年度獎金與薪酬調整與個人績效評級掛鉤，為員工提供具有市場競爭力之薪酬及福利計劃以留住人才。

本集團針對不同職能設立個性化的係數考評制度，通過係數考評更精準地衡量員工在各自職能中的績效和貢獻，有效解決同一級別員工在不同職能領域之間存在的薪酬差距，確保員工在不同職能中都能夠獲得公平的報酬，確保薪酬體系能夠更貼近員工在不同職能領域的工作貢獻，反映實際職責和能力的不同，提高員工的工作滿意度和忠誠度。

同時，本集團高度重視員工福利，積極促進工作與生活之間的平衡。根據本集團政策，除所有法定假期(包括星期日)外，員工享有年假及其他有薪假期，如產假、補休假、婚假及考試假。此外，本集團根據《中華人民共和國社會保險法》為所有員工繳納「五險一金」。本集團致力於為員工提供全方位的保障，確保他們在健康、生活、辦公等各個方面都能感受到公司的深切關懷。



## Social Aspect 社會方面

- Healthcare benefits

The Group provides regular comprehensive medical check-ups and interpretation of medical examination reports to its employees to ensure that they can keep abreast of their physical conditions and take corresponding health care measures. At the same time, the company has purchased commercial insurance, including medical insurance, accident insurance, term life insurance and critical illness insurance, for all employees to deal with sudden health problems. For the filming staff, the Group has purchased accident insurance for them to ensure that they can receive timely and comprehensive protection and assistance during the filming process.

The Group is equally concerned about the mental health of its employees. The Group has set up the “Linmon Gas Station” employee care project to provide free psychological counseling services to employees. Through professional psychological support and counseling, we help them maintain a positive and healthy mindset when facing the pressures of work and life.



- 健康保障

本集團為員工提供定期的全面體檢及體檢報告解讀服務，確保他們能夠及時瞭解自己的身體狀況，並採取相應的保健措施。同時，公司已為全部員工購買包含醫療險、意外傷害險、定期壽險和重大疾病險在內的商業保險，以應對突發的健康問題。對於劇組拍攝的員工，本集團為他們額外購買了意外保險，確保在拍攝過程中能夠得到及時、全面的保障和援助。

本集團同樣關注員工的心理健康。本集團設立了「檸檬加油站」員工關愛項目，為員工提供免費的心理諮詢服務。通過專業的心理支持和輔導，幫助他們在面對工作和生活中的壓力時能夠保持積極、健康的心態。





## Social Aspect 社會方面

- Work-life balance

To help employees achieve work-life balance, the Group not only provides abundant career growth opportunities but also proactively organizes a range of activities to ensure that employees can enjoy a fulfilling and enjoyable time outside of work. One such initiative is the organization of family day activities, including family outings, artistic handicraft workshops, and outdoor camping experiences in Beijing and Shanghai. Through employee self-registration, these events provide employees with opportunities to spend quality time with their families, foster emotional bonds within families, and cultivate a stronger connection between employees and the Company.

- Quality workplace

The Group places great emphasis on creating a secure office environment for its employees, which encompasses the office setting, salary, and welfare system. The Group provides employees with a comfortable and efficient workspace, furnished with state-of-the-art equipment, to enable them to thrive and excel in a high-quality work environment. Simultaneously, the Group has established a robust salary and welfare system that comprises competitive remuneration, generous bonus incentives, and a diverse range of employee benefits. Through these comprehensive measures, the Group aims to express gratitude to employees for their hard work and dedication, ensuring that each individual feels valued and cared for by the Company.

- 工作生活平衡

為幫助員工實現工作與生活的平衡，本集團不僅提供豐富的職業成長機會，還積極組織各類活動，確保員工在工作之餘也能享受到充實和愉快的時光。本集團通過員工自主報名的形式，在北京、上海兩地開展家庭採摘、美學手作以及戶外露營等家庭日活動，提供員工與家人共度美好時光的機會，增進家庭間的情感交流，也構建了更為緊密的員工與公司之間的聯繫。

- 優質辦公

辦公環境與薪酬福利體系是檸萌影業為員工打造的辦公保障的重要組成部分。本集團致力於為員工提供舒適、高效的辦公環境，配備先進的辦公設備和家具，確保員工能夠在一個優質的工作空間中充分發揮自己的潛力。同時，本集團建立了完善的薪酬福利體系，通過具有競爭力的薪資、豐富的獎金激勵以及多樣化的福利項目，全方位地回饋員工的辛勤付出，讓每一位員工都能感受到公司的認可與關懷。





## Social Aspect 社會方面

- Team-building activities

In addition to providing regular security and remuneration benefits, the Group has also specially designed a series of creative and distinctive welfare activities to enhance employees' sense of belonging and cohesion. During the Reporting Period, the Group continued to organize 7 large-scale offline activities, including the company's annual celebration, annual meeting, and team building in Egypt, which were enthusiastically participated by all employees, which promoted the further rooting of the corporate culture.

The Group's team building activities in Egypt offer employees a distinctive after-work experience, encompassing collaborative games, cultural exchange activities, and outdoor pursuits, providing a platform for relaxation and rejuvenation while fostering teamwork and cohesiveness. Additionally, the Group holds an annual celebration event, which serves as an opportunity to reflect upon the Company's developmental journey, anticipate a promising future, and share in the collective growth and achievements of the Company.

- 團隊建設活動

本集團除了提供常規的各類保障和薪酬福利外，還特別設計了一系列富有創意和特色的福利活動，以增強員工的歸屬感和凝聚力。本年度，本集團持續組織了公司週年慶、年會、埃及團建等7場大型線下活動，全體員工熱情參與，促進了企業文化的進一步扎根。

通過開展本集團埃及團建，在工作之餘為員工提供特色團建體驗，包括團隊合作遊戲、文化交流活動，以及放鬆身心的戶外活動，強化團隊協作和凝聚力。每年的公司司慶日，本集團也會舉辦慶祝活動，回顧公司的發展歷程，展望美好的未來，共同分享公司的成長和榮耀。

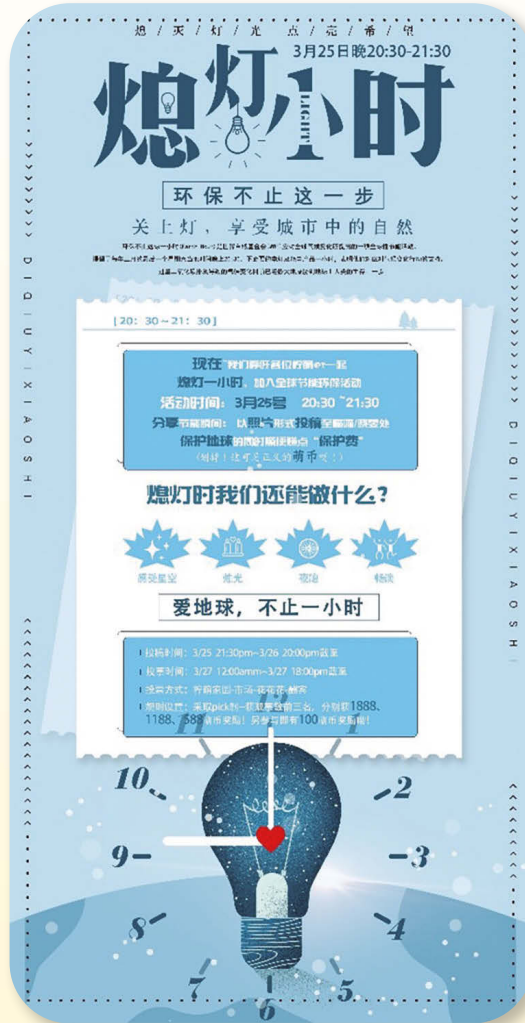




## Social Aspect 社會方面

### Employee activities

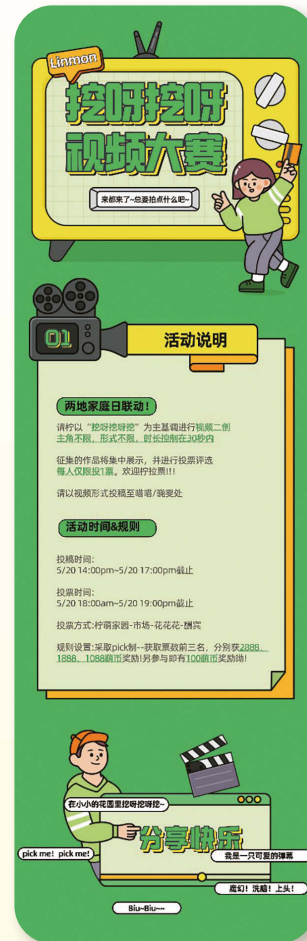
### 員工活動



The Group is dedicated to incorporating environmental protection into its business operations and fostering a heightened sense of environmental awareness among its employees through various initiatives. In March 2023, the Group initiated the One-hour Lights-out Event, encouraging employees in offices across Beijing, Shanghai, and other locations to participate. During this event, employees were encouraged to share energy-saving practices in their daily lives and work, fostering a shared commitment to environmental conservation. The primary objective of this initiative is to underscore the company's dedication to sustainable development and promote a green lifestyle among its employees.

