



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

2025 環境、社會和管治報告 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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About This Report

關於本報告

1. Report Overview

This Report is the annual environmental, social and governance (ESG) report (hereinafter referred to as the “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 aspects in 2025 and demonstrates its commitment to sustainable development.

2. Reporting Framework

This Report has been prepared in compliance with the Environmental, Social and Governance Reporting Code (the “Code”) 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 with reference to the United Nations Sustainable Development Goals (SDGs).

3. Reporting Principles

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

- a) **Materiality:** This Report discloses the identification process, materiality matrix, and results of the Company’s materiality issues, as well as its key stakeholders and corresponding communication measures. For details, please refer to “Stakeholder Engagement” and “Materiality Assessment”.
- b) **Quantitative:** Supplementary notes in this Report have been added to explain any standards, methodologies, and sources of conversion factors used to calculate environmental and social KPIs in accordance with the Code.
- 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 for 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

本報告為檸檬影視傳媒有限公司及其附屬公司(以下簡稱「本集團」「本公司」或「檸檬影視」)所發布的年度環境、社會及管治(ESG)報告(以下簡稱「本報告」)，本報告全面客觀地披露本集團二零二五年度在環境、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(以下簡稱「聯交所」)證券上市規則(以下簡稱「上市規則」)附錄C2所載的《環境、社會及管治報告守則》(以下簡稱「《守則》」)並參考聯合國可持續發展目標(Sustainable Development Goals，簡稱「SDGs」)相關規定編製。

3. 報告原則

在編製本報告期間，本公司依據《守則》中的重要性、量化性、平衡性和一致性原則。

- a) **重要性：**本報告披露本公司重要性議題甄別過程、重要性議題矩陣及最終結果，同時披露本公司重要的持份者，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：**依據《守則》的規定，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、方法和轉換系數的來源。
- 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

Unless otherwise specified, this Report provides information and data covering Linmon Media Limited and its subsidiaries, specifically focusing on the Group's business operations, including drama investment, production, distribution, and promotion in Mainland China during the Reporting Period.

5. Reporting Period

This Report covers the period from 1 January 2025 to 31 December 2025 (the "Reporting Period"). Additionally, certain information from previous years has been included retrospectively to augment the comprehensiveness of the Report.

6. Data Sources

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 Linmon Media 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

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

4. 報告範圍

除另有說明外，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在報告期內於中國內地進行的劇集投資、制作、發行及宣傳等業務運營。

5. 報告期間

本報告時間範圍自二零二五年一月一日至二零二五年十二月三十一日止(以下簡稱「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、不明朗因素和超出香港交易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在可持續發展方面的表現提供寶貴意見。

電子郵件：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 continuously improves its ESG management structure, building a three-tier governance framework led by the Board, promoted by the management, and executed by the ESG Working Group. During the Reporting Period, the Group further solidified its institutional foundation by establishing the *Information Disclosure Policy*, explicitly defining the responsibilities of all levels and departments regarding ESG information disclosure, forming an ESG governance structure with clear rights and responsibilities.

The Board of Directors: As the highest decision-making authority for ESG matters, the Board is fully responsible for the top-level design, oversight, and management of ESG work. This includes systematically identifying and evaluating ESG-related risks and potential opportunities, formulating scientific and reasonable policies and strategic plans, and ensuring that ESG orientation is integrated into the Group's overall development strategy while complying with international standards and local regulations. The Board fully exercises its supervisory and guiding functions, regularly reviews the setting and progress of ESG targets, assesses actual effectiveness, and continuously improves relevant governance mechanisms to steadily optimize ESG management and responsibility performance.

Management: Responsible for coordinating and promoting the overall policies and the assignment and implementation of ESG tasks. This includes formulating annual work plans based on the Board's ESG strategies, systematically breaking down macro targets into quantifiable KPIs and specific action plans. Management oversees the collection and review of ESG information, assumes responsibility for the authenticity and accuracy of disclosed data, and continuously optimizes management processes by regularly reviewing execution effectiveness, identifying deviations, and taking corrective actions. They report progress to the Board regularly, ensuring that ESG governance requirements are effectively implemented in daily operations.

ESG Working Group: Composed of core departments including production, organization and talent, public affairs, legal, and finance, the working group undertakes cross-departmental coordination and daily execution. It conducts systematic data collection, review, and analysis, leveraging digital tools to improve data accuracy and transparency. It listens to feedback from internal and external stakeholders, conducts materiality assessments, and optimizes the prioritization and response strategies for key issues. The working group submits regular reports to the management

1. 環境、社會及管治管理架構

本集團持續完善ESG管理架構，構建了由董事會引領、管理層推進、ESG工作小組執行的三級治理架構。報告期內，集團進一步夯實制度基礎，新增設立《信息披露制度》，圍繞ESG信息披露進一步明確各層級及各部門的職責，形成權責清晰的ESG治理架構。

董事會作為集團ESG相關事宜的最高決策層，全面負責ESG工作的頂層設計與監督管理。具體包括：系統識別並評估與ESG相關的各類風險及潛在機遇，確立科學合理的方針政策與戰略規劃，確保ESG導向與集團整體發展戰略相融合，並符合國際標準及本地法規要求；同時，董事會充分發揮監督與指導職能，定期審查ESG目標的設定與達成進展，評估ESG工作的實際成效，不斷完善相關治理機制，推動ESG管理水平的持續提升與履責績效的穩步優化。

管理層負責統籌和推動總體方針以及ESG各項工作的分解與落實。具體包括：依據董事會既定的ESG戰略方針，統籌制定年度工作規劃，將宏觀目標系統拆解為可量化的KPI及具體行動方案；同時，統籌負責ESG信息的收集與復核，對披露數據的真實性與準確性承擔管理責任，並通過定期審視執行成效、識別偏差及時採取糾正措施，持續優化管理流程，定期向董事會匯報進展，確保ESG治理要求在日常經營中有效落地、形成閉環。

ESG工作小組由制作、組織與人才、公共事務、法務及財務等多個核心部門共同組成，承擔跨部門協調與日常具體事務執行工作。工作小組負責開展ESG數據的系統收集、復核與分析，借助數字化工具提升數據的精準度與透明度；同時，定期傾聽內外部利益相關方的反饋，組織開展重要性議題評估，優化關鍵議題的排序與回應策略，確保ESG



Sustainable Development Structure 可持續發展體系

and the Board, submits ESG reports for review, and assists the Board in grasping internal control operations and target progress.

Under the strategic leadership of the Board, all levels of the Group united their efforts to deepen ESG work. Compared with 2024, the efficiency and execution of all work this year have been significantly improved, laying a solid foundation for the Group's sustainable development goals.

工作緊扣各方關切。在此基礎上，工作小組定期向管理層及董事會匯報工作進展，提請審閱ESG報告信息披露，協助董事會及時掌握內部控制運行情況及ESG目標達成進度。

在董事會的戰略引領下，本集團各層級凝心聚力，共同推動ESG工作向縱深發展。相較於2024年，本年度各項工作在推進效率與執行效果上均實現顯著提升，有力夯實了集團可持續發展的目標基礎。

Board of Directors 董事會

- The highest decision-making body for Environmental, Social, and Governance (ESG) matters.
環境、社會及管治最高決策層。
- Assess potential impacts and related risks.
評估潛在影響及相關風險。
- Formulate overall ESG policies and strategies.
制定環境、社會及管治總體方針和策略。

Management 管理層

- Transforms the Board's ESG strategies into specific action plans.
將董事會ESG戰略方針轉化為具體行動方案。
- Coordinates the collection and review of ESG information; bears managerial responsibility for the authenticity and accuracy of disclosed data.
統籌ESG信息的收集與復核，對披露數據的真實性與準確性承擔管理責任。
- Regularly reviews implementation effectiveness, identifies deviations, and takes corrective actions. Optimizes management processes and reports progress to the Board.
定期審視執行成效，識別偏差並採取糾正措施，優化管理流程後向董事會匯報。

ESG Working Group ESG工作小組

- Responsible for the daily coordination and cross-departmental collaboration of ESG matters.
負責ESG日常事務的統籌執行與跨部門協同。
- Systematically collects and verifies ESG data, utilizing digital tools to enhance information accuracy and transparency.
系統收集、復核ESG數據，借助數字化工具提升信息精準度與透明度。
- Listens to feedback from internal and external stakeholders, organizes materiality assessments and optimizes response strategies and reports on progress.
傾聽內外部利益相關方反饋，組織開展重要性議題評估，優化回應策略並匯報進展。



Sustainable Development Structure 可持續發展體系

2. Stakeholder Engagement

The Group highly values stakeholders' feedback on the Company's business and ESG performance, and is committed to integrating their expectations into strategic planning and daily operations to promote sustainable development. To ensure its ESG performance is aligned with stakeholder expectations, the Group assesses and updates material issues annually and actively establishes diverse communication channels. The Group maintains normalized and close communication with internal and external stakeholders, systematically listening to and addressing their reasonable expectations and demands. By incorporating their feedback, the Group continuously deepens mutual trust and works together to maximize shared value.

2. 持份者溝通

本集團高度重視持份者對公司業務及環境、社會及管治表現的反饋，致力於將各方期望融入戰略規劃與日常運營，推動可持續發展。為確保ESG表現與持份者的關注保持一致，集團除每年開展重要性議題評估與更新外，還積極建立並拓展多元化的溝通渠道，與政府及監管機構、股東及投資者、客戶、員工、供應商與合作夥伴、社會公眾等內外部持份者保持常態化、緊密化溝通，系統傾聽和回應各方的合理期望與訴求。通過將持份者的意見納入戰略決策與日常運營實踐，本集團不斷深化與各方的合作互信，攜手實現價值最大化。

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"> Compliance with laws and regulations 遵守法律法規 Legal taxation 依法納稅 Supporting economic development 支持經濟發展 Employment growth 促進就業 	<ul style="list-style-type: none"> Actively acceptance of monitoring and inspections 主動接受監督檢查 Filing and information submission 信息上報 Response to legal visit 來訪接待 Undertake social responsibility 承擔社會責任
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> Financial performance 財務業績 Business development 業務發展 Information disclosure 信息披露 Corporate governance 企業管治 	<ul style="list-style-type: none"> Disclose financial and operational information regularly 定期披露財務及經營信息 General shareholder meeting 股東大會 Press release 新聞稿 Company announcements 公司公告 Company website, email and hotline 公司網站、電郵及熱線電話



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"> High quality products 優質的產品 Meet the diverse needs of customers 滿足客戶多元需求 Data security and privacy protection 數據安全及隱私保護 	<ul style="list-style-type: none"> Product innovation 產品創新 Promotion and advertising 產品宣傳及推廣 Protection of customer information and privacy 保護客戶資料及隱私 Customer Service Hotline & Email 客戶服務熱線及電郵 Press release 新聞稿 Social media interactions 社交媒體互動 Audience satisfaction surveys 觀眾滿意度調查
Employees 員工	<ul style="list-style-type: none"> Compensation and benefits 薪酬福利 Career development 職業發展 Occupational health 保障職業健康 Work-life balance 平衡工作生活 	<ul style="list-style-type: none"> Providing of outstanding labor wages and benefits 提供良好薪酬福利 Regular performance reviews and feedback 定期進行表現檢討及反饋 Employee training 員工培訓 Employee mailbox and opinion survey 員工信箱及意見調查 Inclusive communication mechanism 平等溝通機制 Staff activities 員工活動



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
Suppliers and Partners 供應商及合作夥伴	<ul style="list-style-type: none"> Contract obligation 遵守合約 Win-win cooperation 合作共贏 Business ethics 商業道德 	<ul style="list-style-type: none"> Fulfillment of obligations 依法履行合約 Regular communication and information sharing 定期交流及信息共享 Open tendering 公開招標 Supply chain examination and assessments 供應鏈審核與評估
Industry Associations 行業協會	<ul style="list-style-type: none"> Exchange and cooperation 交流與合作 	<ul style="list-style-type: none"> Regular communication 定期交流 Mutual visits 互相訪問 Project cooperation 開展項目合作
Media 媒體	<ul style="list-style-type: none"> Open and transparent 信息公開透明 	<ul style="list-style-type: none"> Social media 社交媒體 Official website 官方網站 Press conference 新聞發布會
Community and the Public 社區及公眾	<ul style="list-style-type: none"> Supporting public welfare and charity activities 支持公益慈善活動 Environmentally friendly business practices 環境友好業務常規 Energy management and carbon emissions 能源管理和碳排放 	<ul style="list-style-type: none"> Public welfare activities 公益活動 Donation 捐款 Volunteer service 志願者服務 Social media 社交媒體 Resource and energy efficiency improvement 提升資源及能源使用效率



Sustainable Development Structure 可持續發展體系

3. Materiality Assessment

In addition to referencing its business development strategies and industry practices, the Group evaluates global and national ESG development trends to identify a list of material ESG issues and develop an assessment questionnaire. By distributing surveys to relevant stakeholders, management, and employees, the Group evaluates its operations, identifies relevant ESG issues, and assesses their materiality to the Group's business and stakeholders.

3. 重要性評估

本集團除參考其業務發展戰略及行業慣例外，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，本集團的有關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。

Material Assessment 重要性議題識別過程

Identify materiality 甄別

Initially identify material issues based on the requirements of the HKEX Code, taking into account the Group's business development strategy, industry practices, and international ESG development trends.

依據港交所《守則》要求，結合本集團業務發展戰略、行業慣例、國際ESG發展趨勢等內容，初步甄別23項重要性議題。

Prioritize materiality 排序

Based on the survey questionnaire results, the Board prioritizes the identified issues by considering each issue's materiality to the Group's business involvement and impacts 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。

Approve materiality 審核

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

在ESG工作小組的協助下，董事會負責審核和確定各項議題的排序。

Disclose materiality 披露

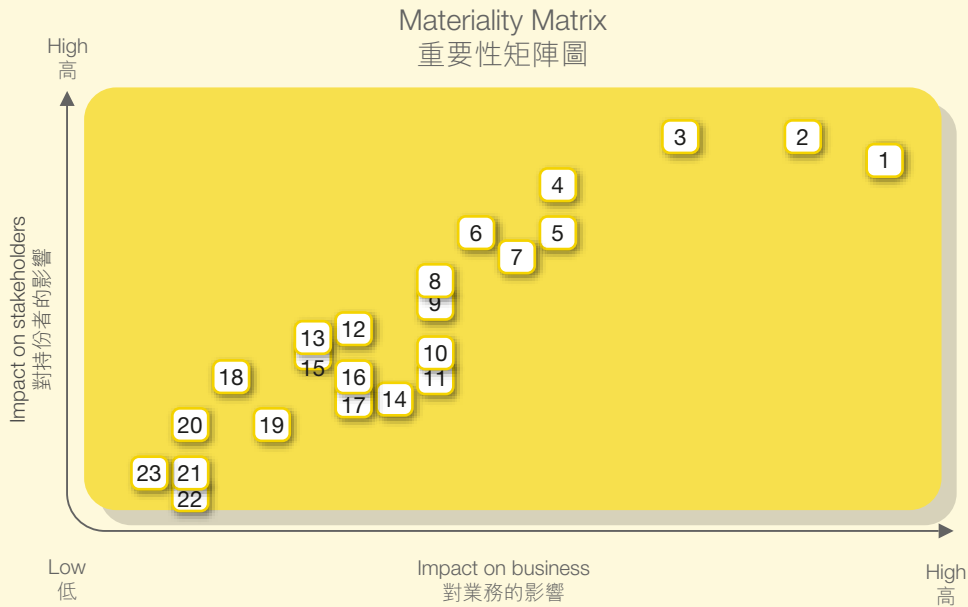
Focus on disclosures of highly important issues in the Report.
針對高度重要的議題在報告中進行重點披露。



Sustainable Development Structure 可持續發展體系

During the Reporting Period, the Company's core business structure and operating model remained stable, and the external market environment did not undergo significant changes that would materially affect the Company's sustainable development management. The Company maintained the previous year's methodology and framework for materiality issues. Overall, the identification results of material issues this year remained consistent, and the prioritization did not undergo substantial adjustments. The assessment results are as follows:

報告期內，公司主營業務結構及經營模式保持穩定，外部市場環境亦未發生對公司可持續發展管理產生重大影響的顯著變化。在此基礎上，公司延續上一年度重要性議題管理方法與議題清單框架，面向員工、客戶、供應商、合作夥伴及社會公眾等利益相關方開展問卷調查與意見徵集，並結合行業實踐與公司經營特點對相關議題的重要性進行綜合評估。整體來看，本年度重要性議題的識別結果保持延續性，重要性排序未發生實質性調整，重要性評估結果如下矩陣圖所示：



**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. Compliance with Media Communications
媒體傳播的合規性
4. Business Ethics
商業道德
5. Information Security & Privacy
信息安全與隱私保護
6. Occupational Health and Safety
職業健康與安全
7. Compliance Management and Risk Management
合規管理與風險管理
8. Employee Rights and Benefits
員工權益保障
9. Employee Training and Development
員工培訓與發展
10. Corporate Governance
公司治理
11. Digital Construction
數字化建設
12. Green Filming Crew
綠色劇組

**No. Material Issues
議題序號及名稱**

13. Sustainability Management
可持續發展管理
14. Climate Change
應對氣候變化
15. Responsible Supply Chain
負責任供應鏈
16. Employee Equality and Diversity
員工平等及多元化
17. Community Contribution and Development
社區貢獻與發展
18. Environmental Management
環境管理
19. Investor Relations Management
投資者關係管理
20. Waste Management
廢棄物管理
21. Energy Management
能源管理
22. Water Management
水資源管理
23. Emission Management
排放管理



Sustainable Development Structure 可持續發展體系

4. Response to Sustainable Development Goals (SDGs)

The United Nations Sustainable Development Goals (SDGs) are 17 global goals aiming to comprehensively address social, economic, and environmental challenges by 2030. The Group benchmarks against the SDGs, proactively identifies risks and opportunities, and fosters the harmonious development of the enterprise, employees, society, and the environment. We are committed to deeply integrating ESG management into operational practices to continuously create sustainable shared value.

