



MEDIALINK GROUP LIMITED 羚邦集團有限公司

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)
Stock Code 股份代號: 2230

Environmental, Social and Governance Report 環境、社會和管治報告 2020

Environmental, Social and Governance Report

環境、社會及管治報告

The board of directors (the “**Board**”) of Medialink Group Limited (the “**Company**”) is pleased to present this Environmental, Social and Governance (hereinafter called “**ESG**”) Report (the “**ESG Report**”) of the Company and its subsidiaries (collectively as the “**Group**” or “**we**”). This ESG Report summarizes the policies, sustainability strategies, management approach, initiatives and performance made by the Group in the environmental and social aspects of its business.

The ESG Report covers the Group’s businesses in the media content distribution and brand licensing for the year ended 31 March 2020 (the “**Reporting Period**”). The Report discloses the required information under the “comply or explain” provisions of the ESG Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“**HKEX**”).

The Board is responsible for the Group’s ESG strategy formulation and reporting, evaluating and determining the Group’s ESG-related risks, and ensuring that appropriate and effective ESG risk management measures and internal control systems are in place. In order to determine the ESG reporting scopes, the key management personnel have discussed internally and identified the environmental, social and operating items; and assessed their importance to the stakeholders and the Group. The summary of material ESG items are listed out in this Report.

STAKEHOLDERS’ ENGAGEMENT

The Group is committed to maintaining the sustainable development of its business and the environmental protection of the communities in which it operates. We maintain regular communication channels with our stakeholders, including government/regulatory bodies, shareholders/investors, employees, customers, suppliers, community, etc. and strive to balance their opinions and interests through constructive communications in order to determine the directions of its sustainable development. We assess and determine our environmental, social and governance risks, and ensure that the relevant risk management measures and internal control systems are operating effectively. The following table shows the management response to the stakeholders’ expectations and concerns:

矜邦集團有限公司(「本公司」)董事會(「董事會」)欣然發表本公司及其附屬公司(統稱「本集團」或「我們」)之環境、社會及管治報告(「環境、社會及管治報告」)。環境、社會及管治報告總結了本集團所採用之環境、社會及管治政策、可持續發展策略、管理方法、措施及表現。

環境、社會及管治報告涵蓋了本集團於截至2020年3月31日止年度(「報告期」)的媒體內容發行業務及品牌授權業務；並根據香港聯合交易所有限公司(「聯交所」)證券上市規則附錄二十七所載之《環境、社會及管治報告指引》當中之「遵守或解釋」條款作出披露。

董事會負責為本集團訂立環境、社會及管治策略及匯報，以及評估和釐定本集團有關環境、社會及管治之風險，確保訂立合適及有效之環境、社會及管治風險管理措施及內部監控系統，並就這方面的表現作出匯報。為了釐定環境、社會及管治報告範圍，我們與各管理層人員進行討論，並列出主要持份者與本集團所關心的環境、社會及管治項目，再評估雙方對各項目的重視程度；從而選擇出相對重要的環境及社會議題於本報告中作出相關披露。

持份者參與

本集團致力維持業務的可持續發展，並為環保及業務所在的社區提供支持。我們與政府／監管機構、股東／投資者、僱員、客戶、供應商、社區等持份者保持定期溝通渠道，力求透過建設性交流平衡意見與利益，從而確定我們的可持續發展方向。我們評估及釐定環境、社會及管治風險，確保相關風險管理及內部監控制度妥善及有效地運行。有關持份者的期望與要求及管理層的相關回應如下表：

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STAKEHOLDERS' ENGAGEMENT (Continued)

持份者參與 (續)

Stakeholder 持份者	Expectation and Concern 期望與要求	Management Response 管理層回應
Government/ regulatory bodies 政府／監管機構	<ul style="list-style-type: none"> ➤ Compliance with laws and regulations 遵守法律法規 ➤ Timely and accurate announcements 及時與準確的公告 	<ul style="list-style-type: none"> ➤ Observation and compliance of laws and regulations; paying tax on time 遵守法律法規；按時繳稅 ➤ Establish comprehensive and effective internal control system 建立全面有效的內部監控體系
Shareholders/ investors 股東／投資者	<ul style="list-style-type: none"> ➤ Return on investment 投資回報 ➤ Corporate governance system 公司管治制度 ➤ Information transparency 資訊透明度 	<ul style="list-style-type: none"> ➤ Ensure satisfactory financial performance, business growth and a strong competitive position within the industry 確保於行業內具有滿意的財務業績、業務增長和競爭地位 ➤ Set up comprehensive business strategic plan for achieving business goals and objectives 制定全面的業務策略計劃，以實現業務目標 ➤ Ensure transparent and efficient communications by dispatching information at the websites of HKEX and the Company 透過於聯交所及本公司網站定期發放資訊，確保透明度及有效溝通
Employees 僱員	<ul style="list-style-type: none"> ➤ Compensation and welfare 待遇和福利 ➤ Health and safety 健康與安全 ➤ Career development 事業發展 	<ul style="list-style-type: none"> ➤ Ensure fair, reasonable and competitive remuneration scheme 確保公平、合理和具競爭力的薪酬體系 ➤ Ensure a safe working environment 營造安全的工作環境 ➤ Encourage employees to participate in continuous education and professional trainings to enhance competency 鼓勵僱員參與持續教育及專業培訓以提高能力
Customers 客戶	<ul style="list-style-type: none"> ➤ High quality products and services 優質產品及服務 ➤ Reasonable price 價格合理 ➤ Timely delivery 及時交貨 	<ul style="list-style-type: none"> ➤ Provide high quality products and services continuously in order to maintain customer satisfaction 持續提供優質產品及服務以滿足客戶 ➤ Provide a variety of value-added products and services 提供各種增值產品及服務 ➤ Establish after-sales services to satisfy customers' needs 建立售後服務以滿足客戶需求

