



# 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





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# About This Report

## 關於本報告

### 1. Report Overview

This Report is the annual environmental, social and governance report (“Report”) issued by Linmon Media Limited and its subsidiaries (collectively referred to as the “Group”, the “Company” or “Linmon Media”). This Report comprehensively and objectively discloses the Group’s management policies, specific practices, and performance in the environmental, social and governance (“ESG”) aspects in 2024 and demonstrates its commitment to sustainable development.

### 2. Reporting Framework

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

### 3. Reporting Principles

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

- a) **Materiality:** This Report discloses the identification process, materiality matrix and results of the Group’s materiality issues, and its key stakeholders and corresponding communication measures. For details, please refer to “Stakeholder 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 Guide.
- c) **Balance:** This Report objectively discloses both positive and negative information and avoids choices, omissions, or presentation formats that could unduly influence the decision-making or judgment of the readers.
- d) **Consistency:** The information disclosed in this Report is consistent with the scope of the annual report. The methodology of this Report is the same as that of the previous reporting year. Explanations are provided to relevant disclosures if there are changes in the scope of disclosure and calculation methodologies that may affect the comparison with previous years’ reports.

### 1. 報告概覽

本報告為檸萌影視傳媒有限公司及其附屬公司(以下簡稱「本集團」、「集團」、「本公司」、「公司」或「檸萌影視」)所發佈的年度環境、社會及管治報告(以下簡稱「本報告」)，本報告全面客觀地披露本集團二零二四年度在環境、社會及管治方面的管理政策、具體實踐和績效表現，並展現其在可持續發展方面的承諾。

### 2. 編製依據

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

### 3. 報告原則

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

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



## About This Report 關於本報告

### 4. Reporting Scope

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

### 5. Reporting Period

This Report covers the period from 1 January 2024 to 31 December 2024 (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 the Group may be affected by market risks, uncertainties, and factors beyond the control of Stock Exchange. As a result, actual results and returns may differ from those assumed and statements made in this Report.

### 8. Contact Information

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

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

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

### 4. 報告範圍

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

### 5. 報告期間

本報告時間範圍自二零二四年一月一日至二零二四年十二月三十一日止（「報告期間」），為增強報告的全面性，部分信息適當溯及過往年份。

### 6. 信息來源

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

### 7. 前瞻性聲明

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

### 8. 聯絡方式

敬請持份者就本報告或本集團可持續發展方面的表現提供寶貴意見。

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

官方網站：<http://www.linmon.cn/>



# Sustainable Development Structure

## 可持續發展體系

### 1. The ESG Management Structure

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

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

The Group made significant progress in ESG matters during the year. The Board, as the highest decision-making body, has strengthened its supervision and guidance on ESG matters and improved the relevant mechanisms to enhance work efficiency.

During the year, the Board optimized the process of formulating policies and strategies, and conducted regular reviews of targets to ensure alignment with international standards and local regulations. The ESG working group is composed of several core departments, including the production, organization and talent, public affairs, legal and finance departments. The group has demonstrated outstanding performance in areas such as data collection and analysis, regulatory assessment and report preparation. The Working Group introduces advanced tools to improve data accuracy and transparency, conducts materiality assessments in response to feedback from internal and external stakeholders, and scientifically adjusts the ranking of key issues. The working group also submitted regular reports to the Board to support its oversight of internal controls and target progress.

### 1. 環境、社會及管治管理架構

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

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

本集團在本年度的環境、社會及管治事宜上取得顯著進步。董事會作為最高決策機構，強化了對ESG事務的監督與指導，並完善相關機制以提升工作效率。

年內，董事會優化政策和戰略制定流程，定期審核目標，確保符合國際標準和本地法規。ESG工作小組由多個核心部門組成，包括製作、組織與人才、公共事務、法務及財務等部門，在數據收集分析、法規評估及報告編製等方面表現突出。工作小組引入先進工具提高數據精準度與透明度，針對內外部持份者反饋開展重要性評估，科學調整關鍵議題排序。同時，定期向董事會提交報告，助力其掌握內部控制與目標進展。



## Sustainable Development Structure 可持續發展體系

Through a top-down management system, the Board leads the strategic direction and all departments actively cooperate to promote the comprehensive development of ESG work. Compared with previous years, the efficiency and execution of all work in 2024 have been significantly improved, laying a solid foundation for the Group's sustainable development goals.

通過自上而下的管理體系，董事會引領戰略方向，各部門積極配合，推動ESG工作全面發展。相較往年，2024年各項工作的效率與執行力顯著提升，為集團可持續發展目標奠定堅實基礎。

### The Board 董事會

- Highest decision making authority over ESG matters  
環境、社會及管治最高決策層
- Evaluate the potential ESG risks and relevant impacts  
評估潛在影響及相關風險
- Formulate the general ESG policies and strategies  
制定環境、社會及管治總體方針和策略

### ESG Working Group ESG工作小組

- Oversight at the executive levels  
環境、社會及管治統籌監督、執行層
- Plan and promote the assignment and implement of overall strategies  
統籌和推動總體方針各項工作的分解和落實
- Coordinate and communicate on overall matters and review the disclosures in ESG reports  
協調、溝通整體事宜並審閱ESG報告信息披露



## Sustainable Development Structure 可持續發展體系

### 2. Stakeholder Engagement

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

### 2. 持份者溝通

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

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



## Sustainable Development Structure 可持續發展體系

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





## Sustainable Development Structure 可持續發展體系

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



## Sustainable Development Structure 可持續發展體系

### 3. Materiality Assessment

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

### 3. 重要性評估

本集團除參考其業務發展戰略及行業慣例外，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

The Group identified 23 material issues in accordance with the requirements of the Guide of the Stock Exchange, taking into consideration the actual development of the Group and market conditions.

依據聯交所《指引》要求，結合本集團發展實際及市場同業狀況，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

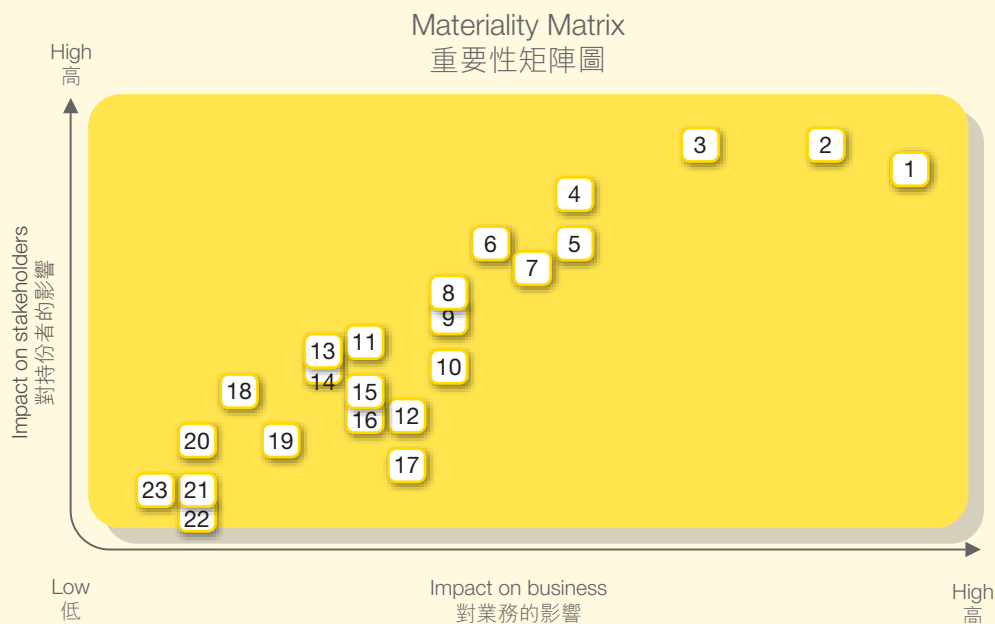
Focus on disclosures of highly important issues in the Report.  
針對高度重要的議題在報告中進行重點披露。



## Sustainable Development Structure 可持續發展體系

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

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



No. Material Issues  
議題序號及名稱

1. Development and Protection of Copyright IP  
版權IP的發展及保護
2. Product Quality and Innovation  
產品質量及創新
3. 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. Green Filming Crew  
綠色劇組
12. Digital Construction  
數字化建設

No. Material Issues  
議題序號及名稱

13. Sustainability Management  
可持續發展管理
14. Responsible Supply Chain  
負責任供應鏈
15. Employee Equality and Diversity  
員工平等及多元化
16. Community Contribution and Development  
社區貢獻與發展
17. Climate Change  
應對氣候變化
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 Group's sustainable vision is to foster the harmonious development of the organization, its employees, society, and the environment. This is achieved through robust ESG management practices, aligned with the United Nations Sustainable Development Goals. By actively addressing risks, seizing opportunities, and ensuring stable growth, the Group aims to provide substantial support, create shared value, and contribute to the collective prosperity.

### 4. 可持續發展目標(SDGs)回應

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



Provide quality learning opportunities for people and ensure inclusive and equitable quality education.  
為人們提供優質的學習機會，確保包容和公平的優質教育。

#### Section 對應章節

#### Measures 對應舉措

Development & Training  
發展與培訓

- Continuously provide employees with a variety of trainings and learning resources  
持續為員工提供多元化課程和學習資源
- Conduct AI application training to help employees enhance their skills to better adapt to the industry's development changes  
開展AI應用培訓，助力員工提升技能以更好地適應行業發展變化

Community Development  
社會公益

- The public welfare activities of "Linmon Little Dramatists" utilize drama to support rural education, foster the advancement of local cultural endeavors, and ensure equitable distribution of educational resources in rural areas  
檸萌小劇人公益活動借助戲劇力量惠及鄉村教育，促進當地文化事業發展，均衡鄉村教育資源分配



## Sustainable Development Structure 可持續發展體系



Achieve gender equality and empower all women and children.  
實現性別平等，增強所有婦女和兒童的權能。

### Section

#### 對應章節

### Measures

#### 對應舉措

Employment  
僱傭

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

Community Development  
社會公益

- Linmon Little Dramatists provides high-quality digital cultural and educational resources for rural children  
持續拓展樟萌小劇人公益項目，為鄉村兒童提供優質數字文化、教育資源
- In collaboration with academic institutions, public welfare organizations, and charitable foundations, we have launched fundraising initiatives to raise awareness and provide support for visually impaired children  
聯合院校、公益組織和愛心基金會，發起公益募捐活動，關注盲童特殊群體



## Sustainable Development Structure 可持續發展體系



Ensure sustainable consumption and production patterns.  
確保採用可持續的消費和生產模式。

### Section 對應章節

### Measures 對應舉措

Green Office  
綠色辦公

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

Green Filming Crew  
綠色劇組

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



Take urgent action to combat climate change and its impacts.  
採取緊急行動應對氣候變化及其影響。

### Section 對應章節

### Measures 對應舉措

Climatic Change  
氣候變化

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





Sustainable Development Structure  
可持續發展體系



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

Section 對應章節	Measures 對應舉措
Anti-corruption 反腐敗	<ul style="list-style-type: none"><li>Comprehensive coverage of anti-corruption training to safeguard integrity within the Company and along the supply chain 全面覆蓋反貪腐培訓，保障公司內部及供應鏈條廉潔</li></ul>

5. Annual Achievements of ESG KPIs

5. ESG關鍵指標年度績效

	Indicators 績效指標	2024 二零二四年	2023 二零二三年
Environmental Indicators 環境績效	• Greenhouse gas emissions intensity (tones of CO <sub>2</sub> e/employee) 溫室氣體排放密度(噸二氧化碳當量／員工)	• 1.27	• 1.50
	• Non-hazardous waste discharge intensity (tones/employee) 無害廢棄物排放密度(噸／員工)	• 0.16	• 0.16
	• Total energy consumption intensity (MWh/employee) 能源消耗總量密度(兆瓦時／員工)	• 2.64	• 3.06



Sustainable Development Structure  
可持續發展體系

	Indicators 績效指標	2024 二零二四年	2023 二零二三年
Social Indicators 社會績效	• Total number of employees at the end of the year 年底員工總數	• 203	• 180
	• Employee turnover rate during the year 當年員工流失率	• 37.9%	• 39.8%
	• Average training hours of employees during the year (hours) 當年員工平均受訓時長(小時)	• 66.13	• 14.38
	• Number of occupational injuries 工傷人數	• No injuries at work 無工傷	• No injuries at work 無工傷
	• Number of suppliers 供應商數目	• 869	• 809
Governance Indicators 管治績效	• Anti-corruption training (hours) 反貪污培訓時長(小時)	• 30	• 60
	• Legal cases regarding corrupt practices 貪污訴訟案件	• 0 case 無貪污訴訟案件	• 0 case 無貪污訴訟案件



## Environmental Aspect 環境方面

The Group attaches great importance to the national goal of “Carbon Peak and Carbon Neutrality” and takes practical actions to implement the concept of green, environmentally friendly and low-carbon sustainable development. The Group strictly abides by the Environmental Protection Law of the PRC, the Energy Conservation Law of the PRC, the Prevention and Control of Environmental Pollution by Solid Wastes of the PRC, the Water Pollution and Control of PRC and the Law of the PRC on the Prevention and Control of Atmospheric and other laws and regulations. Promote and implement energy saving and emission reduction measures, and properly control and treat emissions to minimize the potential impact on the environment. At the same time, we actively respond to climate change by incorporating climate risk management into the Group’s risk management system, conducting corresponding risk assessments and establishing corresponding initiatives to prevent climate risks.

### 1. Emissions Management

#### Greenhouse gas (“GHG”) emissions

The Group’s GHGs is primarily derived from the petrol consumed by the company vehicles and purchased electricity. In 2024, the Group’s total GHG emissions and per capita GHG emission intensity decrease for the third consecutive year compared to the historical year. In order to reduce GHG emissions, the Group strictly manages and registers the use of company vehicles, rationalizes the control and use of company vehicles, and reduces non-essential use of vehicles. The Group also advises its employees to turn off the power supply during non-office hours to minimize indirect greenhouse gas emissions.