Based on our business characteristics, we identified 9 goals crucial to our enterprise development within the SDG framework and took the following actions during the Reporting Period:

4. 可持續發展目標(SDGs)回應

聯合國可持續發展目標(SDGs)是聯合國制定的17項全球性目標，旨在到2030年以綜合方式解決社會、經濟和環境三個維度的發展挑戰，實現全球的可持續發展。本集團對標聯合國可持續發展目標，主動識別並應對風險與機遇，推動企業、員工、社會與環境的和諧共生，致力於將ESG管理深度融入運營實踐，以穩健的ESG治理夯實發展根基，持續創造可持續的共享價值。

我們基於自身業務特點，在SDGs框架內識別出了9個對於企業發展至關重要的目標，並於報告期內對應採取了如下措施：

SDGs SDGs	Target Description 目標描述	Our Sustainable Development Actions in 2025 2025年我們的可持續發展行動	Corresponding Section 對應章節
Good Health and Well-being 良好健康與福祉	Ensure healthy lives and promote well-being for all at all ages. 確保健康的生活方式、促進各年齡段人群的福祉。	<ul style="list-style-type: none"> Purchased commercial insurance for all employees; bought additional accident insurance for filming crews. 為全體員工購買商業保險(醫療、意外、定期壽險、重疾)，為劇組員工額外購置意外保險。 Launched the “Linmon Station” EAP, providing free psychological counseling. 推出員工心理關愛項目「檸檬加油站」(EAP)，提供免費心理諮詢服務。 Organize sports activities such as yoga, badminton, Pilates, etc. and the “Sports Month” plan, paying attention to the physical and mental health of employees. 組織瑜伽、羽毛球、普拉提等運動活動及「運動月」計劃，關注員工身心健康。 Strictly implemented crew safety systems, achieving zero work-related fatalities for six consecutive years. 嚴格實施劇組安全制度，為工作人員配備全套防護用具，實現連續六年零工傷亡故。 	Employment; Health and Safety 僱傭；健康與安全



Sustainable Development Structure 可持續發展體系

SDGs SDGs	Target Description 目標描述	Our Sustainable Development Actions in 2025 2025年我們的可持續發展行動	Corresponding Section 對應章節
Quality Education 優質教育	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. 確保包容和公平的優質教育，讓全民終身享有學習機會。	<ul style="list-style-type: none"> “Linmon Little Dramatists” program conducted winter and summer camps as well as drama education workshops in regions such as Long’an, Shanglin and Baise in Guangxi, reaching out to students and rural teachers and enhancing their artistic literacy and teaching abilities. 「樟萌小劇人」公益項目在廣西隆安、上林、百色等地開展冬令營、夏令營及戲劇教育工作坊，覆蓋學生及鄉村教師，提升藝術素養與教學能力。 The Group launched the “Art Illuminates · Love in Action” public welfare initiative and donated 50,000 yuan to the Minhang District Representative Office of the Shanghai Charity Foundation. 本集團發起「藝術有光·與愛同行」公益活動並向上海市慈善基金會閔行區代表處捐贈善款5萬元。 Provide diversified training for employees (including new employee training, professional skills, leadership, lectures by external experts, etc.), support employees in participating in professional qualification examinations, with an average training duration of 65.36 hours per person. 為員工提供多元化培訓(新員工培訓、職業技能、領導力、外部大咖講堂等)，支持員工參與專業資格考試，人均受訓時長65.36小時。 	Development and Training; Community Development 發展與培訓； 推動社區發展
Gender Equality 性別平等	Achieve gender equality and empower all women and girls. 實現性別平等，增強所有婦女和女童的權能。	<ul style="list-style-type: none"> Female employees account for 77%. Equal opportunity principles applied in recruitment and promotion. 女性員工佔比77%，在招聘、晉升中秉持平等機會原則，不因性別等因素區別對待。 Committed to increasing female representation in management and core technical roles. 致力於提升女性在管理層及核心技術崗位的比例 	Employment 僱傭



Sustainable Development Structure 可持續發展體系

SDGs SDGs	Target Description 目標描述	Our Sustainable Development Actions in 2025 2025年我們的可持續發展行動	Corresponding Section 對應章節
Decent Work and Economic Growth 體面工作和經濟 增長	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. 促進持久、包容和可持續經濟增長，促進充分的生產性就業和人人獲得體面工作。	<ul style="list-style-type: none"> Strictly comply with labor laws and regulations, prohibit child labor and forced labor, and establish a fair and transparent recruitment and dismissal process. 嚴格遵守勞動法規，禁止童工和強制勞動，建立公平透明的招聘與解聘流程。 Formulate the “Compensation Management Measures” to provide competitive remuneration and benefits (parallel implementation of annual salary and project-based systems, five social insurance and one housing fund, commercial insurance, special leave). 制定《薪酬管理辦法》，提供具有競爭力的薪酬福利(年薪制與項目制並行，五險一金，商業保險，特色假期)。 Establish a transparent promotion system (job level system, promotion policies, talent development programs) to encourage talent growth. 建立透明晉升體系(職級體系、晉升制度、人才發展項目)，激勵人才成長。 Build an open and transparent employee communication mechanism and appeal channels. 構建開放透明的員工溝通機制與申訴渠道。 Strengthen supply chain management, prioritize the selection of local suppliers, and support local economic development. 加強供應鏈管理，優先選擇本地供應商，支持本地經濟發展。 	Employment; Supply Chain Management 僱傭； 供應鏈管理



Sustainable Development Structure 可持續發展體系

SDGs SDGs	Target Description 目標描述	Our Sustainable Development Actions in 2025 2025年我們的可持續發展行動	Corresponding Section 對應章節
Industry, Innovation and Infrastructure 產業、創新和基礎設施	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation. 建造具備抵禦災害能力的基礎設施，促進具有包容性的可持續工業化，推動創新。	<ul style="list-style-type: none"> Accelerate the advancement of digital transformation by extensively applying AI technology in video content generation, script creative development, and promotional material production to enhance creative efficiency. 加速推進數字化轉型，將AI技術廣泛應用於視頻內容生成、劇本創意開發及宣傳物料製作，提升創作效率。 Promote eco-friendly concepts and resource recycling in drama production to foster sustainable development of the industry. 在劇集製作中推行綠色理念與資源循環利用，推動行業可持續發展。 	The Environment and Natural Resources; Product Responsibility 環境及天然資源； 產品責任
Reduced Inequalities 減少不平等	Reduce inequality within and among countries. 減少國家內部和國家之間的不平等。	<ul style="list-style-type: none"> Uphold the principle of equal opportunity and does not discriminate against employees based on factors such as race, gender, age, or religious belief in recruitment, promotion, and other processes. 秉持平等機會原則，在招聘、晉升等環節不因種族、性別、年齡、宗教信仰等因素區別對待員工。 Provided equal arts education opportunities for rural youths through “Linmon Little Dramatists”. 通過「檸檬小劇人」公益項目，為鄉村青少年提供平等的藝術教育機會。 Launch the “Art Illuminates · Love in Action” public welfare activity to care for children with autism and support the integration of special groups into society. 發起「藝術有光·與愛同行」公益活動，關愛孤獨症兒童，支持特殊群體融入社會。 	Employment; Community Development 僱傭； 推動社區發展



Sustainable Development Structure 可持續發展體系

SDGs SDGs	Target Description 目標描述	Our Sustainable Development Actions in 2025 2025年我們的可持續發展行動	Corresponding Section 對應章節
Responsible Consumption and Production 負責任消費和生產	Ensure sustainable consumption and production patterns. 採用可持續的消費和生產模式。	<ul style="list-style-type: none"> <li data-bbox="703 547 1238 814"> Adopt eco-friendly production practices in crew filming, prioritizing the rental of props, using sustainable materials, conducting air quality tests, and promoting the use of electric vehicles. 在劇組拍攝中推行綠色製作，優先租賃道具、使用環保材料、進行空氣質量檢測，並推動電動車輛替代。 <li data-bbox="703 858 1238 1017"> Implement categorized disposal of production waste, screen for reusable materials, and minimize resource waste. 對拍攝廢棄物進行分類處理，篩選可重複利用物料，減少資源浪費。 <li data-bbox="703 1060 1238 1369"> Prioritize eco-friendly products and services in supply chain management, require suppliers to sign the “Anti-Commercial Bribery and Anti-Money Laundering Pledge,” and assess their environmental and social responsibility performance. 在供應鏈管理中優先選擇環保產品及服務，要求供應商簽署《反商業賄賂及反洗錢承諾書》，考察其環境與社會責任表現。 	The Environment and Natural Resources; Supply Chain Management 環境及天然資源； 供應鏈管理



Sustainable Development Structure 可持續發展體系

SDGs SDGs	Target Description 目標描述	Our Sustainable Development Actions in 2025 2025年我們的可持續發展行動	Corresponding Section 對應章節
Climate Action 氣候行動	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。	<ul style="list-style-type: none"> • Systematically conduct climate risk assessments and integrate climate risks into the Group's overall risk management system. 系統開展氣候風險評估，將氣候風險納入集團整體風險管理體系。 • Set emission reduction targets and reduce greenhouse gas emissions through measures such as optimizing vehicle scheduling, promoting the adoption of electric vehicles, and advocating energy-saving practices. 制定減排目標，通過優化車輛調度、推行電動車替代、倡導節能行為等措施，降低溫室氣體排放。 • Disclose Scope 1 and Scope 2 greenhouse gas emission data and conduct continuous monitoring and management. 披露範圍一和範圍二的溫室氣體排放數據，並持續監測管理。 	Climate Change 氣候變化



Sustainable Development Structure 可持續發展體系

SDGs SDGs	Target Description 目標描述	Our Sustainable Development Actions in 2025 2025年我們的可持續發展行動	Corresponding Section 對應章節
Peace, Justice and Strong Institutions 和平、正義與強大機構	Promote peaceful and inclusive societies, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. 促進有利於可持續發展的和平和包容社會，為所有人提供訴諸司法的機會，在所有層面建立有效、負責和包容的機構。	<ul style="list-style-type: none"> • Strictly comply with laws and regulations related to anti-corruption and establish internal policies such as the “Anti-Corruption Management Measures” and the “Conflict of Interest Management Measures.” 嚴格遵守反貪污相關法律法規，制定《反腐敗管理辦法》《利益衝突管理辦法》等內部制度。 • Set up a whistleblower email address and establish a whistleblower protection and reward mechanism. 設立舉報郵箱，建立舉報人保護與獎勵機制。 • Provide anti-corruption training for directors and all employees and require them to sign the “No Conflict of Interest Pledge.” 對董事及全體員工開展反貪污培訓，並簽署《無利益衝突承諾書》。 • No corruption-related lawsuits were filed against the company during the reporting period. 報告期內未發生任何貪污訴訟案件。 	Anti-corruption 反貪污



Sustainable Development Structure 可持續發展體系

5. Annual Achievements of ESG KPIs

5. ESG關鍵指標年度績效

	Performance Indicators 績效指標	2025 二零二五年	2024 二零二四年
Environmental Indicators 環境績效	<ul style="list-style-type: none"> Greenhouse gas emissions intensity (tonnes of CO₂e/million revenue) 溫室氣體排放密度(噸二氧化碳當量/百萬收入) 	• 0.30	• 0.39
	<ul style="list-style-type: none"> Non-hazardous waste discharge intensity (tonnes/million revenue) 無害廢棄物排放密度(噸/百萬收入) 	• 0.044	• 0.049
	<ul style="list-style-type: none"> Total energy consumption intensity (MWh/million revenue) 能源消耗總量密度(兆瓦時/百萬收入) 	• 0.65	• 0.82
Social Indicators 社會績效	<ul style="list-style-type: none"> Total number of employees at the end of the year 年底員工總數 	• 172	• 203
	<ul style="list-style-type: none"> Employee turnover rate during the year 當年員工流失率 	• 39.2%	• 37.9%
	<ul style="list-style-type: none"> Average training hours of employees during the year (hours) 當年員工平均受訓時長(小時) 	• 65.36	• 66.13
	<ul style="list-style-type: none"> Number of occupational injuries 工傷人數 	• No injuries at work 無工傷	• No injuries at work 無工傷
	<ul style="list-style-type: none"> Number of suppliers 供應商數目 	• 1,011	• 869
Governance Indicators 管治績效	<ul style="list-style-type: none"> Anti-corruption training (hours) 反貪污培訓時長(小時) 	• 10	• 30
	<ul style="list-style-type: none"> Legal cases regarding corrupt practices 貪污訴訟案件 	• 0 · No Litigation Cases Involving Corruption 無貪污訴訟案件	• 0 · No Litigation Cases Involving Corruption 無貪污訴訟案件



Environmental Aspect 環境方面

The Group actively practices the concept of green and sustainable development, taking the national “Carbon Peak and Carbon Neutrality” goals as strategic objectives. It strictly complies with relevant laws and regulatory requirements such as the *Environmental Protection Law of the People’s Republic of China*, the *Energy Conservation Law of the People’s Republic of China*, the *Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, the *Water Pollution Prevention and Control Law of the People’s Republic of China*, and the *Law of the People’s Republic of China on the Prevention and Control of Atmospheric Pollution*. Based on the characteristics of the film and television industry and actual business development, although operations currently do not involve exhaust gas, hazardous waste emissions, or packaging material consumption, the Group has always insisted on integrating green operation concepts into daily management. We continuously deepen energy-saving and emission reduction requirements, steadily advance various measures, and minimize the environmental impact of business operations. At the same time, the Group attaches great importance to potential risks brought by climate change, having fully integrated climate risk management into the Group’s risk management system, systematically conducting risk assessments, and establishing corresponding preventive mechanisms to continually enhance climate resilience and coping capacity.

本集團積極踐行綠色可持續發展理念，將國家「碳達峰、碳中和」作為戰略目標，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》等相關法律法規要求。基於企業所處的影視行業特性及自身業務發展實際，雖暫不涉及廢氣、有害廢棄物排放及包裝材料的使用消耗，但集團始終堅持將綠色運營理念融入日常管理，持續深化節能減排要求，穩步推進各項節能降耗舉措，最大限度降低業務運營對環境的影響。同時，集團高度重視氣候變化帶來的潛在風險，已將氣候風險管理全面納入集團風險管理體系，系統開展風險評估並建立健全相應防範機制，不斷提升氣候韌性及應對能力。



Environmental Aspect 環境方面

1. Emissions Management

Air emissions

The Group's daily operations do not generate industrial exhaust gas, nor are there any large fixed emission sources. Air emissions mainly come from exhaust produced by vehicles. During the Reporting Period, affected by business expansion and changes in vehicle demand, the volume of various air emissions slightly increased compared to the previous year. The Group optimizes vehicle scheduling processes, strengthens vehicle planning and travel arrangements to improve efficiency, reduce unnecessary mileage, and continuously drive the control and reduction of exhaust emissions.

1. 排放管理

廢氣排放

本集團日常經營過程中暫不涉及工業廢氣產生，亦無大型固定排放源。集團廢氣排放主要源自車輛使用過程中產生的尾氣，報告期內，受業務開展與用車需求變化影響，各項廢氣排放量較上年小幅上升。集團通過優化車輛調度流程、加強用車計劃管理與出行安排等措施提升用車效率，減少不必要的行駛里程，持續推進尾氣排放的控制與減排。

		Air emissions 廢氣排放	
Types of air emissions 廢氣排放類型	Unit 單位	2025 二零二五年排放量	2024 二零二四年排放量
Nitrogen Oxides (NOx) 氮氧化物NOx	kg 千克	9.99	8.85
Sulfur Oxides (SOx) 硫氧化物SOx	kg 千克	0.24	0.23
Particulate matter (PM) 顆粒物PM	kg 千克	0.74	0.65



Environmental Aspect 環境方面

Waste Emissions

Given business characteristics, the Group does not generate hazardous waste. Non-hazardous waste mainly originates from daily office operations and shooting sets, specifically including general domestic waste, discarded packaging materials, and food scraps. For these non-hazardous wastes, the property management companies of the office locations handle unified classified collection and clearance to ensure compliance in disposal. During the Reporting Period, influenced by factors such as office personnel fluctuations and changes in office or shooting activity intensity, the total amount of non-hazardous waste generated increased slightly compared to the previous year. In the future, the Group will further improve classified disposal and recycling management, strengthen waste data monitoring and statistical management, promote paperless offices, and continuously enhance waste management performance to achieve emission reduction goals.