本集團不僅致力於在業務中融入環保理念，更通過組織各類員工活動，深化員工的環保意識。2023年3月，本集團鼓勵北京、上海等所有辦公室員工參加熄燈一小時活動，並以內部獎勵機制鼓勵員工分享生活、工作中的節能瞬間，共同參與環保行動，傳遞企業對可持續發展的責任感，同時提倡綠色生活方式。





The Group also actively organizes various cultural and sports activities to enrich the spare time life of employees and enhance team cohesion. The Group regularly invites employees to watch the Group's plays for free, which is not only an employee benefit, but also a kind of inheritance of the Group's culture. In this way, the Group hopes to enable employees to have a deeper understanding of the Group's cultural heritage and enhance their sense of belonging and identity to the Group. In addition, the Group also organises video competitions from time to time in conjunction with current hot topics to encourage employees to actively create and express themselves. These videos not only showcase the talents and creativity of our employees but also serve as a unique way of communication within the Group. Through the form of internal incentives, the Group has further stimulated the creative enthusiasm of its employees, brought vitality to the entertainment market, and practiced its corporate social responsibility.

本集團還積極組織各類文體活動，以豐富員工的業餘生活，提升團隊凝聚力。本集團定期邀請員工免費觀看本集團劇目，這不僅是一種員工福利，也是本集團文化的一種傳承。本集團希望通過這種方式，讓員工更深入地瞭解本集團的文化底蘊，增強對本集團的歸屬感和認同感。此外，本集團還不定時結合時下熱點組織視頻比賽，鼓勵員工積極創作、表達。這些視頻作品不僅展現了員工的才華和創意，也成為本集團內部的一種獨特交流方式。通過內部獎勵形式，本集團進一步激發了員工的創作熱情，為文娛市場帶來活力的同時，也踐行了企業的社會責任。



## Social Aspect 社會方面

### Employee communication

Guided by the corporate vision of “shaping content by people, and shaping people with content” the Group prioritises investing in the growth and advancement of its internal employees. It offers diverse career development opportunities, continuously enhances and refines its comprehensive talent development framework, standardises promotion systems, and establishes individualized development plans. The Group places significant emphasis on the personal development of its employees and utilizes various channels for dialogue, including:

- The Group offers semi-annual debriefing opportunities for new employees to share their work experiences, accomplishments, and challenges from the previous six months. This fosters a deeper understanding of their roles and establishes closer communication relationships. These debriefing sessions effectively assist new employees in integrating into the team, enhancing work efficiency, and provide management with valuable insights into the performance and requirements of new team members.
- The Group aids employees in recognising potential areas for growth and improvement through regular mid-year performance feedback and year-end performance appraisal discussions. Clear development goals are established for employees, fostering self-awareness and personal growth. These evaluations provide an objective foundation for performance rewards and promotions, stimulating employee enthusiasm and assisting them in effectively planning their career development paths.
- The semi-annual VP Dialogue Mechanism provides an opportunity for employees to communicate directly with senior management to discuss work progress, problems, and suggestions, and promote more efficient organisational communication and understanding. This enhances employees' understanding of the organization's strategy and deepens their sense of identity with the company's goals, while also providing management with a way to understand employee needs and feedback, which can help make more realistic decisions.

### 員工溝通

在「人塑內容、內容塑人」的企業願景指引之下，本集團著力投資內部員工的成長與發展，為員工提供多元的職業發展通道、持續打造並優化人才全面發展的職級體系、規範相應晉升制度、確立個人發展計劃機制。本集團重視員工個人發展，擁有多渠道的對話機制，例如：

- 為新員工提供半年度述職機會，分享在過去半年內的工作經驗、成就和遇到的挑戰，促進對自身職責的深入瞭解，並建立更緊密的溝通關係。高效幫助新員工更好地融入團隊，提高工作效率，同時也為管理層瞭解新成員的表現和需求提供了有力依據。
- 通過提供定期的年中績效反饋與年末績效考核對話，幫助員工識別潛在的成長點和改進機會，同時為員工制定明確的發展目標。有效促進員工的自我認知和提高，為績效獎勵和晉升提供客觀依據，激發員工積極性，同時幫助員工更好地規劃職業發展路徑。
- 半年度分管副總裁對話機制提供員工與高層直接溝通的機會，討論工作進展、問題和建議，促進更高效的組織溝通和理解。增強員工對組織戰略的理解，加深對公司目標的認同感，同時也為管理層提供瞭解員工需求和反饋的途徑，有助於制定更符合實際情況的決策。



## Social Aspect 社會方面

- The Group also provides a regular team communication platform through weekly office meetings, weekly “Jiang Hu meetings (Group theme meetings)”, bi-weekly departmental meetings, and other meetings to share work progress, experience, and knowledge, coordinate team activities, and promote information sharing and team collaboration. These meetings promote team synergy and work efficiency, foster communication and cooperation among team members, tackle challenges collectively, and contribute to a united team spirit and enhanced employee satisfaction.
- The quarterly communication meeting serves as a platform for employees to receive updates on the Group’s overall business landscape and stay informed about the progress of various business segments. It enhances employees’ comprehension of the company’s overall situation, instills confidence in its development, and strengthens their sense of connection to the company’s mission and vision. Additionally, the meeting provides employees with a broader range of career development opportunities, fostering both personal and company growth.
- 本集團也通過每週辦公會、每週「江湖會」、每兩周的部門會議等會議提供定期的團隊溝通平台，分享工作進展、經驗和知識，協調團隊活動，促進信息共享和團隊協作。該等會議增強團隊協同效應，提高工作效率，加強成員之間的交流與合作，共同面對挑戰，同時也有助於凝聚團隊精神，提高員工滿意度。
- 季度溝通會為員工提供了本集團整體業務情況的傳達通道，與員工第一時間同步本集團各項業務的開展狀況。增強員工對公司整體情況的瞭解，激發對公司發展的信心，提高員工對公司使命和願景的認同感，同時為員工提供更廣泛的職業發展機會，實現個人與公司共同成長。

## 2. Development and Training

The Group believes that the sustainable development is inseparable from the personal growth and professional advancement of its employees. The Group actively encourages employees to participate in the Professional Qualification Examination. At the same time, to promote the personal development of employees, a variety of employee training and development plans have been formulated for different departments and positions, covering general ability training, business ability training, anti-corruption, and other content.

## 2. 發展與培訓

本集團相信可持續發展離不開員工的個人成長及專業進步。本集團積極鼓勵員工參與專業人士資格考試。同時，為推動員工的個人發展，針對不同部門及崗位制定了多樣化員工培訓和發展計劃，涵蓋通用能力培訓、業務能力培訓、反貪腐等多項內容。



## Social Aspect 社會方面

The Group implements a weekly meeting system to discuss hot issues in the industry and society and share topics covering various directions such as drama production experience, creative topic discussion, and analysis of emerging things. Additionally, following the release of the Group's drama series, a comprehensive review meeting is conducted to assess and evaluate the project's progress throughout the entire creative, production, distribution, and publicity phases. This process aims to identify areas for improvement, address challenges, and enhance teamwork to improve overall work efficiency. Alongside the meeting system, the Group regularly invites external expert teams to provide training for all employees, such as Master Lectures. Furthermore, a variety of training options, including MBTI workshops and sonic meditation, are offered to prioritise the physical and mental well-being of employees.

The company implements customised training programs to help employees develop in a diversified manner. The Group understands that employees in different fields and projects require different skills and knowledge. Therefore, according to the characteristics of different positions and projects, personalized training plans have been developed to help employees continuously improve their professional ability and professionalism and achieve better career development.

For the management trainee program, the Group implements a job rotation system and provides them with corresponding training in negotiation, sales, creation, or project management. This not only allows management trainees to have a comprehensive understanding of the company's various departments and business processes, but also helps them quickly adapt to different working environments and challenges and improve their overall quality and ability level.

For innovation spin-off projects, the Group pays more attention to the cultivation of employees' innovation awareness and thinking ability. The Group encourages its employees to be innovative and to make exploratory attempts for the Group's new business. To this end, the Group provides a series of innovative thinking training, case analysis, practical operation, and other training courses to help employees expand their thinking boundaries and improve their problem-solving skills, to further extend and develop their career development paths based on their work.

本集團執行每週例會制度，針對行業、社會熱點問題進行討論，就涵蓋劇集製作經驗、創作話題討論、新興事物解析等多個方向展開專題分享。同時，本集團製作的劇集在播出後，本集團會展開復盤會針對該項目在創作、拍攝、發行、宣傳等全流程的工作情況做總結回顧，發現問題和挑戰，促進團隊合作以提高工作效率。除會議制度外，本集團會定期邀請外部的專家團隊為全體員工開展培訓，如大咖講堂，也為員工提供多元化的培訓選擇，包括MBTI工作坊、音波冥想等，關注員工的身心健康。

公司實施定制化培訓計劃，助力員工多元發展。本集團深知不同領域和項目的員工需要不同的技能和知識。因此，針對不同崗位和項目的特點，制定了個性化的培訓計劃，旨在幫助員工不斷提升自己的專業能力和職業素養，實現更好的職業發展。

對於管培生項目，本集團實行輪崗制度，並為其提供相應的談判、銷售、創作或項目管理等培訓。這種輪崗培訓的方式，不僅讓管培生能夠全面瞭解公司的各個部門和業務流程，還能夠幫助他們快速適應不同的工作環境和挑戰，提升自己的綜合素質和能力水平。

而對於創新衍生項目，本集團則更加注重員工的創新意識和思維能力的培養。本集團鼓勵員工敢於創新，為集團的新生業務進行探索性的嘗試。為此，本集團提供了一系列的創新思維訓練、案例分析、實踐操作等培訓課程，幫助員工拓展思維邊界，提升解決問題的能力，從而在本職工作基礎之上進一步延展開拓自己的職業發展路徑。



	2023 二零二三年度	
Employee training 員工發展及培訓	Category of trainees 受訓人員類別	Number of attendances 受訓人次
<b>Types of course 課程類型</b>		
Induction training 新員工培訓	Employees at all levels 各級別員工	91
Generic skills training 通用技能培訓	Employees at all levels 各級別員工	93
Professional skills training 專業技能培訓	Employees at all levels 各級別員工	32
Leadership training 領導力培訓	Senior management 高級管理層	40