本集團高度重視國家「碳达峰、碳中和」的目標，以實際行動貫徹落實綠色、環保、低碳的可持續發展理念。本集團嚴格遵守《中華人民共和國環境保護法》《中華人民共和國節約能源法》《中華人民共和國固體廢棄物污染環境防治法》《中華人民共和國水污染防治法》《中華人民共和國大氣污染防治法》等法律法規，推動和實行節能減排措施，妥善控制和處理排放物，減少對環境可能造成的潛在影響。同時，積極應對氣候變化，將氣候風險管理納入本集團風險管理體系之中，並進行相應的風險評估及建立防範氣候風險的相應舉措。

### 1. 排放管理

#### 溫室氣體排放

本集團的溫室氣體主要來源於公司車輛所消耗的汽油和外購電力。相比於歷史年度，2024年本集團溫室氣體總排放量及人均溫室氣體排放密度連續第三年下降。為減少溫室氣體的排放，本集團對公司車輛進行嚴格管理與使用登記，合理管控與使用公司車輛，減少非必要用車。本集團還建議員工在非辦公時間關閉對應電源，減少間接溫室氣體的排放。

#### GHG emissions 溫室氣體排放

Indicators <sup>1</sup> 指標 <sup>1</sup>	Unit 單位	2024 二零二四年排放量	2023 二零二三年排放量
Direct GHG emissions (Scope 1) 直接溫室氣體排放(範圍一)	tCO <sub>2</sub> e 噸二氧化碳當量	43.19	40.62
Energy Indirect GHG emissions (Scope 2) 能源間接溫室氣體排放(範圍二)	tCO <sub>2</sub> e 噸二氧化碳當量	214.77	229.88
Total GHG emissions 溫室氣體總排放量	tCO <sub>2</sub> e 噸二氧化碳當量	257.96	270.50
Total GHG emissions intensity <sup>2</sup> 溫室氣體排放密度 <sup>2</sup>	tCO <sub>2</sub> e/employee 噸二氧化碳當量／員工	1.27	1.50





## Environmental Aspect 環境方面

### Notes:

- GHG emission data is presented in terms of carbon dioxide equivalent and is based on, but not limited to, the latest national average emission factors for electricity published by the Ministry of Ecology and Environment, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.
- As at 31 December 2024, the total number of employees in the Reporting Period of the Group was 203. This data is also used for calculating other intensity data.

### Air emissions

The Group's air emissions come from nitrogen oxides ("NOx"), Sulphur Oxides ("SOx") and particulate matter ("PM") generate from company vehicles. The Group always attaches great importance to the use and maintenance management of its vehicles, and endeavors to reduce the impact of emissions caused by the operation of its vehicles and to fulfill its corporate environmental responsibility through measures such as rational scheduling and regular maintenance.

### 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》及聯交所發佈的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》。
- 截至2024年12月31日，本集團報告範圍的員工總數為203名。有關數據亦用於計算其他密度數據。

### 廢氣排放

本集團的廢氣排放源來自公司車輛使用過程產生的氮氧化物(NOx)、硫氧化物(SOx)及顆粒物(PM)的排放。本集團始終高度重視公司車輛的使用與維護管理，通過合理調度、定期保養等措施，致力於減少車輛運營帶來的排放影響並切實履行企業的環境責任。

Air emissions 廢氣排放			
Types of air emissions 廢氣排放類型	Unit 單位	2024 二零二四年排放量	2023 二零二三年排放量
Nitrogen Oxides (NOx) 氮氧化物NOx	kg 千克	8.85	8.56
Sulfur Oxides (SOx) 硫氧化物SOx	kg 千克	0.23	0.22
Particulate matter (PM) 顆粒物PM	kg 千克	0.65	0.63

### Waste management

Due to the nature of its business, the Group does not generate a large amount of hazardous waste. The Group's non-hazardous waste mainly originates from daily office operations and filming of movie sets, and the Group entrusts qualified third-party companies to recycle and treat the non-hazardous waste in the course of its daily production and operation activities.

### 廢棄物排放

基於業務特性，本集團在報告期內未產生大量有害廢棄物。本集團的無害廢棄物主要來源於日常辦公運營及劇組拍攝，集團在日常生產經營活動中委託具備資質的第三方公司對無害廢棄物進行回收和處理。



## Environmental Aspect 環境方面

The Group is keenly aware of the significant impact of waste discharge on the ecological environment and continuously maintains close attention to waste discharge. To this end, the Group has taken the following specific measures:

### 1. *Comprehensively promoting paperless office*

The Group minimizes the use of non-essential paper by promoting a paperless office and making greater use of electronic documents for information transfer, document approval and archiving. At the same time, employees are encouraged to adopt double-sided printing to improve the utilization of paper.

### 2. *Actively responding to the Stock Exchange's new paperless regulations*

All circulars, annual reports and other announcement documents with shareholders are prioritized to be sent electronically, and paper mailing will only be carried out when specifically requested by shareholders.

### 3. *Enhancement of garbage classification management*

The Group actively responded to the national policy on garbage classification and reduced the generation of domestic garbage and improved the accuracy and efficiency of garbage classification by continuously strengthening the publicity and education on garbage classification and improving the supervision mechanism.

### 4. *Actively promoting AI applications*

The Group has gradually applied AI tools to assist in the creation, production and operation of various business processes, improving work efficiency while advocating changes in traditional work habits such as using pen and paper.

Through the above measures, the Group strives to continuously reduce the generation of waste in its daily operations, minimize its impact on the environment, and promote the realization of sustainable development goals.

本集團深刻認識到廢棄物排放對生態環境的重大影響，並持續保持對廢棄物排放的密切關注。為此，集團採取了以下具體措施：

### 1. *全面推廣無紙化辦公*

集團通過全面推廣無紙化辦公，更多地借助電子文檔進行信息傳遞、文件審批以及資料存檔等工作，盡可能減少非必要的用紙。同時，倡導員工採用雙面打印的方式，提高紙張的利用率。

### 2. *積極響應聯交所無紙化新規*

與股東的所有通函、年報等公告文件，優先採取電子化發送方式，僅在股東有專門要求時才會開展紙質寄送。

### 3. *加強垃圾分類管理*

集團積極響應國家垃圾分類政策，通過持續加強垃圾分類宣傳教育、完善監督機制等方式，減少生活垃圾的產生，並提高垃圾分類的準確性和效率。

### 4. *積極推廣AI應用*

在整個集團層面逐步將AI工具輔助應用於創作、製作、運營等多個業務環節，提高工作效率的同時提倡改變傳統用紙筆等工作習慣。

通過上述措施，本集團致力於在日常運營中持續降低廢棄物的產生，減少對環境的影響，同時推動可持續發展目標的實現。



## Environmental Aspect 環境方面

Non-hazardous waste 無害廢棄物排放			
Types of non-hazardous waste 無害廢棄物類型	Unit 單位	2024 二零二四年排放量	2023 二零二三年排放量
Office paper 辦公用紙	tones 噸	1.03	1.71
Domestic waste 生活垃圾	tones 噸	29.07	25.97
Packaging waste 廢棄包裝	tones 噸	1.90	1.60
Total non-hazardous waste 無害廢棄物總量	tones 噸	32.00	29.28
Total Non-hazardous waste intensity 無害廢棄物排放密度	tones/employee 噸／員工	0.158	0.163

### Sewage discharge

Due to the Group's business nature, its activities do not result in significant wastewater discharge. The domestic sewage generates from the Company's daily office activities has all been uniformly handled by the properties of the office premises in accordance with the national regulations, and the relevant costs are included in the property service fees, so the relevant disclosure is not applicable to the Group.

### 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. Use of Resources

### Energy consumption

The Group constantly practices energy conservation and consumption reduction, regularly reviewing its energy targets and improving its energy conservation management system, and enhancing publicity and staff education through various channels to effectively improve energy efficiency and continuously improve its overall energy consumption performance. The Group's energy consumption is mainly derived from petrol used for vehicles and purchased electricity used for film crews and offices. Among these, electricity accounts for a significant proportion, mainly used for lighting and air conditioning during on-location filming, as well as for the daily operation of the Group's offices.

## 2. 資源使用

### 能源消耗

本集團持續踐行節能降耗，定期檢討能源目標並不斷完善節能管理體系，通過多渠道加強宣傳與員工教育，切實提高能源效率並持續改善整體耗能表現。本集團能源消耗主要來自車輛使用的汽油及劇組與辦公所用的外購電力，其中電力佔據較大比重，主要用於劇組外景拍攝所需燈光與空調，以及本集團辦公室的日常運營。





## Environmental Aspect 環境方面

Compared with the previous year, the Group has effectively reduced its total energy consumption and per capita energy consumption intensity through various measures such as strict management of vehicle usage and registration, rationalization of vehicle scheduling, reduction of non-essential use of vehicles, as well as regular maintenance to reduce energy consumption. The Group encourages its employees to take public transportation to realize environmentally friendly travel. Through daily reminders, publicity slogans, staff preaching, etc., we continue to intensify publicity and raise the staff's awareness of environmental protection, solidly promote energy conservation and emission reduction, and firmly take the road of sustainable development.

相比上一年度，本集團通過嚴格的車輛使用與登記管理，合理調度公司車輛、減少非必要用車，並定期維護保養以降低能耗等多措施有效降低能源消耗總量和人均能源消耗密度。本集團鼓勵員工多乘坐公共交通，實現環保出行。通過日常提醒、宣傳標語、員工宣講等方式，不斷加大宣傳力度、提高員工環保意識，紮實推進節能減排工作，堅定走可持續發展之路。

### Energy consumption 能源消耗

Types of energy 能源類型	Unit 單位	2024 二零二四年消耗量	2023 二零二三年消耗量
Direct energy consumption 直接能源消耗總量	MWh 兆瓦時	159.02	148.01
– Petrol – 汽油	MWh 兆瓦時	152.75	148.01
– Natural gas – 天然氣	MWh 兆瓦時	6.28	0.00
Indirect energy consumption 間接能源消耗總量	MWh 兆瓦時	376.59	403.09
– Purchased electricity – 外購電力	MWh 兆瓦時	376.59	403.09
Total energy consumption 能源消耗總量	MWh 兆瓦時	535.61	551.10
Total energy consumption intensity 能源消耗總量密度	MWh/employee 兆瓦時／員工	2.64	3.06



Environmental Aspect  
環境方面

Water resources

Given the nature of the Group’s business, the Group does not consume a significant amount of water resources. Water consumption is primarily for daily office use, and part of the water usage is included in the property management fees, making it impossible to obtain complete consumption data. The available water consumption data are summarized as follows. Due to the Group’s geographical location, water supply is sourced from municipal tap water, and there are no issues regarding the accessibility of water sources. The Group also saves water by promoting the concept of water conservation and formulating relevant measures. During the Reporting Period, the per capita water consumption increased due to the full opening of the Beijing office in the current year after the construction of the new office in 2023.

水資源

鑒於本集團的業務特性，因此並不會消耗大量水資源，主要用水為辦公室的日常生活用水，部分水資源消耗已計入物業管理費內，因此無法獲取相關消耗數據，部分可取得相關數據的水資源使用情況統計如下。由於本集團的地理位置，集團用水來自於市政自來水，在求取適用水源上並沒有任何問題。本集團也通過宣傳節約用水觀念、制定相關措施來節約水資源。報告期內，由於北京辦公室自2023年新建後於本年度全面啟用，人均耗水量有所上升。

Water consumption 水源消耗			
Indicator 指標	Unit 單位	2024 二零二四年消耗量	2023 二零二三年消耗量
Total water consumption 水源消耗總量	m³ 立方米	816	549
Water consumption intensity per capita 人均水源消耗密度	m³/employee 立方米／員工	4.02	3.05

Packaging materials

Given that the Group’s business does not involve the production or sale of industrial products, no packaging materials are generated and therefore the relevant disclosure is not applicable to the Group. The packaging materials and waste disposal links involved in the production sites are uniformly handled by professional service providers. The Group will gradually promote the mechanism of extending the environmental responsibility of the supply chain, formulate auditing standards for service providers and improve the waste management system, so as to strengthen the sustainable management of the third-party links.

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，集團將逐步推進供應鏈環境責任延伸機制，制定服務商審核標準並完善廢棄物管理體系，以強化對第三方環節的可持續管理。



## Environmental Aspect 環境方面

### Green office

The Group integrates environmental protection into its operations and has been focusing on creating a sustainable and environmentally friendly working environment, infiltrating environmental awareness into all aspects of its daily work and upholding the concept of “Green Office” at all times. The Group has implemented various initiatives to reduce GHG, waste emissions, energy consumption and water resources:

- To reduce GHG emissions, the Group encourages employees to avoid unnecessary travel, disconnect the network and power to the office area during non-office hours, and maintain office equipment to reduce unnecessary waste, etc. The Group’s initial goal is to introduce more clean energy in some business areas, such as solar energy and new energy vehicles.
- To reduce waste, the Group has formulated a green office policy to promote the electronic use of office materials. Employees are encouraged to use online systems, double-sided printing and recycled paper to reduce paper documents. Separate garbage cans are installed in office areas to popularize the knowledge of garbage classification, and harmless wastes are sorted out and handed over to professional organizations for disposal in accordance with national requirements.
- To conserve energy, the Group has implemented a number of measures: strictly controlling electricity consumption and ensuring equipment is powered off after work; reducing non-essential lighting; utilizing natural light sources as much as possible when filming; setting air-conditioning temperature at 22-26°C; and posting energy-saving slogans to remind employees.