廢棄物排放

基於業務特性，集團無有害廢棄物的產生，無害廢棄物主要源自日常辦公運營及劇組拍攝場景，具體包括普通生活垃圾、廢棄包裝材料及食物殘餘等。針對上述無害廢棄物，集團由辦公場所所屬物業公司進行統一分類收集與清運處理，確保廢棄物得到合規處置。報告期內，受辦公場所人員波動及辦公、拍攝活動強度變化等因素影響，集團無害廢棄物產生總量較上年有所上升。未來，集團將進一步完善分類投放與回收管理，加強廢棄物數據監測與統計口徑管理，推廣無紙化辦公等方式，持續提升廢棄物管理績效並推動減排目標的達成。

Non-Hazardous Waste Emissions 無害廢棄物排放

Types of non-hazardous waste 無害廢棄物類型	Unit 單位	2025 二零二五年排放量	2024 二零二四年排放量
Total non-hazardous waste 無害廢棄物總量	tonnes 噸	38.2	32.00
Emission intensity ¹ 排放密度 ¹	tonnes/million revenue 噸／百萬收入	0.044	0.049
Emission intensity ² 排放密度 ²	tonnes/employee 噸／員工	0.222	0.158

Notes:

- During the Reporting Period, in line with strategic transformation needs, the Company's operating revenue increased while the overall employee headcount remained stable and controlled. Considering future business development trends, the headcount is expected to remain relatively stable while production capacity and business scale will continue to expand. Therefore, relying solely on employee headcount as the basis for intensity indicators may not fully reflect the Company's actual operational efficiency and ESG management effectiveness. To further enhance the rationality and reference value of indicator disclosures, starting from this Reporting Period, the Company has added intensity indicators calculated based on operating revenue as a supplementary reference for relevant performance. The same applies below. As of December 31, 2025, the total operating revenue within the Group's reporting scope was RMB865 million. This data is also used to calculate other intensity metrics.
- As of December 31, 2025, the total number of employees within the Group's reporting scope was 172. This data is also used to calculate other intensity metrics.

備註：

- 報告期內，公司結合戰略轉型需要，在員工規模總體保持穩定可控的基礎上，營業收入實現增長。結合公司未來經營發展趨勢，預計人員規模將保持相對穩定，而產能及業務規模將持續擴張，因此，僅以員工人數作為密度指標的計算基礎，或難以充分反映公司實際運營效率及ESG管理成效。為進一步提升指標披露的合理性與參考價值，自本報告期起，公司新增按營業收入計算的密度指標，作為相關績效表現的補充參考。下同。截至2025年12月31日，本集團報告範圍的營業收入總額為865百萬人民幣。有關數據亦用於計算其他密度數據。
- 截至2025年12月31日，本集團報告範圍的員工總數為172名。有關數據亦用於計算其他密度數據。



Environmental Aspect 環境方面

Sewage discharge

Given our business characteristics, the Group does not generate significant wastewater discharge in daily operations. Domestic sewage generated from daily office activities is uniformly treated by the property management of the office locations in accordance with national regulations. Relevant costs are included in the property service fees, making related disclosures inapplicable to the Group.

2. Resource Use

Energy consumption

The Group's energy consumption is mainly concentrated in two areas: petrol consumed by company vehicles, and purchased electricity required for shooting sets and daily offices. Among them, electricity accounts for a high proportion, widely used for lighting equipment, temperature control facilities on location sets, and daily office operations.

To continuously improve energy use efficiency, the Group systematically promotes energy-saving management measures around these major consumption areas. In terms of vehicle control, the Group further strengthened the dispatch mechanism, strictly implementing usage registration and route optimization to control unnecessary dispatches. Meanwhile, the Company is gradually promoting Electric Vehicles replacement for crew vehicles, substituting traditional fuel vehicles with new energy models to reduce petrol consumption at the source. In guiding employee behavior, the Group continuously fosters an energy-saving culture through posting reminders, conducting environmental awareness sessions, and advocating green travel. Employees are encouraged to adopt green habits like turning off lights, cutting power after work, and prioritizing public transportation, integrating energy conservation into daily behaviors.

污水排放

鑒於業務特性，本集團在日常經營活動中並未產生大量廢水排放，公司日常辦公活動所產生的生活污水，已均按照國家規定由辦公場所物業統一處理，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。

2. 資源使用

能源消耗

本集團的能源消耗主要集中於兩大領域：一是公務車輛運行所消耗的汽油，二是劇組拍攝及日常辦公所需的外購電力。其中，電力佔比較高，廣泛用於外景拍攝現場的燈光設備、溫控設施，以及辦公室日常運轉。

為持續提升能源使用效率，本集團圍繞上述消耗重點，系統推進節能降耗管理舉措。在車輛管控方面，集團進一步強化公務用車調度機制，嚴格實行使用登記與路線優化，控制非必要出車頻次；同時，公司逐步推進劇組車輛的電動化替代，逐步以新能源車型替換傳統燃油車，從源頭上降低汽油消耗。在員工行為引導方面，集團通過張貼節能提示、開展環保宣講、組織綠色出行倡導等多元方式，持續營造節能文化氛圍，鼓勵員工養成隨手關燈、下班斷電、優先選擇公共交通等綠色習慣，將節能理念貫徹落實到日常行為習慣中。



Environmental Aspect 環境方面

During the Reporting Period, as business scale expanded and shooting volume increased, total energy consumption rose year-on-year. However, due to refined management and rapid production capacity growth, the energy consumption intensity per unit of revenue decreased year-on-year, achieving a win-win for economic and environmental benefits. Moving forward, the Group will persist in a green development path, solidly advancing various energy-saving measures to support the realization of sustainable development goals.

報告期內，隨著業務規模擴大及拍攝體量提升，公司能源消耗總量同比有所上升。然而，得益於公司的精細化管理及產能規模的快速增長，單位營收能源消耗密度較去年實現同比下降，實現了經濟效益與環境效益的雙贏。未來，本集團將繼續堅持綠色發展路徑，紮實推進各項節能舉措，助力可持續發展目標的實現。

Energy Consumption 能源消耗

Types of energy 能源類型	Unit 單位	2025 二零二五年消耗量	2024 二零二四年消耗量
Direct energy consumption 直接能源消耗總量	MWh 兆瓦時	165.51	159.02
– Petrol – 汽油	MWh 兆瓦時	159.34	152.75
– Natural gas – 天然氣	MWh 兆瓦時	6.28	6.28
Indirect energy consumption 間接能源消耗總量	MWh 兆瓦時	396.40	376.59
– Purchased electricity – 外購電力	MWh 兆瓦時	396.40	376.59
Total energy consumption 能源消耗總量	MWh 兆瓦時	562.01	535.61
Total energy consumption intensity 能源消耗總量密度	MWh/million revenue 兆瓦時／百萬收入	0.65	0.82
Total energy consumption intensity 能源消耗總量密度	MWh/employee 兆瓦時／員工	3.27	2.64



Environmental Aspect 環境方面

Water Resources

The Group's main business is the investment, production, and distribution of film and television dramas. Operations do not involve large-scale industrial water use, so water resource consumption is relatively limited. Currently, water use is concentrated on domestic water required for daily office operations. All office water comes from municipal tap water supplies, which are stable and reliable; the Group faces no risks or restrictions regarding water sourcing.

The Group continuously advocates the environmental protection concept of saving water. Through posting reminder signs and conducting employee awareness campaigns, we enhance water-saving awareness and promote green, low-carbon office habits. During the Reporting Period, affected by adjustments in office locations, employee numbers, and increased external visits, per capita water consumption increased slightly. However, water consumption intensity per unit of revenue decreased year-on-year, achieving "increased output without increased consumption" for water resources:

水資源

本集團主營業務為影視劇投資、製作與發行，經營過程中不涉及大規模的工業生產用水，因此水資源消耗量相對有限。目前，集團的用水場景主要集中在辦公室日常運營所需的生活用水。集團所有辦公用水均來自市政自來水供應，水源獲取穩定可靠，未面臨取水方面的風險或限制。

本集團持續倡導節約用水的環保理念，通過張貼提示標識、開展員工宣傳等方式，增強員工的節水意識，推動形成綠色低碳的辦公習慣。報告期內，受辦公室場所、員工人數調整及外部來訪等活動增多影響，人均耗水量小幅上升，但單位營收水資源消耗密度同比降低，實現了水資源利用的「增產不增耗」：

Water Consumption 水源消耗

Indicator 指標	Unit 單位	2025 Consumption 二零二五年消耗量	2024 Consumption 二零二四年消耗量
Total Water Consumption 水源消耗總量	Cubic Meters 立方米	1,037	816
Water Consumption Intensity 水源消耗密度	Cubic Meters/Million Revenue 立方米／百萬收入	1.20	1.24
Per Capita Water Consumption Intensity 人均水源消耗密度	Cubic Meters/Employee 立方米／員工	6.03	4.02



Environmental Aspect 環境方面

Packaging Materials

Since the Group's business does not involve producing or selling industrial products, no packaging materials are generated during operations; hence, relevant disclosures are not applicable to the Group. Packaging materials and waste disposal at production sites are uniformly managed by professional service providers. To further strengthen environmental responsibility management across the entire chain, the Group will gradually advance an extended supply chain environmental responsibility mechanism, formulate sustainability audit standards for service providers, and improve the full-process management system to ensure third-party disposal complies with Group environmental requirements, continuously enhancing overall environmental performance.

3. Environment and Natural Resources

Based on the characteristics of the film and television industry, existing operations do not pose major environmental impacts on the environment and natural resources. However, the Group has a profound understanding of the significance of sustainable development. We adhere to integrating green concepts throughout the entire production process. By optimizing filming locations, promoting resource recycling, strictly controlling noise and light pollution, and sorting waste, we systematically advance the construction of "Green Filming Crews." At the same time, we are accelerating digital transformation, extensively applying AI technology in content creation and marketing to optimize efficiency through intelligent collaboration, reduce resource consumption, and achieve higher-quality creation at a lower environmental cost, continuously empowering sustainable development goals.

Green Filming Crew

The Group consistently integrates green concepts into the entire film and television production process. To systematically promote green filming crews, we have taken a series of measures:

In the pre-production phase, the Group prioritizes selecting locations adjacent to the main set to minimize transfer distances, reducing vehicle use frequency and exhaust emissions at the source. For short-distance transport, Electric Vehicles are preferred to effectively lower fuel consumption and carbon emissions.

包裝材料

鑒於本集團的業務不涉及工業產品的生產或銷售，因此運營過程中無包裝材料產生，故相關披露不適用於本集團。製作現場涉及的包裝材料及廢棄物處置環節由專業服務商統一負責，為進一步強化全鏈條的環境責任管理，本集團將逐步推進供應鏈環境責任延伸機制，制定服務商的可持續審核標準，完善全流程管理體系，確保第三方處置環節符合集團環保要求，持續提升整體環境績效。

3. 環境及天然資源

基於本集團所屬影視行業的特性，現有業務不會對環境及天然資源構成重大環境影響，但集團對於可持續發展的意義具有深刻的認知。我們堅持將綠色理念貫穿製作的全流程，通過優化拍攝選址、推行資源循環利用、嚴控噪音光污染及廢棄物分類處置，系統推進綠色劇組建設。同時，加速數字化轉型，將AI技術廣泛應用於內容創作與營銷環節，以智能協作優化效率、降低資源消耗，以更低環境成本實現更高質量創作，持續賦能可持續發展目標。

綠色劇組

本集團堅持將綠色理念貫穿影視製作全流程，為系統推進綠色劇組建設，我們採取了一系列措施：

在拍攝籌備階段，集團優先選擇主場景周邊區域作為分場景選址，最大限度縮短轉場距離，從源頭減少車輛使用頻次及尾氣排放；在短途運輸環節優先採用電動運輸車輛，有效降低燃油消耗與碳排放。



Environmental Aspect 環境方面

During shooting, most production takes place in professional soundproof studios. We continuously monitor the on-site acoustic environment, strictly controlling noise emissions to avoid disturbing nearby communities and natural ecosystems. For set construction and material use, the Group actively advocates resource recycling, prioritizing renting or borrowing props and equipment to reduce single-use material consumption. Outdoor lighting is set up with full consideration of surrounding residents' routines, reasonably adjusting illumination time and brightness to minimize light pollution.

After shooting concludes, waste is uniformly sorted and processed. Reusable props and materials are screened, and the environmental awareness of crew members is continuously enhanced through employee training.

Environmental Targets and Progress

Based on actual business operations and sustainable development capabilities, the Group set 2030 energy-saving and emission-reduction goals using 2023 as the baseline year. Currently, the Group has achieved some emission reduction targets ahead of schedule. Moving forward, we will continuously monitor the implementation of relevant emission initiatives to guarantee the realization of the remaining targets.

拍攝過程中，大部分製作於專業隔音場地進行，同時持續監測現場聲環境，嚴格控制噪音排放，避免對周邊社區及自然生態造成干擾。在場景搭建與物資使用方面，集團積極倡導資源循環利用，優先通過租賃或借用方式獲取道具及裝置，減少一次性材料消耗；戶外燈光設置充分考慮周邊居民作息規律，合理調控制射時間與亮度，最大限度降低光污染影響。

拍攝結束後，統一對廢棄物進行分類處理，篩選可重複利用的道具及物料，並通過員工培訓持續提升劇組人員的環保意識。

環境目標及進度

本集團根據實際業務營運情況和可持續發展能力，以2023年為基準年度設定了2030年節能減排目標。目前本集團已提前完成部分減排目標，未來將持續控制相關排放舉措的落實及推進，保障其餘排放指標的落實。

Target Type 目標類型	Target Content ¹ 目標內容 ¹	Progress in 2025 二零二五年實行進度	Future Actions 未來舉措
Greenhouse gas emissions 溫室氣體排放	Using 2023 as the baseline year, the Group targets a 5% decrease in greenhouse gas emission intensity by 2030. 以2023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%。	During the Reporting Period, total greenhouse gas emissions remained generally stable. greenhouse gas emission intensity per unit revenue decreased compared to last year. (See "Climate Change" chapter). 報告期內，集團溫室氣體排放總量總體維持穩定。單位營收溫室氣體排放密度較去年有所降低。(詳見報告「氣候變化」章節)。	The Group will continue promoting green transportation, increase electric vehicles use in crews, and encourage employees to prioritize low-carbon transport during production. 本集團將繼續推廣綠色交通，加大劇組電動車輛使用，並鼓勵員工在劇集製作過程中優先採用低碳交通工具



Environmental Aspect 環境方面

Target Type 目標類型	Target Content ¹ 目標內容 ¹	Progress in 2025 二零二五年實行進度	Future Actions 未來舉措
Waste Emissions 廢棄物排放	Using 2023 as the baseline year, the Group targets a 5% decrease in waste emission intensity by 2030. 以2023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, influenced by office personnel fluctuations and activity intensity, total non-hazardous waste increased slightly year-on-year. However, due to effective sorting and reduction management, waste emission intensity per unit revenue decreased compared to last year. (See “Waste Emissions” chapter). 報告期內，受辦公場所人員波動及辦公、拍攝活動強度變化等因素影響，集團無害廢棄物產生總量較上年有所上升，但得益於有效的分類回收與減量管理，單位營收廢棄物產生密度較去年有所下降。（詳見報告「廢棄物排放」章節）。	The Group will continuously improve sorting and recycling management, strengthen waste data monitoring, and drive the implementation of reduction goals. 集團將持續完善分類投放與回收管理，加強廢棄物數據監測與統計口徑管理，推動減量目標的實施
Energy Consumption 能源消耗	Using 2023 as the baseline year, the Group targets a 5% decrease in energy consumption intensity by 2030. 以2023年為基準年，本集團設立目標至2030年之前實現能源消耗密度下降5%。	During the Reporting Period, along with business expansion and increased filming volume, total energy consumption slightly increased year-on-year. Yet, due to refined management and rapid capacity growth, energy consumption intensity per unit revenue decreased year-on-year. (See “Energy Consumption” chapter). 報告期內，伴隨業務擴張及拍攝體量增加，集團能源消耗總量較上年略有增加，但得益於公司的精細化管理及產能規模的快速增長，單位營收能源消耗密度較去年實現同比下降。（詳見報告「能源消耗」章節）。	The Group will further optimize electricity use, attempt to optimize the energy structure, and expand the use of new energy electricity in operations. 本集團將進一步優化電力使用，嘗試推進能源結構優化，拓展新能源電力在業務運營中的運用

Notes:

1. Considering that the Company's future headcount is expected to remain relatively stable while business and production capacity continue to expand, environmental targets based solely on a per-capita basis offer limited reference value. Accordingly, the Company has adjusted target descriptions and will gradually refine the intensity indicator system (including per unit revenue metrics) to more objectively reflect environmental management effectiveness based on actual operational realities.

備註：

1. 考慮到公司未來人員規模預計保持相對穩定，而業務及產能規模將持續擴張，單純以人均口徑的環境目標參考性相對有限。基於此，公司對相關目標表述進行了調整，後續將結合經營實際，逐步完善包括單位營收在內的強度指標體系，以更客觀反映環境管理成效。



Environmental Aspect 環境方面

4. Climate Change

As the impact of climate change on corporate operations deepens, promoting low-carbon transition and realizing sustainable development has become a global consensus. Responding to this call, the Group systematically conducts climate change risk assessments and management, fully integrating climate-related risks into the enterprise risk management system to continuously perfect prevention strategies and enhance climate resilience. Concurrently, we proactively identify and grasp development opportunities brought by green transition, advancing the R&D and promotion of green products and services. By effectively addressing climate change challenges, we drive the Company toward sustainable, high-quality development.