During the Reporting Period, a total of 208 employees participated in the training, with a total of 392 attendances. The total training hours was 2,990 hours, with an average training time of 14.38 hours per person. The overall training rate was 70%. The breakdown of training data by gender and employee category is as follows:

本報告期內，共有208名員工、392人次參加培訓，累計培訓總時長2,991小時，人均受訓時長為14.38小時，整體受訓率為70%。培訓數據按性別及員工類別劃分的情況如下：

		2023 二零二三年度 Percentage of employees trained <sup>4</sup>	2023 二零二三年度 Average training hours 人均受訓時長 (小時)	2022 二零二二年度 Average training hours 人均受訓時長 (小時)
<b>Employee training 員工發展及培訓</b>				
<b>By gender 性別</b>				
Male 男性		63%	8.78	3.33
Female 女性		73%	16.70	3.27
<b>By employee category 員工類別</b>				
Senior management 高級管理層		100%	41.00	3.13
Middle management 中級管理層		100%	26.74	2.65
General 基層員工		60%	12.83	3.45





## Social Aspect 社會方面

Note:

4. The employee training rate is calculated by the number of employees trained during the Reporting Period divided by the sum of the number of employees in the category and the number of employees left during the Reporting Period x 100%. In the future, this Report will be disclosed using a consistent methodology for calculating employee training rate.

### 3. Health and Safety

The health and safety of our employees is always a top priority for the Group, and creating a safe and comfortable working environment is the basic and primary responsibility. The Group complies with the Labour Law of the PRC, the Work Safety Law of the PRC, the Fire Protection Law of the PRC, and other relevant laws and regulations. Accordingly, it formulates internal policies such as the Safety Rules and Regulations for the Filming Crew, as well as the Safety Production Confirmation Letter. These policies aim to clarify the responsibilities of each relevant unit or project in terms of safety production, confirm the implementation of safety production measures, and establish an approval system for safety production. The primary goal is to promptly identify and address potential safety hazards. By doing so, this framework enhances safety awareness in the production process, reduces the occurrence of accidents, and ensures the personal safety of employees, as well as the stable operation of the Group.

The Group attaches great importance to the safety, comfort, and pleasantness of the office environment. During the Reporting Period, the Group renovated its Beijing office and engaged a professional testing agency to test the air quality and direct drinking water quality of the office environment. In addition, the Group regularly conducts comprehensive cleaning and dusting of offices, disinfects common areas, and replaces air-conditioning filters to enhance air quality management.

備註:

4. 員工受訓比例按報告期間受訓員工人數除以報告期末的該類別在職員工人數與報告期間離職員工人數之和x100%計算。未來本報告將使用一致的員工受訓比例計算方法進行披露。

### 3. 健康與安全

員工的健康與安全始終是本集團關注的重點，打造安全舒適的工作環境為本集團的基本且首要責任。本集團遵守《中華人民共和國勞動法》《中華人民共和國安全生產法》《中華人民共和國消防法》等有關法律法規，並據此制定了《劇組安全規章制度》《安全生產確認函》等內部政策，明確各相關單位或項目在安全生產方面的責任，確認其安全生產的措施和執行情況，建立起安全生產的認可制度，能夠及時發現和解決潛在的安全隱患。這有助於提高生產過程中的安全意識，減少事故的發生，保障了員工的人身安全和本集團的穩定運營。

本集團高度重視辦公環境的安全性、舒適性及宜人性。報告年度內，本集團對北京辦公室進行了重新裝修，並聘請了專業檢測機構對辦公環境空氣質量和直飲水質量進行了檢測。此外，本集團定期對辦公室進行全面清潔除塵，針對公共區域進行消毒，更換空調過濾器以加強空氣質量管理。



## Social Aspect 社會方面

At the same time, the Group places significant emphasis on the occupational health and safety of cast and crew members in projects. Before the filming of the series, the Group will formulate and strictly implement a detailed crew safety plan, which includes an assessment of potential risks and hazards, countermeasures, and emergency plans to ensure that all staff members are clear about how to respond to emergencies. In establishing the drama environment, the Group has imposed stringent requirements on the use of environmentally friendly materials and ensured a complete shooting environment. Only after the surface inspection meets the criteria, will the staff be permitted to proceed with the shooting. During the filming process, each department has set up a dedicated full-time safety inspector to investigate the potential safety hazards of each department's production, and special personnel will be arranged to conduct regular inspections on the set, regularly check the safety performance of the equipment, and repair or replace the damaged equipment on time. The Group supplies crew members with suitable personal protective equipment, including helmets, safety shoes, protective eyewear, safety belts, and more. It ensures that crew members are well-informed about the proper usage of this equipment and provides necessary training and guidance to ensure correct and effective utilization.

The Group has achieved zero work-related fatalities for three consecutive years (including the Reporting Period). During the Reporting Period, the Group had not lost any working days due to work injury. The Group was also not aware of any material non-compliance with employment-related laws and regulations that would have a significant impact on the Group.

#### 4. Supply Chain Management

The Group recognises the significance of maintaining a robust supply chain for the stable and sustainable development of its business. In accordance with the Law of the PRC on Bid Invitation and the Regulation on the Implementation of the Bidding Law of the PRC, the Group has established the Procurement and Supplier Management Policy. Additionally, it has formulated policies and procedures for supply chain management. These measures aim to enhance the approval process for supplier access, rigorously oversee supplier development and access, conduct evaluations and grading, and manage other aspects of supplier management. These efforts encourage suppliers to improve their environmental and social performance, ensuring that customers receive the best possible products and services.

同時，本集團高度重視劇組項目的職業健康與安全問題。劇集拍攝前，本集團會制定並嚴格實施詳細的劇組拍攝安全計劃，其中包括對潛在風險和危險的評估，應對措施和緊急預案，確保所有工作人員明確如何應對突發事件。在劇集環境搭建過程中，本集團對環保材料的使用提出了嚴格要求，拍攝環境進行全面檢測合格之後才會讓員工進場拍攝；在拍攝過程中，各部門均設立專人專職安全督察員，對各部門各自的生產安全進行安全隱患排查，同時會安排專人進行定期巡視片場，定期檢查設備的安全性，並及時修理或更換損壞的設備。本集團為劇組成員提供適當的個人防護裝備，如頭盔、安全鞋、防護眼鏡、安全帶等。確保劇組成員知道何時和如何正確佩戴這些裝備，並提供必要的培訓和指導。

本集團連續三年(含報告期間)實現員工零工傷亡故。本報告期間，本集團並無任何因工傷損失的工作日數。本集團並無發現任何對本集團有重大影響且嚴重違反有關健康與安全的相關法律法規的重大事宜。

#### 4. 供應鏈管理

本集團深知維持良好的供應鏈對本集團業務的穩定可持續發展至關重要。本集團遵守《中華人民共和國招標投標法》《中華人民共和國招標投標實施條例》，制定了《採購及供應商管理制度》，並制定和設立了包括《採購及供應商管理制度》等與供應鏈管理相關的政策及程序，完善供應商准入審批流程，以嚴格管理供貨商開發和准入、評估和定級、以及其他供貨商管理工作，促進供貨商改善其環境和社會表現，為客戶提供最佳產品及服務。





## Social Aspect 社會方面

The Group places significant emphasis on business contract management and actively monitors and mitigates ESG risks in the supply chain. This is achieved through the regulation of the supplier selection and control process, which includes a thorough evaluation of the supplier's products and services. As part of the contract terms, the Group requires suppliers to provide insurance coverage for the production team, thereby ensuring that relevant risks are identified and transferred. The Group adheres to the principles of fairness and consistency in supply chain management, implementing uniform selection criteria when choosing suppliers.

The Group conducts a thorough evaluation of its suppliers' capabilities, considering factors such as service quality, market strength, and practical experience. Supplier access assessments are conducted by considering multiple factors, including qualifications, scale, quotations, delivery periods, quality, responsibilities, maintenance, and after-sales service. Additionally, comprehensive evaluations of suppliers are conducted annually to ensure that their material quality, delivery time, and services meet the specified requirements. If necessary, the Group will provide rectification and elimination requirements for suppliers based on the evaluation results, and suppliers who fail to meet these requirements will be removed from the supplier list.

Alongside the criteria, the Group places significant importance on the environmental and social responsibility of its suppliers. As part of the inspection process, the Group conducts continuous monitoring of suppliers through communication and on-site visits to evaluate their environmental impact. Suppliers that demonstrate a stronger commitment to environmental sustainability are given preference, as the Group expects its contractors and business partners to adhere to strict ethical standards. In addition to environmental factors, the Group also assesses suppliers' compliance with laws and regulations pertaining to health, safety, forced labour, and child labour. All suppliers and contractors are required to sign an anti-bribery and anti-money laundering commitment and adhere to all legal requirements and standards, including those related to environmental standards, intellectual property rights, and anti-corruption.

