

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

SCOPE OF REPORT

The Board is pleased to present its Environmental, Social and Governance (“ESG”) report for the year ended 31 December 2018. In parallel with the report and accounts for the same period, this report provides an overview of sustainability initiatives and investments, and our performance for the year ended 31 December 2018.

This report covers the operations of TVB in Hong Kong, comprising of terrestrial TV broadcasting and programme production at its base in Tseung Kwan O Industrial Estate and transmission sites around Hong Kong, and its digital new media business under MyTV Super Limited. The scope of this report does not cover companies in which TVB does not have a controlling interest. There has been no change in the scope of this report. For corporate governance matters, please refer to pages 94 to 115 of this Annual Report.

ESG GOVERNANCE

The Board is charged with the overall responsibility of overseeing ESG risks. To further its sustainability

efforts, the Company established the Sustainability Steering Group (“SSG”) in 2017. The SSG is chaired by the Group CEO and comprises three members of Senior Management of the Company, and holds regular meetings to discuss and formulate the major directions, as well as review the progress and effectiveness of our material topics in light of new trend in sustainability, challenges and our business goals. The SSG reports to the Risk Committee of the Board and covers under its remit matters enabling TVB to operate in a sustainable basis; to balance corporate, social, economic and environmental responsibilities, and to achieve a sustainable growth path; and to effectively manage its sustainability risks. The SSG is advised by a number of working groups at staff level covering social responsibility, training and development, materials, resources and waste.

The Risk Committee of the Board would handle all ESG related matters due to its on-going responsibility over the identification of risks. The Board does not currently think that a separate ESG committee can be justified at the current state of operation.

ESG Governance Structure



MATERIALITY ASSESSMENT

Programme production is the key activity of the Group. This process mainly requires the use of TVB owned indoor production studios and the production process takes place under a controlled environment. The SSG has assessed the materiality of the factors contributing to ESG, and has focused its work on two most significant issues:

- Environmental – the controlled use of electricity for our programme production; disposal of waste materials arising from production; and recycling of wood and other materials,
- Social – we ensure work safety in studios to minimise work related injuries and an overall safe and healthy environment for our offices.

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STAKEHOLDER ENGAGEMENTS

We recognise the importance of interacting with our stakeholders as an integral part of our business operations and corporate development. During the preparation of the ESG report, we made engagements with our key stakeholders to listen and to collect information relevant to our ESG initiatives. We regard the following as our major stakeholders:

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

Our normal engagement channels with these major stakeholders include:

- Shareholders' meetings;
- Analysts meetings;
- Results presentations;
- Non-deal roadshows;
- Investor conferences;
- Financial report, announcement and circulars;
- Surveys;
- Training and workshops;
- Volunteer activities;
- Interview and meetings;
- Project collaborations;
- Public events;
- Site visits and home visits;
- Sponsorships and donations;
- Corporate websites.

ESG POLICIES

The Board has endorsed the following ESG policies:

Environmental	As the leading broadcaster in Hong Kong, TVB understands the environmental and the social impacts of its operations. It is committed to integrating environmental protection measures and community engagement into our business operation for the well-being of society.
Social	The Company's greatest asset is our employees who are essential to the continued success of the business. TVB strives to attract, nurture and retain talents by providing a caring and conducive work environment that encourages employees to fulfil their potential and recognises satisfactory performance. The Company takes occupational safety as a major management responsibility and works hard to provide a safe and healthy workplace.
Community Investment	Television has a significant social impact. TVB, as the predominant TV station in Hong Kong, has been taking an active role in promoting worthy causes and positive outlook on life using our programmes and artiste resources.

THE ENVIRONMENT

The Company began ESG reporting in the 2016 Annual Report, adopting the requirements of Appendix 27 Environmental, Social and Governance Reporting Guide of the Listing Rules issued by The Stock Exchange of Hong Kong.

Management is mindful that everything we do would have an impact on our environment. Emissions and energy consumption are the two ESG aspects that are considered material to our operations. Our environmental efforts are focused on minimising emission, saving energy, encouraging recycling and waste management.

We assess our environmental performance by calculating the intensity of ESG issues based on our local production hours. In 2018, the local production hours totalled 23,310 hours (2017: 23,659 hours).