### 綠色辦公

本集團將綠色環保融入公司運營中，一直專注於打造可持續且環保的工作環境，把環保意識滲透到日常工作的各個環節當中，時刻秉持「綠色辦公」的理念。本集團針對降低溫室氣體、廢棄物排放以及減少能源、水資源分別實施了多項舉措：

- 為減少溫室氣體排放，本集團倡導員工避免不必要的差旅，非辦公時間斷網斷電，並維護辦公設備以減少浪費。初步目標是在業務中引入清潔能源，如太陽能，同時使用新能源運輸工具。
- 為減少廢棄物排放，集團制定綠色辦公室政策，推進辦公材料電子化。鼓勵員工使用在線系統、雙面打印及循環用紙，減少紙質文件。辦公區設置分類垃圾桶，普及垃圾分類知識，並按國家要求分揀無害廢棄物後交由專業機構處理。
- 為節約能源，集團實施多項措施：嚴格控制用電量，下班確保設備斷電；減少非必要照明；拍攝時盡量利用自然光源；空調溫度設於22-26℃；張貼節能標語提醒員工。



## Environmental Aspect 環境方面

- To reduce water consumption, the Group advocates “turning off the faucet when people leave” and eliminating water leakage. The Group uses water-saving facilities, regularly inspects pipelines, strengthens water-saving publicity and guides employees to develop good water-saving habits. Meanwhile, the Group has set new energy saving and emission reduction targets for 2023 as the base year based on its actual business operations and sustainable development capability. Currently, the Group has completed part of the emission reduction targets ahead of schedule and will continue to control the implementation and promotion of relevant emission initiatives in the future to safeguard the implementation of the remaining emission targets.
- 為減少水資源消耗，集團提倡「人走水關」，杜絕漏水。使用節水設施，定期檢查管道，加強節水宣傳，引導員工養成良好用水習慣。同時，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新的節能減排目標。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。

Areas 目標類型	2023 Targets 二零二三年目標內容	Achievements in 2024 二零二四年實行進度	Future action 未來舉措
GHGs emissions 溫室氣體排放	Using 2023 as the baseline, the Group has set a target to achieve a per capita GHG emission intensity reduction of 5% by 2030. 以2023年為基準年，本集團設立目標至2030年之前實現人均溫室氣體排放密度下降5%。	We have achieved our emissions reduction targets ahead of schedule, as detailed in the “GHG Emissions” section of the Report. 已提前達成減排目標，詳見本報告「溫室氣體排放」章節。	The Group will continue to promote green transportation and encourage employees to give priority to the use of low-carbon transportation during the filming process. 本集團將繼續推廣綠色交通，鼓勵員工並在劇集製作過程中優先採用低碳交通工具。
Waste production 廢棄物排放	Using 2023 as the base year, the Group has set a target to achieve a 5% reduction in per capita waste production intensity by 2030. 以2023年為基準年，本集團設立目標至2030年之前實現人均廢棄物排放密度下降5%。	The Group has reversed the trend of increasing waste intensity and will continue to promote waste management and recycling, as detailed in the “Waste Management” section of the Report. 集團已扭轉廢棄物排放密度增長趨勢，將持續推進廢棄物管理及循環使用，詳見本報告「廢棄物排放」。	The Group will continue its efforts to promote a paperless office by expanding the use of electronic and digital technologies among its staff. Additionally, it will strive to implement more efficient waste management and recycling measures to enhance sustainability. 本集團將持續加大無紙化辦公，於劇組進一步加大電子化、數字化運用，實施更有效的廢物管理和回收措施。



## Environmental Aspect 環境方面

Areas 目標類型	2023 Targets 二零二三年目標內容	Achievements in 2024 二零二四年實行進度	Future action 未來舉措
Energy consumption 能源消耗	Using 2023 as the baseline, the Group has set a target to achieve a 5% reduction in per capita energy consumption intensity by 2030. 以2023年為基準年，本集團設立目標至2030年之前實現人均能源消耗密度下降5%。	The Group is ahead of schedule in meeting its emissions reduction targets, as detailed in the “Energy Consumption” section of the Report. 已提前達成減排目標，詳見本報告「能源消耗」章節。	The Group will further optimize the use of electricity, try to promote the optimization of energy structure and expand the use of new energy power in business 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。

### 3. The Environment and Natural Resources

Given the nature of the business of the film and television industry to which the Group belongs, there is no significant impact on the environment and natural resources. However, the Group has a deep and clear understanding of the significance of sustainable development. Therefore, the Group remains committed to promoting the concept of eco-friendly production in its daily operations, placing emphasis on environmental protection, energy conservation, emission reduction, and green, low-carbon practices. Through these efforts, the Group strives to minimize the negative environmental impact of its business activities and contribute to the continuous improvement of the environment.

#### Green filming crew

When selecting locations for filming, the Group prioritizes locations near the main scenes for sub-scenes and reduces transfer distances to reduce emissions. For short-distance transportation, priority is given to the use of electric transportation vehicles to reduce gasoline consumption. While most of the productions are conducted in soundproofed locations, the Group continuously monitors the potential impact of its operations on the environment to minimize noise pollution and avoid unnecessary sound interference. The use of disposable materials is minimized in the planning of productions and events, and disturbance to natural landscapes and animal habitats is minimized to protect the ecological environment. Outdoor lighting is set up with consideration for residents to avoid nuisance. We emphasize the reuse of props and fixtures, and give priority to renting or borrowing them to save resources. Through staff training to raise awareness of environmental protection, the unified separation of waste, screening of recyclable props, and the implementation of the “Green filming crew” concept.

### 3. 環境及天然資源

鑒於本集團所屬影視行業的業務特性，並不會對環境以及天然資源造成重大影響。不過，本集團對於可持續發展的重大意義有著極為深刻且清晰的認知。正因如此，在公司日常運營環節裡，本集團始終堅定不移地踐行綠色劇組理念，強調環境保護、節能減排、綠色低碳的重要性。旨在通過自身的努力，盡可能減少本集團經營活動對環境帶來的負面影響，為環境的持續改善貢獻出一份力量。

#### 綠色劇組

本集團在拍攝選址時，優先選擇主場景附近地點作為分場景，減少轉場距離以降低廢氣排放。在短途運輸中，優先使用電動運輸車減少汽油消耗。大部分製作於良好隔音場地進行，但仍持續監察業務對環境的潛在影響，減少噪音污染，避免不必要的聲浪干擾。劇集與活動籌辦過程中，減少一次性材料使用，盡量避免對自然景觀和動物棲息地的干擾，保護生態環境。戶外燈光設置亦考慮居民作息，避免滋擾。重視道具和裝置再利用，優先租賃或借用以節約資源。通過員工培訓提升環保意識，統一分類處理廢棄物，篩選可再生利用道具，貫徹「綠色劇組」理念。





## Environmental Aspect 環境方面

### AI coordination

Linmon Media is accelerating its digital transformation and promoting virtual special effects production to reduce filming costs and resource consumption, while committing to energy saving, consumption reduction and environmental protection. The Company is actively exploring AI applications and building an intelligent collaboration system. It continues to explore the use of AI mainly for video generation, script creativity and promotional image production, to help marketing and promotion through the production of trailer materials, and to assist in script outlining and creative conceptualization, and to promote the application of AI in the translation and dubbing of short dramas for going overseas and AR functions for overseas actors. In the future, Linmon Media will continue to improve AI collaboration to realize the intelligent upgrading of the whole process of film and television, and help enterprises to sustain development.

## 4. Climate Change

The global warming trend continues, and extreme weather and climate events are increasing and becoming more severe. In the last decade, climate change has been recognized as one of the most significant risks affecting the world, with the potential to impact global business operations as well as social life. The international community has also been paying increasing attention to climate change issues and increasing its response through various initiatives. China is a sensitive area and a significant impact area of global climate change. China has upgraded its active response to climate change into a national strategy, insisting on the dual-track approach of “Mitigation” and “Adaptation”, and has clearly set out the goal of achieving carbon neutrality by 2060, while the Hong Kong Government has also pledged to achieve net-zero carbon emissions by 2050. The Group has responded to this call by carrying out climate change related risk assessment and control, incorporating climate change related risks into the scope of enterprise risk management, continuously improving risk prevention strategies, and identifying and grasping related opportunities.

### AI協作

檸萌影視正加速數字化轉型，推廣虛擬特效製作，以降低拍攝成本和資源消耗，同時致力於節能減耗、保護環境。公司正積極探索AI應用，構建智能協作體系。持續探索AI主要用於視頻生成、劇本創意及宣傳圖片製作，通過製作預告片素材助力營銷推廣，並輔助劇本大綱和創意構思，推進AI在出海短劇翻譯配音和境外演員AR功能上的應用。未來，檸萌影視將不斷完善AI協作，實現影視全流程智能化升級，助力企業持續發展。

## 4. 氣候變化

氣候系統全球變暖趨勢仍在持續，極端天氣氣候事件日益增多且嚴峻。近十年來，氣候變化被視為對世界影響最重大的風險之一，可能會對全球業務運營以及社會生活造成影響。國際社會對氣候變化問題的關注度也日益提高，並通過各項舉措增加應對力度。中國是全球氣候變化的敏感區和影響顯著區。我國將積極應對氣候變化上升為國家戰略，堅持一手抓「減緩」，一手抓「適應」，明確提出在2060年之前實現碳中和的目標，香港政府也承諾在2050年之前實現淨零碳排放。本集團深刻相應號召，開展氣候變化相關風險評估及管制，將氣候變化相關的風險納入企業風險管理範疇，持續完善風險防範策略，識別並把握相關機遇。



## Environmental Aspect 環境方面

### Governance

The Group is systematically integrating climate change considerations into its governance framework. On the one hand, it will continue to promote the Group's emission reduction targets that are closely related to climate change and consolidate its initiatives to control greenhouse gas emissions; on the other hand, it will strengthen its climate change risk management process and disclose climate-related data in a transparent and accurate manner. At the same time, we will formulate and strictly implement feasible policies, and actively evaluate their effectiveness, so as to gradually achieve the "dual-carbon" target.

The Board holds ultimate responsibility for controlling climate change risks and opportunities. In order to ensure the comprehensiveness of the response strategy, the Board has appointed a dedicated ESG Working Group to oversee all key aspects of the strategy. The working group is responsible for overseeing all aspects of the strategy, including the accurate identification, scientific assessment and efficient management of climate risks, the assessment of the impact of climate change on supply chains, business operations and asset values, and the development of a regular reporting mechanism. This governance structure is designed to more efficiently manage climate change, appropriately address various climate-related issues and continue to promote the Group's sustainable development.

### Strategy

By analyzing climate-related risks and potential opportunities, the Group continues to improve its business development strategies, optimizes resource allocation and formulate sustainable development strategies. The Group pays close attention to the potential risks posed by climate change and takes timely measures to address them, while seizing the opportunities of low-carbon growth. The Group firmly adheres to the concept of green operation and contributes to the improvement of society.

### Climate risk assessment

The Group has conducted a comprehensive assessment of climate change risks and categorized them into two main groups: physical risks and transformation risks. In order to effectively address these risks, the Group has formulated appropriate response strategies and action plans. At the same time, the Group is actively exploring potential development opportunities brought about by climate change to ensure that the Group's business practices are in line with the changing market dynamics.

### 管治

本集團正將氣候變化考慮因素系統性融入治理框架之中。一方面，持續推進集團氣候變化緊密關聯的減排目標，鞏固溫室氣體排放控制舉措；另一方面，強化氣候變化風險管理流程，透明、精準地披露氣候相關數據。同時制定並嚴格落實可行的政策，並積極評估政策有效性，逐步達成「雙碳」目標。

董事會肩負著把控氣候變化風險與機遇的總責。為確保應對策略的全面，董事會特任命環境、社會及管治專項工作小組全方位監督各關鍵環節。工作小組負責全面監督，包括精準識別、科學評估以及高效管理氣候風險，評估氣候變化對供應鏈、業務運營以及資產價值的影響，並逐漸構建定期匯報機制。該管治架構設計旨在更高效地管控氣候變化，妥善解決各類氣候相關問題，持續推動本集團可持續發展進程。

### 策略

本集團通過分析氣候相關風險與潛在機遇，持續完善業務發展戰略，優化資源配置，制定可持續發展戰略。本集團密切關注氣候變化帶來的潛在風險並及時採取相應應對舉措，同時緊抓低碳增長的機遇。本集團堅定秉持綠色運營理念，為改善社會做出貢獻。

### 氣候風險評估

本集團對氣候變化風險進行了全面評估，將其分為兩大類：實體風險及轉型風險。為有效應對以上風險，本集團制定了適當的應對策略與行動方案。與此同時，本集團積極探尋氣候變化帶來的潛在發展機遇，確保集團業務實踐與市場動態變化相一致。



## Environmental Aspect 環境方面

### Physical risks

With the increasing frequency and severity of extreme weather events such as typhoons, storms, heavy rainfall, severe cold, and intense heat, the Group's operational systems and business facilities are facing both acute and chronic physical risks. Extreme weather is highly likely to cause damage to valuable assets such as photographic and video equipment and threaten the health and safety of crew members, which in turn will affect the Group's productivity and trigger performance difficulties, which may include problems such as contracts not being fulfilled on time or forced delays in deliveries, which may have a potential negative impact on the Group's revenue.

In order to minimize the potential risks and hazards, the Group formulates relevant flexible working arrangements and precautionary measures for inclement or extreme weather conditions. In project contracts, the Group has made clear agreements on force majeure clauses, purchased insurance for the safety of equipment and personnel, formulated contingency plans, and urged its staff to flexibly adjust filming schedules in accordance with the actual situation, so as to minimize the impact of extreme weather on property and personal safety. At the same time, the health and safety section of the staff handbook clearly requires all staff to comply with the operational standards and work together to prevent and minimize the potential hazards brought about by climate change.

### Transition risks

In order to realize the global vision of carbon neutrality, the Group anticipates that the regulatory, technological and market landscape will change as a result of climate change, including the tightening of national policies, the imposition of environmental-related taxes, and a shift in customer preferences towards more environmentally friendly companies.

### 實體風險

伴隨颱風、風暴、暴雨、嚴寒、酷熱等極端天氣事件發生頻率的增加及影響程度的加劇，集團運營體系及業務設施正面臨急性與慢性的雙重實體風險考驗。極端天氣極有可能對攝影、錄像設備等貴重資產造成損毀，並威脅到劇組工作人員的健康安全，進而影響本集團的生產力，引發履約困境，可能包括合同無法按時履行或被迫延遲交付等問題，可能會給集團收益帶來潛在負面影響。

為減少潛在的風險和危害，本集團針對惡劣或極端天氣情況，擬定相關彈性工作安排和預防措施。在項目合同中，集團就不可抗力條款作出明確約定，並為設備與人員安全購置保險，制定應急預案，督促工作人員根據實際情況靈活調整拍攝計劃，將極端天氣對財產及人身安全的影響降至最低。同時，員工手冊的健康與安全章節明確要求全體員工遵守作業規範，共同防範並減少氣候變化帶來的潛在危害。

### 轉型風險

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



## Environmental Aspect

### 環境方面

In order to cope with the policy and legal, market, technological and reputational risks, the Group has gained in-depth understanding of and strictly complied with the laws and regulations, followed the global climate change trend, and established a sound and comprehensive legal team so as to avoid increasing costs and fines for non-compliance; the Group continuously monitors the market trend, adjusts its business model in a timely manner, strengthens the creation of environmentally friendly content, increases the number of environmentally friendly subject matter productions, meets the growing demand of the green market, and broadens the audience base; the Group actively utilizes its business model to enhance its environmental protection capabilities. audience groups; the Group actively utilizes new technologies, such as AI-assisted creation and distribution, to effectively improve the efficiency of creation and reduce production costs; and comprehensively examines its business practices, maintains transparency, and enhances its corporate image and maintains its corporate reputation with the help of environmental protection advocacy activities.

#### Opportunity

In response to the dual climatic challenges of physical risks and transformation risks, the Group is firmly committed to addressing the risk challenges in a proactive manner, while leveraging on its keen strategic insights to identify opportunities and seize the development opportunities.

The Group continues to focus on and adopt new technologies, such as digital intelligence and virtual production, to improve production efficiency. The Group has made use of the technological upgrading of digital intelligence to improve production efficiency, reduce costs, enhance creativity, create more innovative and enjoyable works and improve market competitiveness. Meanwhile, the Group is committed to creating more innovative, environmentally friendly and sustainable film and television productions against the backdrop of climate risks by actively practicing the concept of recycling in the entire process of corporate operations and drama shooting, so as to realize the sustainable development of the enterprise itself.