STAKEHOLDERS' ENGAGEMENT (Continued)

持份者參與(續)

Stakeholder 持份者	Expectation and Concern 期望與要求	Management Response 管理層回應
Suppliers 供應商	<ul style="list-style-type: none"> ➤ Integrity 誠信 ➤ Corporate reputation 企業信譽 ➤ Good relationship with the Company 與公司保持良好關係 	<ul style="list-style-type: none"> ➤ Select suppliers with due care 嚴謹篩選供應商 ➤ Establish policy and procedures in supply chain management 制定供應鏈管理的政策和程序 ➤ Maintain strong and long-term relationship 保持長期的合作關係
Communities 社區	<ul style="list-style-type: none"> ➤ Social responsibility 社會責任感 ➤ Environmental protection 環境保護 ➤ Corporate reputation 企業信譽 	<ul style="list-style-type: none"> ➤ Focus on community investment and contribution 關注社區投資和貢獻 ➤ Encourage employees to actively participate in charitable activities and voluntary services 鼓勵僱員積極參與慈善活動和志願服務 ➤ Maintain good and stable financial performance and business growth 確保良好的財務業績和業務增長

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MATERIALITY MATRIX

During the Reporting Period, the Group has evaluated a number of environmental, social and operating items, and assessed their importance to stakeholders and the Group through various channels. This assessment helps to ensure that the Group's business objectives and development direction are in line with the stakeholders' expectations and requirements. The Group's and stakeholders' matters of concern are presented in the following materiality matrix:

重要性矩陣

於報告期內，本集團已找出多項涵蓋環境、社會及營運相關的事宜，並透過不同渠道評估持份者與本集團對各項目的重視程度，此等評估有助本集團確保業務發展能符合持份者的期望與要求。而本集團和持份者所關心的事項均呈現於以下的重要性矩陣內：

Materiality Matrix 重要性矩陣				
Importance to Stakeholders 對持分者的重要性	High 高	◆ Anti-discrimination measures 反歧視	◆ Staff compensation and welfare 員工報酬與福利	➢ Customers' satisfaction 客戶滿意度
		◆ Labour rights protection 保障人權	◆ Occupational health and safety 職業健康與安全	➢ Product and service quality 產品及服務質量
			◆ Staff training and promotion opportunity 員工培訓與晉升	➢ Anti-corruption 反貪污
	Medium 中	◇ Greenhouse gas emissions 溫室氣體排放	◇ Use of resources 資源使用	➢ Customers' privacy measures and protection 保護客戶私隱措施
		◆ Talent management 人才管理	➢ Suppliers management 供應商管理	
		➢ Community contribution 社會參與		
Low 低		◇ Exhaust air emission 廢氣排放	◇ Water resources utilization 水資源使用	➢ Operational compliance 營運合規
		◇ Sewage discharge 廢水排放	◆ Preventive measures for child and forced labor 預防童工及強制勞工的措施	
		◇ Generation of non-hazardous wastes 無害廢棄物排放		
		Low 低	Medium 中	High 高
Importance to the Group 對本集團的重要性				
		◇ Environmental 環境方面	◆ Employee 僱員方面	➢ Operation 營運方面

OVERALL ENVIRONMENTAL PROTECTION MANAGEMENT APPROACH

The Group has recognised the importance of good environmental management and is committed to protecting and conserving the environment and natural resources. We strive to continuously improve our environmental performance for the management philosophy of sustainable development. In response to the global environmental protection trends, the Group implements the environmental protection policies to promote energy conservation, reduce emission of pollutants and to mitigate environmental risks, including compliance of the applicable local laws and regulations, ensuring efficient use of energy, water and other resources during operations, raising staff's awareness in environmental protection, and management monitoring of the implementation of environmental policies.

Management of Emissions

The Group recognises the close link between energy consumption and greenhouse gas emissions and undertakes various energy saving measures (refer to the "Management of Resources Utilization" section below for details) to reduce energy consumption, improve energy efficiency and reduce greenhouse gas emissions. Waste management mainly involves disposal of domestic garbage and collection of waste paper for recycling (refer to the "Management of Resources Utilization" section below for details). The Group's businesses are media content distribution and brand licensing. We do not generate any hazardous wastes.