The following table summarises the key indicators that are material to us as we measure our environmental performance. The data for 2016, 2017 and 2018 have been prepared based on the same methodology such that a meaningful comparison of data between the years can be performed.

KPIs

	Type	2018		2017		2016	
		Total	Intensity	Total	Intensity	Total	Intensity
Emissions	A 1.1 Air Emissions (SO _x) (kilogrammes) (ref: diesel & petrol consumed by vehicles)	-	4.28	-	4.56	-	4.61
	A 1.2 Greenhouse Gas (tonnes of CO ₂ e) (ref: diesel & petrol consumed by vehicle & generator; electricity; water)	23,151.08	0.99	27,063.90	1.14	27,575.35	1.25
	A 1.3 Hazardous waste (tonnes) (ref: used paint cans; lubricant oil by vehicle)	25.42	0.0011	28.32	0.0012	26.41	0.0012
	A 1.4 Non-hazardous waste: disposed in landfill (tonnes) (ref: waste wood; waste props; general refuse)	2,525.50	0.1083	2,388.00	0.1009	2,256.50	0.1019
	A 1.4 Non-hazardous waste: recycled (tonnes) (ref: printing cartridges; recyclables (paper, paper cardboard, aluminum cans and plastic bottles))	100.24	0.0043	107.92	0.0046	100.98	0.0046
	A 1.4 Total non-hazardous waste (tonnes) (ref: waste wood; waste props; general refuse; recyclables)	2,625.74	0.1126	2,495.92	0.1055	2,357.48	0.1064
Use of Resources	A 2.1 Direct energy consumption (kWh) (ref: diesel & petrol by vehicle & generators)	2,694,400.98	115.59	2,863,396.02	121.03	2,920,060.09	131.84
	A 2.1 Indirect energy consumption: (kWh) (ref: electricity)	43,743,738.00	1,876.63	48,464,151.00	2,048.49	49,383,865.00	2,229.72
	A 2.1 Total energy consumption (kWh) i.e. direct energy & electricity	46,438,138.98	1,992.22	51,327,547.02	2,169.52	52,303,925.09	2,361.56
	A 2.2 Water consumption (cubic metres)	110,018.00	4.72	112,013.00	4.73	109,492.00	4.94



Awarded the Smart Energy Outstanding Award of Smart Energy Award programme by China Light & Power

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EMISSIONS

Greenhouse Gas (“GHG”) emission constituted a large part of total emissions. This is being contributed by emission from the Company’s own fleet comprising of motorcycles, passenger cars, private buses, light and medium goods vehicles for outdoor shooting, electricity and water consumption. It was recorded at 23,151.08 tonnes of CO₂e with an intensity of 0.99 tonnes per production hour in 2018, representing a decrease of 14% when compared to 2017. It was attributable to the reduction in fuel and electricity consumption by about 5.9% and 9.7% respectively. Wood was massively consumed for producing studio set and props. For 2018, the non-hazardous waste disposed in landfill was 2,525.5 tonnes and the intensity was 0.1083 tonnes per production hour. Total non-hazardous waste, including waste wood, general and recyclable refuse, was 2,625.74 tonnes in 2018. The intensity was 0.1126 tonnes per production hour.

ENERGY CONSUMPTION

Energy consumption is composed of direct energy consumption, including diesel and petrol used by vehicles and generators, and indirect energy consumption such as electricity.

Diesel and petrol are mainly consumed by vehicle fleet and mobile generators deployed to support location shooting. The Company has a fleet of 87 vehicles including private cars, buses, light and medium goods vehicles as well as motorcycles. The direct energy consumption was 2,694,400.98 kWh and intensity was 115.59 kWh per production hour.

Electricity, which took up the largest share of indirect energy consumption, is mainly used in lighting and air-conditioning in studio production as well as maintaining broadcasting service. 43,743,738 kWh was consumed in 2018, a 9.7% decline when compared to the previous year. The intensity was 1,876.63 kWh per production hour. The result was encouraging and it proved that our energy efficiency projects were effective.

MEASURES

We continued to focus on enhancing energy efficiency and increasing employee awareness of energy saving measures.