為了應對政策和法律、市場、技術及聲譽風險，本集團深入瞭解並嚴格遵守法律法規，緊跟全球氣候轉變趨勢，建立健全完善的法務團隊，以避免增加成本、違規罰款；本集團持續監測市場趨勢，及時調整業務模式，強化環保內容創作，增加環保題材的製作，滿足日益增長的綠色市場需求，拓寬受眾群體；本集團積極利用新技術，如AI輔助創作、宣發等，切實提高創作效率，降低製作成本；並全面審視業務實踐，保持透明度，借助環保倡導活動，提升企業形象，維護企業聲譽。

#### 機遇

在實體風險與轉型風險交織的雙重氣候挑戰下，本集團堅定地以積極主動的態度應對風險挑戰，同時憑借敏銳的戰略眼光洞察機遇，把握發展契機。

本集團已持續關注和採納新技術，如數智化、虛擬製作等，提高製作效率，利用數智化技術升級，提高生產效率，降低成本，增強創作力，創作更具創新性和觀賞性的作品，提高市場競爭力。同時本集團通過在企業運營、劇集拍攝全流程中積極踐行循環利用理念，致力於在氣候風險背景下，打造更具創新性、環保性和可持續性的影視作品，實現企業自身的可持續發展。



## Social Aspect 社會方面

### 1. Employment

The Group recognizes human resources as its most valuable asset and a fundamental pillar supporting its business development in the industry, which also serve as the driving force behind continuous innovation. In order to fully utilize the advantages of human resources, the Group has formulated a series of relevant policies, including recruitment, remuneration, promotion, working hours and holidays, diversified development and equal opportunities. The Employee Handbook formulated by the Group serves as an important management standardized document, which provides comprehensive and detailed regulations on various tasks such as recruitment, promotion, discipline, working hours and leave. All new employees are required to review and sign the Employee Handbook, and the Company confirms that each employee is fully aware of the contents of the Handbook.

#### Recruitment and dismissal

The Group strictly complies with the Labor Contract Law of the PRC, the Labor Law of the PRC and other relevant laws and regulations, and resolutely eliminates illegal employment, and strictly prohibits child labor and forced labor. In the recruitment process, adhering to the principle of “openness, fairness, impartiality and meritocracy”, the Human Resources Department strictly verifies the identity and age of all applicants, and conducts background and credit checks as appropriate. Once any violation of labor laws and regulations is detected, the relevant contract will be terminated immediately and the responsible person will be subject to disciplinary action. The Group strictly prohibits verbal abuse, oppression, sexual harassment and other inappropriate behavior, and eliminates any form of forced labor. No major complaints or reports of violation were received during the Reporting Period. In order to standardize the process, the Group has formulated the Recruitment Management System, which covers the management of the whole process of job posting, channel selection, selection and hiring, etc. The Group also employs a variety of methods to recruit talents, such as independent search, external headhunting, campus recruiting and internal recommendation. All employees are required to sign an employment contract upon joining the Company, which specifies their job titles, duties and salaries. The Employee Handbook sets out in detail the dismissal procedures and conditions, firmly opposes unfair dismissal, ensures that the procedures are fair and transparent, and safeguards the legitimate rights and interests of both parties.

### 1. 僱傭

就本行業而言，人力資源被視為本集團最大及具價值的資產及支持本集團業務發展的基礎，同時為本集團提供不斷創新的動力。為了充分發揮人力資源的優勢，本集團制定了一系列相關的政策，包括招聘、薪酬、晉升、工時及假期、多元化發展及機會平等等方面。本集團制定的《員工手冊》作為重要的管理規範文件，對招聘、陞遷、紀律、工時及休假等各項工作進行了全面細緻的規定。所有入職員工均需學習並對《員工手冊》進行簽字確認，公司確認各個員工已經充分認識手冊內容。

#### 招聘及解聘

本集團嚴格遵循《中華人民共和國勞動合同法》《中華人民共和國勞動法》及其他相關法律法規，堅決杜絕非法用工行為，嚴禁童工及強制勞工。在招聘環節，秉持「公開、公平、公正、擇優」原則，人力資源部對所有應聘者進行嚴格的身份與年齡核實，並視情況開展背景及徵信調查。一旦發現違反勞動法規的行為，立即終止相關合同並對責任人進行紀律處分。集團嚴厲禁止辱罵、壓迫、性騷擾等不當行為，杜絕任何形式的強制勞動。報告期內未收到重大違規投訴或舉報。為規範流程，集團制定《招聘管理制度》，涵蓋職位發佈、渠道選擇、選拔錄用等全流程管理，並採用多種方式招聘人才，如自主搜尋、外部獵頭、校園招聘和內部推薦等。所有員工入職時須簽署僱傭合約，明確職銜、職責、薪酬等內容。《員工手冊》詳細規定瞭解聘程序及條件，堅決反對不公平解僱，確保程序公正透明，維護雙方合法權益。





## Social Aspect 社會方面

As at December 31, 2024, the Group had 203 full-time employees (2023: 180). The total number of employees by gender, age group, region and type of employment (e.g. full-time or part-time) is shown below:

截止至2024年12月31日，本集團有203名全職員工(2023年：180名)。按性別、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：

		2024 二零二四年度		2023 二零二三年度	
Breakdown	員工人數	Number of employees 員工數量	Percentage of employees 員工佔比	Number of employees 員工數量	Percentage of employees 員工佔比
Total	員工總數	203	100%	180	100%
By gender	性別				
Male	男性	59	29%	51	28%
Female	女性	144	71%	129	72%
By employee category	員工類別				
Senior management	高級管理層	4	2%	4	2%
Middle management	中級管理層	16	8%	15	8%
General	基層員工	183	90%	161	90%
By age	年齡組別				
Below 30 years old	30歲以下	65	32%	66	37%
30-50 years old	30-50歲	133	66%	112	62%
Over 50 years old	50歲以上	5	2%	2	1%
By geographical location	地區				
Mainland China	中國大陸	199	98%	180	100%
Other areas	其他地區	4	2%	0	0%
By employment mode	僱傭類型				
Full-time	全職	203	100%	180	100%
Part-time	兼職	0	0%	0	0%



## Social Aspect 社會方面

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

於報告期內，按性別、年齡組別及地區劃分的本集團員工流失總數及比例如下：

		2024 二零二四年度		2023 二零二三年度	
		Number of employees left	Turnover rate <sup>3</sup>	Number of employees left	Turnover rate
Employee category	員工類別	流失人數	流失比例 <sup>3</sup>	流失人數	流失比例 <sup>3</sup>
Overall	整體	124	37.9%	119	39.8%
By gender	性別				
Male	男性	39	39.8%	46	47.4%
Female	女性	85	37.1%	73	36.1%
By age group	年齡組別				
Below 30 years old	30歲以下	60	48.0%	73	52.2%
30-50 years old	30-50歲	64	32.5%	46	29.1%
Over 50 years old	50歲以上	0	0.0%	1	33.3%
By geographical location	地區				
Mainland China	中國大陸	124	37.9%	119	39.8%

Note:

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

備註：

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

### Diversity, equal opportunity anti-discrimination

The Group complies with relevant laws and regulations including but not limited to the Labor Law of the PRC, the Contract Law of the PRC, the Law of the PRC on Labor Contracts, the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and has formulated an Employee Handbook accordingly, which advocates mutual respect within the Company and opposes all forms of discriminatory practices. The Group is always committed to creating an inclusive and diversified working environment and providing equal development opportunities for all employees. We do not discriminate on the basis of ethnicity, race, age, gender, marital status, association, or religious beliefs. In the selection, training and retention of talents, we strive to realize the best use of talents. We will eliminate any form of harassment and make every effort to create a fair and just, healthy and harmonious workplace ecology.

### 多元化、平等機會及反歧視

本集團遵守相關法律及法規包括但不限於《中華人民共和國勞動法》、《中華人民共和國合同法》、《中華人民共和國勞動合同法》《僱傭條例》(香港法例第57章)，並據此制定了《員工手冊》，倡導公司內部相互尊重，反對各種形式的歧視行為。本集團始終致力於營造包容、多元化的工作環境，為所有員工提供平等的發展機會。不因民族、種族、年齡、性別、婚姻狀況、社團以及宗教信仰的不同而給予不同待遇。在人才選用育留上，力爭實現人盡其才、才盡其用。杜絕任何形式的騷擾行為，全力打造公平公正、健康和諧的職場生態。



## Social Aspect 社會方面

### Employee promotions

To foster the growth of exceptional individuals, the Group has devised a comprehensive Talent Development Plan to establish a diverse career platform. This plan not only allows employees to deepen their expertise within their respective functions but also encourages cross-functional development. The Group has established seven levels, namely assistance, operation, implementation, responsibility, guidance, formulation, and leadership, providing employees with ample opportunities for advancement in three professional domains: production, research and development, and playwriting.

Management trainees and innovative spin-off programs help employees' career development, encourage innovation and enterprise, explore their own strengths and interests, and extend their career paths. Based on the requirements of film and television production positions, we clarify the specific requirements of business ability, project management, teamwork and negotiation and communication at each level to help employees understand their responsibilities and promotion standards.

Through a comprehensive assessment of work performance, potential and ability, we objectively and fairly evaluate the promotion of employees. The Group advocates employees to formulate personal career plans, give full play to their expertise, realize the matching of positions and talents, provide talent support for sustainable development, create a positive working environment, stimulate potential and lay the foundation for business development.

### 員工晉升

為促進優秀人才成長，本集團制定《人才發展白皮書》，旨在構建多元化職業平台。集團設有七個層級：輔助、操作、實施、負責、指導、制定、領導，並在製作、研發、劇作三大專業領域提供廣闊發展空間。

管理培訓生與創新衍生項目助力員工職業發展，鼓勵創新進取，探索自身優勢與興趣，延展職業路徑。基於影視製作崗位要求，明確各層級業務能力、項目管理、團隊協作及談判溝通等具體要求，助員工明晰職責與晉升標準。

通過綜合評估工作業績、潛力與能力，客觀公正地進行員工晉升評定。集團倡導員工制定個人職業規劃，發揮專長，實現崗位與人才匹配，為持續發展提供人才支持，營造積極向上的工作環境，激發潛力，奠定業務發展基礎。



## Social Aspect 社會方面

### Compensation and benefits

The Group has always placed the well-being of its employees at the core of its corporate development. The Group firmly believes that only with the happiness and fulfillment of its employees can it create more creative and influential film and television productions. In order to enhance the competitiveness of talents, the Group has formulated the “Remuneration Management Rules”, which adopts the Group’s remuneration structure of annual salary system and project system in parallel according to different job types and grades. By adhering to the principles of competitiveness, fairness and incentives, and taking into consideration of the relative rationality among different job types, job grades and job sequences, and by linking the annual bonuses and salary adjustments with individual performance ratings, the Group provides employees with market-competitive remuneration and benefit plans to enhance the competitiveness of the Group’s employees. The annual bonus and salary adjustments are linked to individual performance ratings, providing employees with market-competitive compensation and benefit plans to retain talents.

The Group empowers people, and hopes to give timely recognition and incentives to employees for their achievements at work. The Group has created performance evaluation and assessment mechanisms for different functional segments. Performance evaluation and feedback are part of the daily management work of immediate supervisors, who are encouraged to communicate with employees on a regular basis and provide timely feedback on their performance in their daily work. By accurately quantifying the performance contribution of employees in their respective functions, the pay gap between employees of the same rank in different functional areas can be effectively resolved to ensure that employees are fairly remunerated in their different functions, and that the remuneration system can be more closely aligned to the contribution of employees in their different functional areas, reflecting the differences in their actual duties and abilities, and enhancing job satisfaction and loyalty of employees.

### 薪酬及關愛福利

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

本集團賦能於人，對於員工在工作上取得的成績希望能夠給予及時的認可和激勵。本集團針對不同職能板塊，本集團創設績效評估和考核機制，績效評估及反饋成為直屬主管的日常管理工作之一，公司鼓勵直屬主管與員工對其績效表現進行定期溝通和在日常工作中及時反饋。借由精準量化員工於各自職能的績效貢獻，有效解決同一級別員工在不同職能領域之間存在的薪酬差距，確保員工在不同職能中都能夠獲得公平的報酬，確保薪酬體系能夠更貼近員工在不同職能領域的工作貢獻，反映實際職責和能力的不同，提高員工的工作滿意度和忠誠度。



## Social Aspect 社會方面

Meanwhile, the Group attaches great importance to employee welfare and actively promotes work-life balance. The Group pays social insurance and housing fund for its employees in accordance with the provisions of the policies of the country and the place of work. Furthermore, in accordance with the Group's policy, in addition to all statutory holidays (including Sundays), employees are entitled to annual leave and other paid leave such as maternity leave, compensatory leave, marriage leave and examination leave. In addition, the Group pays "five insurance policies and one housing fund" for all employees in accordance with the Social Insurance Law of the People's Republic of China. The Group has also customized its internal welfare programs and care projects for its employees on top of the statutory benefits in the Employee Handbook, such as occasional employee activities and the Lemon Home Moe Coin Scheme. The Group is committed to providing all-round protection for its employees to ensure that they feel deeply cared for by the Company in all aspects of their health, life and office life.

- Healthcare benefits

The Group cares about the physical health of its employees and arranges annual health check-ups for them. The Group provides regular comprehensive health check-ups and interpretation of reports to ensure that employees can timely understand their health status and take appropriate health measures. In addition, the Group has purchased commercial insurance for all employees, including medical insurance, accident insurance, term life insurance, and critical illness insurance, to address unexpected health issues. Filming involves various unpredictable risks, and to ensure the safety and rights of crew members, the Group not only provides basic coverage but also purchases additional accident insurance for all employees involved in the filming process, ensuring they receive timely and comprehensive professional protection and assistance, thereby minimizing the impact of accidents.

同時，本集團高度重視員工福利，積極促進工作與生活之間的平衡。本集團按照國家和工作所在地政策的規定為員工繳納社會保險和住房公積金。此外，根據本集團政策，除所有法定假期(包括星期日)外，員工享有年假及其他有薪假期，如產假、補休假、婚假及考試假。此外，本集團根據《中華人民共和國社會保險法》為所有員工繳納「五險一金」。本集團還在《員工手冊》中，在法定福利基礎上為員工定制個性化內部福利方案和關懷項目，如不定期員工活動以及檸檬家園萌幣計劃等。本集團致力於為員工提供全方位的保障，確保他們在健康、生活、辦公等各個方面都能感受到公司的深切關懷。

- 健康保障

公司關注員工的身體健康，每年度公司都將安排員工體檢；本集團為員工提供定期的全面體檢及體檢報告解讀服務，確保他們能夠及時瞭解自己的身體狀況，並採取相應的保健措施。同時，公司已為全部員工購買包含醫療險、意外傷害險、定期壽險和重大疾病險在內的商業保險，以應對突發的健康問題。劇集拍攝過程中存在諸多不可預見的風險，為切實保障劇組員工的人身安全與權益，本集團除提供基礎保障外，還為所有參與劇集拍攝的員工額外購置了意外保險，確保員工及時獲得專業且全面的保障與援助，最大程度降低意外帶來的影響。





## Social Aspect 社會方面

The Group consistently focuses on the health and well-being of its employees, continually enriching sports programs and fostering a positive corporate atmosphere. During the summer, activities such as yoga and paddle tennis are offered to allow employees to relax physically and mentally after work. Additionally, the Group has developed the “Sports Month” initiative, implementing long-term fitness programs and organizing a variety of sports and health activities at various office locations every week, such as tennis, Pilates, and shoulder-neck massages. These initiatives not only help employees relieve work stress and enhance their physical fitness but also aim to improve overall quality of life and achieve a healthy work-life balance.