Governance

Relying on the ESG governance structure, the Group advances the systematic governance of climate factors to ensure effective supervision and management of climate-related risks and opportunities. The Board, as the highest decision-making body, assumes full responsibility for climate risks and opportunities; the Management coordinates the identification, analysis, and response strategy formulation for climate issues, reporting regularly to the Board; the ESG Working Group ensures the on-ground execution of all climate measures.

Strategy

Facing the profound impacts of global climate change, the Group acknowledges its realistic challenges and potential opportunities for the film and television production industry. We deeply understand that sustainable development is not merely a social responsibility but an internal requirement for long-term stable operations. Based on this, the Group integrates climate change factors into its overall strategic considerations, adheres to the national "Dual Carbon" goals, systematically identifies climate risks in daily operations, and actively explores innovation spaces amidst the low-carbon transition.

4. 氣候變化

隨著氣候變化對企業運營的影響日益加深，推動低碳轉型、實現可持續發展已成為全球共識。本集團響應這一時代號召，系統開展氣候變化相關風險評估與管理，將氣候相關風險全面納入企業風險管理體系，持續完善風險防範策略，不斷增強自身氣候韌性。同時，我們主動識別並把握綠色轉型帶來的發展機遇，積極推進綠色產品與服務的研發推廣，在有效應對氣候變化挑戰的過程中，推動公司實現可持續、高質量發展。

管治

本集團依託ESG治理架構，推進氣候因素的系統化管治，確保氣候相關風險與機遇得到有效監督與管理。董事會作為最高決策機構，對氣候風險及機遇的管理承擔全面責任；管理層負責統籌氣候議題的識別分析與應對策略制定，並定期向董事會匯報；ESG工作小組確保各項氣候措施的落地執行。

策略

面對全球氣候變化帶來的深遠影響，本集團正視其對於影視製作行業的現實挑戰與潛在機遇。我們深知可持續發展不僅是社會責任的體現，也是企業長期穩健運營的內生需求。基於此，本集團將氣候變化因素納入整體戰略考量，堅持以國家「雙碳」目標為導向，系統識別集團日常運營可能面臨的氣候風險，並積極探索低碳轉型背景下的創新空間。



Environmental Aspect 環境方面

Climate Risk Assessment

Relying on the existing ESG governance structure, the Group systematically identifies and evaluates climate-related risks and opportunities. Combining industry characteristics and operational realities, we developed a risk list encompassing physical and transition risks, formulating targeted countermeasures.

氣候風險評估

依託現有 ESG 治理架構，本集團系統開展氣候相關風險與機遇的識別評估工作，結合影視行業特性及自身運營實際，形成了涵蓋物理風險與轉型風險的風險列表，並針對性制定應對舉措。

Risk Type 風險類型	Specific Risk Description 具體風險描述	Business Impact Analysis 對業務的影響分析	Measures 應對措施
Physical Risks 物理風險	Increased frequency and severity of extreme weather events like typhoons, storms, heavy rain, extreme cold, and heat. 颱風、風暴、暴雨、嚴寒、酷熱等極端天氣事件發生頻率增加及影響程度加劇	<ul style="list-style-type: none"> • Damage to valuable assets like cameras and recording equipment. 攝影、錄像等貴重設備資產損毀 • Threats to crew members' health and safety. 劇組工作人員健康安全受到威脅 • Production schedules interrupted, reducing productivity. 拍攝計劃中斷，生產力下降 • Inability to fulfill contracts on time, triggering fulfillment difficulties and delayed deliveries. 合同無法按時履行，引發履約困境及延遲交付 • Potential negative impacts on Group revenue. 集團收益面臨潛在負面影響 	<ul style="list-style-type: none"> • Formulate flexible work arrangements and precautionary measures for severe weather. 擬定惡劣天氣彈性工作安排及預防措施 • Explicitly stipulate force majeure clauses in project contracts. 在項目合同中明確不可抗力條款約定 • Purchase corresponding insurance for equipment and personnel safety. 為設備與人員安全購置相應保險 • Develop contingency plans, urging crews to flexibly adjust shooting schedules. 制定應急預案，督促劇組靈活調整拍攝計劃 • Specify operational standards in the Employee Handbook's health and safety section to prevent potential hazards. 在員工手冊健康與安全章節明確作業規範，防範潛在危害



Environmental Aspect 環境方面

Risk Type 風險類型	Specific Risk Description 具體風險描述	Business Impact Analysis 對業務的影響分析	Measures 應對措施
Transition Risks 轉型風險	The global carbon-neutral vision drives policy tightening, tech iteration, and market preference shifts. 全球碳中和願景推動政策收緊、技術迭代及市場偏好轉變	<ul style="list-style-type: none"> Tighter national policies may impose environmental taxes, increasing operational costs. 國家政策收緊，可能徵收環保相關稅項，增加運營成本 Customer preferences shift towards eco-friendly enterprises, pressuring traditional business models. 客戶偏好轉向更環保友善的經營企業，傳統業務模式面臨壓力 Failure to respond timely may result in compliance fines, market loss, and reputational damage. 若未能及時應對，可能面臨違規罰款、市場流失及聲譽受損 	<ul style="list-style-type: none"> Deeply understand and strictly abide by laws and regulations, tracking global climate trends. 深入了解並嚴格遵守法律法規，緊跟全球氣候轉變趨勢 Build a robust legal team to prevent compliance risks and extra costs. 建立健全法務團隊，防範違規風險及額外成本 Continuously monitor market trends and adjust business models timely. 持續監測市場趨勢，及時調整業務模式 Strengthen eco-friendly content creation, increasing green-themed productions to meet market demand. 強化環保內容創作，增加環保題材製作，滿足綠色市場需求 Actively leverage AI and tech to empower creation and marketing, improving efficiency and lowering costs. 積極利用AI等技術賦能創作與宣發，提升效率、降低成本 Comprehensively review business practices, maintain transparency, and uphold corporate reputation through environmental advocacy. 全面審視業務實踐，保持透明度，借助環保倡導活動維護企業聲譽



Environmental Aspect 環境方面

Opportunities

The Group actively seizes transition opportunities amid climate change, deeply integrating green and low-carbon concepts into operations and content creation. Driven by technological innovation, we continuously enhance market competitiveness and brand value.

At the daily operation level, the Group systematically practices circularity throughout corporate operations and drama shooting. From prop reuse and material management to set construction, we maximize resource efficiency, lowering energy consumption and waste. By optimizing dispatch, promoting green procurement, and advocating eco-friendly behaviors, low-carbon awareness permeates every detail to realize energy savings and emission reductions.

At the production technology level, the Group continuously introduces cutting-edge digital intelligence and virtual production tools. Relying on AI-assisted creation, virtual shooting, and panoramic replication, we significantly improve content production efficiency and precision while reducing resource consumption and environmental impact inherent in traditional set building. Digital upgrades not only compress costs and prep times but also empower creative teams with stronger expressive power, continuously yielding high-quality, innovative works that boost the Group's core competitiveness.

Looking ahead, the Group is committed to producing more innovative, eco-friendly, and sustainable works against the backdrop of climate risk. We will drive the deep integration of green industrialization and content creation, actively contributing to the industry's low-carbon transition while achieving our own sustainable development.

Risk Management

Relying on the ESG governance structure, the Group established a climate risk management process for risk identification, assessment, and response.

機遇

本集團積極把握氣候變化背景下的轉型機遇，將綠色低碳理念深度融入企業運營與內容創作全過程，以技術創新驅動可持續發展，持續提升市場競爭力和品牌價值。

在日常運營層面，集團在企業運營及劇集拍攝全流程中系統踐行循環利用理念，從道具復用、物料管理到場景搭建，最大限度提升資源使用效率，降低能源消耗與廢棄物產生。通過優化統籌調度、推行綠色採購及倡導環保行為，將低碳意識滲透至每一處細節，實現運營層面的節能減排。

在製作技術層面，集團持續關注並引入前沿數智化技術與虛擬製作工具，依託AI輔助創作、虛擬拍攝及全景復刻等創新手段，顯著提升內容生產效率與製作精度，降低傳統實景搭建帶來的資源消耗與環境影響。數智化升級不僅有效壓縮製作成本、縮短籌備週期，更賦予創作團隊更強的表現力與想像空間，持續產出兼具創新性與觀賞性的高品質作品，增強集團在內容市場的核心競爭力。

面向未來，本集團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，推動綠色工業化與內容創作的深度融合，在實現企業自身可持續發展的同時，為行業低碳轉型貢獻積極力量。

風險管理

本集團依託ESG治理架構，建立風險識別、評估及應對的氣候風險管理流程。



Environmental Aspect 環境方面

For major climate risks, the Group formulated differentiated strategies: assessing climate suitability early in the location scouting phase to avoid high-risk areas; monitoring real-time meteorological dynamics during shooting to flexibly adjust schedules; and specifying force majeure clauses in contracts to guard against fulfillment risks. Risk monitoring spans the entire shooting process; the ESG Working Group promptly reports anomalies to management to ensure closed-loop risk management.

Metrics and Targets

The Group's Greenhouse Gas emissions primarily stem from petrol consumed by company vehicles and crew vehicles (Scope 1), as well as purchased electricity for daily offices and shooting (Scope 2). Given our business nature, the Group does not engage in highly energy-intensive production activities, yet we recognize the paramount importance of addressing climate change for long-term development. Focusing on major emission sources and boundaries, the Group implements reduction measures in key areas like vehicle and electricity management.

針對重大氣候風險，本集團制定差異化應對策略：拍攝選址階段提前評估氣候適宜性，規避高風險區域；拍攝期間實時監測氣象動態，靈活調整拍攝計劃；項目合同中明確不可抗力條款，防範履約風險。風險監控貫穿拍攝全流程，ESG工作小組及時向管理層匯報異常情況，確保風險閉環管理。

指標與目標

本集團溫室氣體排放主要源自公務車輛及劇組用車消耗的汽油(範圍一)，以及日常辦公與劇組拍攝所耗的外購電力(範圍二)。鑒於業務特性，集團暫未涉及高耗能生產活動，但我們深刻認識到應對氣候變化對企業長期發展的重要性。針對溫室氣體排放的主要來源與邊界範圍，集團從車輛管理、用電管理等關鍵環節入手，持續推進減排措施：

Management Dimension

管理維度

Specific Measures

具體舉措

Vehicle Management
車輛管理

Strengthen company vehicle management, strictly implement usage registration, reasonably control dispatch frequency, and reduce unnecessary vehicle use.

加強公務車輛管理，嚴格執行使用登記制度，合理控制出車頻次，減少非必要用車

Electricity Management
用電管理

- Advocate energy-saving habits among employees, turning off power promptly during non-office hours to effectively reduce indirect emissions.
- Initiated the Electric Vehicles replacement program for company and crew vehicles, gradually introducing Electric Vehicles to cut carbon emissions at the source.

倡導員工養成節能習慣，非辦公時間及時關閉電源，有效降低間接排放

已啟動公務用車及劇組用車的電動化替換工作，逐步引入電動汽車，從源頭上減少碳排放



Environmental Aspect 環境方面

Specific emission statistics for the Reporting Period are as follows:

報告期內具體排放數據統計如下：

		Greenhouse Gas Emissions 溫室氣體排放	
Indicators ¹	Unit	2025 Emissions	2024 Emissions
指標 ¹	單位	二零二五年排放量	二零二四年排放量
Direct Greenhouse Gas Emissions (Scope 1)	Tonnes CO ₂ e		
直接溫室氣體排放(範圍一)	噸二氧化碳當量	45.00	43.19
Energy Indirect Greenhouse Gas Emissions (Scope 2)	Tonnes CO ₂ e		
能源間接溫室氣體排放(範圍二)	噸二氧化碳當量	212.71	214.77
Energy Indirect Greenhouse Gas Emissions (Scope 2)	Tonnes CO ₂ e		
溫室氣體總排放量	噸二氧化碳當量	257.71	257.96
Greenhouse Gas Emission Intensity	Tonnes CO ₂ e/Million Revenue		
溫室氣體排放密度 ²	噸二氧化碳當量／百萬收入	0.30	0.39
Greenhouse Gas Emission Intensity	Tonnes CO ₂ e/Employee		
溫室氣體排放密度	噸二氧化碳當量／員工	1.50	1.27

Notes:

- Greenhouse Gas emission data is presented in terms of carbon dioxide equivalents and references (including but not limited to) the latest national grid average emission factors released by the Ministry of Ecology and Environment, the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard published by WRI and WBCSD, and the How to Prepare an ESG Report—Appendix 2: Reporting Guidance on Environmental KPIs issued by the Hong Kong Stock Exchange.

備註：

- 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生態環境部最新發佈的全國電力平均排放因子、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》及香港交易所發佈的《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》。



Social Aspect 社會方面

1. Employment

The Group has always regarded human resources as an important cornerstone for sustainable development. We strictly comply with national laws and regulations such as the *Labor Law of the People's Republic of China* and the *Labor Contract Law of the People's Republic of China*, expressly prohibiting the employment of child labor and any form of forced labor. To standardize employment management, the Group formulated the *Employee Handbook*, detailing comprehensive provisions on recruitment, promotion, work discipline, working hours, and leave systems. All new hires must carefully read and sign to confirm their understanding of these rules. Furthermore, the Group has issued supporting policies on recruitment, compensation and benefits, promotion channels, vacations, diversity, and equal opportunities to continuously optimize employment mechanisms and foster a fair, just, and healthy workplace environment.

Recruitment, Dismissal, and Labor Standards

Regarding recruitment and dismissal, Linmon Media strictly follows local labor regulations where it operates. Through the *Recruitment Management System* and the *Employee Handbook*, we established a full-lifecycle management framework, explicitly defining recruitment norms, hiring standards, and procedures for terminating labor relations.

In talent acquisition, we uphold the principle of “equal opportunity and merit-based hiring,” utilizing diverse channels (direct sourcing, headhunters, campus recruitment, internal referrals) to ensure talent diversity and suitability. HR strictly verifies candidates’ identities, work histories, and age compliance, conducting background and credit checks when necessary. If any violations of labor laws are discovered during verification, the hiring process is terminated immediately or the labor contract is dissolved, holding relevant personnel accountable under internal systems.

1. 僱傭

集團始終將人力資源視為可持續發展的重要基石，嚴格遵守《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等國家相關法律法規，明確禁止聘用童工及任何形式的強制勞動。為規範用人管理，集團制定了《員工手冊》，對招聘錄用、崗位晉升、工作紀律、工時管理及休假制度等事項作出全面細緻的規定。所有新入職員工均須認真研讀《員工手冊》並簽字確認，以確保其對各項規章制度的充分認知。此外，集團還圍繞招聘、薪酬福利、晉升通道、工時與假期安排、多元化發展及機會平等方面出台了一系列配套政策，持續優化用人機制，營造公平、公正、健康有序的職場環境。

招聘、解聘及勞工準則

在僱員招聘與解僱管理方面，樟萌影視嚴格遵循業務所在地相關勞動法規的要求，並通過《招聘管理制度》與《員工手冊》構建了覆蓋員工全生命週期的管理框架，對招聘流程的規範性、崗位錄用標準以及勞動關係終止的程序與適用情形均作出明確規定。

在人才引進環節，我們堅持「機會均等、擇優錄用」的基本原則，綜合利用自主搜尋、獵頭合作、校園招聘及內部推薦等多種渠道，確保人才來源的多元性與適配度。所有候選人均須經過人力資源部門的嚴謹核查，包括身份信息、工作經歷及年齡合規性，並將視情況啟動背景調查與個人徵信評估。一旦在核查中發現違反勞動法律法規的情形，將立即終止錄用流程或解除勞動關係，並依據內部制度追究相關人員責任。



Social Aspect 社會方面

We resolutely oppose workplace oppression, verbal abuse, sexual harassment, and forced labor, striving to create a safe, respectful, and equal working environment. All employees must sign written employment contracts upon joining, clearly defining job titles, duties, and compensation structures to ensure transparent and contractual labor relations. During the Reporting Period, the Group received no major complaints or reports concerning child or forced labor; recruitment and dismissal operations remained compliant and stable.