To further monitor and enhance energy efficiency, the Company completed Phase II installation of the Energy Management System (“EMS”) for Central Control and Monitoring System (“CCMS”), which was put into operation in November 2018. To lower electricity consumption in 2018, we further replaced one set of water-cooled chiller unit by a high-energy-efficient model equipped with an auto-tube-cleaning system which was put into operation in March 2018. Also, we replaced one set of high-energy-efficient air-cooled chiller unit which was put into operation in March 2018. Security officers conducted spot checks to ensure an average indoor temperature of 25.5 degree celsius was maintained. Non-essential lights and elevators were switched off during late hours. Also, the Company launched a renewable energy project by installing a 9.6 kW solar panel system on the flat roof of an office building. It was put into operation in November 2018.

A vehicle replacement scheme is in place. Around 59.8% of the Company’s cars were Euro V compliant. Two electric vehicle chargers were installed at carpark to facilitate recharge of electric cars by staff.

We have implemented several programmes to reduce our hazardous and non-hazardous waste. We continued to use low volatile-organic-compounds (“VOC”) paint for fitting-out and maintenance in TVB City to reduce air pollution. Used paint cans were disposed

of and collected by licensed waste collector. The Company continued the practice of purchasing from suppliers who can provide wood materials harvested from sustainably managed forests as certified by the Programme for the Endorsement of Forest Certification (“PEFC”). Employees were encouraged to adopt double-sided printing and A5 format for printing scripts. Starting from 2018, our copier papers were provided by Forest Stewardship Council (“FSC”) certified suppliers. To increase recycling awareness, the Company added waste separation bins to collect waste metals and plastics on various floors of the office buildings inside TVB City. The waste was collected regularly by recycling agents. Also, the Company maintained a 100% recycling of used toner cartridges in 2018 by collecting and returning all used cartridges to recycling agents.

The Group’s Purchasing Policy and Principles are in place to source sustainable products and services from reliable suppliers and contractors. The Company will continue to encourage its business partners to adopt environmental protection measures.

Our contributions to environmental protection were recognised again in 2018. The Company was awarded the Smart Energy Outstanding Award of Smart Energy Award programme by China Light & Power (“CLP”) for our effort in energy saving and upgrading energy efficiency through smart technology.



Electric vehicle charging station at TVB City

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We continued to participate in CLP's Automated Demand Response Programme and obtained rebates in recognition of our energy-saving efforts in 2018. Also, the Company continued to receive the Energywise Certificate and Wastewise Certificate under the Hong Kong Green Organisation for its energy saving and waste reduction efforts.

COMPLIANCE WITH RELEVANT LAWS AND REGULATIONS

Insofar as air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste during the production process, the Company is in compliance with Air Pollution Control Ordinance (Cap. 311), Water Pollution Control Ordinance (Cap. 358), Waste Disposal Ordinance (Cap. 354) and Motor Vehicle Idling (Fixed Penalty) Ordinance (Cap. 611) implemented by the Environmental Protection Department.

PLANS FOR 2019

To enhance our energy efficiency effort, we will further upgrade the water-cooled and air-cooled chiller units by a high-energy-efficient model chiller in 2019. We will replace 15 sets of traditional split air-conditioning units with inverter type high-energy-efficient units. Besides, we will replace over 230 sets of traditional T8 fluorescent lights with LED light fittings with SMART control at our props store. To further improve our carbon footprint, electric cars and hybrid vehicles will be actively considered during vehicle replacement in 2019. We will continue to explore ways of using recycled papers instead of new copier papers for copying machines.

The Company is confident that the SSG will continue to put forward initiatives, enabling the Company to reduce its environmental impact and foster a sustainable global environment.

SOCIAL

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

EMPLOYMENT AND LABOUR PRACTICES

As of 31 December 2018, the Group had a total of 4,041 full time staff and artistes, of which 3,954, representing 98%, were employed in Hong Kong, while about 2% was employed by our overseas subsidiaries. They were paid on scales and systems relevant to the respective localities and legislations. The Company complies with the existing laws and industry regulations with regard to the terms of employment.

The employment of children is at times necessary due to television production requirements. The Company complies with the Employment of Children Regulations under the Employment Ordinance and obtains permission for the employment of child artistes.

BENEFITS

Full-time employees are entitled to the Mandatory Provident Fund scheme, seven days of matrimonial leave, 10 weeks of maternity leave and five days of paternity leave (effective January 2019) on full basic salary, a maximum of 120 days fully paid sick leave, and group medical and life insurance coverage. Employees' family members are also entitled to access the family dental dependent medical scheme coverage at special rates.