The Group also pays attention to the mental well-being of its employees and has launched the “Linmon Station” Employee Assistance Program (EAP), offering free psychological counseling services. By providing professional psychological guidance and support, the program helps employees alleviate mental stress, enabling them to maintain their physical and mental health while managing the pressures of both work and life, ensuring they work efficiently and live happily.

公司始終關注員工健康與幸福，不斷豐富運動項目，營造積極的企業氛圍。公司在夏季推出瑜伽和板式網球等活動，讓員工在工作之餘得到身心放鬆。同時，檸萌進一步打造「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，如網球、普拉提、肩頸按摩等。這些舉措不僅幫助員工緩解工作壓力、增強體質，更致力於提升整體生活質量，實現工作與生活的良好平衡。

本集團同樣關注員工的心理健康，推出了員工生理、心理關愛項目檸萌加油站(EAP)，為員工提供免費的心理諮詢服務，借助專業心理疏導與支持，以幫助員工緩解心理壓力，助力員工在應對工作、生活雙重壓力時保障身心健康，高效工作，快樂生活。

### Employee welfare

### 生活保障





## Social Aspect 社會方面

The Group always upholds the concept of caring for our employees and realizing work-life balance, and is committed to building a diversified platform for their growth and leisure. In addition to supporting the growth of our employees through professional training and career development opportunities, we have also carefully planned various activities to enable our employees to enjoy pleasant time after their busy work. This year, we organized a wealth of family day activities in Beijing and Shanghai, with programs such as women's day celebrations, handicraft experiences, concerts and amusement rides, which provided a platform for employees and their families to share happy times and further strengthen the ties between families and the Company.

- Office security

Office environment and remuneration and benefit system are important components of the office security created by Linmon Media for its employees. The Group is committed to creating a comfortable and efficient office environment. During the Reporting Period, the Shanghai office was redecorated and equipped with advanced office equipment and furniture as well as sufficient natural light and appropriate lighting to ensure that the employees can fully display their talents in a quality working environment. Meanwhile, the Group has established a comprehensive remuneration and benefit system to reward employees' hard work in all aspects through competitive salaries, rich bonus incentives and diversified welfare programs, so that every employee can feel recognized and cared for by the Company.

本集團始終秉持關懷員工、實現工作與生活平衡的理念，致力於為員工構建多元化的成長與休閒平台。除了通過專業培訓和職業發展機會支持員工成長外，我們還精心策劃各類活動，讓員工在繁忙工作之餘享受愉悅時光。今年，我們在北京、上海等地組織了豐富的家庭日活動，開展了婦女節慶祝、手作體驗、音樂會以及遊樂設施等項目，為員工及其家人提供共享歡樂時光的平台，進一步拉近了家庭與公司之間的聯繫。

- 辦公保障

辦公環境與薪酬福利體系是檸萌影視為員工打造的辦公保障的重要組成部分。本集團致力於營造一個舒適且高效的辦公環境，報告期內對上海辦公室進行重新裝修，配備先進的辦公設備和家具以及充足的自然光和適當的照明，確保員工能在優質的工作環境中充分展現自己的才能。同時，本集團建立了完善的薪酬福利體系，通過具有競爭力的薪資、豐富的獎金激勵以及多樣化的福利項目，全方位地回饋員工的辛勤付出，讓每一位員工都能感受到公司的認可與關懷。



## Social Aspect 社會方面

### Featured Benefits



### 特色福利



In addition to the provision of standard security and remuneration benefits, the Group has also carefully planned a series of creative and distinctive welfare activities aimed at enhancing employees' sense of belonging and team cohesion.

During the year, the Group continued to organize more than ten offline activities such as the New Year kick-off event and the annual meeting in Beijing, in which all employees participated enthusiastically and promoted the further rooting of the corporate culture.

除了提供標準的保障和薪酬福利以外，本集團還精心策劃了一系列富有創意和特色的福利活動，旨在提升員工的歸屬感和團隊凝聚力。

本年度，本集團持續組織了新年開工活動、北京年會、司慶等十餘項線下活動，全體員工熱情參與，促進了企業文化的進一步扎根。



## Social Aspect 社會方面

At the important moment when Linmon Media celebrated its 10th anniversary, the Company carefully organized a meaningful outing to Tibet as one of the special benefits, which fully demonstrated the care for employees. During the Tibet outing, the Company planned a number of exciting routes covering magnificent natural scenery and unique humanistic landscapes, and at the same time prepared a rich variety of activities for employees and their family members to freely choose from, which provided an opportunity for them to relax their body and mind and get close to nature, so that they could relieve their pressure and enjoy a good time after a busy work schedule. At the same time, the employees collaborated and supported each other in the common journey, which further strengthened the team's cohesion and centripetal force, let everyone more deeply appreciate the warmth and strength of the big family, and inspired every employee to join hands to create a better future for the Company with fuller enthusiasm and more determined confidence.

### Employee activities

Linmon Media has always been committed to enriching the spare time life of its employees and enhancing team cohesion, and has continuously carried out a variety of exciting cultural and sports activities, which have become the Company's unique corporate culture landscape.

The Company provides employees with many exclusive benefits, such as free viewing of the Group's episodes, so that employees can enjoy the wonderful plays and at the same time, feel the Group's cultural heritage more deeply, and enhance their sense of belonging to the Company and sense of identity. In addition, the Company also keeps up with the hot spots and organizes various creative activities from time to time.

在檸萌影視迎來十週年司慶這一重要時刻，公司精心組織了別具意義的西藏outing活動，作為特色福利之一，充分彰顯了對員工的關懷。此次西藏之行，公司規劃了多條精彩紛呈的路線，涵蓋了壯麗的自然風光與獨特的人文景觀，同時準備了豐富多樣的活動項目，可供員工及其家人自由選擇，提供了一次放鬆身心、親近自然的機會，讓大家在繁忙的工作之餘得以舒緩壓力，享受美好時光。同時，員工們在共同的旅程中相互協作、相互支持，進一步增強了團隊的凝聚力與向心力，讓大家更加深刻地體會到檸萌這個大家庭的溫暖與力量，激勵著每一位檸萌人以更飽滿的熱情和更堅定的信心，攜手共創公司更加美好的未來。

### 員工活動

一直以來，檸萌影視致力於豐富員工的業餘生活，增強團隊凝聚力，持續開展了形式多樣、精彩紛呈的文體活動，成為公司獨具特色的企業文化風景線。

公司為員工提供諸多專屬福利，像免費觀看本集團精心製作的劇目，讓員工在欣賞精彩劇情的同時，更深入地感受集團的文化底蘊，增強對公司的歸屬感與認同感。此外，公司還緊跟熱點，不定期舉辦各類創意活動。





## Social Aspect 社會方面

In the drama-related activities, the Company organized the chartered activities of the movie “Upstream”, so that employees could feel the charm of the movie in an immersive way and experience the unique atmosphere of the art of light and shadow. At the same time, the Company carried out the name solicitation activity for the episode of “Flying Dagger”, which fully stimulated the imagination and creativity of the employees, and allowed them to deeply participate in the preliminary stages of the creation of the episode, and gave a unique logo to the work. And the organization of the episode heat, Douban rating guessing as well as the Spring Festival and National Day movie box office guessing special welfare activities, not only to test the staff’s sensitivity to the film and television market, but also to create a positive and enthusiastic atmosphere of competition. In terms of cultural and artistic experience, the Company provides movie-viewing benefits at the Shanghai Film Festival and drama-viewing benefits at the Wuzhen Drama Festival, giving employees the opportunity to encounter cutting-edge film and drama works and broaden their artistic horizons.

In addition to special cultural and sports activities, the Company also vigorously promotes the exchange of employees’ unused and expired items. By building an exchange platform and encouraging employees to bring out unused items that are no longer in use at home, or items that are approaching their shelf life but can still be used normally to exchange with their colleagues, it not only helps to reduce the waste of resources and the burden on the environment after the items have been discarded, but also contributes to the protection of the environment, and also provides a brand new opportunity for communication between employees, effectively enhancing the cohesion between employees and their sense of belonging, making it an important part of the Company’s internal cohesion and sense of belonging. It also provides a new communication opportunity between employees, which effectively enhances the cohesion and sense of belonging among employees, and becomes a unique way of communication within the Company. Through internal rewards and other forms, the Company further stimulates the enthusiasm of employees to participate, and actively practices corporate social responsibility while injecting vitality into the recreational market.

在劇集相關活動中，公司組織了電影《逆行人》的包場活動，讓員工沉浸式感受影片魅力，體驗光影藝術的獨特氛圍。同時，開展《飛刀》劇集的征名活動，充分激發員工的想像力與創造力，讓大家深度參與到劇集創作的前期環節，為作品賦予獨特的標識。並且組織劇集熱度、豆瓣評分競猜以及春節檔、國慶檔電影票房競猜特別福利活動，不僅考驗員工對影視市場的敏銳度，還營造了積極熱烈的競爭氛圍。在文化藝術體驗方面，公司提供上海電影節觀影福利以及烏鎮戲劇節觀劇福利，讓員工有機會接觸前沿的影視戲劇作品，拓寬藝術視野。

特色文體活動以外，公司還大力推動員工閒置、臨期物品交換活動。通過搭建交換平台，鼓勵員工將家中不再使用的閒置物品，或是臨近保質期但仍可正常使用的物品拿出來與同事進行交換，不僅有助於減少資源浪費，降低物品被丟棄後對環境造成的負擔，切實為保護環境貢獻了一份力量，也為員工之間提供了一個全新的交流契機，有效增強了員工之間的凝聚力與歸屬感，成為公司內部獨特的交流方式。公司通過內部獎勵等形式，進一步激發員工的參與熱情，在為文娛市場注入活力的同時，也積極踐行著企業的社會責任。





## Social Aspect 社會方面

### Employee communication

Under the guidance of the corporate vision of “shaping content by people, and shaping people with content”, the Group invests in the growth and development of its internal staff by providing them with diversified career development paths, continuously building and optimizing the grade system for the comprehensive development of talents, standardizing the corresponding promotion system, and establishing a mechanism for personal development plans. The Group attaches importance to the personal development of its employees and builds and maintains various communication channels for employees, including:

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

### 員工溝通

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

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



## Social Aspect 社會方面

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

## 2. Development and Training

The Group believes that personal growth and professional advancement of employees are key factors for the sustainable development of the Company. Therefore, the Company actively supports and encourages its employees to participate in professional qualification examinations. Meanwhile, in order to promote the personal development of employees, the Company has formulated diversified employee training and development programs according to the needs of different departments and positions, covering general competency training, business competency training, anti-corruption and many other contents.

## 2. 發展與培訓

本集團相信員工的個人成長及專業進步是公司可持續發展的關鍵因素。因此公司積極支持鼓勵員工參與專業人士資格考試。同時，為了促進員工的個人發展，公司根據不同部門和崗位的需求，制定了多樣化員工培訓和發展計劃，涵蓋通用能力培訓、業務能力培訓、反貪腐等多項內容。



## Social Aspect 社會方面

The Group implements a weekly meeting system to discuss hot issues in the industry and society, and carries out thematic sharing in various areas such as experience in drama production, creative topics, and analysis of emerging issues. Meanwhile, after the broadcast of a drama series produced by the Group, the Group will conduct a review meeting to summarize and review the work of the project in the entire process of creation, filming, distribution and publicity, to find out the problems and challenges, and to promote teamwork in order to improve the efficiency of the work. In addition to the meeting system, the Group regularly invites external experts to conduct training for all employees, such as the Great Critics Lecture Hall, and also provides employees with diversified training options, including logical thinking, stress management, etc., in order to pay attention to the physical and mental health of employees.

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

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

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

本集團執行每週例會制度，討論行業和社會的熱點問題，並在劇集製作經驗、創作話題、新興事物解析等多個領域開展專題分享。同時，本集團製作的劇集在播出後，本集團會展開復盤會針對該項目在創作、拍攝、發行、宣傳等全流程的工作情況做總結回顧，發現問題和挑戰，促進團隊合作以提高工作效率。除會議制度外，本集團會定期邀請外部的專家團隊為全體員工開展培訓，如大咖講堂，也為員工提供多元化的培訓選擇，包括邏輯思維、壓力管理等，關注員工的身心健康。

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

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

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



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	2024 二零二四財年		2023 二零二三財年	
	Category of trainees	Number of attendances	Category of trainees	Number of attendances
	受訓人員類別	受訓人次	受訓人員類別	受訓人次
Employee training 員工發展及培訓				
Types of course 課程類型				
Induction training 新員工培訓	Employees at all levels 各級別員工	74	Employees at all levels 各級別員工	91
Generic skills training 通用技能培訓	Employees at all levels 各級別員工	63	Employees at all levels 各級別員工	93
Professional skills training 專業技能培訓	Employees at all levels 各級別員工	369	Employees at all levels 各級別員工	32
Leadership training 領導力培訓	Middle and senior management 中高級管理層	30	Middle and senior management 中高級管理層	40



## Social Aspect 社會方面

During the Reporting Period, a total of 167 employees and 536 person-times participated in training, totaling 13,423.9 hours of cumulative training and 80.38 hours of training per capita. The breakdown of training data by gender and employee category is as follows:

本報告期內，共有167名員工、536人次參加培訓，累計培訓總時長13,423.9小時，人均受訓時長為80.38小時。培訓數據按性別及員工類別劃分的情況如下：

		2024 二零二四財年		2023 二零二三財年
		Percentage of employees trained <sup>4</sup>	Average training hours <sup>5</sup>	Average training hours
Employee training 員工發展及培訓		受訓比例 <sup>4</sup>	人均受訓時長 (小時) <sup>5</sup>	人均受訓時長 (小時)
By gender	性別			
Male	男性	49%	64.47	8.78
Female	女性	52%	66.81	16.70
By employee category	員工類別			
Senior management	高級管理層	100%	182.80	41.00
Middle management	中級管理層	100%	128.13	26.74
General	基層員工	48%	58.16	12.83

### Notes:

- The employee training rate is calculated by the number of employees trained during the Reporting Period divided by the sum of the number of employees in the category and the number of employees left during the Reporting Period x 100%. In the future, this Report will be disclosed using a consistent methodology for calculating employee training rate.
- The Group implements a regular training system, and conducts targeted employee training in conjunction with business content in review meetings, Jianghu meetings (weekly meetings) and quarterly meetings every quarter to achieve personal growth. The above training was included in the data statistics in the current year, so the number of training hours per capita increased significantly, and the same scope of data statistics will be continued for disclosure in this report in the future.