我們堅決抵制任何形式的職場壓迫、言語辱罵、性騷擾及強制勞動，致力營造安全、尊重、平等的工作環境。所有員工入職時均需簽署書面僱傭合約，明確定義崗位職銜、職責範圍及薪酬結構，確保勞動關係的透明性與契約性。報告期內，集團未接獲任何有關運用童工、強制勞工等相關的重大違規投訴或舉報，整體招聘與解聘工作保持合規、平穩運行。

As of December 31, 2025, the Group had 172 full-time employees. The breakdown of total employees by gender, category, age group, region, and employment type is as follows:

截至2025年12月31日，本集團有172名全職員工。按性別、員工類別、年齡組別、地區及僱傭類型(如全職或兼職)劃分的員工總數如下：

Employee Profile	員工人數	2025 二零二五年度		2024 二零二四年度	
		Number 員工數量	Percentage 員工佔比	Number 員工數量	Percentage 員工佔比
Total Employees	員工總數	172	100%	203	100%
By Gender	性別				
Male	男性	40	23%	59	29%
Female	女性	132	77%	144	71%
By Employee Category	員工類別				
Senior Management	高級管理層	3	2%	4	2%
Middle Management	中級管理層	16	9%	16	8%
General Employees	基層員工	153	89%	183	90%
By Age Group	年齡組別				
Below 30 years old	30歲以下	57	33%	65	32%
30-50 years old	30 – 50歲	111	65%	133	66%
Over 50 years old	50歲以上	4	2%	5	2%
By Region	地區				
Mainland China	中國大陸	166	97%	199	98%
Other Regions	其他地區	6	3%	4	2%
By Employment Type	僱傭類型				
Full-time	全職	172	100%	203	100%
Part-time	兼職	0	0%	0	0%



Social Aspect 社會方面

During the Reporting Period, the total number and turnover rate of the Group's departed employees by gender, age group, and region are as follows:

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	2025 二零二五年度		2024 二零二四年度	
		Turnover Number 流失人數	Turnover Rate ¹ 流失比例 ¹	Turnover Number 流失人數	Turnover Rate ¹ 流失比例 ¹
Overall	整體	111	39.2%	124	37.9%
By Gender	性別				
Male	男性	32	44.4%	39	39.8%
Female	女性	79	37.4%	85	37.1%
By Age Group	年齡組別				
Below 30 years old	30歲以下	56	49.6%	60	48.0%
30-50 years old	30 – 50歲	55	33.1%	64	32.5%
Over 50 years old	50歲以上	0	0.0%	0	0.0%
By Region	地區				
Mainland China	中國大陸	111	39.2%	124	37.9%
Other Regions	其他	0	0.0%	0	0.0%

Note:

- The employee turnover rate is calculated by dividing the number of departed employees during the Reporting Period by the sum of active employees at the end of the Reporting Period plus departed employees during the Reporting Period × 100%.

備註：

- 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。



Social Aspect 社會方面

Diversity, Equal Opportunity and Anti-Discrimination

Linmon Media strictly abides by regulations such as the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Contract Law of the People's Republic of China*, and the *Employment Ordinance* (Chapter 57 of the Laws of Hong Kong), establishing explicit management principles and codes of conduct in the *Employee Handbook*.

The Group upholds the principle of equal opportunity in all HR processes—including recruitment, training, promotion, and compensation—eliminating all forms of discrimination. We ensure no employee is treated differently due to race, gender, age, religion, nationality, marital status, sexual orientation, or disability. We actively cultivate an inclusive workplace culture. On the one hand, we recruit diverse talent through varied channels and perfect anti-discrimination requirements to offer equal career opportunities to all genders. On the other hand, through regular performance assessments and transparent selection mechanisms, we ensure everyone has fair promotion and training opportunities, striving to let everyone fully utilize their talents.

Employee Promotion

Regarding talent management and promotion, the Group formulated the *Talent Development White Paper*, establishing a systematic and transparent promotion system to provide clear career paths and encourage continuous growth.

We built a company-wide rank system, dividing roles into five main bands: “Assistant, Specialist, Supervisor, Manager, Director”. Within each band, roles are further split into three proficiency levels: “Needs Further Deepening,” “Moderately Proficient,” and “Mature & Complete.” For our three core professional domains (Production, R&D, Scriptwriting), we established granular professional sequence requirements corresponding to the general ranks, ensuring professional talent has clear growth trajectories.

多元化、平等機會及反歧視

檸萌影視嚴格遵循《中華人民共和國勞動法》《中華人民共和國勞動合同法》《中華人民共和國合同法》及香港《僱傭條例》(第57章)的相關規定，並據此在《員工手冊》中確立了明確的管理原則與行為準則。

本集團在招聘、培訓、晉升及薪酬福利等所有人力資源環節中，均秉持平等機會原則，杜絕任何形式的歧視與不當行為，確保不因種族、性別、年齡、宗教信仰、國籍、婚姻狀況、性取向或殘疾等因素而區別對待任何員工。我們積極營造包容性的職場文化。一方面，通過多元化的招聘渠道吸納來自不同背景的人才，持續完善反歧視管理要求，為不同性別員工提供平等的職業發展與崗位機會；另一方面，在職業發展通道上，我們通過定期的績效評估與透明的人才選拔機制，確保每位員工均能獲得公平的晉升與培訓機會，力爭實現人盡其才、才盡其用。

員工晉升

在人才管理與晉升方面，本集團制定《人才發展白皮書》，建立了一套系統化、透明化的晉升體系，旨在為員工提供清晰的職業發展路徑，激勵人才持續成長。

我們建立覆蓋全員的職級體系，將崗位劃分為「助理、專員、主管、經理、總監」五個主要職級帶。每個職級帶內，依據員工業務嫻熟度與角色成熟度，進一步細分為三個職業級別，分別代表「需進一步深化」「中等嫻熟」及「成熟完備」。針對製作、研發及劇作三個核心專業領域，我們設有更為細化的專業序列職級要求，並與通用職級體系形成對應，確保專業人才的成長路徑有章可循。



Social Aspect 社會方面

We support promotion through multiple talent development programs. For instance, the Management Trainee program cultivates fresh graduates through cross-departmental rotation, determining final placements through mutual selection. The Innovation Spin-off program encourages young grassroots employees to form task forces to explore new business ventures, expanding their capabilities beyond core duties. Furthermore, combining annual performance reviews, we conduct High-Potential Talent Inventories where management discusses and identifies high-potential staff, conducting career talks to formulate personal development plans.

The continuous operation of these mechanisms provides fair and transparent promotion channels, organizing promotions systematically. The Group will continually perfect these mechanisms to keep talent development aligned with business strategies.

Compensation and Care Benefits

The Group views employees as its most valuable asset. Following the *Remuneration Management Measures* and the *Employee Handbook*, we built a compensation system balancing “competitiveness, fairness, and incentives” to attract, motivate, and retain top talent.

The Group utilizes a dual structure of annual salaries and project-based pay, categorized by job nature and core responsibilities for targeted and scientific management. For project incentives, we set up differentiated reward mechanisms for different professional sequences.

Performance assessment spans the entire compensation management process. Direct supervisors integrate performance communication into daily management. Through regular feedback and annual reviews, we precisely quantify contributions, effectively balancing pay gaps among roles to ensure fair compensation matching duties, abilities, and contributions.

On top of statutory benefits, the Group provides comprehensive welfare covering health, life, office environment, and special care:

我們通過多項人才發展項目為員工晉升提供實踐支撐。例如，管理培訓生項目通過跨部門輪崗培養應屆畢業生，輪崗結束後依據雙向選擇原則確定定崗部門；創新衍生項目則鼓勵基層年輕員工組成項目小組，對新生業務進行探索性嘗試，為內部人才提供在本職工作之外延展能力的路徑。此外，我們結合年度績效考核開展高潛人才盤點，由管理層共同討論確定高潛力員工，並進行職業發展談話，制定個人職業發展計劃。

上述機制的持續運作為員工提供了公平、透明的晉升通道，使得員工晉升工作有序開展。集團將持續完善晉升機制，確保人才發展與業務戰略同頻共振。

薪酬及關愛福利

本集團始終將員工視為企業最寶貴的資產，依據《薪酬管理辦法》及《員工手冊》構建了兼顧「競爭性、公平性與激勵性」的薪酬福利體系，旨在通過具有市場競爭力的回報與全方位的關愛，吸引、激勵並保留優秀人才。

本集團採用年薪制與項目制並行的薪酬結構，依據崗位性質與核心職責進行歸類，確保薪酬體系的針對性與科學性。在項目激勵方面，本集團也針對不同專業序列設立了差異化的獎勵機制。

績效評估貫穿薪酬管理全過程。由直屬主管將績效溝通納入日常管理，通過定期反饋與年度考核，精準量化員工在不同職能領域的績效貢獻，有效平衡不同崗位間的薪酬差距，確保員工獲得與其職責、能力及貢獻相匹配的公平報酬。

在法定福利基礎上，本集團致力於為員工提供覆蓋健康、生活、辦公及特色關懷的全面保障，例如：



Social Aspect 社會方面

Health Security: We arrange comprehensive annual medical check-ups with report interpretation services. We purchase commercial insurance (medical, accident, term life, critical illness) for all staff, plus additional crew accident insurance for filming staff. We focus on mental health through the “Linmon Station” (EAP) free psychological counseling. Through the “Sports Month” initiative, we organize weekly sports and other health activities (badminton, Pilates, shoulder massages) across office locations.

Life Security: We pay social insurance and housing provident funds strictly per national and local policies. Aside from statutory holidays and Sundays, employees enjoy paid annual leave, maternity leave, compensatory time off, marriage leave, and examination leave to balance work and life.

Office Security: We create a comfortable, efficient workspace equipped with advanced equipment and ample natural light.

Featured Benefits: We plan diverse creative activities to enrich workplace experiences. We offer exclusive free viewing of our self-produced dramas. Surrounding hit shows and key periods (Spring Festival, National Day), we hold interactive events like guessing drama heat, Douban ratings and box office numbers. For cultural exposure, we provide tickets to the Shanghai International Film Festival and Wuzhen Theatre Festival. Championing green living, we encourage employees to swap idle and near-expiry items. During the Reporting Period, we held Christmas tea parties, New Year kick-off events, annual galas, and anniversary celebrations, drawing enthusiastic participation and boosting cohesion.

健康保障：本集團每年為員工安排全面體檢，並提供體檢報告解讀服務，幫助員工及時了解身體狀況。我們為全體員工購買了包含醫療險、意外傷害險、定期壽險及重大疾病險在內的商業保險；針對參與劇集拍攝的員工，額外購置劇組意外保險，以應對拍攝過程中的不可預見風險。同時，我們關注員工心理健康，通過員工援助計劃「檸檬加油站」(EAP)提供免費心理諮詢服務，助力員工應對工作與生活壓力；通過設立「運動月」活動，將長期運動計劃落地，每週在各辦公地組織多樣化的運動與健康活動，如羽毛球、普拉提、肩頸按摩等。

生活保障：本集團嚴格按照國家和工作所在地政策為員工繳納社會保險及住房公積金，確保員工享有法定的福利保障。在假期制度方面，除法定節假日及星期日外，員工還可依法享有年假、產假、補休假、婚假及考試假等有薪假期，切實保障員工的休息權益與工作生活平衡。

辦公保障：我們致力於營造舒適高效的辦公環境，配備先進的辦公設備與充足的自然採光。

特色福利：本集團通過策劃多元化的創意活動，持續豐富員工的職場體驗與文化生活。我們為員工提供免費觀看公司自製劇目的專屬福利，並圍繞熱播劇集及春節、國慶等重點檔期，組織劇集熱度、豆瓣評分及電影票房競猜等互動活動，在提升參與感的同時激發員工對內容市場的關注與思考。在文化藝術拓展層面，公司為員工提供上海國際電影節與烏鎮戲劇節的觀演福利，支持大家接觸前沿影視戲劇作品，拓寬專業視野與審美素養。同時，我們積極倡導綠色低碳理念，推動員工開展閒置物品及臨期物品交換活動，促進資源循環利用，營造互助共享的團隊氛圍。報告期內，公司還組織開展了聖誕下午茶、新年開工活動、年會及週年司慶等線下聚會，員工參與積極，進一步增強了內部凝聚力和歸屬感。



Social Aspect 社會方面



2025 New Year Kick-off Group Photo
2025年開工合照



Christmas Afternoon Tea
聖誕節下午茶



Social Aspect
社會方面



11th Anniversary Group Photo – Beijing
11週年司慶合照－北京



11th Anniversary Group Photo – Shanghai
11週年司慶合照－上海



Social Aspect 社會方面



Annual Review Meeting Group Photo
公司年會合照



Annual Review Meeting
年終總結大會



Social Aspect 社會方面

Employee Communication

The Group upholds open and transparent communication, building multi-channel, multi-level dialogue mechanisms to guarantee employees' right to know and express, fostering an honest and mutually trusting atmosphere.

Following the *Employee Handbook* and internal systems, we built an all-around communication framework covering daily interactions and formal appeals. Daily, the Company synchronizes business progress through mechanisms like "Office Meetings," "Jiang Hu Meetings," department meetings every two weeks and quarterly communication meetings. Direct supervisors are expected to integrate feedback into routine management practices through structured mechanisms such as new employee semi-annual debriefings, mid-year reviews, year-end appraisals, and semi-annual vice-president dialogues. This systematic approach is designed to foster mutual understanding between management and staff.

For appeals and complaints, the *Employee Handbook* outlines a clear three-tier procedure: employees may first report to department heads; if unsatisfied, they can appeal sequentially to the Executive Vice President and the Organization and Talent Department, with guaranteed response timelines. We established a dedicated whistleblower email (shudong@linmon.cn) for anonymous or real-name reports. Verified violations are dealt with strictly, and the legal rights of whistleblowers are rigorously protected.

These mechanisms continuously build internal trust and information flow, providing institutional guarantees for employees to express demands and participate in management.

員工溝通

在員工溝通方面，本集團秉持開放、透明的溝通理念，致力於構建多渠道、多層次的對話機制，保障員工知情權與表達權，營造坦誠互信的組織氛圍。

依據《員工手冊》及內部管理制度，我們建立了覆蓋日常溝通與正式申訴的全方位溝通體系。在日常溝通層面，公司通過「辦公會」「江湖會」、每兩周部門會議及季度溝通會等機制，及時向員工同步公司整體業務進展與經營動態，為員工了解組織方向、尋求職業發展機會提供信息。同時，公司鼓勵直屬主管將績效反饋納入日常管理，通過新員工半年度述職、年中績效反饋、年末績效考核對話以及半年度分管副總裁對話等形式，促進上下級之間的定期交流與雙向理解。

在員工申訴與投訴方面，《員工手冊》設有明確的三級處理程序：員工可首先向部門負責人反映問題，若未獲滿意答覆，可依次向分管執行副總裁及組織與人才部提出申訴，公司承諾在規定時限內予以答覆。此外，公司設立專用舉報郵箱 (shudong@linmon.cn)，為員工提供匿名或實名反映問題的渠道。對於經查實的違規行為，公司將依據規定予以處理，並嚴格保護信息提供者的合法權益。

上述溝通機制的持續運行，有效促進了組織內部的信任建設與信息暢通，為員工表達訴求、參與管理提供了制度保障。



Social Aspect 社會方面

2. Development and Training

In talent development, adhering to the vision of “shaping content by people, and shaping people with content,” the Group provides systematic training opportunities governed by the *Employee Handbook* and the *Talent Development White Paper*.

New hires must attend onboarding training (corporate culture, rules, workflows) for quick integration. Daily training covers: generic skills, professional skills, leadership (tailored to management levels), and anti-corruption, aligning content with job needs. We regularly invite external experts for “Expert Lectures” and offer diverse courses like logical thinking and stress management, balancing professional capability with physical and mental health.

Internal sharing drives knowledge accumulation. We have dedicated mechanisms for key talent projects and set up Innovation Spin-off projects for high-potential staff (innovative thinking, case studies, hands-on practice). Through “Jiang Hu Meetings” and Review Meetings, we promote internal exchange. Crucially, after every drama airs, we organize a Review Meeting encompassing creation, shooting, distribution, and marketing to summarize successes and identify improvements. Additionally, we hold topical seminars on industry trends, creation techniques, and emerging phenomena to broaden horizons.

Meanwhile, the Group respects developmental aspirations, supporting employees taking professional exams. Annually, the Organization and Talent Department collects external training needs; employees with 6+ months tenure can apply for relevant courses to boost comprehensive capabilities.