Management of Resources Utilization

The Group carefully manages the use of resources and is committed to ensuring that all resources are used in an efficient and prudent manner. We continually seek to identify and reduce environmental impacts attributable to our operational activities, strive to increase our employees' awareness of resources conservation. Our employees are encouraged to make full and effective use of resources, and to avoid wastage.

Energy Conservation

Gasoline is only used in the Group's vehicles. We carry out regular repairs and maintenance on vehicles for better energy use efficiency, and reduction of fuel consumption and greenhouse gas emissions due to less usage of vehicle. During the Reporting Period, the Group consumed approximately 1,920.7 liters of gasoline as compared to 2,817.4 liters of gasoline last year.

環境保護管理之整體方針

本集團意識到良好環境管理的重要性，並致力於保護環境和天然資源，我們為可持續發展的管理理念，努力不斷地改善環保表現。因應全球的環保趨勢，我們已實施環保政策，以促進節約能源，減少污染物排放及環境風險，其中包括遵守相關的當地環境法律、法規；確保在運營期間有效利用能源、水和其他資源；採取不同措施提升員工的環保意識及管理層監督環保政策的實施。

排放物的管理

本集團意識到能源消耗與溫室氣體減排息息相關，因此我們透過多種節約能源的措施（詳情可參閱下面的「資源使用的管理」部分），以降低能源消耗及提高能源效益並減少產生溫室氣體。廢物管理主要涉及生活垃圾的處理和廢紙的回收利用（詳情可參閱下面的「資源使用的管理」部分）。本集團的主要業務為媒體內容發行及品牌授權，我們並無產生任何有害廢物。

資源使用的管理

本集團認真管理資源的使用，並致力於確保所有資源得到有效及審慎的使用。我們持續辨識及減少經營活動對環境所造成的影響，並努力提高僱員的資源節約意識。我們鼓勵僱員充分及有效地利用資源，以避免浪費。

節約能源

汽油消耗只是用於本集團的汽車，我們定期維修及保養車輛以提高能源的使用效率，並因減少車輛使用而減少燃料消耗和溫室氣體排放。於報告期內，本集團消耗汽油約1,920.7公升，而去年汽油消耗量為2,817.4公升。

OVERALL ENVIRONMENTAL PROTECTION MANAGEMENT APPROACH

(Continued)

Management of Resources Utilization (Continued)

Energy Conservation (Continued)

The Group consumes electricity mainly in its offices. We have implemented a number of measures to save electricity and to improve the energy efficiency of electrical appliances, and to encourage employees to cultivate good habits in using electrical appliances. For example, promoting the use of energy-efficient lighting; encouraging our employees to switch off air conditioners, computers, personal electronic devices, light and common office equipment when not in use; and keeping all electronic appliances well-maintained to ensure electricity is used effectively. During the Reporting Period, the Group consumed 82.7 megawatt hours (“MWh”) as compared to 84.7 MWh last year.

We supported the World Wildlife Fund’s “Earth Hour 2020” event and invited our staff to take part in the event from their homes on Saturday, 28 March 2020, and we also encouraged our staff to get their friends and families to participate in the “Earth Hour” together.

Water Conservation

The Group uses water mainly in its pantry and common restrooms. We have educated our employees to save water in daily life so as to reduce wastage. During the Reporting Period, the Group consumed approximately 76.5 tonnes of water as compared to 72.5 tonnes of water last year.

Paper Conservation

The Group promotes the “green office” policy by encouraging our staff to save paper and avoid wastage. We distribute information and documents in electronic format to minimize photocopying and printing. We also encourage our staff to print on both sides of each paper and to reuse single-sided used paper. We then collect double-sided waste paper by putting them into collection boxes for the further handling by recycling companies. During the Reporting Period, the Group consumed approximately 0.18 tonnes of paper which was roughly the same as last year.

Compliance

During the Reporting Period, there was no non-compliance with relevant laws and regulations that have a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

環境保護管理之整體方針 (續)

資源使用的管理 (續)

節約能源 (續)

本集團的電力消耗主要用於辦公室。我們實行了一系列的節電及提高電器用電效能的措施，並鼓勵僱員培養其使用電器的良好習慣，例如：提倡使用節能燈具；使用智能化電力系統；鼓勵僱員不使用空調機、電腦、個人電子設備、電燈和公共辦公設備時關掉電源；把所有電器維護保養好，將各電子設備保持最佳的狀態，確保有效地使用電力。於報告期內，本集團耗電82.7兆瓦時，而去年為84.7兆瓦時。

我們支持世界野生動物基金會的「2020年地球一小時」活動，並邀請員工於2020年3月28日(星期六)在各自家中參加該活動，亦鼓勵員工請其親朋好友共同參與「地球一小時」活動。