### 備註：

- 員工受訓比例按報告期間受訓員工人數除以報告期末的該類別在職員工人數與報告期間離職員工人數之和x100%計算。未來本報告將使用一致的員工受訓比例計算方法進行披露。
- 本集團落實常態化培訓制度，在復盤會、每週的江湖會以及每個季度的季度會中，結合業務內容開展針對性的員工培訓，實現個人成長。本年度將上述培訓納入數據統計，故人均受訓時長顯著增長，未來本報告將延續相同的數據統計範圍進行披露。



## Social Aspect 社會方面

### 3. Health and Safety

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

The Group attaches great importance to the safety, comfort and pleasantness of the office environment for its employees and is committed to maintaining order in the workplace and creating a safe and healthy working atmosphere. During the reporting year, the Group renovated its office in Shanghai and engaged a professional testing organization to conduct professional testing on the air quality of the office environment and obtained a third-party compliance report to ensure the safety of the office environment. In addition, the Group regularly conducts comprehensive office cleaning and dust removal, disinfects public areas and replaces air-conditioning filters to enhance air quality management.

### 3. 健康與安全

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

本集團高度重視員工的辦公環境的安全性、舒適性及宜人性，致力於維護工作場所秩序，營造一個安全健康的工作氛圍。報告年度內，本集團對上海辦公室進行了裝修改造，並聘請了專業檢測機構對辦公環境空氣質量進行專業檢測並獲取第三方合規報告，確保了辦公環境的安全性。此外，本集團定期對辦公室進行全面清潔除塵，針對公共區域進行消毒，更換空調過濾器以加強空氣質量管理。





## Social Aspect 社會方面

At the same time, the Group places significant emphasis on the occupational health and safety of cast and crew members in projects. The Group insists on providing accident insurance coverage for every crew employee. Before the filming of the series, the Group will formulate and strictly implement a detailed crew safety plan, which includes an assessment of potential risks and hazards, countermeasures, and emergency plans to ensure that all staff members are clear about how to respond to emergencies. During the filming process, each department has set up a dedicated full-time safety inspector to investigate the potential safety hazards of each department's production, and special personnel will be arranged to conduct regular inspections on the set, regularly check the safety performance of the equipment, and repair or replace the damaged equipment on time. The Group supplies crew members with suitable personal protective equipment, including helmets, safety shoes, protective eyewear, safety belts, and more. It ensures that crew members are well-informed about the proper usage of this equipment and provides necessary training and guidance to ensure correct and effective utilization.

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

### 4. Supply Chain Management

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

同時，本集團高度重視劇組項目的職業健康與安全問題，堅持為每一位劇組員工購買意外保險。劇集拍攝前，本集團會制定並嚴格實施詳細的劇組拍攝安全計劃，其中包括對潛在風險和危險的評估，應對措施和緊急預案，確保所有工作人員明確如何應對突發事件。在劇集環境搭建過程中，本集團對環保材料的使用提出了嚴格要求，拍攝環境進行全面檢測合格之後才會讓員工進場拍攝；在拍攝過程中，各部門均設立專人專職安全督察員，對各部門各自的生產安全進行安全隱患排查，同時會安排專人進行定期巡視片場，定期檢查設備的安全性，並及時修理或更換損壞的設備。本集團為劇組成員提供適當的個人防護裝備，如頭盔、安全鞋、防護眼鏡、安全帶等。確保劇組成員知道何時和如何正確佩戴這些裝備，並提供必要的培訓和指導。

本集團連續五年(含報告期間)實現員工零工傷亡故。本報告期間，本集團並無任何因工傷損失的工作日數。本集團並無發現任何對本集團有重大影響且嚴重違反有關健康與安全的相關法律法規的重大事宜。

### 4. 供應鏈管理

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



## Social Aspect 社會方面

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

The Group comprehensively evaluates the capability of suppliers by taking into account factors such as their service quality, market strength and practical experience. The Group has set up a supplier access assessment, which takes into account various factors such as suppliers' qualifications, scale, quotations, delivery accounts, quality, maintenance and after-sales services, etc., and conducts a comprehensive assessment of the suppliers on an annual cycle to ensure that the quality of their materials, delivery period and services meet the stipulated requirements. Based on the assessment results, the Group will also put forward rectification requirements to the suppliers, and will cancel the qualification of the suppliers if they fail to meet the rectification requirements.

The Group also examines the environmental and social responsibilities of its suppliers and assesses their impact on the environment through various means, such as communication and site visits, and prioritizes the selection of suppliers that are more environmentally friendly, thereby expecting contractors and business partners to comply with strict ethical standards. In addition to environmental factors, the Group also assesses suppliers' compliance with laws and regulations on health, safety, forced and child labor. All of the Group's suppliers and contractors are required to sign the Anti-Bribery and Anti-Money Laundering Undertaking and comply with all legal requirements and standards relating to environmental standards, intellectual property rights and anti-corruption.

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

本集團綜合考量供應商的服務質量、市場實力和實踐經驗等因素，全面評估其能力。本集團設立供應商准入考核，綜合考慮供應商的資質、規模、報價、交付賬期、品質、維保、售後服務等多方面因素，並以年度為週期對供應商進行綜合評估，確保其物資質量、交貨期、服務等滿足規定要求。本集團也會根據評估結果對供應商提出整改要求，對於無法滿足整改要求的供應商將取消其供應商資格。

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貨商，借此期望承辦商及業務夥伴遵守嚴格的道德標準。除環境因素外，本集團亦會評估供應商是否遵守健康、安全、強迫勞工及童工等方面的法律法規。所有本集團供貨商及承辦商均須簽署遵守《反商業賄賂及反洗錢承諾書》，並遵守所有與環境標準、知識產權及反貪污相關的法律規定及標準。



## Social Aspect 社會方面

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

The Group attaches great importance to the quality and stability of its supply chain services, and has established strong cooperative relationships with a number of suppliers. The Group's suppliers mainly provide the Group with services related to the production and distribution of various drama series and films. Details of the number of suppliers by region are as follows:

		2024 二零二四財年
Number of suppliers	供應商數目	
Total number of suppliers	供應商總數	869
By region	地區	
Mainland China	中國大陸	800
Other Regions	其他區域	69

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

本集團高度重視供應鏈條服務質量及穩定性，已與多名供貨商建立了穩固的合作關係。本集團的供貨商主要為本集團提供各種劇集及電影製作與發行相關的服務。有關按地區劃分的供貨商數目詳情如下：

### 5. Product Responsibility

The Group attaches great importance to the quality of the content it creates. As a film and television creator, the Group is always committed to producing cultural excellence and conveying positive energy to society. The Group considers the quality of its products to be its top priority, and always outputs responsible content to win the trust of the market and users.

### 5. 產品責任

本集團對創作內容的質量極為重視。作為影視創作方，本集團始終致力於製作文化精品，向社會傳遞積極向上的正能量。本集團將產品質量視為首要任務，始終堅持輸出負責任的內容，以贏得市場和用戶的信賴。



## Social Aspect 社會方面

### Protection of intellectual property rights

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

The Group has included clauses in the drama investment agreements and other related cooperation agreements to protect the Group's rights and interests in the copyright of the drama dramas it shoots and invests in, such as the Group's revenue rights, distribution rights and copyrights in the relevant works. In 2024, the Group acquired a total of 38 new copyrights and 24 trademarks. Additionally, the Group currently holds a total of 133 copyrights (different episodes within the same project are consolidated under a unified copyright), 374 trademarks, and 8 domain names. In addition, the Group has strengthened its supply chain management to ensure that the relevant copyrights used in the production of drama programmes are licensed before they are used or quoted. In the event of any deemed infringement, the Group will immediately take legal measures to ensure that the legitimate rights and interests of the Group are protected.

### 知識產權保護

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

本集團在劇集投資協議及其他相關合作協議加入條款，旨在保護本集團於其所拍攝及投資的劇集劇版權中的權益，例如本集團於相關作品中的收益權、發行權及版權。2024年，本集團共新增著作權版權38項，商標24項，共擁有著作權版權133項（同一項目下的不同集數成片視為同一版權），商標374項及域名8項。此外，本集團已加強供應鏈管理，確保劇集節目製作中使用的相關版權在使用或引用前已獲得許可。一旦發生任何被視為侵權的行為，本集團將立即採取法律措施，確保本集團的合法權益得到保障。



## Social Aspect 社會方面

### Spreading positive energy

The Group is principally engaged in media and entertainment related businesses and has always been proactive in fulfilling its social responsibilities. The Group has always been proactive in fulfilling its social responsibilities. In view of the fact that film and television productions are largely influenced by audience preferences, the Group collects targeted information on the film and television market and conducts market research to gain insights into popular trends and public preferences in order to produce quality dramas that meet the expectations of the audience. The Group has developed the Drama Production Manual, which provides clear guidelines and responsibilities for each stage of the Group's operations. It meticulously plans the processes and tasks at each stage and outlines specific requirements and expectations for production, marketing, publicity, finance, and other departments. In addition to assessing product quality, the Group has implemented an audit system that promotes a positive outlook on life and sends out positive energy.

### Content culture publicity

During the Reporting Period, the Group focused on the development of high-quality copyrighted dramas, effectively implemented series development, broadened the Linmon IP strategy, upgraded the category strategy to the ground, continued to enhance the high-quality copyright reserve, promoted the application of AI in the production process of video production, scriptwriting, sound and image processing, etc., and successfully produced and broadcasted 3 high-quality original drama series and 1 theatrical movie:

– Original drama series “Under The Skin 2” (《獵罪圖鑑2》): broke the curse of sequel and created a masterpiece, which was jointly broadcasted on iQIYI and Tencent video platforms and ranked as the 2024 Q4 TOP1 in terms of average broadcast volume, and the strong after-sales service drove the first season to be on the list, and dominated the TOP6 on the whole network for a number of weeks. During the period of popularization, it has been on Weibo and Tiktok's Top 1 for many weeks.

### 傳遞正能量

本集團主要從事媒體及娛樂相關業務，始終積極履行社會責任。始終秉持積極履行社會責任的態度。鑒於影視作品在很大程度上受觀眾喜好的影響，本集團會有針對性的收集影視市場的信息，開展市場調研，洞察流行趨勢和大眾喜好，以製作出符合觀眾期待的優質劇集。本集團制定了《劇集製作手冊》，對本集團業務各個階段的節點和任務明確到責任部門，詳細規劃各個節點的流程和任務，對製作、市場、宣傳、財務等多個部門提出了具體的工作內容和要求。本集團在審核產品質量的基礎之上，建立審查制度，強調積極的生活態度，傳遞正能量。

### 內容文化傳播

於報告期內，本集團圍繞精品版權劇開發，有效落實系列化開發，拓寬檸檬IP戰略，品類策略升級落地，持續提升優質版權儲備，推進AI在視頻製作、劇本創作、聲音及圖像處理等生產環節的應用，成功製作並播出3部精品版權劇和1部院線電影：

— 版權劇《獵罪圖鑑2》：打破續集魔咒，再造白月光神作，在愛奇藝與騰訊視頻平台聯合播出，集均播放量位列全平台2024 Q4 TOP1。超強售後帶動第一季強勢上榜，雲合霸屏全網TOP6，熱播期多周登上微博及抖音劇集榜TOP1。





## Social Aspect 社會方面

– Original drama series “In Between” (《半熟男女》): a pioneering urban emotional fable, aired on Youku platform, was the TOP2 urban romance drama on 2024 Endata, ranked No.1 on Weibo drama influence list and total number of hot searches during the same period, and with more than 900 million exposures on RedNote platform during the same period, it was the leading drama on the network.

– Original drama series “My Boss” (《你也有今天》): aired on Youku platform, with 13 days on line, the station's heat value exceeded 9,500, ranked in Youku 2024 first half of the exclusive drama playback TOP5, ranked in 2024 phenomenon of idol drama track episode playback TOP3. In Tiktok, it also performed brilliantly, the playback volume of the main topic reached 5.85 billion, during the hot broadcasting period, it ranked TOP1 on the Tiktok drama list for many weeks.

– First theatrical movie “The Unseen Sister” (《喬研的心事》): was released on October 26, 2024 in mainland China, effectively reaching the audience during the non-holiday period, and reaping more than RMB150 million at the mainland box office, making it the TOP3 domestic suspense movie at the box office in 2024 in Mainland China.

– 版權劇《半熟男女》：先鋒都市情感寓言，在優酷平台播出，為2024藝恩播映指數TOP2都市愛情劇。微博劇集影響力榜及熱搜總數位列同期第一，小紅書平台同期曝光量超9億，斷層領先。

– 版權劇《你也有今天》：在優酷平台播出，上線13天站內熱度值破9,500，位列優酷2024上半年獨播劇播放量TOP5，位列雲合2024年現偶賽道集均播放量TOP3。在抖音平台亦表現亮眼，主話題播放量58.5億，熱播期多周登上抖音劇集榜TOP1。

– 首部院線電影《喬研的心事》：2024年10月26日在中國大陸上映，在非假日檔期有效觸達觀眾，收穫內地票房超人民幣1.5億元，為2024年國產懸疑電影內地票房TOP3。





## Social Aspect 社會方面



Original drama series  
“My Boss”  
版權劇《你也有今天》



Original drama series  
“In Between”  
版權劇《半熟男女》



Original drama series  
“Under The Skin 2”  
版權劇《獵罪圖鑑2》



Film  
“The Unseen Sister”  
電影《喬妍的心事》



## Social Aspect 社會方面

### Social recognition

As a company consistently adhering to the principles of innovation, professionalism, and excellence, and committed to producing high-quality film and television works, Linmon Media continues to break new ground and pursue outstanding achievements. In 2024, through relentless efforts and exceptional performance, Linmon Media garnered widespread recognition both domestically and internationally, earning numerous prestigious awards.

#### – Series Honors

The series “Beyond” (《超越》) was awarded Outstanding TV Series at the 34th Flying Apsaras Awards by the National Radio and Television Administration (NRTA). “The Heart” (《問心》) and “A Journey To Love” (《一念關山》) were selected for the 2023 China TV Series Selection and 2023 Outstanding Online Audiovisual Programs by the NRTA. Additionally, “The Heart” (《問心》) received the Annual Outstanding TV Series award at the 2nd China TV Series Annual Gala hosted by China Media Group (CMG).