本集團非常重視業務合約管理。通過規管供貨商的甄選及監控流程，從而評估供應商的產品及服務，監控及消除供應鏈中存在的任何環境、社會及管治風險。此外，本集團在合約條款中要求供應商為製作團隊購置保險，以確保相關風險已被識別並轉移。本集團在供應鏈管理中遵循公平一致的原則，於選擇各供貨商時執行統一的甄選標準。

本集團根據供貨商的服務質素、市場實力和實踐經驗等因素，對其能力進行全面評估。本集團通過綜合考慮供應商的資質、規模、報價、交付賬期、品職、維保、售後服務等多因素對供應商進行准入考核，並對供應商以年為單位進行綜合評估，確保供應商的物資質量、交貨期、服務等滿足規定要求。本集團亦會根據供應商評估情況對供應商提出整改、淘汰要求，對於不能滿足整改的供應商將剔除供應商資格。

除上述標準外，供應商的環境及社會責任亦是本集團檢驗的重要因素之一。同等條件下，本集團透過溝通及實地探訪對供貨商進行持續監察，評估彼等對環境的影響，選擇對環境更友好的供貨商，借此期望承辦商及業務夥伴遵守嚴格的道德標準。除環境因素外，本集團亦會評估供應商是否遵守健康、安全、強迫勞工及童工等方面的法律法規。所有本集團供貨商及承辦商均須簽署遵守反賄賂及反洗錢承諾書，並遵守所有與環境標準、知識產權及反貪污相關的法律規定及標準。



## Social Aspect 社會方面

The Group is committed to local sourcing to embed sustainable development into the Group's business model. In the procurement process, the Group will give priority to local suppliers and environmentally friendly products and services, to reduce the carbon footprint caused by procurement through local procurement, while supporting local economic development and creating employment opportunities for the local community. The Group requires its companies to maintain comprehensive supplier selection and evaluation records for the Group's oversight and review to ensure that all selection and evaluation processes comply with the above principles.

At present, the Group has established solid cooperative relations with several suppliers. The suppliers mainly provide the Group with services related to the production and distribution of various drama series and films. Details of the number of suppliers by region are as follows:

本集團致力於本地採購，以將可持續發展貫徹落實於本集團營運模式中。採購過程中，本集團將優先考慮本地供應商及環保產品及服務，期望透過本地採購減少採購造成的碳足跡，同時支持本地經濟發展，為本地社區創造就業機會。本集團要求旗下各公司備存全面的供貨商甄選及評估記錄，以供本集團監督及審查，從而確保所有甄選及評估流程均遵守上述原則。

目前，本集團已與多名供貨商建立了穩固的合作關係。供貨商主要為本集團提供各種劇集及電影製作與發行相關的服務。有關按地區劃分的供貨商數目詳情如下：

		2023 二零二三年度
<b>Number of suppliers</b>	<b>供應商數目</b>	
<b>Total number of suppliers</b>	<b>供應商總數</b>	<b>809</b>
<b>By region</b>	<b>地區</b>	
Mainland China	中國大陸	<b>782</b>
Overseas	海外	<b>27</b>

### 5. Product Responsibility

The Group's content quality is highly valued. As a film and television creator, the Group has consistently dedicated itself to producing cultural products and promoting positive values within society. Placing product quality as a paramount concern, the Group consistently delivers responsible content to earn the trust of both the market and users.

### 5. 產品責任

本集團高度重視創作內容的品質。作為影視創作方，本集團始終致力於製作文化精品，向社會傳播積極的正能量。本集團將產品質量視為首要任務，始終堅持輸出負責任的內容，以贏得市場和用戶的信賴。



## Social Aspect 社會方面

### Protection of intellectual property rights

As a content producer, the Group attaches great importance to the protection of intellectual property rights, including confidentiality and information sharing management. The Group has always complied with laws and regulations related to intellectual property rights, including but not limited to the Trademark Regulations, the Copyright Regulations, the Regulations on the Prevention of Copyright Piracy, the Trademark Law of the PRC, and the Copyright Law of the PRC. The Group has established the Copyright Management Policy and the Trademark Management Policy with the approval of the President's Office, which stipulates the management, design, registration, use, protection, etc., of intellectual property rights, including trademarks and copyrights. The relevant management policies specify that the Group's works should follow the principle of "copyright registration first" to ensure complete copyright registration in a timely and effective manner. The Group manages the registration certificates of scripts, dramas, as well as other trademarks and copyrights, to ensure that the intellectual property rights of each business project are clear and complete.

The Group has included clauses in the drama investment agreements and other related cooperation agreements to protect the Group's rights and interests in the copyright of the drama it shoots and invests in, such as the Group's revenue rights, distribution rights and copyrights in the relevant works. In 2023, the Group acquired a total of 17 new copyrights and 81 trademarks. Additionally, the Group currently holds a total of 95 copyrights (different episodes within the same project are consolidated under a unified copyright.), 350 trademarks, and 8 domain names. In addition, the Group has strengthened its supply chain management to ensure that the relevant copyrights used in the production of drama programmes are licensed before they are used or quoted. In the event of any deemed infringement, the Group will immediately take legal measures to ensure that the legitimate rights and interests of the Group are protected.

### 知識產權保護

作為內容製造者，本集團一直非常重視保護知識產權，包括保密及信息分享管理。本集團始終遵循與知識產權有關的法律法規，包括但不限於《商標條例》《版權條例》《防止盜用版權條例》《中華人民共和國商標法》以及《中華人民共和國著作權法》等，並據此內部制定了《著作權管理制度》以及《商標管理制度》，經由總裁辦公會批准，對商標、著作權等在內的知識產權的管理、設計、註冊、使用、保護等進行了明確的規定。本集團明確規定，要求公司，本集團作品應當遵循「著作權登記先行」原則，確保及時有效地完成著作權登記。本集團對劇本、劇集等文字作品以及其他商標、著作權的註冊登記證書進行統一管理，保證各業務項目的知識產權清晰完整。

本集團在劇集投資協議及其他相關合作協議加入條款，旨在保護本集團於其所拍攝及投資的劇集版權中的權益，例如本集團於相關作品中的收益權、發行權及版權。2023年，本集團共新增著作權版權17項，商標81項，共擁有著作權版權95項(同一項目下的不同集數成片視為同一版權)，商標350項及域名8項。此外，本集團已加強供應鏈管理，確保劇集節目製作中使用的相關版權在使用或引用前已獲得許可。一旦發生任何被視為侵權的行為，本集團將立即採取法律措施，確保本集團的合法權益得到保障。



## Social Aspect 社會方面

### Spreading positive energy

The Group is principally engaged in media and entertainment-related businesses and has always adhered to a positive attitude of fulfilling social responsibilities. Recognising that the success of drama series works depends, to some extent, on consumer preferences, the Group actively gathers information on the film and television market, conducts research, and stays abreast of market trends and public preferences. This enables the Group to produce exceptional drama series that align with the audience's expectations. The Group has developed the Drama Production Manual, which provides clear guidelines and responsibilities for each stage of the Group's operations. It meticulously plans the processes and tasks at each stage and outlines specific requirements and expectations for production, marketing, publicity, finance, and other departments. In addition to assessing product quality, the Group has implemented an audit system that promotes a positive outlook on life and sends out positive energy. This year's medical-themed TV series, "The Heart," delves into the challenges faced by individuals at lower socioeconomic levels, their workplace pressures, and the family of origin issues. Through sincere and equal perspectives, the series encourages open discussions to bridge the psychological gap between doctors and patients. By doing so, it aims to inspire the audience's positive reflections on life.

### Content culture publicity

During the Reporting Period, the Group concentrated on developing of premium original drama series, refined and iterated its category system, and streamlined its productivity funnel to achieve of productivity upgrade, with more than 1,000 episodes of long-form drama series projects in its rolling reserves. The Group thoroughly implemented cost reduction and efficiency enhancement, successfully produced and broadcast three premium original drama series, hitting a new high in the quality of drama series compared to previous years:

– Original drama series "Nothing But You" (《愛情而已》): a brand new urban romance drama series, which was broadcast on CCTV-8, Tencent Video and other platforms, and holds a rating of 8.2 on Douban.com and 150,000 people participated in the rating, the peak of popularity of urban romance. It was selected into the Collection of Excellent Shanghai-produced TV Series for the New Era at the Magnolia Shanghai-produced TV Series Research and Evaluation. It was awarded the Annual Public Favorite Work of Weibo TV & Internet Video Summit 2023 Conference.

### 傳遞正能量

本集團主要從事媒體及娛樂相關業務，始終秉持積極履行社會責任的態度鑒於劇集作品一定程度上依賴消費者的喜好，本集團會針對影視市場搜集信息，進行調研，瞭解市場流行趨勢和大眾喜歡，以生產滿足觀眾期望的優秀劇集。本集團制定了《劇集製作手冊》，對本集團業務各個階段的節點和任務明確到責任部門，詳細規劃各個節點的流程和任務，對製作、市場、宣傳、財務等多個部門提出了具體的工作內容和要求。本集團在審核產品質量的基礎之上，建立審查制度，強調積極的生活態度，傳遞正能量。本年度推出的醫療題材電視劇《問心》將底層百姓困境、職場壓力、原生家庭缺憾等問題一一呈現，並以一種積極的開放式討論，用真誠平等的視角拉近醫生與患者之間的心理距離，從而引發觀眾對生命的積極思考。

### 內容文化傳播

於報告期內，本集團圍繞精品版權劇開發，梳理迭代品類體系，以產能升級為目標推導產能漏斗，滾動儲備中的長劇項目超1,000集，深入落實降本增效，成功製作並播出3部精品版權劇，劇集質量再創過往年度新高:

– 版權劇《愛情而已》:都市愛情煥新力作，在中央電視台八套、騰訊視頻等平台播出，豆瓣評分8.2分，獲15萬人參與評分，都市言情口碑高峰；入選新時代優秀滬產電視劇集萃；獲得2023微博視界大會年度大眾喜愛作品。



## Social Aspect 社會方面

– Original drama series “The Heart” (《問心》): a masterpiece of new domestic medical drama series, which have been broadcast on CCTV-8, Tencent Video and other platforms. New Peak of popularity for domestic medical drama series, and the latest rating on Douban.com raised to 8.5 with strong prolonged effect. It was selected as one of the 2023 China Drama Series by the National Radio and Television Administration, and won the Annual Excellent TV Series Award of the 2nd China TV Series Annual Ceremony.