節約用水

本集團的用水主要來自茶水間及辦公室洗手間，我們教育僱員節約用水並從日常生活開始，減少浪費。於報告期內，本集團耗水約76.5噸，而去年耗水量為72.5噸。

節約用紙

本集團提倡綠色辦公室政策，鼓勵員工節約用紙，避免浪費。我們盡量以電子檔案形式傳遞資訊及文件，以減少影印及列印。我們鼓勵員工雙面列印，亦要盡量充分利用及循環使用單面列印的紙張，將兩面都已使用過的廢紙放入再造紙收集箱，並交由回收商處理。於報告期內，本集團消耗紙張約0.18噸，與去年同期大致持平。

合規性

於報告期內，並無涉及空氣和溫室氣體排放、排放到水體及陸地、有害和無害廢物產生相關並對本集團有重大影響的已確認違規事件。

OVERALL ENVIRONMENTAL PROTECTION MANAGEMENT APPROACH

(Continued)

The Environment and Natural Resources

The Group has always been focusing on environmental protection and envisions that everyone can work together to build a better environment for living. In order to enhance our employees' understanding of the adverse impact of our habit and business activities on the environment, we continue to adopt various policies, measures, and actions in reducing carbon footprint (refer to the sections "Management of Emissions" and "Management of Resources Utilization" above for details). We also encourage our employees to convey the importance of protecting the environment to their families, friends and business partners so as to build a stronger network in alleviating climate change due to human factors.

OVERALL APPROACH ON EMPLOYMENT AND LABOUR PRACTICES

Employees are our most valuable assets and key driver for the Group's sustainable and long-term business development. We are committed to create a discrimination-free, equal, harmonious and safe workplace; to build relationships with mutual-respect; to encourage our employees to be innovative, flexible and committed when dealing with our customers and to provide high quality products and services. We also offer promotion opportunities to attract, develop, retain and reward our talented staff and provide commensurate remuneration and benefits.

Talent Selection

The Group adopts a fair employment policy. The appropriate candidates would be selected based on their experiences, knowledge and abilities, and other job requirements, and regardless of their race, gender, age, nationality, or religion. This employment policy applies throughout all phases of the employment, including but not limited to hiring, promotion, performance appraisal, training, personal development and termination. As at 31 March 2020, we have a gender diversified workforce with employee gender ratio of 1 male to 3 females (2019: 1 male to 3 females) and our board also had a gender ratio of 3 males to 4 females (2019: 2 males to 3 females).

Labour Standards

The Group respects human rights and prohibits any unethical hiring practices, including child and forced labour. Background checks with the review of identity documents of job applicants would be conducted in our hiring process. During the Reporting Period, we did not hire any applicant under the legal working age and comply with the local laws and regulations against child and forced labour. The Group also complies with relevant immigration laws in respect of foreign staff.

環境保護管理之整體方針 (續)

環境及天然資源

本集團亦有關注及愛護大自然，希望各人共同創造美好宜居環境。為了讓本集團的僱員更加瞭解各人使用資源的習慣及營業活動對環境所造成的負面影響，我們不斷透過各種政策、措施和行動，減少碳足跡（詳細資料請參考上文「排放物的管理」與「資源使用的管理」部分）。我們亦鼓勵僱員將環保訊息傳給身邊的家人、朋友、業務夥伴等，凝聚更多的力量共同紓緩由人為因素造成氣候變化的影響。

僱傭及勞工常規之整體方針

本集團一直視僱員為最寶貴的資產，對於可持續和長遠業務發展起著關鍵作用。我們致力打造非歧視、平等、和諧及安全的工作環境；並以互相尊重、與員工建立良好的關係為目標，鼓勵僱員創新、靈活和重視承諾，完成為客戶提供優質產品和服務的使命。我們亦創造有利條件吸引、發展、挽留和獎勵人才；提供相稱的薪酬與福利。

人才甄選

本集團採用平等僱用政策，我們以經驗、知識、能力及其他工作要求為僱用標準，而並非種族、性別、年齡、國籍及宗教信仰。此政策適用於不同階段的僱傭關係，包括但不限於招聘、晉升、績效考核、培訓、個人發展及終止聘用。截至2020年3月31日，我們的僱員性別比例為1位男性對3位女性（2019年：1位男性對3位女性），而我們董事會的性別比例為3位男性對4位女性（2019年：2位男性對3位女性）。

勞工準則

本集團重視人權及防止任何不道德的招聘包括童工及強制勞工，在招聘的過程中進行背景審查並核對求職者的身份證明文件。於報告期內，我們已遵守本地法律法規，並無僱用低於法定工作年齡的童工或強制勞工。本集團亦遵守有關外籍員工的有關入境法例。