#### – Corporate Honors

Linmon Media was recognized as: Annual Influential Company at the 2024 KUYUN Digital Entertainment Influence Gala, Annual Dynamic Film & TV Company at the 2024 Boyu Annual Awards, Annual Influential Company at the 2024 Golden Buds·Golden Bones Online Film & TV Gala, Top 10 Series Production Company of the Decade at the 2024 Entertainment Capital Theory Golden Pufferfish Honors.

### 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2024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。

劇集方面，檸萌影視《超越》榮獲國家廣播電視總局第34屆電視劇「飛天獎」優秀電視劇，劇集《問心》《一念關山》分別入選國家廣播電視總局2023中國劇集精選以及2023年度網絡視聽精品節目，同時《問心》在中央廣播電視總台舉辦的第二屆中國電視劇年度盛典中榮獲「年度優秀電視劇」。

在公司榮譽方面，檸萌影視榮獲2024酷雲數娛年度影響力盛典「年度影響力公司」，2024博娛年度推選「年度活力影視公司」，2024金鵬展翅，金骨朵網絡影視盛典「年度影響力公司」，以及2024娛樂資本論金河豚榮譽「十年十佳劇集公司」，彰顯了公司在行業內的強大影響力。



## Social Aspect 社會方面

In 2024, the Company's television series received the following major awards:

2024年度，公司劇集產品獲得主要獎項如下：

Award/Achievement 獎項／成就名稱	Issuing Organization 頒發機構
34th Flying Apsaras Awards/Outstanding TV Series 第34屆電視劇「飛天獎」／優秀電視劇	National Radio and Television Administration (NRTA) 國家廣播電視總局
2023 China TV Series Selection 2023中國劇集精選	NRTA 國家廣播電視總局
2023 Outstanding Online Audiovisual Programs 2023年度網絡視聽精品節目	NRTA 國家廣播電視總局
2nd CMG China TV Series Annual Gala/Annual Outstanding TV Series 第二屆中央廣播電視總台中國電視劇年度盛典／年度優秀電視劇	China Media Group (CMG) 中央廣播電視總台
NRTA 2023 Q4 Outstanding Online Audiovisual Works Selection/Excellence List 國家廣播電視總局2023第四季度優秀網絡視聽作品推選活動／優秀作品目錄	NRTA 國家廣播電視總局
2024 Capital TV Program Producers Association Annual Awards/Masterpiece Series 2024首都廣播電視節目製作業協會年度推優／年度匠心劇集	Capital TV Program Producers Association 首都廣播電視節目製作業協會
2024 Capital TV Program Producers Association Annual Awards/Outstanding Series 2024首都廣播電視節目製作業協會年度推優／年度優秀劇集	Capital TV Program Producers Association 首都廣播電視節目製作業協會
Anhui TV 2023 National Drama Awards/Annual Outstanding Series 安徽衛視2023國劇盛典／年度優秀劇集	Anhui TV 安徽衛視
28th ATA Asia Television Awards/Best Web Series 第28屆ATA亞洲電視獎／最佳網劇	Asian Television Awards (ATA) 亞洲電視
29th ATA Asia Television Awards/Best Original Web Series 第29屆ATA亞洲電視大獎／最佳原創網劇	ATA 亞洲電視
2023 Weibo Night/Annual Drama Series 2023微博之夜／年度劇集	Sina Weibo 新浪微博



## Social Aspect 社會方面

Award/Achievement 獎項／成就名稱	Issuing Organization 頒發機構
2024 Weibo Vision Conference/Annual Breakthrough Innovation Work	Sina Weibo
2024微博視界大會／年度突破創新作品	新浪微博
2024 iQIYI Scream Night/Annual Member Influence Series	iQIYI
2024愛奇藝尖叫之夜／年度會員影響力劇集	愛奇藝
2024 iQIYI Scream Night/Hall of Honor	iQIYI
2024愛奇藝尖叫之夜／榮譽殿堂	愛奇藝
China Philanthropist · Weibo 2023 Charity Gala/ Outstanding Communication Case	China Philanthropist
中國慈善家 · 微博2023年度慈善盛典／年度優秀傳播案例	中國慈善家
2023 Annual Fingertip Converged Media List/Most Influential TV Series	Media Insider
傳媒內參2023指尖傳媒榜／最具影響力電視劇	傳媒內參
2024 KUYUN Digital Entertainment Influence Gala/Annual Influential Company	KUYUN Entertainment
2024酷雲數娛年度影響力盛典／年度影響力公司	酷雲數娛
2024 KUYUN Digital Entertainment Influence Gala/Craftsmanship Series	KUYUN Entertainment
2024酷雲數娛年度影響力盛典／匠心品質劇集	酷雲數娛
2024 KUYUN Digital Entertainment Influence Gala/Annual Influential Series	KUYUN Entertainment
2024酷雲數娛年度影響力盛典／年度影響力劇集	酷雲數娛
2024 KUYUN Digital Entertainment Influence Gala/Annual Popular Series	KUYUN Entertainment
2024酷雲數娛年度影響力盛典／年度熱度劇集	酷雲數娛
2024 KUYUN Digital Entertainment Influence Gala/Annual Web Series	KUYUN Entertainment
2024酷雲數娛年度影響力盛典／年度網絡劇	酷雲數娛
2024 KUYUN Digital Entertainment Influence Gala/Annual Rising Producer	KUYUN Entertainment
2024酷雲數娛年度影響力盛典／年度飛躍製片人	酷雲數娛
2024 KUYUN Digital Entertainment Influence Gala/Annual Short Drama	KUYUN Entertainment
2024酷雲數娛年度影響力盛典／年度短劇	酷雲數娛
2024 Entertainment Capital Theory Golden Pufferfish Honors/Top 10 Series Company	Entertainment Capital Theory



## Social Aspect 社會方面

### Award/Achievement

#### 獎項／成就名稱

### Issuing Organization

#### 頒發機構

2024娛樂資本論金河豚榮譽／十年十佳劇集公司	娛樂資本論
2024 Entertainment Capital Theory Golden Pufferfish Honors/Annual Series	Entertainment Capital Theory
2024娛樂資本論金河豚榮譽／年度劇集	娛樂資本論
2024 Entertainment Capital Theory Golden Pufferfish Honors/Annual Film Producer	Entertainment Capital Theory
2024娛樂資本論金河豚榮譽／年度影視製片人	娛樂資本論
2024 Entertainment Capital Theory Golden Pufferfish Honors/Most Anticipated Series	Entertainment Capital Theory
2024娛樂資本論金河豚榮譽／2024年度期待劇集	娛樂資本論
2024 Entertainment Capital Theory Golden Pufferfish Honors/Annual Mini-Series	Entertainment Capital Theory
2024娛樂資本論金河豚榮譽／年度微短劇	娛樂資本論
2024 Boyu Annual Awards/Annual Dynamic Film & TV Company	BlogWorld Media
2024博娛年度推選／年度活力影視公司	博客天下
2024 Golden Buds · Golden Bones Online Film & TV Gala/ Annual Influential Company	Golden Buds Media
2024金鵬展翅 · 金骨朵網絡影視盛典／年度影響力公司	骨朵傳媒
2024 Golden Buds · Golden Bones Online Film & TV Gala/ Annual Series Producer	Golden Buds Media
2024金鵬展翅 · 金骨朵網絡影視盛典／年度劇集製作人	骨朵傳媒
2024 Golden Buds · Golden Bones Online Film & TV Gala/ Annual Innovative Series	Golden Buds Media
2024金鵬展翅 · 金骨朵網絡影視盛典／年度創新劇集	骨朵傳媒
2024 Golden Buds · Golden Bones Online Film & TV Gala/ Annual Premium Series	Golden Buds Media
2024金鵬展翅 · 金骨朵網絡影視盛典／年度精品劇集	骨朵傳媒
Ciwei Gongshe New Content Exploration Conference/ Annual Best Film & TV Series	Ciwei Gongshe (Hedgehog Agency)
刺猬公社新內容探索者大會／年度最佳影視劇	刺猬公社



## Social Aspect 社會方面

### Customer service

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

To facilitate customer feedback and complaint management, the Group has established various channels, including a dedicated complaint hotline, a media handling platform, and a complaint email address. These channels aim to streamline the process for customers to voice their concerns, standardize the handling of complaints, and promptly address and resolve issues. Additionally, the Group has implemented the Sales and Collection Management System to enhance internal control over sales and payment processes. This system promotes stable sales growth of the Company, expand market share, standardize sales behavior, guarantee the reliability of providing customer service and prevent sales risks.

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

### 客戶服務

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

在客戶反饋及投訴處理方面，本集團設立了投訴熱線，媒體處理平台以及投訴電子郵箱等多個渠道，暢通客戶投訴渠道，規範對客戶投訴的處理，及時響應和解決問題。同時在涉及客戶款項支付等服務項目時，本集團制定了《銷售與收款管理制度》，加強銷售與收款環節的內部控制，促進公司銷售穩定增長，擴大市場份額，規範銷售行為，保障提供客戶服務的可靠性，防範銷售風險。

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





## Social Aspect 社會方面

### Cybersecurity and privacy protection

The Group upholds the principles of responsible business and prioritizes network information security and user privacy protection. It strictly adheres to the regulations outlined in the Cybersecurity Law of the PRC. The Group implements stringent protocols and technical measures to enhance the security of information systems, mitigate network security risks, and prevent the unauthorized disclosure of sensitive information.

In alignment with the guidelines stated in the Drama Production Manual, the Group places great emphasis on maintaining the confidentiality of drama materials. During the post-production phase, when the risk of privacy breaches is heightened, the Group imposes heightened requirements for the management of computer rooms, material output, and transmission. These requirements include, but are not limited to:

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

### 網絡安全和隱私保護

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

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

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



## Social Aspect 社會方面

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

### Advertising and labeling

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

The Group publicizes advertising compliance on a regular basis, emphasizing the importance and necessity of advertising compliance management. The Group has established a planning team in the Commercialization Center, which is responsible for the creative conception of advertisement implantation, script planning and marketing activities during the broadcast period, and has implemented a multi-level review system for the shooting of posters of drama episodes and various advertisement promotional videos, whereby the content of business scripts will be reviewed by the Commercialization Center, the editor-in-chief of the project and the producer respectively, before sending them to the brand clients for feedback, so as to ensure that advertisements and promotions will be carried out in a lawful and compliant manner.

本集團十分注重客戶隱私保護，針對本集團獲取用戶信息的相關產品和服務，制定《隱私政策》及《用戶服務協議》，明確用戶隱私信息的收集渠道、使用和保護措施，保障用戶對個人隱私使用的知情權，並且提供用戶更改個人信息的通暢渠道，對用戶的疑問提供明確的諮詢和服務聯絡方式，嚴格按照相對應的用戶服務協議和隱私政策，保護用戶的個人資料。此外，本集團還密切關注相關法律法規的更新變化，不斷優化隱私保護制度，確保用戶信息的隱私安全得到持續保障。

### 廣告及標籤

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

本集團常態化廣告合規宣貫，強調廣告合規管理的重要性和必要性。本集團建立了商業化中心策劃團隊，負責廣告植入的創意構思、腳本策劃以及播出期間的營銷活動，對於劇集海報及各類廣告宣傳視頻的拍攝實施多級審核制度，商務腳本內容將由商業化中心、項目責編以及製片人分別審閱後發品牌客戶進行反饋，確保廣告宣傳在合法合規的基礎上進行。



## Social Aspect 社會方面

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

### Content management

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

During the Reporting Period, the Group did not find any non-compliance with laws and regulations.

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

### 內容治理

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

於報告期間，本集團並沒有發現不遵守法律及規例的情況。



## Social Aspect 社會方面

### 6. Anti-corruption

The Group places a strong emphasis on business ethics and upholds principles of integrity and trustworthiness in delivering cultural content to the public. The Group has a zero-tolerance policy towards corruption, bribery, fraud, extortion, and money laundering. These illicit activities are strictly prohibited and actively discouraged within the organization. The Group strictly abides by the Anti-Unfair Competition Law of the PRC, the Interim Provisions on the Prohibition of Commercial Bribery and other relevant laws and regulations. The Group has implemented internal rules and regulations, such as the Measures for the Management of Conflicts of Interest and the Measures for the Administration of Anti-Corruption, within Linmon Media. These measures strengthen integrity building, create a fair, open, clean and upright business operating environment, reinforce system supervision, establish a good image of the Company and safeguard the Group's good reputation.

In accordance with the Employee Handbook, the Group has made clear provisions on corruption and malpractice such as conflict of interest, private agreements, bribery and acceptance of bribes, etc., and classified bribery, solicitation of bribes, embezzlement, theft, misappropriation of funds and money laundering as serious disciplinary offenses, and all employees are required to read, sign, confirm and comply with the relevant contents of the Handbook from the time of joining the Group. At the same time, the Group requires suppliers to issue anti-commercial bribery and anti-money laundering commitments during supplier access audits. The Group has established an internal whistleblower mailbox to facilitate the comprehensive collection of corruption-related information across various domains. Reports and appeals received through this channel are responded to within 3 working days. The Organization and Talent Department, along with the Legal Department, promptly investigates any potential corruption incidents and provides investigation results within 10 working days. The Company maintains strict confidentiality of both the information providers and the information provided. Real-name reporting is encouraged, and a reward system is in place to acknowledge verified reports. The Group strictly prohibits any form of retaliation or discrimination against whistleblowers.

### 6. 反貪污

本集團重視商業道德，秉承廉潔守信向社會公眾進行文化傳播。本集團絕不容忍貪污、賄賂、舞弊、勒索、欺詐及洗黑錢等不當行為的發生。本集團嚴格遵守《中華人民共和國反不正當競爭法》《關於禁止商業賄賂行為的暫行規定》等相關法律及規定，制定了《檸萌影視利益衝突管理辦法》、《檸萌影視反腐敗管理辦法》等相關內部規章制度，加強廉政建設，營造公平、公開、廉潔、正直的企業運營環境，強化制度監督，樹立公司良好形象，維護本集團的良好聲譽。

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



## Social Aspect 社會方面

We have strictly complied with all relevant laws and regulations, including the Prevention of Bribery Ordinance and any local laws and regulations. To strengthen employees' awareness of integrity and help them establish professional ethics of integrity and integrity, the Group conducts anti-corruption training for directors and employees regularly. During the Reporting Period, the Group conducted a total of 30 hours of anti-corruption and related training. New employees received induction training on anti-corruption practices. All employees were required to commit to a "No Conflict of Interest" pledge, emphasizing their dedication to maintaining integrity. Furthermore, in-service employees were provided with opportunities for in-depth learning on the Group's comprehensive risk management and internal control system.