2. 發展與培訓

在人才發展與培訓方面，本集團秉持「人塑內容、內容塑人」的企業願景，依據《員工手冊》及《人才發展白皮書》等相關內容的規定，致力於為員工提供系統的培訓與發展機會。

新員工入職時須參加入職培訓，學習企業文化、規章制度及業務流程，以盡快融入公司。日常培訓項目主要涵蓋：通用技能培訓、專業技能培訓、針對不同管理層的領導力培訓、反貪腐培訓，同時根據崗位與項目特點制定個性化培訓計劃，確保培訓內容與員工實際工作緊密契合。此外，我們定期邀請外部專家團隊為全體員工開展培訓，如「大咖講堂」系列活動，並提供邏輯思維、壓力管理等多元化課程，在提升專業能力的同時關注員工身心健康。

內部分享是知識沉澱與團隊協作的重要載體。針對重點人才發展項目，我們設有專項培養機制，並設立創新衍生項目為高潛力員工提供創新思維訓練、案例分析與實踐操作等課程，鼓勵其在新生業務領域進行探索性嘗試。同時，我們通過「江湖會」、復盤會等形式，促進內部經驗交流。特別是在每部劇集播出後，集團會組織復盤會，對創作、拍攝、發行、宣傳等全流程工作進行系統回顧，總結成功經驗、識別改進空間，以推動團隊合作與工作效率持續提升。此外，我們圍繞行業與社會熱點問題，在劇集製作經驗、創作話題、新興事物解析等領域開展專題分享，拓寬員工視野，激發創新思維。

與此同時，本集團充分尊重員工的發展意願，積極支持員工參與專業人士資格考試，為其職業資格提升創造便利條件。同時，組織與人才部每年年初向部門負責人收集外部培訓需求，入職滿半年的員工可經申請參與相關課程，助力其持續提升專業素養與綜合能力。



Social Aspect
社會方面

Employee Development and Training 員工發展及培訓	2025 二零二五年度		2024 二零二四年度	
	Trainee Category 受訓人員類別	Number of trainees 受訓人次	Trainee Category 受訓人員類別	Number of trainees 受訓人次
Course Type 課程類型				
New Employee Training 新員工培訓	All levels 各級別員工	20	All levels 各級別員工	74
Vocational Skills Training 職業技能培訓	All levels 各級別員工	321	All levels 各級別員工	432
Leadership Training 領導力培訓	Middle & Senior Management 中級管理層	6	Middle & Senior Management 中高級管理層	30

During the Reporting Period, 172 employees participated in training (347 person-times total), logging 9,151 hours. Average training was 65.36 hours per person, with a total investment of RMB579,899. In the context of cost-reduction and efficiency-enhancement, the Group optimized personnel structure and centralized training resources, achieving capacity and revenue growth. Although headcount adjustments lowered absolute training figures year-on-year, talent allocation efficiency significantly improved, supporting a 70% year-on-year surge in short drama output and doubling long drama initiations. Training data breakdown:

報告期內，集團共有172名員工參與培訓，累計347人次，總時長9,151小時，人均受訓時長為65.36小時，全年培訓投入總金額為579,899元。在全面推進降本增效的背景，集團通過優化人員結構、集約配置培訓資源，實現了產能擴張與收入增長。儘管受員工人數調整影響，整體培訓人次及時長同比有所下降，但人才配置效率顯著提升，有效支撐了短劇產量同比增長70%及長劇開機量翻倍的業務突破。具體培訓數據如下：



Social Aspect 社會方面

The breakdown of training data by gender and employee category is as follows:

培訓數據按性別及員工類別劃分的情況如下：

		2025 二零二五年度 Average Training Hours 人均受訓時長(小時)	2024 二零二四年度 Average Training Hours 人均受訓時長(小時)
Employee Development and Training	員工發展及培訓		
By Gender	性別		
Male	男性	46.56	64.47
Female	女性	55.22	66.81
By Employee Category	員工類別		
Senior Management	高級管理層	144.83	182.80
Middle Management	中級管理層	115.16	128.13
General Employees	基層員工	44.93	58.16

3. Health and Safety

The Group strictly abides by the *Labor Law of the People's Republic of China*, the *Work Safety Law of the People's Republic of China*, and the *Fire Protection Law of the People's Republic of China*. We developed internal policies like the *Crew Safety Rules and Regulations* and the *Safe Production Confirmation Letter*, building a comprehensive security system spanning office and shooting scenarios.

We maintain routine management across daily offices and shooting sets. In offices, we execute strict hygiene routines (deep cleaning, sanitization) and regularly maintain air-conditioning ventilation system to keep air pure and create a comfortable workspace.

3. 健康與安全

在健康與安全管理方面，本集團嚴格遵守《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》等相關法律法規，並結合行業特性制定了《劇組安全規章制度》《安全生產確認函》等內部政策，構建起覆蓋辦公及拍攝場景的全面安防體系。

本集團構建了覆蓋日常辦公與劇組拍攝兩大場景的常態化管理機制。辦公區域內，我們實施嚴格的衛生維護流程，包括對工位、公共區域的深度清潔與定期消毒，同時對空調通風系統進行定期保養和濾芯更換，以保持空氣循環的潔淨度，營造舒心的職場環境。



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For highly mobile and complex shooting sets, we establish full-cycle safety protection. Before shooting, besides providing accident insurance, we draft detailed safety plans to analyze potential risks and set emergency responses. During set construction, materials must meet strict eco-standards and pass environmental quality tests. During shooting, each department assigns a safety inspector for daily hazard patrols; the Company also deploys special personnel to inspect equipment and electrical facilities, repairing faults immediately. We provide full protective gear (helmets, safety shoes, goggles, safety harnesses) and ensure correct usage through pre-job guidance.

Due to strict execution, the Group has maintained zero work-related fatalities for six consecutive years (including this period). There were no lost days due to injury, nor any material violations of health and safety laws.

4. Supply Chain Management

The Group strictly abides by the *Bidding Law of the People's Republic of China* and the *Regulation on the Implementation of the Bidding Law of the People's Republic of China*. We established a systematic Procurement and Supplier Management System, detailing full-lifecycle norms from development and onboarding to daily management, assessment, and elimination.

Procurement is classified: daily office and fixed assets by Public Affairs; scripts or copyrights by the Script Center and Copyright Center; crew materials by the Production Center and Movie Department. Finance manages funding reviews, while Legal and Finance jointly review contract compliance.

針對劇集拍攝這類複雜且流動性強的作業現場，我們建立了貫穿項目全週期的安全防護體系。開機前，除為每一位進駐劇組的員工購置意外保險外，我們會編製詳盡的拍攝安全方案，系統分析拍攝過程中可能遇到的風險點，並據此設定清晰的應急響應流程，確保所有參與人員在開拍前對突發狀況的應對方式完全了解。在場景及置景搭建階段，我們對材料選用設置了嚴格的環保標準，現場須通過專業的環境質量檢測方可投入使用；進入拍攝期後，各職能部門均指派專人擔任安全督導員，負責日常巡查本組範圍內的安全隱患，同時公司層面安排巡查專員對片場進行不間斷巡視，重點檢驗拍攝器械與電力設施的安全狀況，一旦發現設備磨損或故障，立即組織維修更換。此外，我們還為工作人員配備包括安全帽、安全鞋、護目鏡及高空作業安全帶在內的全套防護用具，並通過崗前指導確保每位成員都能正確使用，將安全措施落實到每一個操作細節。

得益於上述措施的嚴格執行，本集團已連續六年(含報告期內)實現員工零工傷亡故，報告期內無任何因工傷損失的工作日，亦未發生對集團有重大影響的違反健康與安全相關法律法規的事件。

4. 供應鏈管理

本集團嚴格遵守《中華人民共和國招標投標法》《中華人民共和國招標投標法實施條例》等相關法律法規，並據此制定了系統化的《採購及供應商管理制度》制度及流程管理體系。明確了從供應商開發、准入、日常管理、績效考核到淘汰退出的全生命週期管理規範。

根據採購物資性質的不同，集團實施分類管理：日常辦公、維修及固定資產採購由公共事務部統籌；劇本及版權採購由劇本中心與版權中心分別負責；劇組所需物資則由製作中心及電影部在授權範圍內執行。各環節中，財務部負責資金統籌與支付審核，法務部與財務部共同對合同條款的合法合規性進行審核。



Social Aspect 社會方面

In the onboarding phase, we comprehensively weigh qualifications, scale, quotes, delivery terms, quality, and after-sales service, sourcing suppliers through multiple channels (web searches, peer referrals, inbound inquiries) with strict background checks. We prioritize local suppliers and eco-friendly products to lower our carbon footprint and support local economies. We also evaluate suppliers' environmental and social responsibilities through communication and site visits, assessing their compliance with health, safety, and child & forced labor laws. New suppliers must submit business licenses, credentials, and the Supplier Evaluation Form, requiring multi-level approval before inclusion.

During contracting, all suppliers and contractors must sign the Anti-Commercial Bribery and Anti-Money Laundering Letter of Commitment.

In daily management, we maintain dynamic profiles tracking performance. Business personnel must uphold integrity standards. If issues arise, we urge suppliers to rectify them. Top performers become "designated partners" (exempt from annual reviews, eligible for long-term frameworks); non-compliant suppliers are blacklisted.

The Group places a high priority on the quality and stability of its supply chain services and has established solid cooperative relationships with numerous suppliers. For the purpose of the Group, suppliers mainly refer to providers of products or services relating to costumes, makeup and styling, art and set design, props, special effects production, publicity, and other business activities. During the Reporting Period, all suppliers had gone through the Group's customary supplier engagement procedures. Details of the number of suppliers by geographical region are set out below:

在准入與審核階段，我們將供應商的資質、規模、報價、交付賬期、品質、維保、售後服務等各項因素納入綜合考量，通過互聯網搜索、同行介紹、供應商的主動問詢和介紹等多元渠道來開發供應商，並實施嚴格的資質審查。本集團致力於本地採購，優先考慮本地供應商及環保產品及服務，以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。同時，本集團亦考察供應商的環境及社會責任，通過溝通和實地考察等多種方式，評估其對環境的影響，優先選擇對環境更友好的供應商，並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。新增供應商須提供營業執照、資質證明、《供應商評估表》等完整資料，經過各級負責人逐級審批通過，後方可納入合格供應商名單。

在合同簽訂環節，所有本集團供貨商及承辦商均須簽署遵守《反商業賄賂及反洗錢承諾書》。

在日常管理與溝通中，我們為每家供應商建立檔案，動態記錄其基本信息、合作情況及履約表現。業務人員須嚴格遵守誠信標準與行為準則，與供應商保持常態化互動與記錄。若發現問題，需及時和供應商溝通，並敦促其解決、改善與提高。對於表現優異的供應商，我們將其標注為「指定合作供應商」，免除年度評估並考慮簽訂長期框架協議；對於出現風險預警或違規行為的供應商，則及時納入黑名單並暫停合作。

本集團高度重視供應鏈服務質量及穩定性，已與多名供貨商建立了穩固的合作關係。本集團所稱供應商，主要指業務活動中服裝、妝化、美術、道具、特效製作、宣傳等產品或服務的提供者。報告期內，所有供應商均已通過了聘用供應商的慣例，有關按地區劃分的供貨商數目詳情如下：



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		2025 二零二五年度	2024 二零二四年度
Number of Suppliers	供應商數目		
Total Suppliers	供應商總數	1,011	869
By Region	地區		
Mainland China	中國大陸	981	800
Overseas	海外	30	69

5. Product Responsibility

In 2025, the Group's production capacity grew significantly: we initiated 6 long dramas (approx. 200 episodes), up from the historical average of 3 projects (100-120 episodes); short drama production reached 10,000 minutes (up nearly 70% year-on-year). This expansion deepened our understanding of film or TV as cultural products—their core value lies not in traditional “health and safety,” but in content quality, cultural leadership, and positive value dissemination. Thus, we built a full-chain management system covering IP protection, content and cultural transmission, content governance, customer service, cybersecurity, and social recognition to deliver high-quality, positive, and innovative works.

Intellectual Property Protection

The Group strictly adheres to the *Patent Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China*, and the *Trademark Law of the People's Republic of China*, formulating internal systems like the *Copyright Management System* and the *Trademark Management System*. The Legal Department manages trademark or copyright registrations and infringement disputes. Following a “copyright registration first” principle, completed scripts and dramas are promptly registered. We conduct full-lifecycle centralized management (registration, archiving, access) of original texts to eliminate ownership ambiguities.

5. 產品責任

2025年，本集團產能規模實現顯著增長：長劇方面，全年共開機6個項目約200集，相較於過往年均開機3個項目100-120集的規模取得大幅提升；短劇方面，全年累計生產約1萬分鐘，同比增長近70%。產能的持續擴張，也使我們更加深刻地認識到影視作品作為文化產品的特殊屬性—其核心價值不在於傳統意義上的健康安全，而在於內容品質、文化引領與社會價值的正向傳播。基於此，我們構建了覆蓋知識產權保護、內容及文化傳播、內容治理、客戶服務、網絡安全和隱私保護及社會認可的全鏈條管理體系，致力於為觀眾提供高品質、正能量、富有創新精神的影視作品。

知識產權保護

本集團嚴格遵守《中華人民共和國專利法》《中華人民共和國著作權法》《中華人民共和國商標法》等法律法規，並據此制定了《著作權管理制度》《商標管理制度》等一系列內部制度。法務部作為知識產權管理部門，負責商標註冊、著作權登記、侵權糾紛處理等事宜。我們始終遵循「著作權登記先行」原則，劇本、影視劇集等作品創作完畢後，由相關部門及時申報登記，確保權益歸屬清晰。同時，為確保各業務板塊的知識產權歸屬明確、體系完備，需對涵蓋劇本、劇集等原創文字內容，實施全流程歸口管理，實現從登記、歸檔到調用的全生命週期集中管控，杜絕權屬模糊或資料丟失風險。



Social Aspect 社會方面

To protect core IP in investments, all agreements embed clear ownership clauses, securing the Group's statutory dominance over revenue distribution, distribution control, and copyrights. In 2025, the Group added 98 copyrights and 4 trademarks, totaling 231 copyrights (episodes under one project count as one), 381 trademarks, and 20 domain names. Furthermore, we strengthened supply chain management to ensure third-party copyrights used in shows are licensed prior to use. We take immediate legal action against any infringements.

Content and Cultural Transmission

The Group views positive value leadership as the core of its premium content strategy. Through continuous market research, we grasp trends and audience demands to produce high-quality shows conveying positive life attitudes. Guided by the Drama Production Manual, we built a standardized management system across creation, production, and promotion, assigning specific departmental tasks and establishing strict content review systems to guarantee uplifting values.

Regarding advertising compliance, we strictly follow the *Regulations on Radio and Television Administration*, *Provisions on the Administration of Television Drama Content*, *Advertising Law of the People's Republic of China*, and *Interim Measures for the Administration of Internet Advertising*. A unified promotion strategy led by the Promo Manager strictly audits all outbound materials for correct orientation. Advertisements for high-risk sectors (finance, medicine, healthcare, real estate) face heightened scrutiny per State Administration for Market Regulation requirements to prevent misleading information. For advertisement placements, the Commercialization Center ideates scripts, which undergo multi-level reviews by project editors, producers, and clients, ensuring organic plot integration balancing commercial and artistic value. We also conduct routine compliance training.

為全面保護本集團在劇集創作與投資中的核心知識產權，所有相關投資協議及合作文件均嵌入明確的權屬條款，確保集團對作品的收益分配、發行控制及版權歸屬享有法定主導權。2025年，本集團共新增著作權版權98項，商標4項，共擁有著作權版權231項（同一項目下的不同集數成片視為同一版權），商標381項及域名20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。

內容及文化傳播

本集團終將正向價值引領視為精品內容戰略的核心。鑒於影視作品深受觀眾喜好影響，我們通過持續的市場調研洞察流行趨勢與大眾需求，力求在創作源頭精準把握時代脈搏，製作出既符合觀眾期待又傳遞積極生活態度的優質劇集。為此，我們制定《劇集製作手冊》並構建了覆蓋創作、製作、宣傳全流程的規範化管理體系，將市場調研成果轉化為各階段的具體任務，明確責任部門，並建立內容審查制度，確保從劇本開發到拍攝製作始終強調積極向上的價值觀。

在宣傳推廣與廣告合規方面，本集團嚴格遵守《廣播電視管理條例》《電視劇內容管理規定》《中華人民共和國廣告法》及《互聯網廣告管理暫行辦法》等相關法律法規。我們建立了由劇宣經理統籌的整體宣傳策略，對所有對外宣傳物料從策劃到發佈實行嚴格審核，確保口徑統一、導向正確；對於涉及金融、醫藥、保健、房地產等高風險行業的廣告內容，依照國家市場監督管理局要求實施重點審核，最大限度避免誤導性信息傳播。在廣告植入環節，商業化中心策劃團隊負責創意構思與腳本策劃，商務腳本須經項目責編、製片人及品牌客戶多級審閱確認，確保植入情節合理呈現，在保障內容品質的前提下實現商業價值與藝術表達的平衡。同時，我們常態化開展廣告合規宣貫，強化全員合規意識。



Social Aspect 社會方面

During the Reporting Period, no promotional violations occurred, and no products were taken down or adjusted. Several premium dramas achieved excellent market reception:

- a. Copyrighted drama “A Dream Within A Dream” This summer hit, a delightful and innovative “book piercing” masterpiece, was aired on iQIYI and Jiangsu Satellite TV. When it was broadcast, it set a new record for the highest first-day popularity on iQIYI in 2025, driving Jiangsu Satellite TV to rank second in the same period in 71 cities, 35 cities, and across the country. It was certified as an S+ level work for the 2025 summer by Yunhe Data. The main topic on Douyin has been viewed over 9.5 billion times, ranking first on the TV series chart of the same period and effectively achieving the platform’s post-verification rewards.
- b. The original drama series “Moonlit Reunion”: A meticulously crafted fantasy costume romance drama, breaking aesthetic boundaries with Chinese aesthetic elements. Prior to its launch, the series set a new record for the highest number of pre-broadcast reservations for drama series released on Tencent Video in 2025, with reservations exceeding 5.22 million. This drama series achieved leading total viewership of the clips of main topics on Douyin during the same broadcast slot, earning recognition as a Douyin 2025 Trending Drama. Following its broadcast, this drama series demonstrated a strong long-tail effect, becoming the best-performing costume drama in terms of new viewer acquisition on Tencent Video in the second half of 2025.
- c. The original drama series “Nothing But Thirty—Bangkok”: Our first overseas localized long drama adaptation of a self-owned IP. Aired globally on Tencent Video (China), Disney+ (Thailand), FPT & Galaxy TV (Vietnam), and YouTube. It became Disney+’s best-performing drama in Thailand, peaking at 7.2 on Douban—the highest score for a Mainland remake in Thailand in five years.