OVERALL APPROACH ON EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

Compensation and Welfare

The Group reviews the salary levels of employees regularly and benchmarks against up-to-date remuneration data in the industry, so as to establish a fair, reasonable and competitive remuneration scheme. Staff salary levels are decided based on one's knowledge, skills, scope of work, performance, experience and education background. Our employee remuneration package includes fixed salary, annual leave, paid sick leave, discretionary year-end bonus and other benefits. We conduct periodic performance appraisal and fairly assess the level of the discretionary bonus, salaries increment and/or promotion recommendations based on a number of criteria. All employees are entitled to rest days and holidays, for example, annual leaves, sick leaves, maternity leaves, paternity leaves, compassionate leaves and marriage leaves. We handle dismissal and compensation in accordance with the local laws and regulations. We pay attention to our employees' health and encourage work-life balance. Our employees' working hours are based on the local labour laws. We may require employees to report to work on weekend or public holidays but they will be entitled to extra time allowances or compensation time-off accordingly. The Group HR submits MPF contributions on time, and the consistent good effort was recognised by the Mandatory Provident Fund Schemes Authority with the Good MPF Employer Award, e-Contribution Award and MPF Support Award in October 2019.

On 6 February 2020, the Board adopted the Share Award Scheme which aims to reward our employees (and other eligible persons) for their past, present or expected contribution and loyalty to the Group and align their interests with those of the Shareholders through the grant of Award.

Development and Training

The Group has always been paying attention to talent cultivation and is committed to staff training and development, as well as staff self-enhancement. Permanent employees with 12 months' service or more may apply for job-related training programme(s) approved by the Group. Examples of training activities attended by our employees during the Reporting Period includes Compliance Overview of a Listed Company, Media Skills Training, Innovation & Leadership under Uncertainty, and, Strategy & Innovation for Sustainable Growth Smart Pricing, How to address the future ESG requirements Seminar and Annual Update on Financial Reporting Seminar. Business Heads from overseas offices were invited to attend the Head Office business development meeting in January 2020.

僱傭及勞工常規之整體方針 *(續)*

員工待遇

本集團定期對內考察僱員各級薪酬水平，並以行業內最新的薪酬數據為基準，力求建立公平、合理、極具競爭力的薪酬體系。員工的薪酬按照每一職位所要求的知識、技能、工作範圍、工作業績、經驗和教育程度等因素而釐定。僱員的薪酬包括固定工資、年假、帶薪病假、酌情年終獎金和其他福利。我們定期進行績效考核並根據多項標準公平地評估給予員工的獎金、加薪幅度及／或晉升建議。所有僱員均享有休息日及法定假日，例如年假、病假、產假、育嬰假、其他公假及婚假。如解僱員工或因此而需要作出賠償，我們亦會按照當地的法律法規處理。我們重視僱員的健康，鼓勵他們維持工作與生活平衡，並依照當地的勞動法訂立僱員工作時數。我們可能要求僱員在周末或公共假日工作，他們會獲得額外的時間津貼或相應的補償假。本集團人力資源部按時提交強積金供款，其不懈的努力得到了強制性公積金計劃管理局的肯定，其於2019年10月向本集團頒發「積金好僱主」、「電子供款獎」及「積金推廣獎」等獎項。

於2020年2月6日，董事會通過股份獎勵計劃，以期就僱員(及其他合資格人士)過去、現在或預期對本集團所做的貢獻及表現出的忠誠度獎勵僱員，並透過授予獎勵令員工利益與股東利益保持一致。

發展及培訓

本集團一向重視人才培養，致力於員工的培訓和發展，並鼓勵員工自我提升。凡於本集團服務滿12個月或以上的永久僱員可以申請本集團批准的與工作相關的培訓計劃。於報告期內，我們僱員參加的培訓活動包括：上市公司合規概述、媒體技能培訓、不確定因素下的創新與領導力培訓，以及可持續增長智能定價的策略與創新培訓，如何滿足未來的環境、社會、管治要求研討會及財務報告年度更新研討會。來自海外辦事處的業務主管應邀參加2020年1月舉行的總部業務發展會議。

OVERALL APPROACH ON EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

Health and Safety

We recognise the importance of our employees' health and safety at work, therefore we strictly implement office environment sanitation and fire safety management to prevent occupational hazards which might lead to staff injury. Smoking in the office areas are absolutely prohibited. We have clear evacuation procedures in case of fire outbreak in offices to ensure that our employees are able to take sensible and immediate action.

The Group management and HR team have taken various precautionary measures in response to the novel coronavirus (COVID-19) outbreak, which was recognised as a global pandemic by the World Health Organisation in March 2020. We actively and frequently communicated with our staff to keep them well informed of the measures adopted by the Group to ensure workplace hygiene and staff wellbeing since the outbreak in January 2020. We provide surgical masks and sanitisers in the office premises for the staff. We also sent surgical masks to overseas offices. Flexi-working hours were arranged for staff allowing flexibility to avoid crowds in public transportation during peak hours. Arrangements were made for a pregnant employee to work from home. Staff who traveled outside of Hong Kong were asked to stay at home for 14 days upon their return before returning to the office.

Compliance

During the Reporting Period, the Group (i) was not aware of any non-compliance incidents relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare that have significant impact on the Group; (ii) has not identified any cases of non-compliance in relation to child labour or forced labour; and (iii) was not aware of any non-compliance of laws and regulations in relation to health and occupational safety.