– Original drama series “A Journey to Love” (《一念關山》): a pop-up for the original eastern ancient costume series drama, which was broadcasted on iQIYI, Zhejiang STV and other platforms, with a popularity score of over 10,000 within 6 days after its broadcasting on iQIYI platform, ranking the TOP1 in terms of popularity score on iQIYI on the first day of broadcasting in 2023, and occupying the TOP1 on CSM71 in terms of viewership for the same time slot. It was selected as one of the 2023 Annual Excellent Network Audiovisual Works by the National Radio and Television Administration and won the awards of the Annual Drama at the 2023 Weibo Night.

During 2023, the Group newly launched and completed original drama series of “My Boss” (《你也有今天》) and “In Between” (《半熟男女》). As at the date of this announcement, the original drama series “My Boss” (《你也有今天》) was broadcast in January 2024, ranking the TOP1 in terms of overseas premiere for Viu platform in Indonesia, Malaysia, Singapore, Philippines station, etc. Original drama series “In Between” (《半熟男女》) is currently under post-production, whereas original drama series “Moonlit Reunion” (《子夜歸》) is also currently under shooting since January 2024.

– 版權劇《問心》:國產新醫療劇扛鼎之作，在中央電視台八套、騰訊視頻等平台播出，國產醫療劇口碑新巔峰，豆瓣評分最新上漲至8.5分，長尾效應強勁；入選國家廣播電視總局2023中京劇集精選，獲得第二屆中國電視劇年度盛典優秀電視劇獎。

– 版權劇《一念關山》:原創東方古裝爆款，在愛奇藝、浙江衛視等平台播出，在愛奇藝平台上開播6天熱度值破一萬，為2023年愛奇藝開播首日熱度值TOP1，佔據CSM71城同時段收視率TOP1；入選2023國家廣播電視總局年度網絡視聽精品節目，獲得2023微博之夜年度劇集。

2023年內，本集團新開機並殺青了版權劇《你也有今天》和《半熟男女》；於本公告日期，版權劇《你也有今天》已於2024年1月播出，海外首播登Viu平台在印度尼西亞、馬來西亞、新加坡、菲律賓站等TOP1；版權劇《半熟男女》目前處於後期製作中，版權劇《子夜歸》也於2024年1月開機，正在拍攝中。





Social Aspect  
社會方面



Nothing But You  
《愛情而已》



The Heart  
《問心》



A Journey To Love  
《一念關山》



My Boss  
《你也有今天》



In Between  
《半熟男女》



Moonlit Reunion  
《子夜歸》

In December 2023, the Group released its list of drama series for 2024, unveiling 16 works officially. The series was divided into five major segments based on their story essence: reality, suspense, urban romance, ancient costume production and infinite innovation. The Group reconstructed the category of its content to meet the standards of its core users on various platforms, centred on the content strategy of “connecting the new audiences with super content” to achieve an all-segments layout, and realized full coverage of audiences and targeted users, thereby establishing an emotional connection through its work as a bond with its audiences.

2023年12月，本集團發佈2024年劇集片單，16部作品正式亮相，以故事內核為標準，推出現實萬象、懸疑世相、都市言情、古裝巨製、創新∞五大賽道，重構品類對齊平台核心用戶，圍繞「超級內容連接新大眾」的內容戰略，實現全賽道佈局，充分覆蓋大眾與圈層用戶，以作品為紐帶建立和用戶之間的情感鏈接。



## Social Aspect 社會方面

### Social recognition

As a company committed to creating high-quality film and television works, Linmon Media has been adhering to the concept of innovation, professionalism, and excellence, and constantly innovating and pursuing excellence. The Group's endeavors in 2023 garnered widespread recognition and praise. It received numerous accolades both domestically and internationally.

In 2023, Linmon Media received prestigious recognition as a National Key Enterprise of Cultural Exports. The Group was honoured with awards such as the "2023 South Reviews Rewards for China Most Value Media Company," "2023 Media & Entertainment Industry Reporter Rewards for Influential Enterprise," "The 7th China Listed Company Brand Value List New Talent List," "Entertainment Capital CEIS 2023 Awards for Ten Year Top Ten Drama Companies," and the "Datawin Excellent Prosperity Award for Annual Outstanding Production Company of the Year", etc.

The Group's dramas have won "2022 China Drama Series by the National Radio and Television Administration", "2022 Annual Excellent Network Audiovisual Works by the National Radio and Television Administration", "2022 Annual Excellent Network Work", "the Annual Excellent TV Series Award of the 1st China TV Series Annual Ceremony", "the 28th ATA Asian Television Awards for Best Network Work", "Anhui Satellite TV's National Drama Festival Annual Outstanding Work", "the Annual Public Favorite Work of 2023 Tencent Video Golden Penguin Awards", "the Annual Realism Outstanding Drama of Tencent Video Golden Penguin Awards", "the Annual Quality Work of Weibo TV & Internet Video Summit 2023 Conference", "the Annual Public Favorite Work of Weibo TV & Internet Video Summit 2023 Conference", and "the Annual Drama of 2023 Weibo Night", "2023 China Annual Video List by New Weekly", "2023 New Top Sharp List by New Weekly", "2023 Annual Influential Drama by Media & Entertainment Industry Reporter", "2023 Annual Influential Micro Short Drama by Media & Entertainment Industry Reporter", "2023 Entertainment Hot Annual Quality Drama by Jiemian News", "2023 Annual Quality Drama by Jiemian News", "2023 Annual Drama Series by Entertainment Capital CEIS", "2023 Annual Short Video by Entertainment Capital CEIS", "2024 Expected Drama Series by Entertainment Capital CEIS", "2023 Fingertip Media List Most Influential TV Series by ChinaCMNC", "The Hedgehog 4th New

### 社會認可

作為一家致力於打造高品質影視作品的公司，檸萌影視一直秉承著創新、專業、精益求精的理念。在2023年度，本集團的付出和努力得到了廣泛的認可和好評，在國內外贏得了多項殊榮。

2023年度，檸萌影視獲評國家文化出口重點企業，榮獲包括南風窗2023中國價值年度影視機構、綜藝報2023年度影響力企業、第七屆中國上市公司品牌價值榜新銳榜公司、娛樂資本論2023金河豚十年十佳劇集公司、德塔文景氣牛獎年度卓越景氣製作公司等內的多項榮譽。

2023年度內，本集團劇集榮獲國家廣播電視總局2022中國電視劇選集、2022網絡視聽精品節目、2022年度優秀網絡劇、首屆中國電視劇年度盛典年度優秀電視劇獎；第28屆ATA亞洲電視獎最佳網劇、安徽衛視國劇盛典年度優秀劇集、2023騰訊視頻金鵝榮譽年度觀眾喜愛劇集、年度現實主義優秀劇集、2023微博視界大會年度品質作品、年度大眾喜愛作品、2023微博之夜年度劇集、新週刊2023中國年度視頻榜&新銳榜新銳劇集、綜藝報2023年年度影響力劇集、微短劇、界面新聞2023娛樂「熱」像儀年度品質劇集、年度匠心劇集、娛樂資本論2023金河豚年度劇集、年度微短劇，2024年度期待劇集、傳媒內參2023指尖傳媒榜最具影響力電視劇、刺蝟公社第四屆新內容探索者大會年度最佳影視





## Social Aspect 社會方面

Content Explorer Conference Best Film and Television Drama of the Year”, “2023 Datawin’s Awards for Outstanding Prosperity Award” and many other awards. Additionally, the Group’s public welfare program, “The Heart,” was selected as the “Annual Communication Case of China Philanthropist & Weibo 2023 Charity Ceremony”.

### Customer service

As a responsible content producer, the Group always values customer experience and service quality feedback. The Group has established a comprehensive service system for dramas that encompasses the entire process. Prior to the sale, the Group engages in detailed discussions with customers to gain a deep understanding of their product requirements. Before the drama production is finalised and delivered, the Group organised viewing sessions with customers to gather their ideas and suggestions for optimizing the series. During the broadcast, the Group maintains real-time communication with customers to stay updated on their feedback regarding the drama’s performance. After the broadcast, the Group continues to engage in discussions with customers to comprehensively review the project’s performance, assess customer satisfaction, and identify areas for improvement in future collaboration. Through this holistic service system, the Group is dedicated to delivering exceptional products and services to customers, ensuring their satisfaction, and fostering ongoing cooperation.

To facilitate customer feedback and complaint management, the Group has established various channels, including a dedicated complaint hotline, a media handling platform, and a complaint email address. These channels aim to streamline the process for customers to voice their concerns, standardise the handling of complaints, and promptly address and resolve issues. Additionally, the Group has implemented the Sales and Collection Management System to enhance internal control over sales and payment processes. This system ensures the reliability of customer service, minimizes potential risks, and strengthens the overall management of sales and collection operations.

During the Reporting Period, the Group was not involved in product sales and sales returns nor received any complaints about services.