報告期內，本集團宣傳推廣均未發生任何違規事件，合規管理與價值引領有效轉化為平穩有序的市場傳播，未出現產品下架或調整等情況，為優質內容觸達觀眾築牢了信任基礎。依託上述機制產出的多部精品劇集在市場上獲得良好反響：

- (一) 版權劇《書卷一夢》：暑期爽喜黑馬，創新「穿書」神作，在愛奇藝平台及江蘇衛視播出，播出時刷新愛奇藝平台2025年開播首日熱度最高記錄，帶動江蘇衛視收視率在71城、35城及全國網同期中排名TOP2，為雲合數據認證的2025年暑期文件S+級作品，在抖音平台的主話題播放量超過95億次，為同期劇集榜TOP1，有效達成平台後驗獎勵。
- (二) 版權劇《子夜歸》：志怪古偶匠心之作，中式美學破圈。開播前刷新騰訊視頻2025年開播劇集預約量最高紀錄，預約量突破522萬；抖音主話題播放量領跑同期劇集榜，認證抖音2025年度熱門劇集。播後長尾效應強勁，成為2025下半年騰訊視頻拉新表現最佳古裝劇集。
- (三) 版權劇《三十而已·曼谷篇》：首部海外本土化製作長劇播出，作為本集團自有優質IP的首部海外翻拍劇，在中國（騰訊視頻）、泰國（Disney+）、越南（FPT & Galaxy TV）和自營YouTube等多頻道全球同步上線，是Disney+在泰國開播以來播出表現最好的劇集，豆瓣評分最高7.2，是近五年中國大陸劇集泰國翻拍版的最高分。



Social Aspect 社會方面

AI Innovation Collaboration

The Group accelerates digital transformation, applying AI across the creative workflow to empower green sustainability. Currently, AI is widely used in video generation, script ideation, and promo material production, optimizing efficiency and lowering resource consumption. AI-assisted trailers boosted marketing efficacy, while AI translation and dubbing and AR actors propelled short drama localization overseas. We are continuously expanding AI applications in script outlining and incubation, building a smart collaborative system to achieve higher-quality creation at lower environmental costs.

Content Governance

Understanding the broad social influence of film and television, we place social responsibility at the core of operations. We strictly execute the *National Security Law of the People's Republic of China*, *Cybersecurity Law of the People's Republic of China*, and Provisions on the Ecological Governance of Network Information Content. These are internalized into our *Drama Production Manual*, setting strict content redlines across planning, scripting, shooting, and broadcasting. We champion socialist core values, exercising a one-vote veto on content orientation, entirely prohibiting violence, pornography, hatred, superstition, and gambling to ensure every work delivers healthy cultural energy.

During the Reporting Period, all broadcasted dramas strictly complied with regulations, with zero violations.

AI Innovation Collaboration

本集團正在加速推進數字化轉型進程，積極探索人工智能技術在影視創作全流程的創新應用，以科技賦能綠色可持續發展。當前，集團已將AI技術廣泛應用於視頻內容生成、劇本創意開發及宣傳物料製作等關鍵環節，通過智能協作體系優化創作效率，有效降低傳統製作模式下的資源消耗。例如，AI輔助生成的預告片素材顯著提升了營銷推廣效能，智能翻譯配音及境外演員AR功能的引入有力推動了海外短劇業務的本地化落地。與此同時，集團持續拓展AI在劇本大綱構思、創意孵化等領域的應用場景，逐步構建覆蓋內容生產全流程的智能化協作體系。為實現高質量可持續發展，檸萌影視將以更低的環境成本、更高的創作效率持續深化AI技術與影視製作的融合創新，推動實現影視全流程的智能化升級。

Content Governance

本集團作為內容生產與傳播機構，深知影視作品對社會公眾的廣泛影響力，始終將社會責任置於內容運營的核心。我們嚴格執行《中華人民共和國國家安全法》《中華人民共和國網絡安全法》《網絡信息內容生態治理規定》等國家法律法規及相關行業標準，並將上述法規要求全面內化為內部管理規範，形成以《劇集製作手冊》為核心的內容管控體系。該手冊對節目策劃、劇本創作、拍攝製作到播出上線全流程設定了明確的內容紅線與操作規範。我們堅持弘揚社會主義核心價值觀，在內容導向、價值取向上實行一票否決制，杜絕任何涉及暴力、色情、仇恨、迷信、賭博等不良導向的情節與元素，確保每一部作品都能為公眾傳遞健康、積極的文化能量。

報告期內，本集團所有播出的劇集均嚴格遵守上述內容管理規定，未發生任何違反相關法律法規及行業規範的情形。



Social Aspect 社會方面

Customer Service

User rights and service quality are vital. Governed by the *Sales and Collection Management System*, we built a customer service framework covering pre-sales, pre-delivery screenings, real-time broadcast interaction, satisfaction assessment, and complaint response.

For distribution and advertisement sales, we established standardized pricing and communication mechanisms. Distribution formulates plans based on market research to respond to platforms. The commercialization center has established a standardized process around product placement. Through regular communication and intention confirmation, it ensures that the rights and interests of customers are fully communicated and protected at the early stage of the project. All sales contracts must be reviewed by the Legal Affairs Department and the Finance Department to ensure that the terms are legal and compliant. At the same time, the “Sales and Collection Management System” is relied upon to strengthen internal control and provide institutional guarantees for service reliability.

Before delivery, we host client screenings to gather feedback on content and production details, optimizing final cuts to meet expectations. During broadcasts, we track performance and public opinion in real-time to align with clients’ promo needs. Post-broadcast, we review project performance together to assess satisfaction and chart future collaboration.

For end-users, the “Meng Ju She” platform offers content browsing, sharing, and points redemption. Users can obtain points through daily interactions and redeem gifts. The points-based goods are provided by third-party suppliers, and the platform assists users in communicating after-sales matters.

客戶服務

本集團將用戶權益保障與服務質量優化視為內容生態建設的重要環節。我們依據《銷售與收款管理制度》等內部規章，構建了覆蓋售前溝通、交付前看片、播出期實時互動、售後滿意度評估及投訴響應的客戶服務體系。

在影視劇發行及廣告銷售環節，本集團建立了規範的價格擬定與客戶溝通機制。發行部門通過市場調研制定發行方案，及時響應平台需求；商業化中心則圍繞廣告植入建立標準化流程，通過定期對接與意向確認，確保客戶權益在項目初期即得到充分溝通與保障。所有銷售合同均須經法務部、財務部審核，確保條款合法合規，同時依託《銷售與收款管理制度》加強內部控制，為服務可靠性提供制度保障。

在劇集交付上線前，本集團定期組織客戶看片會，主動聽取平台方對劇集內容、製作細節的反饋意見，並據此進行針對性優化，確保成片質量更貼合市場預期。播出期間，我們與客戶保持實時溝通，密切跟蹤播出效果及輿情走勢，及時響應客戶在宣傳發行等方面的協同需求。播出結束後，我們與客戶共同回顧項目整體表現，系統評估客戶滿意度，並明確後續合作的提升方向。

在用戶端服務方面，本集團通過「萌劇社」平台為用戶提供信息瀏覽、內容分享及積分兌換等服務，用戶可通過日常互動獲取積分並兌換禮品，積分商品由第三方供應商提供，平台協助用戶溝通售後事宜。



Social Aspect 社會方面

For complaints, we offer a hotline, media platform, and emails. Users can submit complaints or objections through the above-mentioned channels, and the platform will respond and handle them within the prescribed time limit. For possible contract adjustments in the sales process, there are also standardized approval and accounting treatment procedures in place to ensure that customer rights and interests are promptly remedied. During the reporting period, the Group did not receive any complaint cases related to services, nor were there any issues regarding product sales and returns.

Cybersecurity and Privacy Protection

The Group strictly adheres to the Cybersecurity Law of the People's Republic of China and internal policies like the "Meng Ju She" Privacy Policy and "Meng Ju She" User Service Agreement, has established a privacy protection system covering the collection, use, storage, transmission and destruction of personal information. In accordance with the principles of lawfulness, justification, and necessity, we collect only the personal information essential for enabling service functions during processes such as user registration, loyalty point redemption, and interactive communication. The purpose and scope of collection are clearly communicated to users through pop-up notifications and agreement confirmations, ensuring their right to know and freedom of choice. All information is stored on domestic servers with strict retention periods and is deleted or anonymized promptly upon expiry.

At the technical protection level, we have deployed multiple security measures, including encrypted data transmission, access control, and firewall isolation. Personal information is handled based on the least privilege principle, allowing access only to authorized personnel who have passed strict identity verification. In addition, we have established a data security emergency response mechanism and conduct regular risk assessments and vulnerability scans to ensure timely responses to potential threats. To meet the confidentiality requirements of materials used in drama production, we implement special control measures in post-production in accordance with internal management protocols, including physical isolation of equipment rooms, surveillance coverage, personnel access registration, approval procedures for material retrieval, and multi-layer encryption during transmission, all aimed at preventing leakage of client privacy.

在投訴處理與權益保障方面，本集團設立了投訴熱線、媒體處理平台及投訴電子郵件等多個渠道，確保客戶投訴渠道暢通。用戶可通過上述渠道提交投訴或異議，平台在規定時限內予以回應和處理；對於銷售環節可能發生的合同調整，亦設有規範的審批與賬務處理流程，確保客戶權益得到及時補救。報告期內，本集團未收到任何有關服務的投訴個案，亦不涉及產品銷售及退貨問題。

網絡安全和隱私保護

本集團高度重視網絡信息安全與用戶隱私保護，嚴格遵循《中華人民共和國網絡安全法》等相關法律法規，並依據《「萌劇社」隱私政策》《「萌劇社」用戶服務協議》及內部信息安全管理規範，構建了覆蓋個人信息收集、使用、存儲、傳輸及銷毀的隱私保護體系。我們堅持合法、正當、必要原則，在用戶註冊、積分兌換、互動交流等環節，僅收集實現服務功能所必需的個人信息，並通過彈窗提示、協議確認等方式明示收集目的與使用範圍，確保用戶知情權與選擇權。所有信息存儲於境內服務器，並設定嚴格保留期限，超出期限後即進行刪除或匿名化處理。

在技術防護層面，我們部署了數據加密傳輸、訪問權限控制、防火牆隔離等多重安全措施，對個人信息採取最小夠用授權原則，僅允許經過嚴格身份核驗的授權人員接觸數據。同時，建立數據安全應急響應機制，定期開展風險評估與漏洞排查，確保能夠及時應對潛在威脅。針對劇集製作中的素材保密需求，我們依據內部管理規範，在後期製作環節實施機房物理隔離、監控覆蓋、人員准入登記、素材調取審批及傳輸多層加密等專項管控，嚴防客戶隱私洩露。



Social Aspect 社會方面

In terms of post-production and material security, the Group implements strict confidentiality management over drama materials. Editing rooms are protected by independent encryption, surveillance coverage, and access control measures. The retrieval of materials is subject to approval procedures with clearly defined scope of use, while transmission is safeguarded by multi-layer encryption or physical delivery to prevent information leakage, thereby effectively ensuring client privacy and content security.

Regarding user rights protection, we have established a convenient personal information management portal on the “Meng Ju She” platform, enabling users to access, correct, and supplement their information, as well as providing an account cancellation function. Users may raise concerns or complaints through the “Contact Us” channel embedded in the mini-program, email, or reporting hotline, and we commit to responding within fifteen working days. During the Reporting Period, the Group experienced no user privacy breaches and received no substantiated complaints related to privacy issues. Looking forward, we will continue to monitor relevant laws and regulations, dynamically refine our privacy protection policies, and strengthen the information security barrier for users through technological upgrades and enhanced management practices.

Social Recognition

Upholding innovation and excellence, Linmon Media continually pursues top-tier quality. In 2025, our efforts garnered widespread domestic and international recognition.

In terms of TV series, a series of high-quality contents produced by our group have been widely recognized: *Under the Skin 2* entered the NRTA's Q1 2025 Outstanding Online Audiovisual Works directory; *In Between* won Best Drama Series (OTT) at the 30th Asian Television Awards; *A Dream Within a Dream* won Annual Innovative Series at the 8th Chu Xin Awards. Meanwhile, many of its TV series have achieved remarkable results in the annual awards of platforms such as Tencent Video's Golden Goose Awards, iQIYI's Scream Night, and Weibo's Vision Conference.

在後期製作與素材安全方面，本集團對劇集素材實施嚴格的保密管理，機房採取獨立加密、監控覆蓋及人員准入控制，素材調取須經審批並明確使用範圍，傳輸過程採用多層加密或物理傳輸方式，嚴防信息外洩，切實保障客戶隱私與內容安全。

用戶權利保障方面，我們在「萌劇社」平台設置便捷的個人信息管理入口，支持用戶查詢、更正、補充其信息，並提供註銷賬號功能。用戶可通過小程序內置的「聯繫我們」通道、電子郵箱或舉報電話提出異議或投訴，我們承諾在十五個工作日內予以回應。報告期內，本集團未發生任何用戶隱私洩露事件，亦未收到相關有效投訴。未來，我們將持續關注法律法規動態，動態優化隱私保護制度，以技術升級與管理完善為用戶信息安全築牢屏障。

社會認可

作為一家始終秉持創新、專業與精益求精理念，致力於打造高品質影視作品的公司，檸萌影視持續推陳出新，不斷追求卓越。在2025年度，檸萌影視憑借自身的不懈努力與出色表現，贏得了國內外的廣泛認可，收穫了諸多重量級獎項。

在劇集方面，本集團出品的一系列精品內容獲得廣泛認可：《獵罪圖鑒2》入選國家廣播電視總局2025年第一季度優秀網絡視聽作品推選活動優秀作品目錄，《半熟男女》斬獲第30屆亞洲電視大獎最佳電視劇集(OTT)，另有如《書卷一夢》等作品榮獲第八屆初心榜年度創新劇集等多項行業殊榮。同時，多部劇集在騰訊視頻金鵝榮譽、愛奇藝尖叫之夜、微博視界大會等平台年度評選中屢獲佳績。



Social Aspect 社會方面

In terms of company honors, Linmon Media has been recognized as 2025-2026 National Key Cultural Export Enterprise and an outstanding promotion institution for “Audio-Visual China Global Broadcasting” in 2023, among other significant national recognitions. It has also been honored with numerous authoritative industry awards, including the 8th Annual Quality Short Drama Brand of the Original Aspiration Role Model, the 2025 Douyin TV Series Annual Influential Production Company, the 2024 Annual Influential Film and Television Company of the 9th Finger Media Awards, the 2025 Golden Pufferfish Honor Selection Annual TV Series Person, and the 2025 New Voice Pro Annual IP Company.

During the reporting period, the Group received the following major awards in terms of content quality, cultural dissemination and market influence:

Award and Achievement

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2025-2026 National Key Cultural Export Enterprise
2025-2026年度國家文化出口重點企業

2023 “Audiovisual China Global Broadcast” Outstanding Promoting Organization
2023年「視聽中國全球播映」優秀推廣機構

Q1 2025 Outstanding Online Audiovisual Works Selection Directory
2025年第一季度優秀網絡視聽作品推選活動優秀作品目錄

30th Asian Television Awards: Best Drama Series (OTT)
第30屆亞洲電視大獎最佳電視劇集(OTT)

在公司榮譽方面，檸萌影視獲評2025-2026年度國家文化出口重點企業、2023年「視聽中國全球播映」優秀推廣機構等國家級重要認定，並榮膺第八屆初心榜樣年度品質短劇廠牌、2025抖音劇集年度影響力製作公司、第九屆指尖傳媒榜2024年度影響力影視公司、2025金河豚榮譽推選年度劇集人、2025新聲Pro年度IP公司等多項行業權威獎項。

報告期內，公司在內容品質、文化傳播與市場影響力等方面獲得主要獎項如下：

Issuing Organization

頒發機構

Ministry of Commerce of the People’s Republic of China, Publicity Department of the CPC Central Committee, Ministry Of Culture And Tourism Of The People’s Republic of China, National Radio And Television Administration
商務部、中央宣傳部、文化和旅遊部、廣電總局

The State Council Information Office of the People’s Republic of China, National Radio And Television Administration
國務院新聞辦公室、國家廣播電視總局

National Radio And Television Administration
國家廣播電視總局

Asian Television Awards
亞洲電視



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8th Chu Xin Awards: Annual Outstanding Series; Annual Innovative Series; Annual Outstanding Young Screenwriter; Annual Quality Short Drama Studio
第八屆初心榜／初心榜樣：年度傑出劇集；年度創新劇集；年度傑出青年編劇；年度品質短劇廠牌

Outstanding Member Unit of the Capital Audio-Visual Industry Association in 2024
首都視聽產業協會2024年度優秀會員單位

1st China TV Drama Production Industry Conference Gala: Most Popular Actor of the Year
首屆中國電視劇製作產業大會年度盛典：年度最受歡迎男演員

Beijing News 2025 Drama List: 2025 Annual Innovative Costume Series; 2026 Anticipated Series
新京報2025年度劇集榜：2025年度創新古裝劇集；2026年度期待劇集

2025 Variety Report Annual Influence: Annual Series
2025綜藝報年度影響力：年度劇集

2025 Jiemian Entertainment "Thermal" Imager: Annual Quality Series
2025界面娛樂「熱」像儀：年度品質劇集

2025 Jiemian News Annual Super CEO
2025界面新聞年度超級CEO

2025 Zhihu Annual High-Score List
2025知乎年度高分榜單

Blog Weekly 2026 Anticipated Series List
博客天下2026年度期待劇集榜單

Issuing Organization

頒發機構

China Television Drama Production Industry Association, Capital Television & Film Association
中國電視劇製作產業協會、首都視聽產業協會