All new hires are given the Employee Handbook to familiarise them with personnel policies, allowances, staff benefits, company facilities and security matters.

COMMUNICATION

The Company maintains an open dialogue with its staff to understand their needs. Monthly newsletters and the Intranet offer effective channels for staff to share their views and understand the Company's policy. An ombudsman scheme has been set up to listen to staff suggestions and to handle their grievances. Employees can also use the Company's whistleblowing system to raise concerns, in confidence, about possible improprieties.

HEALTH AND SAFETY

The Company takes a proactive approach to safety management. To ensure a safe working environment, employees are required to strictly observe the safety standards and procedures under the Company's Safety Management Policy. Operational guidelines and safety measures for installation of equipment,

building management and production set-up are distributed to employees and contractors concerned. A safety committee has been established to identify and review measures to improve occupational health and safety. Annual safety audit and monthly safety inspections were conducted with satisfactory results. Also, 16 training courses on workplace risk assessment and occupational or personal safety were organised during the year. Information on occupational safety was published in the Company's newsletters from time to time to raise safety awareness among staff. Measures will continue to be taken to inculcate an awareness among employees of the importance of safety.

There was no fatal accident in 2018. During the year, 96 reported cases of accidents or incidents occurred, resulting in 92 injuries amongst employees. Investigations were carried out to identify the causes of the accidents and immediate arrangements were put in place to prevent future recurrence.

The Company continued to implement measures to improve air quality in the workplace. Apart from the continued use of electronic air-purifiers, the Company conducted regular cleaning of the air-filters and cooling-coils of more than 2,000 fan coil units in TVB City to improve Indoor Air Quality ("IAQ"). We continued to achieve very encouraging results with six blocks of building in TVB City attaining the "good" air quality classification under the Environmental Protection Department's IAQ Certification Scheme for Offices and Public Places.

The Company strives to provide a safe working environment. We proactively used low volatile-organic-compounds paint for fitting-out and maintenance around TVB City. Catalyst air purification was conducted every time after the completion of fitting-out works to remove VOC and reduce employees' exposure to pollutants. To prevent the spread of flu, the Company conducted disinfection and sterilisation in production studios to kill viruses and bacteria. In view of the dengue fever outbreak in Hong Kong, we took immediate action by arranging two massive mosquito-control works and placing new mosquito trapping devices at outdoor shooting sites in TVB City.

We promote work-life balance by encouraging employees to take part in sporting and recreational activities. During the year, the Company organised a total of 25 sports and recreational/leisure activities, including basketball, dragon-boat racing, eco-tours and exhibitions.

The Company complies with the existing laws, including the Employment Ordinance, the Employees' Compensation Ordinance, the Minimum Wage Ordinance, the Discrimination Legislation, Data Privacy Law, industry regulations and the policy of Equal Opportunities in Employment.



Dragon Boat Racing



Basketball Competition

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TRAINING AND RECOGNITION

Employee development is a key priority for us. We continued to invest in staff and artistes training to maintain a workforce relevant to our business needs.

During the year, a three-month artiste training course was organised for more than 20 artistes. On the creative side, a two-year creative training programme was launched for seven new recruits.

Seminars and courses on subjects of IT, newly upgraded computer systems, management skills, and other related studies are regularly organised either in-house or with vocational institutions to help our staff develop their skill sets. In 2018, we provided 117 training classes totalling 5,430 hours of training.

We continued to organise a two-year Executive Trainee Programme to nurture competent TV professionals. Two trainees were recruited in 2018 and rotated around various departments, paving their way for managerial positions in the future.

Recognition programme is in place to reward outstanding and loyal employees. In 2018, our employees received discretionary bonuses roughly in the amount of their basic monthly salaries to serve as incentive for good performance and hard work. During the year, 12 employees were recognised for their superb performance under the Outstanding Employee Award Scheme. They received monetary prizes and paid leave. In recognition of the loyalty of our staff, employees were entitled to the Long Service Award for every 10 years of service and received gold mementos as souvenirs. As a gesture of appreciation for hard work, all employees were treated to a sumptuous basin feast at year-end. About 4,300 staff and artistes participated in the two-evening event.