劇、德塔文2023景氣牛獎優秀景氣獎等多項獎項在內的榮譽。本集團聯合發起的《問心》守護童心公益計劃獲得中國慈善家&微博2023年度慈善盛典年度優秀傳播案例。

### 客戶服務

作為負責任的內容製作者，本集團始終重視客戶體驗和服務質量反饋。本集團建立了劇集全流程服務體系：在銷售前，本集團會與客戶進行片單溝通，深入瞭解客戶對產品的需求；在製片完成交付上線前，本集團會組織客戶的看片會，以瞭解客戶對劇集的想法和優化意見；在播出期間，本集團會與客戶保持實時溝通，及時瞭解客戶對劇集播出效果、輿情走勢等方面的意見和滿意度；播出後，本集團會與客戶持續探討回顧項目的各方面表現，評估客戶滿意度情況，並明確後續合作的提升方向。通過這一全流程服務體系，本集團致力於為客戶提供卓越的產品和服務，確保客戶的滿意度和持續合作。

在客戶反饋及投訴處理方面，本集團設立了投訴熱線，媒體處理平台以及投訴電子郵箱等多個渠道，暢通客戶投訴渠道，規範對客戶投訴的處理，及時響應和解決問題。同時在涉及客戶款項支付等服務項目時，本集團制定了《銷售與收款管理制度》，加強銷售與收款環節的內部控制，保障提供客戶服務的可靠性，並降低可能潛在的風險。

於報告期內，本集團並無涉及任何有關產品銷售和退貨問題，也沒有收到任何有關服務的投訴個案。



## Social Aspect 社會方面

### Cybersecurity and privacy protection

The Group upholds the principles of responsible business and prioritises network information security and user privacy protection. It strictly adheres to the regulations outlined in the Cybersecurity Law of the PRC. The Group implements stringent protocols and technical measures to enhance the security of information systems, mitigate network security risks, and prevent the unauthorised disclosure of sensitive information. In alignment with the guidelines stated in the Drama Production Manual, the Group places great emphasis on maintaining the confidentiality of drama materials. During the post-production phase, when the risk of privacy breaches is heightened, the Group imposes heightened requirements for the management of computer rooms, material output, and transmission. These requirements include, but are not limited to:

- Ensure the independence, security, and encryption of each computer room;
- Install surveillance cameras to further enhance the physical security of computer rooms;
- Implement strict access control measures to regulate personnel entry into computer rooms;
- Employ an application system for material access, which specifies the user, purpose, time, and watermark content, thereby ensuring the security of customer privacy; and
- Utilise multi-layer encryption for material transmission and adopting secure methods such as encrypted platforms and physical transmission to enhance security.

### 網絡安全和隱私保護

本集團秉承負責任經營的理念，將網絡信息安全和用戶隱私保護作為重點工作。本集團嚴格按照《中華人民共和國網絡安全法》的規定。本集團內部實行嚴格的網絡運維規定和技術手段加強信息系統的安全性，預防網絡安全風險，防止重要信息外洩。

依據《劇集製作手冊》規定，本集團始終強調對劇集素材的保密，在客戶隱私洩露高發的後制期，本集團對素材管理的機房、輸出和傳輸都做出了更高的要求，包括但不限於：

- 保障各機房的獨立、安全和加密；
- 安裝攝像頭，對機房的物理安全進行進一步保障；
- 對進入機房的人員進行把控，嚴格控制機房准入人員；
- 對素材的調取實行申請制度，明確使用人、用途、時間和水印內容，保證客戶隱私的安全；及
- 對素材傳輸進行多層加密，並且採用加密平台、物理傳輸等更加安全的保障方式。



## Social Aspect 社會方面

The Group places significant emphasis on safeguarding customer privacy and has implemented the Privacy Policy and User Service Agreement for products and services about the acquisition of user information. These documents outline the channels through which user privacy information is collected, as well as the measures taken to protect and utilize such information. By doing so, the Group ensures that users are well-informed about the use of their privacy and provides them with a streamlined process for updating personal information. Clear contact information is provided for users to seek assistance and clarification, and the Group strictly abides by the user service agreement and privacy policy to protect users' personal information. The Group proactively monitors changes in relevant laws and regulations and consistently enhances its privacy protection system.

### Advertising and Labeling

The Group strictly reviews external publicity materials to ensure the legal compliance of advertising and publicity and protect users' rights and interests. We comply with laws and regulations such as the Advertising Law of the PRC, the Regulations on Management of Advertisements and Interim Measures for the Administration of Internet Advertisements. The Drama Production Manual has stipulated the Group's advertising content. By the requirements of the State Administration for Market Regulation, the Group strictly reviews publicity advertisements involving high-risk industries such as finance, medicine, health care, and real estate to fulfil legal obligations and avoid publishing misleading content to the greatest extent.

The Group has conducted over 50 hours of training on advertising compliance management for middle and senior management. These initiatives highlight the significance and necessity of adhering to advertising regulations. The Group's Commercialisation Center Planning Team is responsible for advertising creativity, script planning, and broadcast marketing for advertising placements. They have implemented a multi-level review system for drama posters, advertising videos, and business scripts. The content of business scripts undergoes review by the Commercialisation Center, the project editor, and the producer, incorporating feedback from post-brand customers. This rigorous process ensures that advertising activities are conducted under relevant laws and regulations.

本集團十分注重客戶隱私保護，針對本集團獲取用戶信息的相關產品和服務，制定《隱私政策》及《用戶服務協議》，明確用戶隱私信息的收集渠道、使用和保護措施，保障用戶對個人隱私使用的知情權，並且提供用戶更改個人信息的通暢渠道，對用戶的疑問提供明確的諮詢和服務聯絡方式，嚴格按照相對應的用戶服務協議和隱私政策，保護用戶的個人資料。本集團也及時跟進相關法律法規的變化，持續優化隱私保護制度以確信息隱私安全。

### 廣告及標籤

本集團嚴格審核對外宣傳材料的素材及宣傳用語等，以保證廣告宣傳的合法合規，保護用戶權益。本集團遵守《中華人民共和國廣告法》《中華人民共和國廣告管理條例》和《互聯網廣告管理暫行辦法》等法律法規，並在《劇集製作手冊》中對本集團的廣告宣傳內容進行了明確規定。依照國家市場監督管理局要求，本集團對於涉及金融、醫藥、保健、房地產等風險較高行業的宣傳廣告一律嚴格審核，履行廣告發佈主體的法定義務，最大限度避免對外公佈誤導性內容。

本集團組織對中高層員工進行了合計超過50小時的廣告相關培訓宣貫，強調廣告合規管理的重要性和必要性。本集團由商業化中心策劃團隊負責廣告植入的廣告創意、廣告腳本策劃、播出期營銷，對於劇集海報及各類廣告宣傳視頻的拍攝落實多級審核制度，商務腳本內容將由商業化中心、項目責編以及製片人分別審閱後發品牌客戶進行反饋，保證在依法依規的基礎上進行廣告宣傳。



## Social Aspect 社會方面

The Group was not involved in safety or product quality issues in the production, investment, or distribution of dramas. During the reporting period, there were no product recalls due to product safety issues. The Group was not aware of any penalties such as removal, suspension of broadcasting, fines, or other penalties due to the quality of the show or the content contrary to national requirements and any corresponding consumer complaints.

### Content management

Media and broadcasters are socially responsible for the content they broadcast to the public because it impacts a wide audience. The Group strictly abides by all relevant laws and regulations, including the National Security Law of the PRC, the Cybersecurity Law of the PRC, the Regulation on Internet Information Service of the PRC, the Interim Provisions on the Administration of Internet Culture, the Provisions on the Ecological Governance of Network Information Content, the Provisions on the Administration of Online Publishing Services, and other relevant laws. The Group has developed the Drama Production Manual in compliance with relevant regulations. This manual establishes stringent guidelines for the content featured in the Group's live broadcasts and on-demand systems, ensuring the creation of programs that contribute positively to society. The manual strictly prohibits the inclusion of content depicting violence, pornography, hatred, superstition, gambling, and other prohibited themes.

During the Reporting Period, the Group was not aware of any non-compliance with laws and regulations relating to content distribution.

本集團劇集製作，投資及發行業務均不涉及產品質量安全問題。報告期內，未發生任何因產品安全問題出現的產品回收事件。同時未發生任何因劇集質量或內容不符合國家要求而被下架、停播、罰款等處罰，也未接獲任何相應的消費者投訴。

### 內容管理

媒體及廣播公司須對其向公眾播出的內容承擔社會責任，因其對廣大觀眾產生巨大影響。本集團嚴格遵守所有相關法律法規，包括《中華人民共和國國家安全法》《中華人民共和國網絡安全法》《中華人民共和國互聯網信息服務管理辦法》《互聯網文化管理暫行規定》《網絡信息內容生態治理規定》《網絡出版服務管理規定》等相關法規及標準，並根據相關規定制定本集團《劇集製作手冊》。《劇集製作手冊》對本集團節目製作活動籌辦直播及點播系統的內容上做出嚴格要求，確切為社區帶來正面信息。嚴禁任何渲染暴力、色情、仇恨、迷信、賭博等的內容。

於報告期間，本集團並無發現任何違反內容傳播相關的法律規例的情況。



## 6. Anti-corruption

The Group places a strong emphasis on business ethics and upholds principles of integrity and trustworthiness in delivering cultural content to the public. The Group has a zero-tolerance policy towards corruption, bribery, fraud, extortion, and money laundering. The Group strictly abides by the Anti-Unfair Competition Law of the PRC, the Interim Provisions on the Prohibition of Commercial Bribery and other relevant laws and regulations. The Group has implemented internal rules and regulations, such as the Measures for the Management of Conflicts of Interest and the Measures for the Administration of Anti-Corruption. By enhancing transparency, integrity, and fairness, the Group cultivates a culture that upholds these values and seeks to maintain its excellent reputation.