Capital Television & Film Association
首都視聽產業協會

China Television Drama Production Industry Association
中國電視劇製作產業協會

The Beijing News
新京報

Variety Report
綜藝報

Shanghai United Media Group Jiemian News
上海報業集團界面新聞

Shanghai United Media Group Jiemian News
上海報業集團界面新聞

Zhihu
知乎

Blog Weekly
博客天下



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Issuing Organization

頒發機構

Tencent Video Golden Goose Honors: 2024 Outstanding Series; 2024 Member's Beloved Series; 2024 Best Screenwriter (Original); 2025 Member's Beloved Series; 2025 Best Visual Effects

騰訊視頻金鵝榮譽：2024年度優秀劇集；2024年度會員摯愛劇集；2024年度最佳編劇（原創）；2025年度會員摯愛劇集；2025年度最佳視效

Tencent Video
騰訊視頻

2025 iQIYI Scream Night: Hall of Fame Series; Asia-Pacific All-Around Artist; National Hall of Fame; Annual Innovative Screenwriter; Annual Innovative Director; Annual Word-of-Mouth Actor; Scream Actor; Top Ten Actors

2025愛奇藝尖叫之夜：佳片殿堂；亞太年度全能藝人；國民殿堂；年度創新編劇；年度創新導演；年度口碑演員；尖叫男演員；年度十佳演員

iQIYI
愛奇藝

2025 Douyin Annual (Series): Annual Hit Series; Annual Influential Production Company

2025抖音年度（劇集）：年度熱門劇集；劇集年度影響力製作公司

Douyin
抖音

2025 Weibo Vision Conference: Annual Outstanding Work; Annual Breakthrough Innovation Work; Annual Outstanding Micro-Drama; Annual Expressive Actor

2025微博視界大會：年度優秀作品；年度突破創新作品；年度優秀微劇；年度表現力演員

Weibo
微博

9th Fingertip Media List: 2024 Annual Influential Film & TV Company

第九屆指尖傳媒榜：2024年度影響力影視公司

Media Insider
傳媒內參



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Issuing Organization

頒發機構

2025 China Entertainment Industry Annual Conference & Golden Pufferfish Honors: 2025 Anticipated Series; Annual Series Person; 2025 Annual Series; 2025 Overseas Film & TV; 2026 Anticipated Series; 2025 Film & TV Person; 2025 Short Drama (Vertical) IP
2025中國娛樂產業年會暨金河豚榮譽推選：2025年度期待劇集；年度劇集人；2025年度劇集；2025年度出海影視；2026年度期待劇集；2025年度影視人；2025年度短劇(豎屏)IP

Entertainment Capital
娛樂資本論

2025 XinSheng Pro Annual List: 2025 Annual Series; 2025 Surprise Series; 2025 Commercial Value IP; 2025 Screenwriter; 2025 Producer; 2025 IP Company; 2025 Overseas Content
2025新聲Pro年度榜單：2025年度劇集；2025年度驚喜劇集；2025年度商業價值IP；2025年度編劇；2025年度製作人；2025年度IP公司；2025年度出海內容

XinSheng Pro
新聲Pro

6th New Content Explorer Conference: 2025 Best Film Series; 2025 Best Overseas Series; 2026 Anticipated Series
第六屆新內容探索者大會：2025年度最佳影視劇；2025年度最佳出海影視劇；2026年度期待影視劇

Ciwei Gongshe
刺蝟公社

Dumou & Sir Movie 2025 Audience Choice Honors: Best Series
毒眸&Sir電影2025觀眾選擇榮譽：最佳劇集

Dumou
毒眸



Social Aspect 社會方面

6. Anti-Corruption

The Group strictly adheres to the *Anti-Unfair Competition Law of the People's Republic of China*, *Company Law of the People's Republic of China*, *Anti-Money Laundering Law of the People's Republic of China*, and *Interim Provisions on Banning Commercial Bribery*. We formulated the *Linmon Media Measures for the Management of Conflicts of Interest* and *Linmon Media Measures for Anti-Corruption Management*, building an anti-corruption compliance system covering employees, management, and partners. The Organization and Talent Department, jointly with the Legal Department, exercises investigative powers with zero tolerance for violations.

Starting from onboarding, new employees read and sign the Employee Handbook's anti-corruption clauses. We regularly conduct anti-corruption training for directors and all staff to fortify ethics. In addition, all employees have signed the "Commitment Letter of No Conflict of Interest" as required and have continuously received regular publicity and implementation of the comprehensive risk management and internal control system during their employment. During the Reporting Period, key personnel received 10 hours of anti-corruption training.

At the external cooperation level, the Group extends its integrity requirements to supply chain management. All suppliers are required to provide an "Anti-Commercial Bribery and Anti-Money Laundering Commitment Letter" during the supplier access review process, committing to strictly adhere to business ethics throughout the cooperation.

We set up an internal whistleblower email. All whistleblower data is strictly confidential. Real-name reporting is rewarded upon verification. Retaliation is strictly prohibited. The Organization and Talent Department and Legal Department respond within 3 working days and conclude investigations within 10 working days.

During the reporting period, the Group did not have any illegal cases or disputes such as bribery, extortion, fraud, money laundering, etc. against employees or the company, and the relevant compliance management system operated effectively.

6. 反貪污

本集團嚴格遵守《中華人民共和國反不正當競爭法》《中華人民共和國公司法》《中華人民共和國反洗錢法》《關於禁止商業賄賂行為的暫行規定》等相關法律法規，制定了《檸檬影視利益衝突管理辦法》《檸檬影視反腐敗管理辦法》等相關內部規章制度，構建了覆蓋員工、管理層及合作夥伴的全方位反貪污合規體系，並規定組織與人才部聯合法務部行使調查權，對任何形式的違規行為持零容忍態度。

我們從員工入職源頭抓起，所有新員工在入職時均須仔細閱讀、簽署並承諾遵守《員工手冊》中的反腐敗及利益衝突相關條款。同時，我們定期組織面向董事及全體員工的專項培訓，強化廉潔從業意識與職業道德觀。此外，所有員工均按要求簽署《無利益衝突承諾書》，並在職期間持續接受全面風險管理與內控體系的常態化宣貫。報告期內，本集團亦針對關鍵崗位員工開展反貪污及專項培訓達10小時。

在外部合作層面，本集團將廉潔要求延伸至供應鏈管理。所有供應商在准入審核階段，均須出具《反商業賄賂及反洗錢承諾書》，承諾在合作過程中嚴守商業道德底線。

本集團設立了專門的內部舉報郵箱用於廣泛收集各類腐敗信息線索。所有舉報信息及提供者資料均嚴格保密，公司鼓勵實名舉報並對經查實的舉報內容給予獎勵，同時明令禁止任何形式的打擊報復或歧視行為。收到舉報或申訴後，組織與人才部聯合法務部將在3個工作日內回應，10個工作日內完成調查並反饋結果。

報告期內，本集團未發生任何針對員工或公司的賄賂、勒索、欺詐、洗錢等違法案件或爭議，相關合規管理體系運行有效。



7. Promoting Community Development

As a responsible media enterprise, we formulated a community engagement policy that employs a systematic needs assessment mechanism to focus on key areas such as educational equity, cultural heritage preservation, and care for vulnerable groups, ensuring that our business activities align with community interests. During the Reporting Period, leveraging the influence of our film and television content and the volunteer spirit of our employees, the Group made sustained efforts in areas such as promoting drama education and supporting children with special needs, thereby contributing to sustainable community development.

Linmon Little Dramatists

Our long-term public welfare brand, "Linmon Little Dramatists," uses theater education to empower rural youth.

In Jan 2025, we held a winter camp in Longan, Guangxi, using drama games and local culture to inspire children's creative thinking and emotional expression.

7. 推動社區發展

作為一家有責任感的影視傳媒企業，我們制定了社區參與政策，通過系統化的需求識別機制，聚焦教育公平、文化傳承及弱勢群體關愛等關鍵領域，確保業務活動與社區利益同頻共振。報告期內，本集團依託影視內容影響力及員工志願精神，在戲劇教育普及、特殊兒童關懷等方面持續投入，推動社區可持續發展。

檸萌小劇人

作為本集團長期推進的公益品牌，「檸萌小劇人」項目持續以戲劇教育為載體，賦能鄉村青少年全面發展。

2025年1月，項目在廣西隆安舉辦冬令營，通過戲劇遊戲與本土文化融合的課程設計，啟發當地兒童通過創造思維和表演啟蒙，來感受、理解、表達情感，找到一條通往自我探索自我發展、開啟更多生命力量和可能性的道路。





Social Aspect 社會方面

In June-July, we left the campus for the first time and entered the local community – Shanglin County, Nanning City, Guangxi – to carry out summer camp activities. After five days of drama classes, students from Mingcheng Community and Xiangshan Primary School each gave their own performance reports. At the main venue, the story of Ophelia and the Shadows, as well as the opening of “The Tempest” adapted from Shakespeare’s play, were performed. In the sub-venues, dances representing different emotions were presented, and various props and handicrafts made during the summer camp were displayed. From their initial shyness and timidity to their confident and free expression on the stage, the children have learned to listen, cooperate and imagine in the drama.

6月至7月，「樟萌小劇人」首次走出校園，進入當地社區－廣西南寧上林縣開展夏令營活動。經過五天的戲劇課堂，明澄社區和象山小學的同學們各自進行了匯報演出。在主會場演繹了奧菲莉亞和影子們的故事以及改編自莎士比亞戲劇的《暴風雨》開篇，並在分會場表演了代表不同情緒的舞蹈，以及展示夏令營期間製作的各式道具以及手工藝品。孩子們從最初的羞澀、膽怯，到舞台上自信開口、自由表達，他們在戲劇中學會了傾聽、合作與想像。





Social Aspect 社會方面

On 29 December, the project successfully held its first drama education workshop in Baise, introducing the “whole-person development” approach to drama education and inviting an expert team from the Shanghai Theatre Academy to provide professional guidance. The event attracted 77 teachers from Jingxi, Tianyang, Debao, Tianlin, Tiandong and Lingyun, as well as 10 teachers from Nanning and Laibin who participated across regions. Through a combination of theoretical instruction and hands-on practice, the workshop guided participating teachers in shifting from the role of “lecturers” to that of “facilitators”, while exploring in depth how drama education can be integrated into rural teaching. To support classroom implementation, the project provided teachers with a drama education resource package covering topics such as psychology and Chinese language. The workshop received a satisfaction score of 4.8 out of 5.

12月29日，項目在百色市成功舉辦首期戲劇教育工作坊，引入「全人發展」戲劇教育理念，邀請上海戲劇學院專家團隊提供專業指導。活動吸引了來自靖西、田陽、德保、田林、田東、凌雲等地的77位教師參與，並有南寧、來賓的10位教師跨區域參加。工作坊通過理論授課與實踐體驗相結合的方式，引導參訓教師從「講授者」向「引導者」轉變，深入探索戲劇教育與鄉村教學融合的路徑。為支持教學實踐，項目為教師提供了涵蓋心理、語文等主題的戲劇教育課程資源包，工作坊滿意度達4.8分（滿分5分）。





Social Aspect 社會方面

“Under the Skin 2” Charity Collaboration: “Light Up with Love” Public Welfare Initiative

On May 22, 2025, alongside *Under the Skin 2* and partner Wuliu Culture, we co-hosted the “Light in Art-Walking with Love” charity event with the Minhang District Representative Office of the Shanghai Charity Foundation, Shanghai Minhang Tongxing Care Service Center, and Shanghai Angel Children’s Choir. Focusing on autistic children’s art education, we invited autistic children and families to participate. Parties involved in the activity donated RMB50,000 to support this art education project, raising immense public awareness. The related activity topics have drawn widespread social attention, effectively enhancing the public’s awareness and support for the special children group.

During the Reporting Period, the Group was also selected for inclusion in the List of Institutions Donating TV Drama Sources for Ethnic Minority Language Dubbing (2022-2024) issued by the General Office of the National Radio and Television Administration, in recognition of its contribution to the donation of television drama sources for ethnic minority-language dubbing, and received an official commendation. This recognition affirms the Group’s past efforts in fulfilling its responsibility for public cultural services and promoting the sharing and wider dissemination of high-quality film and television content, while further demonstrating its continued commitment to cultural inclusiveness and social value creation. The Group firmly believes that the influence of film and television works lies not only in their visual presentation on screen, but also in the social warmth and values they convey. Looking ahead, we will continue to pay close attention to the diverse needs of communities, fully leverage our unique strengths in content creation and social communication, and give back to society through more meaningful and compassionate public welfare initiatives, thereby contributing to the building of an inclusive, caring and sustainable community ecosystem.

《獵罪圖鑒2》公益聯名：「藝術有光·與愛同行」公益活動

2025年5月22日，本集團攜《獵罪圖鑒2》與公益聯名卡牌合作方吾流文化，聯合上海市慈善基金會閔行區代表處、上海閔行區同星關愛服務中心、上海天使童聲合唱團，在上海市閔行文化公園內號上藍屋共同舉辦「藝術有光·與愛同行」公益活動，聚焦孤獨症兒童藝術教育。活動邀請孤獨症兒童及其家庭代表共同參與，通過藝術互動傳遞社會關愛。活動相關方向上海市慈善基金會閔行區代表處捐贈善款人民幣5萬元，專項用於支持孤獨症兒童藝術教育項目。相關活動話題引發社會廣泛關注，有效提升了公眾對特殊兒童群體的認知與支持。

報告期內，本集團亦憑借參與電視劇少數民族譯製片源捐贈工作的實踐，入選國家廣播電視總局辦公廳發佈的《2022-2024年電視劇少數民族譯製片源捐贈機構名單》，並獲通報表揚。該項表彰是對本集團過往履行公共文化服務責任、推動優質影視內容共享傳播的積極肯定，也進一步彰顯了本集團在文化普惠與社會價值創造方面的持續努力。本集團深知，影視作品的影響力不僅在於銀幕之上的光影呈現，更在於其承載的社會溫度與價值引領。未來，我們將繼續關注社區多元需求，充分發揮內容創作與社會傳播的獨特優勢，以更具溫度的公益實踐回饋社會，助力構建包容、溫暖、可持續的社區生態。



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香港聯合交易所有限公司的《環境、社會及管治報告守則》內容索引表

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Aspect A1: Emissions

層面A1：排放物

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 air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣、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。	Emissions Management 排放管理
KPI A1.1 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
KPI A1.3 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。	Emissions Management — Waste Emissions 排放管理—廢棄物排放
KPI A1.4 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 Emissions 排放管理—廢棄物排放
KPI A1.5 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
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 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 排放管理



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Aspect A2: Use of Resources

層面A2：資源使用

General Disclosure 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 資源使用
KPI A2.1 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
KPI A2.2 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
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 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
KPI A2.4 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 target(s) set and steps taken to achieve them. 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
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and 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。	Use of Resources — Packaging Materials 資源使用 — 包裝材料

Aspect A3: The Environment and Natural Resources

層面A3：環境及天然資源

General Disclosure 一般披露	Policies on minimising 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。	Environment and Natural Resources 環境及天然資源
KPI A3.1 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。	Environment and Natural Resources 環境及天然資源



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Aspect B1: Employment 層面B1：僱傭		
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 compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, 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
KPI B1.1 關鍵績效指標B1.1	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 僱傭
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的員工流失比率。	Employment 僱傭



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Aspect B2: Health and Safety

層面B2：健康與安全

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 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

KPI B2.1 關鍵績效指標B2.1

Number and rate of work-related fatalities occurred in each of the
past three years including the reporting year.
過去三年(包括匯報年度)每年因工亡故的人數及比率。

Health and Safety
健康與安全

KPI B2.2 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

KPI B2.3 關鍵績效指標B2.3

Description of occupational health and safety measures adopted,
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

Aspect B3: Development and Training

層面B3：發展及培訓

General Disclosure 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

KPI B3.1 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

KPI B3.2 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



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Aspect B4: Labour Standards 層面B4：勞工準則		
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 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 僱傭
KPI B4.1 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 僱傭
KPI B4.2 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 僱傭



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Aspect B5: Supply Chain Management

層面B5：供應鏈管理

General Disclosure 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
KPI B5.1 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
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, 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
KPI B5.3 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
KPI B5.4 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



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Aspect B6: Product Responsibility 層面B6：產品責任		
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 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
KPI B6.1 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 產品責任
KPI B6.2 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 產品責任
KPI B6.3 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 產品責任
KPI B6.4 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 產品責任
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, 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 產品責任



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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,
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



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Primary 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 B8: Community Investment 層面B8：社區投資		
General Disclosure 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. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Promoting Community Development 推動社區發展
KPI B8.1 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)。	Promoting Community Development 推動社區發展
KPI B8.2 關鍵績效指標B8.2	Resources contributed to the focus area (e.g. money or time). 在專注範疇所動用資源(如金錢或時間)。	Promoting Community Development 推動社區發展
Climate-Related Disclosures 氣候相關披露		
Climate Change 氣候變化	Require disclosure of contents related to "Governance, Strategy, Risk Management, Metrics and Targets" 需披露「管治、策略、風險管理、指標及目標」的相關內容	Climate Change 氣候變化
Greenhouse Gas Emissions 溫室氣體排放	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions in total (in tonnes) and intensity 直接(範圍1)及能源間接(範圍2)溫室氣體總排放量(以噸計算)及密度	Climate Change 氣候變化



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