僱傭及勞工常規之整體方針 *(續)*

健康與安全

我們意識到僱員工作健康和安全性的重要性，所以嚴格執行辦公室環境衛生和消防安全管理，以防止可能導致員工受傷的職業危害。辦公室是絕對禁止吸煙的。如果辦公室發生火災，我們有明確的疏散程序，以確保我們的僱員能夠及時作出明智及即時的行動。

本集團管理層和人力資源團隊針對2019新型冠状病毒病(COVID-19)疫情採取了各種預防措施，該疫情於2020年3月被世界衛生組織確認為全球大流行病。自2020年1月疫情爆發以來，我們一直與員工進行積極頻繁的溝通，使彼等充分瞭解本集團為確保工作場所衛生及員工福祉所採納的措施。我們在辦公場所為員工提供醫用外科口罩及洗手液。我們亦為海外辦事處寄送醫用外科口罩。我們為員工安排靈活的工作時間，方便其靈活避開高峰時段公共交通的擁堵。並安排懷孕僱員在家辦公。前往香港境外出差的員工被要求於返回後居家隔離14日，之後再回辦公室辦公。

合規性

於報告期內，本集團(i)並無涉及與補償和解僱、招聘和晉升、工作時間、休息時間、機會均等、多樣性、反歧視以及其他利益和福利有關並對本集團有重大影響的任何違規事件；(ii)並無涉及任何與童工或強迫勞動有關的違規事件；及(iii)並無涉及任何與健康和職業安全有關的法律和法規違規行為。

OVERALL APPROACH ON MANAGING OPERATING PRACTICES

Supply Chain Management

The Group strives to maintain long-term, stable and strategic cooperative relationships with leading media content and brand licensors, and to co-develop with them on the basis of equality to achieve a win-win situation. We select and work with licensors with reputation and strong commitment to their content and brand. Many of them are also listed companies with commitment to social responsibility.

Each media content provider will have different media content and we enter into distribution agreements and/or licence agreements for each media content for the relevant rights, territories, distribution channels and licence period. Similarly, we also enter into agency and/or licence agreements with each brand owner for the relevant categories, territories and agreement period.

Product and Service Responsibility

Product and Service Quality

We have been dedicated in providing high product quality and professional services with the highest degree of integrity and pursuit of excellence to our customers. The distribution of the licensed media content by our customers are subject to applicable laws and regulations at the relevant countries and territories. We make sure that the media content to be broadcasted will comply with the relevant regulation. Any updates in such laws and regulations or their interpretation may impose more onerous compliance requirement on our customers and we work with our customers and support them to obtain additional licenses, permits, approvals, registration or certificates for the broadcast.

As the way of media content consumption continues to evolve, the channels our customers used may be replaced by newer distribution channels. We help our customers identify sufficient or suitable distribution channels based on our knowledge and experience in the media content distribution trend.

Management of Intellectual Property

The Group has standard operating instructions for all departments and employees to follow so that the registration and on-going protection procedures of intellectual property rights and trademarks are conformed. By well-defined registration procedures such as pre-registration preparation, internal application examination and renewal of trademark, we ensure transparency in the decision making process.

管理營運慣例之整體方針

供應鏈管理

本集團努力與有實力的媒體內容授權方和品牌授權方保持長期、穩定的戰略合作關係，並在平等、雙贏的基礎上共同發展業務。我們選擇具有良好聲譽和對內容和品牌有堅定承諾的品牌授權方並與之合作，他們大部分都是對社會有責任感的上市公司。

每個媒體內容授權方擁有不同的媒體內容，我們針對每種媒體內容簽訂了有關權利、地區、發行渠道和許可期限的發行協議及／或許可協議。同樣地，我們還與每個品牌擁有者簽訂了有關種類、地區和協議期限的代理及／或許可協議。

產品及服務責任

產品及服務質量

我們一直致力為客戶提供最高的誠信度和追求卓越的高質量產品和專業服務。我們的客戶分發許可的媒體內容時，必須遵守相關國家和地區的適用法律和法規，我們確保廣播的媒體內容符合相關規定。此類法律法規的任何更新或其解釋都可能對我們的客戶提出更嚴格的合規要求，我們與客戶合作並支持他們獲得廣播的其他許可、許可證、批准、註冊或證書。

隨著媒體內容消費方式的不斷發展，我們的客戶使用的渠道可能會被新的發行渠道所取代。我們根據我們在媒體內容發行趨勢方面的知識和經驗，幫助客戶確定足夠或合適的發行渠道。

知識產權管理

本集團所有部門和僱員需遵循標準營運指引，遵守知識產權和商標的註冊和持續保護程序。透過明確的註冊程序，例如預先註冊準備、內部申請審查和商標更新，我們確保決策過程的透明度。

OVERALL APPROACH ON MANAGING OPERATING PRACTICES *(Continued)*

Product and Service Responsibility *(Continued)*

Management of Intellectual Property (Continued)

In order to protect our trademarks and intellectual property rights, designated staff is responsible for periodically checking the Hong Kong Intellectual Property Journal and other international webpages if there is new application of trademark registration which is likely to cause confusion with the Group's trademarks and we will raise objection accordingly. In case of any suspected infringement of the Group's trademarks, we will take action under the Trade Marks Ordinance and other applicable rules and regulations in other countries.