TVB Giant Basin Feast 2018



Long Service & Outstanding Employee Grand Awards Presentation Ceremony 2018

An analysis of the Group's workforce as at 31 December 2018 and 2017 is as follow:

		TVB Group	
		2018	2017
B1.1	Total workforce by gender, employment type, age group and geographical region		
	Number of employees	4,041	4,436
	By gender		
	Female	1,624	1,767
	Male	2,417	2,669
	By age group		
	Below 30	946	1,098
	30-50	2,216	2,392
	Over 50	879	946
	By region		
	Hong Kong	3,954	4,295
	Overseas	87	141
	By employment contract		
	Permanent	3,377	3,714
	Fixed term	664	722
B1.2	Employee turnover rate by gender and geographical region		
	Number of employee turnover	1,021	685
	By gender		
	Female	474	342
	Male	547	343
	By region		
	Hong Kong	953	622
	Overseas	68	63
	Number of new hires	626	872
	By gender		
	Female	331	442
	Male	295	430
	By region		
	Hong Kong	612	800
	Overseas	14	72
B2.1	Number and rate of work-related fatalities	–	–
B2.2	Lost days due to work injury	2,458	3,587

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ANTI-CORRUPTION

As a public body, TVB is governed by the Prevention of Bribery Ordinance. The Company has promulgated purchasing policies and procedures prohibiting employees from soliciting or accepting advantage from contractors, suppliers or people connected with our business. Circulars are issued periodically to remind staff and suppliers of our anti-corruption policy, particularly before festive seasons. The Company is in compliance with the Prevention of Bribery Ordinance.

SUPPLY CHAIN MANAGEMENT

The Group's Purchasing Policy and Principles is in place which provides guidance on the sourcing of sustainable products and services from reliable suppliers and contractors that comply with local regulations governing the labour and environment.

PRODUCT RESPONSIBILITY

As a domestic free TV programme service licensee, TVB is required to comply with the Broadcasting Ordinance, the Telecommunications Ordinance, Licence Conditions,

and Codes of Practice relating to Programme, Advertising and Technical Standards. The Company's Legal & Regulatory Department acts as a gatekeeper to ensure that our programme services comply with the relevant statutory requirements. In 2018, five complaints deliberated by the Communications Authority ("CA") were substantiated; three of them concerned indirect advertising.

The CA has relaxed the regulation of indirect advertising in television programme services with effect from 27 July 2018. TVB will monitor closely whether the new measure can truly allow a more conducive business environment and provide flexibility for the broadcasting industry to generate more advertising revenue.

With regard to the judicial review applications against two previous CA's rulings in 2016 on indirect advertising, the cases were heard in High Court in May 2018. Judgment was reserved.

PRIVACY

The Company recognises the importance of privacy and will not in any event disclose stakeholders' information



Mid-Autumn Festival Celebration Lunch



The Winter Solstice Food Donation Project

without their consent, unless required to do so by law. There were no incidents or substantiated complaints concerning breaches of customer privacy or losses of customer data in 2018.

COMMUNITY INVESTMENT

Television has a significant social impact. TVB, as the predominant TV station in Hong Kong, has been taking an active role in promoting worthy causes and positive outlook on life using our programme and artiste resources.

STAKEHOLDER ENGAGEMENT

TVB has been striving to provide the best entertainment and information services to our viewers, our most important stakeholders. Continuous efforts have been made to raise quality of our TV programmes and enhance viewing experience. Confronted with technological innovation and changing viewing habits, the Company has succeeded in transforming itself from a traditional broadcaster into a multi-platform television station amalgamating broadcast TV, OTT TV and social media. The OTT service myTV SUPER, launched in April 2016, was a notable success. It now has more than seven million registered users who can watch their favourite TV programmes at any time, from anywhere, and on any device.

We maintain effective communication with our viewers through audience hotline, emails, letters and fax. In 2018, 39,425 enquiries, 3,233 suggestions and comments, 750 commendations, and 55 complaints were received. Our programme hotline, which provided pre-recorded information on Jade and Pearl's prime time programme schedule, received 14,155 calls from viewers during the year. Public Viewing Panel, the consultative organisation formed in 1991, facilitates collection of members' opinions of our programmes and services. The Panel has more than 1,200 members from all walks of life. During the year, the focus group meeting and annual gathering attended by about 80 and 360 members respectively were held. Colleagues from various departments/subsidiaries such as Production Division, Programme Division, News & Information Services Division and MyTV Super Limited attended the events and listened to first hand views of the members. Management staff and senior executives hosted the Question-and-Answer session to respond to members' enquiries and exchange views on the programme development of the Company. Opinions collected therein were analysed and channeled to the departments concerned for their reference in formulating production and scheduling plans.