Under the Employee Handbook, the Group has established clear guidelines regarding corruption and fraud, including matters such as conflicts of interest, private agreements, and bribery. All employees are required to thoroughly read, acknowledge, and abide by the relevant provisions outlined in the Employee Handbook upon joining the Group. At the same time, the Group requires suppliers to issue anti-bribery and anti-money laundering commitments during supplier access audits. The Group has established an internal whistleblower mailbox to facilitate the comprehensive collection of corruption-related information across various domains. Reports received through this channel are responded to within 3 working days. The Organisation and Talent Department, along with the Legal Department, shall promptly investigate any potential corruption incidents and provide investigation results within 10 working days. The Group maintains strict confidentiality of both the information providers and the information provided. Real-name reporting is encouraged, and a reward system is in place to acknowledge verified reports. The Group strictly prohibits any form of retaliation or discrimination against whistleblowers.

## 6. 反貪污

本集團重視商業道德，秉承廉潔守信向社會公眾進行文化傳播。本集團絕不容忍貪污、賄賂、舞弊、勒索、欺詐及洗黑錢等不當行為的發生。本集團嚴格遵守《中華人民共和國反不正當競爭法》《關於禁止商業賄賂行為的暫行規定》等相關法律及規定，制定了《檸萌影業利益衝突管理辦法》《檸萌影業反腐敗管理辦法》等相關內部規章制度，加強宣傳工作，塑造公平、公開、廉潔、正直的風氣，維護本集團的良好聲譽。

根據《員工手冊》，本集團對利益衝突、私下協議、行賄受賄等貪污舞弊問題做出明確規定，所有員工從入職即需閱讀、確認並遵守手冊中相關內容。同時，本集團在供應商准入審核時，需要供應商出具反賄賂及反洗錢承諾。本集團設立了內部舉報郵箱，全面收集發生在各個領域的各類腐敗信息，在3個工作日內對舉報進行回應，並由組織與人才部聯合法務部對任何可能存在的腐敗事件進行調查，10個工作日內對調查結果進行回覆。本集團對所有信息提供者及所提供的資料嚴格保密，並鼓勵實名舉報，設立獎勵制度對查實的舉報內容進行獎勵，嚴禁對舉報者進行任何形式的打擊報復或歧視。





## Social Aspect 社會方面

We have strictly complied with all relevant laws and regulations, including the Prevention of Bribery Ordinance and any local laws and regulations. To strengthen employees' awareness of integrity and help them establish professional ethics of integrity and integrity, the Group conducts anti-corruption training for directors and employees regularly. During the Reporting Period, the Group conducted a total of 60 hours of anti-corruption and related training. New employees received induction training on anti-corruption practices. All employees were required to sign the "No Conflict of Interest Commitment", emphasizing their dedication to maintaining integrity. Furthermore, in-service employees were provided with opportunities for in-depth learning on the Group's comprehensive risk management and internal control system.

During the Reporting Period, there were no concluded legal cases regarding any forms of fraud raised by the Group or its employees. The Group was not aware of any material non-compliance with relevant laws and regulations of bribery, extortion, fraud and money laundering, which had a significant impact on the Group.

### 7. Community Development

As a socially responsible media enterprise, the Group remains committed to serving and giving back to society while pursuing the advancement of cultural and entertainment endeavours. The Group actively cultivates mutually beneficial, win-win, and sustainable community relationships, aspiring to be a compassionate and caring organisation.



本集團一直嚴格遵守相關法律法規，包括《防止賄賂條例》以及營運地相關的所有法律法規。為強化員工廉潔意識，幫助員工樹立廉潔正直的職業道德觀，本集團為董事及員工定期進行反貪污培訓。本報告期內，反貪污及相關培訓總時長達60小時。本集團針對新入職員工進行了反腐敗內容的入職培訓，並要求全員簽署《無利益衝突承諾書》，同時組織在職員工對本集團全面風險管理和內控體系進行了深度學習。

於報告期間，本集團或其僱員並無提出並已審結的貪污訴訟案件。本集團亦無發現任何對本集團有重大影響且嚴重違反防止賄賂、勒索、欺詐及洗黑錢相關的法律法規的重大事宜。

### 7. 社區發展

作為一家負責任的影視傳媒企業，本集團在尋求文娛事業發展的同時，不忘持續服務並回饋社會，積極營造互利共贏、可持續的社區關係，成為一家有溫度的企業。







## Social Aspect 社會方面

The Group encourages its employees to actively participate in environmental protection and social welfare activities. The Group organises the annual “Linmon Stall Festival” to promote the sale of used items, thereby reducing resource waste and lessening the environmental burden. Through the internal platform, employees can freely sell idle items. The Group encourages and supports employees who become stall owners by providing startup funds. The Group periodically holds internal auctions for unused furniture and conducts sales and auctions for office equipment and furniture with low utilisation rates in idle areas. These initiatives reduce storage costs and promote resource optimisation within the organisation.

本集團鼓勵員工積極參與環保及社會公益活動，本集團定期開展一年一度的「萌攤節」員工閒置物品拍賣活動，減少資源浪費和環境負擔。本集團員工借助內部平台可自由售賣閒置物品，本集團鼓勵並為相關員工攤主提供創業啟動金。本集團內部也會不定期對再利用閒置家具進行拍賣，對本集團閒置區域利用率低的辦公設備和家具進行內部出售和拍賣，減少儲存成本，實現資源優化。



### Rural vitalization

In 2023, the Group expanded the “Linmon Little Dramatist” project, aligning with the national rural vitalization policy. A dedicated team of 10 members conducted three rounds of online and offline teacher training and open class projects in Guangdong and Guangxi. Simultaneously, summer camp activities were launched in Longan County No. 1 Primary School, No. 2 Primary School, and Yuegui Primary School. These efforts aimed to provide rural children with high-quality digital cultural resources. The project encompassed a total investment of nearly 720 hours, benefiting over 90 students and involving more than 20 local teachers from the Teach for China programme. Additionally, the Group established a specialized drama education team in Meizhou, Guangdong. It conducted offline teacher training in Meizhou City in Guangdong, and Longan County in Guangxi. These training sessions aimed

### 鄉村振興

2023年度，本集團進一步拓展「檸檬小劇人」項目，響應國家鄉村振興政策。本集團10人團隊遠赴廣東、廣西進行了為期三輪的線上、線下教師培訓及公開課項目，在隆安縣一小、二小、粵桂小學同時展開夏令營活動，使鄉村兒童能獲取優質數字文化資源，項目總投入近720小時，惠及90餘位學生及20多名美麗中國項目的當地教師。同時本集團組織團隊前往廣東梅州成立戲劇教育專項小組，並在廣東梅州、廣西隆安分別開展線下教師培訓，幫助當地教師獲得了更豐富的戲劇教育知識和教學技巧，另一方面



## Social Aspect 社會方面

to equip local teachers with enhanced knowledge and teaching skills in drama education. Moreover, the initiative aimed to preserve local drama culture and promote the development of local literary and artistic endeavours through drama training. The Group remains committed to continuing the public welfare activities, contributing to the growth and cultural preservation of rural youth, and assisting in the enhancement of the rural public cultural service system. Moving forward, the scope of the initiatives will expand to Gansu Province, Guangdong Province, and Fujian Province. By combining online and offline methods, the Group aims to provide more educational opportunities for young people in rural areas. This will promote drama education, bridge educational resources in rural regions, and foster a more balanced distribution of rural education resources.

通過戲劇培訓傳承當地戲劇文化，推動本地文藝事業的發展。本集團將繼續堅持此項公益活動，為鄉村青少年的成長和鄉村地區的文化傳承做出貢獻，助力完善鄉村公共文化服務體系。未來公益版圖將擴大至甘粵閩，通過線上線下相結合的方式提供鄉村地區青少年更多的教育機會，推廣戲劇教育由點及面，促進鄉村教育資源的均衡分配。



### Animal protection

The Group is deeply committed to social welfare initiatives, including animal protection, poverty alleviation, athlete health, and youth development. Through its advantages and influence, the Group actively promotes charitable causes. During the Reporting Period, the Group continued its efforts to promote public welfare through its drama series. In the drama series “Nothing But You,” relevant scenes highlighting animal protection were incorporated to raise awareness. Fans of the drama series came together to make cash donations, which were then directed towards the Capital Animal Welfare Association. Donors were issued certificates to acknowledge their contribution to this important cause.

### 保護動物

此外，本集團關心動物保護、扶貧扶智、運動員健康和青少年發展等社會公益，利用自身的優勢和影響力提高公眾慈善意識。報告期內，本集團持續在劇集中進行公益宣傳，通過在《愛情而已》中植入相關場景，為動物保護相關公益活動進行宣傳，劇集粉絲聯合向首都愛護動物協會捐贈現金，並被頒發捐贈證書。



### Caring for children

### 關愛兒童



Through the release of the drama series “The Heart” this year, the Group collaborated with Gongyi Weibo, Beijing Qu Zheng Charity Foundation, Weibo TV Series, Sina TV, and other institutions to jointly launch the “Save Children with Heart Disease” public welfare program. The drama revolves around the storyline of the heart department and emphasizes the importance of promoting the healthy growth of children with congenital heart disease. The characters in the series aspire to turn the ideal of helping every child in need into a reality. The program aims to raise awareness and support for children with congenital heart disease by collecting donations, particularly from families facing financial difficulties. These donations serve as a source of inspiration, encouraging broader society to pay greater attention to this condition. Moreover, it provides a virtual “tree hole” on the internet where families of children with congenital heart disease can seek support and communication, breaking through isolation and fostering a sense of medical warmth. The public welfare program was selected as the “Annual Communication Case of China Philanthropist & Weibo 2023 Charity Ceremony”.