Sustainability

In terms of sustainability, customers' satisfaction is vital to our constant and continuous business growth. Our products and services are well recognised in the media content and brand licensing industry. The viewership and subscribers increase in our proprietary Ani-One® channel indicates that we meet our customers' content needs.

During the Reporting Period, our licensed Japanese animation movie "Children of the Sea" was honoured to receive "2019 Best Animation Film Award" in the 74th Mainichi Film Awards and "Animation Division — Grand Prize" in the 23rd Japan Media Arts Festival. The "Children of the Sea" is highlighted not only for its animation beauty but also for the prominent environmental conservation messages it carries. We received the Excellent Licensed Theme Location Based Entertainment Campaign Award by China Licensing Federation and China Licensing Expo in recognising the popular Popeye's 90th Anniversary Art Exhibition in Beijing. As the exclusive master agent for the Little Prince in China and South East Asia, our brand licensing team worked closely with the Little Prince Language Centre in China, which was awarded the 2019 Most Influential Early Childhood English Brand Award by Tencent News. These awards reflected our high quality products and services, and our good reputation in the media content and brand licensing industry.



"The Excellent Licensed Theme Location Based Entertainment Campaign Award" by China Licensing Federation and China Licensing Expo

管理營運慣例之整體方針 *(續)*

產品及服務責任 *(續)*

知識產權管理 (續)

為了保護我們的商標和知識產權，如果有新的商標註冊申請有可能與本集團的商標產生混淆，指定人員應定期查看《香港知識產權公報》和其他國際網頁，我們將因此提出異議。如果涉嫌侵犯本集團商標，我們將根據《商標條例》和其他國家／地區的其他適用規則和規定採取行動。

可持續性

在可持續性方面，客戶的滿意對我們持續不斷的業務增長至關重要。我們的產品和服務在媒體內容及品牌授權行業中廣受認可。我們的Ani-One®專有頻道的收視率及訂閱人數增加表明我們滿足了客戶的內容需求。

於報告期內，我們獲上映許可的日本動畫電影《海獸之子》有幸斬獲第74屆每日電影獎的2019最佳動畫電影獎以及第23屆日本媒體藝術節「動畫部門 — 大賞」獎項。《海獸之子》不僅因其畫面唯美而脫穎而出，亦因其承載的重要環保信息而備受矚目。我們在北京舉辦的大力水手九十週年潮流藝術展榮獲中國品牌授權聯盟及中國授權展頒發的「優秀主題空間授權合作項目獎」。作為《小王子》在中國及東南亞地區的獨家總代理，我們的品牌授權團隊與中國的小王子語言中心緊密合作，該中心被騰訊網授予2019年度最具影響力少兒英語品牌大獎。這些獎項肯定了我們產品和服務的質量，以及我們在媒體內容及品牌授權行業擁有良好聲譽。

中國品牌授權聯盟及中國授權展頒發的「優秀主題空間授權合作項目獎」

OVERALL APPROACH ON MANAGING OPERATING PRACTICES *(Continued)*

Product and Service Responsibility *(Continued)*

Confidentiality

Confidentiality is one of the Group's core values. We have established policies and procedures to protect suppliers' and customers' information confidential through our employees' handbook, employment agreement and trainings. We also adhere to the requirement under the Personal Data (Privacy) Ordinance (Cap. 486) in Hong Kong. We handle suppliers' and customers' information with integrity and diligence. The details are maintained by assigned staff and they have to comply with the requirements of confidentiality.

Compliance

During the Reporting Period, the Group did not have any issues relating to violations nor receive any complaints concerning breaches of suppliers' and customers' privacy and loss of data.

Anti-corruption

Maintaining an ethical working environment is one of the Group's core values. We have adopted a zero-tolerance approach for all kinds of corruption, bribery and extortion situation. Offenders who request and/or accept bribes, obtain other illegal interests are to be heavily penalized. We require all employees to strictly comply with our anti-corruption policies and procedures, and to prevent any case of bribery. All directors and staff are required to follow our Code of Conduct on acceptance of advantage and handling of conflicting interest when dealing with the Group's business. Disclosure forms are provided to directors and staff for reporting on gifts or advantages received and declaring any conflict of interest. We are determined in combating corruption and building a clean society.

Compliance

During the Reporting Period, the Group was not aware of (i) any non-compliance with the Prevention of Bribery Ordinance (Cap. 201) in Hong Kong, or (ii) any litigation cases related to corruption in which the Group was involved.