During the Reporting Period, the Group was not aware of any material non-compliance with relevant laws and regulations of bribery, extortion, fraud and money laundering, which had a significant impact on the Group.

### 7. Community Development

As a socially responsible media enterprise, Linmon Media remains committed to giving back to society while advancing the entertainment industry. The group strives to build mutually beneficial and sustainable community relationships, aiming to become a company imbued with humanistic care.

#### Linmon Little Dramatists

In 2024, the Linmon Little Dramatists project achieved remarkable progress in Guangxi, designating Longan County as a drama education hub to promote theater education. The project organized large-scale teacher training programs, inviting professionals to deliver courses on diverse topics. After rigorous selection, over 30 "seed teachers" were chosen from more than 100 participants for focused development. The initiative also integrated online and offline resources by establishing a digital platform and conducting practical workshops.

本集團一直嚴格遵守相關法律法規，包括《防止賄賂條例》以及營運地相關的所有法律法規。為強化員工廉潔意識，幫助員工樹立廉潔正直的職業道德觀，本集團為董事及員工定期進行反貪污培訓。本報告期內，反貪污及相關培訓總時長達30小時。本集團針對新入職員工進行了反腐敗內容的入職培訓，並要求全員《無利益衝突承諾書》，同時組織在職員工對本集團全面風險管理和內控體系進行了深度學習。

於報告期內，概無發生任何針對本集團的員工及本集團的賄賂、勒索、欺詐或洗錢的案件或爭議。

### 7. 社會公益

作為一家有責任感的影視傳媒企業，在追求娛樂產業的發展的同時，本集團始終不忘回饋社會，致力於構建互惠互利、可持續發展的社區關係，努力成為一家充滿人文關懷的企業。

#### 樟萌小劇人

2024年，樟萌小劇人項目在廣西區域成果斐然，將廣西隆安縣確定為戲劇教育營地，大力推進劇場教育普及。項目組織大規模教師培訓，邀請專業人士授課，內容廣泛。經層層篩選，從百餘位參與老師中遴選出30餘位「種子老師」重點培養。同時，深化線上線下融合，搭建線上平台，線下開展實踐活動。





## Social Aspect 社會方面



At the beginning of the year, winter camps were simultaneously launched in Dabu Town, Meizhou (Guangdong) and three Guangxi locations: Longan, Jingxi, and Tiandong. In Guangdong, children explored the charm of theater through drama games, while Guangxi's camps incorporated local cultural elements to help children preserve their heritage and lay a foundation for drama education. In July, a five-day summer camp in Longan and Tiandong offered courses in performance and creative writing, benefiting 90 students and over 20 local and Teach For China teachers. This significantly enhanced the artistic literacy of rural youth. During this period, company's executives participated in a sub-forum of the Global Conference on Drama Education Applications and Collaboration, showcasing the project's achievements and partnering with ten companies to join the National Drama Education Collaborative Network. In December, school visits were conducted in Guangxi, where drama mentors provided on-site guidance and trained teachers for the upcoming winter camp, clarifying themes and scale.

年初，冬令營在梅州大埔鎮（廣東站）和廣西隆安、靖西、田東三地同步啟動。廣東站裡，孩子們借戲劇遊戲感受戲劇魅力；廣西三地融入本土文化，助力孩子傳承本土文化，為戲劇教育築牢基礎。7月，隆安、田東開展為期五天的夏令營，設表演、創作等課程。活動覆蓋90位學生、20餘位當地及美麗中國項目老師，顯著提升鄉村青少年藝術素養。期間，公司高層帶隊參加全球戲劇教育應用與合作大會分論壇，展示項目成果獲認可，攜手十家企業加入全國戲劇教育協同網絡。12月，廣西地區訪校活動開展。戲劇導師入校交流指導，培訓新學年冬令營教師，明確活動主題與規模。



## Social Aspect 社會方面

In 2024, Linmon Little Dramatists transitioned from “sowing seeds” to “blossoming” in Guangxi, reflecting Company’s dedication to advancing drama education, rural revitalization, and cultural preservation. Supported by quantifiable data, the project has enriched rural youth with artistic experiences and injected vitality into local cultural development.

### Rural revitalization

Linmon Media actively supports China’s rural revitalization strategy by donating TV series to the Dayu County Integrated Media Center in Ganzhou, Jiangxi Province. By introducing high-quality content to Dayu, the group not only provides diverse cultural resources but also fosters the upgrading of rural cultural industries and promotes information dissemination and social education. This initiative underscores the Company’s commitment to social responsibility and rural development, infusing new energy and hope into underserved regions. In addition, the Group focused on supporting industrial development by donating RMB25,000 to Shanghai Yingjiu Agricultural Technology Development Co., Ltd. as a poverty alleviation fund, taking concrete actions to empower rural economic revitalization.

### Supporting education initiatives

The Group has consistently shown concern for educational public welfare. During the reporting period, the Group donated RMB200,000 to the Beijing Lide Future Education Assistance Foundation to support the improvement of regional educational resources and assist students in need, thereby contributing to the enhancement of grassroots education quality. Meanwhile, the Group donated RMB30,000 to the Beijing Film Academy for the “Student Director Award” to encourage the cultivation of talent in film and television and to promote the development of film and television education. Through cultural empowerment, the Group actively fulfills its corporate social responsibility.

### Children’s welfare

This year, leveraging the influence of the series “Under The Skin 2”, Linmon Media collaborated with the Zhejiang Provincial Welfare Foundation for Persons with Disabilities, We Charity, Weibo TV Series, and Hangzhou Normal University to launch the “Blind Children’s Art Education Care Program.” The program focuses on tactile art education for visually impaired students at Zhejiang Blind Children’s School, organizing special fundraising campaigns to support their learning. Related topics garnered over 5 million views online, and with the generosity of donors, more than RMB10,000 was raised.

2024年，樟萌小劇人在廣西實現從播種到開花的跨越，體現公司推動戲劇教育、助力鄉村振興與文化傳承的堅定決心。憑借量化數據支撐，項目為鄉村青少年帶來藝術滋養，為當地文化發展注入活力。

### 鄉村振興

本集團積極踐行鄉村振興戰略，持續向江西省贛州市大餘縣融媒體中心捐贈劇集，助力當地文化建設與媒體融合發展。通過將優質影視內容引入大餘縣，本集團不僅為當地群眾帶去了豐富多元的文化娛樂資源，也促進了農村文化產業的升級轉型，推動了信息傳播與社會教育的普及。此舉進一步彰顯了公司履行社會責任、助力鄉村振興的堅定承諾，為農村地區注入了新的活力和希望。此外，集團聚焦產業幫扶，向上海瀛久農業科技發展有限公司捐贈扶貧款人民幣2.5萬元，以實際行動賦能鄉村經濟振興。

### 支持教育事業

本集團始終關注教育公益事業，報告期內，集團向北京立德未來助學公益基金會捐款人民幣20萬元，用於支持地區教育資源改善與困境學生幫扶，助力提升基層教育質量。同時，集團向北京電影學院捐贈「學生導演獎」獎金人民幣3萬元，鼓勵影視專業人才培養，推動影視教育事業發展，以文化賦能教育，踐行企業社會責任。

### 關愛兒童

本集團今年借助劇集《獵罪圖鑑2》的影響力，與浙江省殘疾人福利基金會、微公益、微博電視劇、杭州師範大學等機構攜手，共同發起了「盲童美術教育關懷計劃」。該計劃以盲童美術教育為切入點，組織特別募捐活動，旨在支持浙江省盲人學院孩童學習觸摸繪畫，讓藝術之光點亮他們的世界。活動相關話題閱讀量突破500萬，在社會各界愛心人士的慷慨解囊下，累計募集善款超過人民幣1萬元。



## Social Aspect 社會方面



Linmon Media firmly believes that outstanding film and television works should not only provide visual and emotional enjoyment but also carry social responsibility and spread warmth. The Blind Children's Art Education Care Program exemplifies this philosophy. Moving forward, Linmon Media will continue leveraging its strengths and the influence of its content to support vulnerable groups and drive social welfare initiatives forward.

檸萌影視始終堅信，優秀的影視作品不僅要帶來視覺和情感上的享受，更應承載起社會責任，傳遞溫暖與希望。此次盲童美術教育關懷計劃，正是公司踐行這一理念的生動體現。未來，檸萌影視將繼續秉持初心，充分發揮自身優勢，借助影視作品的影響力，為更多需要幫助的群體貢獻力量，推動社會公益事業不斷向前發展。





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Environmental, Social and Governance Reporting Guide

香港聯合交易所有限公司的《環境、社會及管  
治報告指引》內容索引表

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

### Description

### Section/Declaration

主要範疇、層面、  
一般披露及  
關鍵績效指標

描述

章節／聲明

#### Aspect A1: Emissions

#### 層面A1：排放物

#### General Disclosure Information on:

#### 一般披露

(a) the policies; and  
(b) compliance with relevant laws and regulations that have a  
significant impact on the issuer relating to Exhaust Gas and GHG  
emissions discharges into water and land, and generation of  
hazardous and non-hazardous waste.

#### Emissions Management

排放管理

有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的  
產生等的：

- (a) 政策；及  
(b) 遵守對發行人有重大影響的相關法律及規例的資料。

#### 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 A1.2

#### 關鍵績效指標A1.2

Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas  
emissions (in tonnes) and, where appropriate, intensity  
直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及密度。

#### Emissions Management –

GHG emissions

排放管理－溫室氣體排放

#### 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。

Not applicable – explained  
in Emissions Management –  
Waste management

不適用－已於排放管理－廢  
棄物排放解釋

#### 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 management

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, reduction initiatives and results achieved.  
描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達  
到這些目標所採取的步驟。

#### Emissions Management –

Waste management; Use of

Resources – Green office;

排放管理－廢棄物排放；  
資源使用－綠色辦公



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<b>Aspect A2: Use of Resources</b> 層面A2：資源使用		
<b>General Disclosure</b> 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Use of Resources 資源使用
<b>KPI A2.1</b> 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total and intensity 按類型劃分的直接及／或間接能源總耗量及密度。	Use of Resources – Energy consumption 資源使用－能源消耗
<b>KPI A2.2</b> 關鍵績效指標A2.2	Water consumption in total and intensity 總耗水量及密度。	Use of Resources – Water resources 資源使用－水資源
<b>KPI A2.3</b> 關鍵績效指標A2.3	Description of energy use efficiency initiatives and results achieved. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Use of Resources – Energy consumption, Green office 資源使用－能源消耗 綠色辦公
<b>KPI A2.4</b> 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Use of resources – Water resources, Green office 資源使用－水資源 綠色辦公
<b>KPI A2.5</b> 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and with reference to per unit produced 製成品所用包裝材料的總量(以噸計算)及每生產單位佔量。	Not applicable – explained in Use of Resources – Packaging materials 不適用－已於資源使用－包裝材料解釋





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<b>Aspect A3: The Environment and Natural Resources</b> 層面A3：環境及天然資源		
<b>General Disclosure</b> 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	The Environment and Natural Resources 環境及天然資源
<b>KPI A3.1</b> 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	The Environment and Natural Resources – Green filming crew 綠色劇組
<b>Aspect A4: Climate Change</b> 層面A4：氣候變化		
<b>General Disclosure</b> 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化
<b>KPI A4.1</b> 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change – Climate risk assessment 氣候變化－氣候風險評估



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<b>Aspect B1: Employment</b>		
<b>層面B1：僱傭</b>		
<b>General Disclosure</b> 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment 僱傭
<b>KPI B1.1</b> 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 – Recruitment and dismissal 僱傭－招聘及解聘
<b>KPI B1.2</b> 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的員工流失率。	Employment – Recruitment and dismissal 僱傭－招聘及解聘



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<b>Aspect B2: Health and Safety</b>		
<b>層面B2：健康與安全</b>		
<b>General Disclosure</b> 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障員工避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety 健康與安全
<b>KPI B2.1</b> 關鍵績效指標B2.1	Number and rate of work-related fatalities 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
<b>KPI B2.2</b> 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康與安全
<b>KPI B2.3</b> 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康與安全



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<b>Aspect B3: Development and Training</b> 層面B3：發展及培訓		
<b>General Disclosure</b> 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升員工履行工作職責的知識及技能的政策。描述培訓活動。	Development and Training 發展與培訓
<b>KPI B3.1</b> 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及員工類別(如高級管理層、中級管理層等)劃分的受訓員工百分比。	Development and Training 發展與培訓
<b>KPI B3.2</b> 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及員工類別劃分，每名員工完成受訓的平均時數。	Development and Training 發展與培訓
<b>Aspect B4: Labour Standards</b> 層面B4：勞工準則		
<b>General Disclosure</b> 一般披露	Information on: (a) he policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment – Recruitment and dismissal 僱傭－招聘及解聘
<b>KPI B4.1</b> 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Employment – Recruitment and dismissal 僱傭－招聘及解聘
<b>KPI B4.2</b> 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Employment – Recruitment and dismissal 僱傭－招聘及解聘



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<b>Aspect B5: Supply Chain Management</b> 層面B5：供應鏈管理		
<b>General Disclosure</b> 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
<b>KPI B5.1</b> 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供貨商數目。	Supply Chain Management 供應鏈管理
<b>KPI B5.2</b> 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
<b>KPI B5.3</b> 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
<b>KPI B5.4</b> 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供貨商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理





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<b>Aspect B6: Product Responsibility</b>		
<b>層面B6：產品責任</b>		
<b>General Disclosure</b> 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任
<b>KPI B6.1</b> 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Responsibility – Customer service 產品責任－客戶服務
<b>KPI B6.2</b> 關鍵績效指標B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility – Customer service 產品責任－客戶服務
<b>KPI B6.3</b> 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility – Protection of intellectual property rights 產品責任－知識產權保護
<b>KPI B6.4</b> 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility – Content service 產品責任－客戶服務
<b>KPI B6.5</b> 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	Product Responsibility – Cybersecurity and privacy protection 產品責任－網絡安全和隱私 保護
<b>Aspect B7: Anti-corruption</b>		



## Index to Appendices 附錄索引

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
主要範疇、層面、 一般披露及 關鍵績效指標	描述	章節／聲明
<b>層面B7：反貪污</b>		
<b>General Disclosure</b> 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to 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
<b>KPI B7.1</b> 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
<b>KPI B7.2</b> 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption 反貪污
<b>KPI B7.3</b> 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
<b>Aspect B8: Community Investment</b>		
<b>層面B8：社區投資</b>		
<b>General Disclosure</b> 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Development 社會公益
<b>KPI B8.1</b> 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Development 社會公益
<b>KPI B8.2</b> 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Community Development 社會公益



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