本集團通過本年度發佈的劇集《問心》，聯合微公益、北京屈正愛心基金會、微博電視劇、新浪電視等機構共同發起「守護童心公益計劃」。本劇結合心臟科室的故事，關注先心病患兒健康成長，讓劇中人希望每一個需要救助的孩子得到幫助的理想照進現實。同時通過募集捐贈救助困境家庭的先心病兒童，化作精神力量帶動社會各方群體更多關注先心病，予以許多先心病兒童的家庭，在互聯網尋求交流的「樹洞」，破圈傳遞醫學溫度。該公益計劃獲評中國慈善家&微博2023年度慈善盛典年度優秀傳播案例。

The Group remains committed to fostering a positive sense of social ethics and social responsibility among its audience through the integration of public welfare initiatives into outstanding productions. The Group strives to expand the influence of public welfare and contribute to positive social progress.

本集團將持之以恆通過優秀劇目的植入公益宣傳，為觀眾塑造正向的社會道德觀念和社會責任感，擴大公益影響力，推動社會的積極進步。





## Index to Appendices 附錄索引

The Content Index of The Stock Exchange of Hong Kong Limited's Environmental, Social and Governance Reporting Guide

香港聯合交易所有限公司的《環境、社會及管治報告指引》內容索引表

### Subject Areas, Aspects, General Disclosures and

KPIs	Description	Section/Declaration
主要範疇、層面、 一般披露及 關鍵績效指標	描述	章節/聲明
<b>Aspect A1: Emissions</b>		
層面A1:排放物		
<b>General Disclosure</b> 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to Exhaust Gas and GHG emissions discharges into water and land, and generation of hazardous and non-hazardous waste.  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。	Environmental Aspect 環境方面 Emissions Management 排放管理
<b>KPI A1.1</b> 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放資料。	Emissions management 排放管理
<b>KPI A1.2</b> 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及密度。	Emissions management – GHG emissions 排放管理—溫室氣體排放
<b>KPI A1.3</b> 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and intensity. 所產生有害廢棄物總量(以噸計算)及密度。	Not applicable – explained in Emissions management – Waste management 不適用—已於排放管理—廢棄物排放解釋
<b>KPI A1.4</b> 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and intensity. 所產生無害廢棄物總量(以噸計算)及密度。	Emissions management – Waste management 排放管理—廢棄物排放
<b>KPI A1.5</b> 關鍵績效指標A1.5	Description of emission target(s) set and steps taken to achieve them. 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。	Emissions management 排放管理
<b>KPI A1.6</b> 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 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。	Emissions management – Waste Management; Use of Resources – Green office 排放管理—廢棄物管理；資源使用—綠色辦公



Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
主要範疇、層面、 一般披露及 關鍵績效指標	描述	章節/聲明
<b>Aspect A2: Use of Resources</b>		
層面A2：資源使用		
<b>General Disclosure</b> 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Use of Resources – Green office 資源使用—綠色辦公
<b>KPI A2.1</b> 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Use of Resources – Energy consumption 資源使用—能源消耗
<b>KPI A2.2</b> 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	Use of Resources – Water resources 資源使用—水資源
<b>KPI A2.3</b> 關鍵績效指標A2.3	Description of energy use efficiency initiatives and results achieved. 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。	Use of Resources – Energy consumption, Green office 資源使用—能源消耗、 綠色辦公
<b>KPI A2.4</b> 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 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。	Use of Resources – Water resources, Green office 資源使用—水資源、 綠色辦公
<b>KPI A2.5</b> 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及每生產單位估量。	Not applicable – explained in Use of Resources – Packaging materials 不適用—已於資源使用—包裝材料解釋





## Index to Appendices 附錄索引

### Subject Areas, Aspects, General Disclosures and KPIs

### Description

### Section/Declaration

主要範疇、層面、  
一般披露及  
關鍵績效指標

描述

章節/聲明

#### Aspect A3: The Environment and Natural Resources

##### 層面A3：環境及天然資源

<b>General Disclosure</b> 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	The Environment and Natural Resources 環境及天然資源
<b>KPI A3.1</b> 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 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。	The Environment and Natural Resources – Green filming crew 環境及天然資源—綠色劇組

#### Aspect A4: Climate Change

##### 層面A4：氣候變化

<b>General Disclosure</b> 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 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。	Climate Change 氣候變化
<b>KPI A4.1</b> 關鍵績效指標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. 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。	Climate Change – Physical risks, Transition risks, opportunity 氣候變化—氣候風險評估



Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
主要範疇、層面、 一般披露及 關鍵績效指標	描述	章節/聲明
<b>Aspect B1: Employment</b>		
<b>層面B1：僱傭</b>		
<b>General Disclosure 一般披露</b>	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, antidiscrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (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。	Employment 僱傭
<b>KPI B1.1 關鍵績效指標B1.1</b>	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的員工總數。	Employment-Recruitment and dismissal 僱傭－招聘及解聘
<b>KPI B1.2 關鍵績效指標B1.2</b>	Employee turnover rate by gender, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的員工流失率。	Employment-Recruitment and dismissal 僱傭－招聘及解聘



## Index to Appendices 附錄索引

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
主要範疇、層面、 一般披露及 關鍵績效指標	描述	章節/聲明
<b>Aspect B2: Health and Safety</b>		
層面B2：健康與安全		
<b>General Disclosure</b> 一般披露	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.  有關提供安全工作環境及保障員工避免職業性危害的： (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。	Health and safety 健康與安全
<b>KPI B2.1</b> 關鍵績效指標B2.1	Number and rate of work-related fatalities in each of the past three year including the reporting year. 過去三年(包括匯報年度)因工作關係而死亡的人數及比率。	Health and safety 健康與安全
<b>KPI B2.2</b> 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and safety 健康與安全
<b>KPI B2.3</b> 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 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。	Health and safety 健康與安全



## Index to Appendices 附錄索引

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
主要範疇、層面、 一般披露及 關鍵績效指標	描述	章節/聲明
<b>Aspect B3: Development and Training</b>		
層面B3：發展及培訓		
<b>General Disclosure</b> 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升員工履行工作職責的知識及技能的政策。描述培訓活動。	Development and training 發展與培訓
<b>KPI B3.1</b> 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及員工類別(如高級管理層、中級管理層等)劃分的受訓員工百分比。	Development and training 發展與培訓
<b>KPI B3.2</b> 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及員工類別劃分，每名員工完成受訓的平均時數。	Development and training 發展與培訓
<b>Aspect B4: Labour Standards</b>		
層面B4：勞工準則		
<b>General Disclosure</b> 一般披露	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. 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。	Employment-Recruitment and dismissal 僱傭－招聘及解聘
<b>KPI B4.1</b> 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Employment-Recruitment and dismissal 僱傭－招聘及解聘
<b>KPI B4.2</b> 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Employment-Recruitment and dismissal 僱傭－招聘及解聘



## Index to Appendices 附錄索引

### Subject Areas, Aspects, General Disclosures and KPIs

主要範疇、層面、  
一般披露及  
關鍵績效指標

### Description

描述

### Section/Declaration

章節/聲明

#### Aspect B5: Supply Chain Management

層面B5：供應鏈管理

<b>General Disclosure</b> 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
<b>KPI B5.1</b> 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供貨商數目。	Supply Chain Management 供應鏈管理
<b>KPI B5.2</b> 關鍵績效指標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. 描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
<b>KPI B5.3</b> 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 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。	Supply Chain Management 供應鏈管理
<b>KPI B5.4</b> 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供貨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。	Supply Chain Management 供應鏈管理





Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
主要範疇、層面、 一般披露及 關鍵績效指標	描述	章節/聲明
<b>Aspect B6: Product Responsibility</b>		
<b>層面B6：產品責任</b>		
<b>General Disclosure</b> 一般披露	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. 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。	Product Responsibility 產品責任
<b>KPI B6.1</b> 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 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。	Product Responsibility – Customer service 產品責任－客戶服務
<b>KPI B6.2</b> 關鍵績效指標B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility – Customer service 產品責任－客戶服務
<b>KPI B6.3</b> 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility – Protection of intellectual property rights 產品責任－知識產權保護
<b>KPI B6.4</b> 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility – Customer service, Content management 產品責任－客戶服務、內容管理
<b>KPI B6.5</b> 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	Product Responsibility – Cybersecurity and privacy protection 產品責任－網絡安全和隱私保護



## Index to Appendices 附錄索引

### Subject Areas, Aspects, General Disclosures and KPIs

主要範疇、層面、  
一般披露及  
關鍵績效指標

### Description

描述

### Section/Declaration

章節/聲明

#### Aspect B7: Anti-corruption

層面B7：反貪污

**General  
Disclosure**  
一般披露

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.  
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。

Anti-corruption  
反貪污

**KPI B7.1**  
關鍵績效指標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.  
於匯報期內對發行人或其員工提出並已審結的貪污訴訟案件的數目及訴訟結果。

Anti-corruption  
反貪污

**KPI B7.2**  
關鍵績效指標B7.2

Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.  
描述防範措施及舉報程序，以及相關執行及監察方法。

Anti-corruption  
反貪污

**KPI B7.3**  
關鍵績效指標B7.3

Description of anti-corruption training provided to directors and staff.  
描述向董事及員工提供的反貪污培訓。

Anti-corruption  
反貪污



## Index to Appendices 附錄索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、 一般披露及 關鍵績效指標	Description 描述	Section/Declaration 章節/聲明
<b>Aspect B8: Community Investment</b> 層面B8：社區投資		
<b>General Disclosure</b> 一般披露	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. 有關以社區參與來瞭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。	Community Development 社區發展
<b>KPI B8.1</b> 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Development- Rural vitalization, Animal protection, Caring for children 社區發展—鄉村振興、保護動物、關愛兒童
<b>KPI B8.2</b> 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Community Development- Rural vitalization, Animal protection, Caring for children 社區發展—鄉村振興、保護動物、關愛兒童



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