Public Viewing Panel



Country Parks Hiking and Planting Day

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PROGRAMMES ON SOCIAL AND CIVIC RESPONSIBILITY ISSUES AND FUND RAISING

TVB regularly promotes positive actions on social and civic responsibility issues through its programmes.

During the year, nine fund raising/charity programmes were telecast, including *Tung Wah Charity Show 2018*, *Gala Spectacular 2018*, *Yan Chai Charity Show 2018*, and *Community Chest Charity Show 2018*. These shows helped raise around HK\$355 million for charity organisations in support of a wide range of worthy causes, including a record-breaking HK\$121 million for the *Tung Wah Charity Show 2018*. Cumulated funds raised over the years have exceeded HK\$5.6 billion.

As a licensing condition, the Company provides free airtime to broadcast government publicity messages, including Announcements in the Public Interests (API) and TV publicity materials by the Communications Authority. In 2018, publicity messages totalling more than 1,000 hours were broadcast on our free digital and analogue TV channels.

COMMUNITY ENGAGEMENT

We are committed to serving the community and the underprivileged. With the support of our staff and artistes, we took part in a total of 55 community activities in 2018. Noteworthy ones included the annual Charity Sale of Cookies, Life Buddies Mentoring Scheme, Project WeCan, Walk for Millions and Neighbourhood New Year Gathering Lunch.

TVB VOLUNTEER TEAM

The TVB Volunteer Team, established in 2016, now has 144 members. During the year, the team participated in 19 activities including visiting the elderly and the underprivileged as well as tree planting, delivering 1,115 hours of volunteer services. Our community efforts were recognised with the Gold Award for Volunteer Service (Organization) at the Volunteer Movement of the Social Welfare Department in 2018.

In recognition of our continued efforts in caring for the community, employees and the environment, the Company was awarded the "15 Years Plus Caring Company Logo" by the Hong Kong Council of Social Service. Also, the Company was awarded the Age-friendly City Appreciation Scheme – Bronze Star Award by the Hong Kong Council of Social Service for its continued contribution to the elderly by providing infotainment programmes and arranging community events for the elderly. The Company received the Silver Award of Give Blood Alliance (Big Alliance) from The Hong Kong Red Cross Blood Transfusion Service for our strong participation in blood donation.



CHARITIES

The TVB, Staff and Artistes Fund for Charities was established in 2013 to provide aid to victims of calamities, the poor, and the elderly. Working with non-governmental organisations, the Social Welfare Department, and the Labour Department, the Fund has allocated a total of HK\$11,208,756 to help those in need over the years. In 2018, subsidies totalling HK\$1,225,930 were granted to 116 cases. In addition, HK\$885,864 was donated to sponsor three charitable projects, benefitting 9,180 people.

NURTURING NEW TALENTS FOR THE INDUSTRY

Since 1979, the Company has been providing scholarships to outstanding university students attending courses in journalism, communication, movie, and television. In 2018, 12 students from four universities received grants totalling HK\$145,000. The Company also provided a HK\$10,000 scholarship to the Hong Kong School Music and Speech Association in support of music talents.

The Company continued to partner with education institutions to organise internship programmes for students to gain exposure and practical experience

in TV production and broadcasting. In 2018, 71 interns from 29 local and overseas higher education institutions as well as secondary schools were placed at various departments, such as News & Information Services Division, Programme Division, Art Department and Programme Development Sub-division.

As part of our commitment to nurturing new talents for the broadcasting industry, the Company organised the TVB Inter-Collegiate Documentary Competition for the fifth consecutive year. It gave tertiary students of relevant disciplines an opportunity to practise television production in accordance with industry standards. In 2018, eight universities and colleges participated in this competition.

During the year, about 170 secondary school students and 30 teachers visited TVB City through an event jointly organised with the Journalism Education Foundation.

PLANS FOR 2019

The Company will continue to deploy our programme and artiste resources to promote and support worthy social causes.