管理營運慣例之整體方針 *(續)*

產品及服務責任 *(續)*

保密

保密是本集團的核心價值觀之一。我們制定了政策和程序，透過僱員手冊、僱傭協議和培訓來保護供應商和客戶的資料保密。我們還遵守香港《個人資料(私隱)條例》(第486章)的要求。我們以誠信和審慎的態度處理供應商和客戶的資料。詳細資料由指定的員工處理，並且必須遵守保密要求。

合規性

於報告期內，本集團未發生任何違規問題，也未收到任何關於違反供應商和客戶隱私以及遺失資料的投訴。

反貪污

維持有道德標準的工作環境是本集團的核心價值觀之一。我們對於各種貪污、賄賂和勒索情況採取了零容忍的態度。要求賄賂或收受賄賂，獲得其他非法利益的員工將受到重罰。我們要求所有僱員嚴格遵守我們的反貪污政策和程序，並防止任何賄賂案件。所有董事和員工均必須遵守我們的《行為準則》，其中規定了所有董事和員工的基本行為標準，以及在業務往來時接受利益和處理利益衝突的政策。當董事和員工收取禮物或好處而有機會產生利益衝突時，必須填寫披露表格作申報。我們決心打擊貪污，並為建設廉潔社會作出貢獻。

合規性

於報告期內，本集團並不知悉(i)任何違反香港《防止賄賂條例》(第201章)的行為或(ii)任何牽扯到本集團的貪污相關訴訟案件。

OVERALL APPROACH ON COMMUNITY INVESTMENT

Our Group is based in Hong Kong and continues to invest in Hong Kong and locations we operate by hiring local staff. We hire local professionals and pay tax according to the local laws. We have also enrolled on retirement fund and medical and travel insurance schemes for our directors and staff. We conduct our businesses according to good business practices, actively promote green and environmentally friendly concepts, and strive for good business development; contribute to social stability and building a harmonious community.

We encourage our employees to help people in need by participating in voluntary services or making charitable donations. During the Reporting Period, we participated in Oxfam Rice Event in May 2019. Our staff and their family members helped in selling the Oxfam rice in Metro Plaza, Kwai Fong and we were awarded the Outstanding Volunteer Team Fundraising Award. We were one of the sponsors for the Seniors Esports & Experience Day organised by the Society for the Promotion of Hospice Care on 27 July 2019 at Cyberport Hong Kong; and the Oxfam Trailwalker in November 2019. Moreover, our staff participated in Yan Oi Tong Popeye Charity Run Event on 15 December 2019.

As a HK ambassador to promote the IP industry in Hong Kong, our CEO and Chairman Ms. Lovinia Chiu shared how our Group can assist esports companies or startups to utilise IP Commercialisation at the Digital Entertainment Leadership Forum 2019 at Cyberport Hong Kong. Ms. Chiu was also invited to share her entrepreneurial experiences with the Executive MBA participants of the Chinese University of Hong Kong in September 2019 and January 2020.

In March 2020, we created an epidemic prevention music video using our Kiki and Nuna characters, who are transformed into “epidemic prevention angels” to spread their positive energy during this challenging period. This epidemic prevention children’s song aims to bring encouragement in everyone’s effort in preventing the spread of COVID-19.

社區投資之整體方針

本集團總部設於香港，並透過僱用當地員工繼續在香港及其他營運地方投資。我們僱用當地專業人士並根據當地法律納稅。我們還為董事和員工提供了退休基金以及醫療和旅行保險計劃。我們按照良好的商業慣例開展業務，積極倡導綠色環保概念，並努力促進良好的業務發展；為社會穩定和建設和諧社區作出貢獻。

我們鼓勵僱員通過參加志願服務或進行慈善捐贈來幫助有需要的人。於報告期內，我們於2019年5月參加了樂施米義賣大行動。我們的員工及其家屬幫忙在葵芳新都會廣場義賣樂施米，我們因此獲頒「義工團隊傑出籌款獎」。我們參與贊助了善寧會於2019年7月27日在香港數碼港舉辦的「樂齡電競及體驗日」以及於2019年11月舉辦的樂施毅行者活動。此外，我們的員工於2019年12月15日參加了仁愛堂•大力水手慈善跑活動。

作為宣傳香港IP產業的香港大使，我們的行政總裁兼主席趙小燕女士在香港數碼港2019數碼娛樂領袖論壇上分享了有關本集團如何協助電競公司或初創企業利用IP商業化的內容。趙女士亦應邀於2019年9月和2020年1月與香港中文大學的高級MBA學員分享創業經驗。

於2020年3月，我們利用奇奇和努娜兩個角色製作了一部防疫音樂短片，彼等化身「防疫天使」，於此充滿挑戰的時期內傳播正能量。這首防疫兒歌旨在鼓勵所有人努力防止2019新型冠狀病毒病的傳播。



ENVIRONMENTAL PERFORMANCE DATA SUMMARY

環境數據表現摘要

	Unit 單位	2018/19 2018/19年度	2019/20 2019/20年度
Greenhouse Gas (“GHG”) Emissions: 溫室氣體排放量：			
Scope 1¹: 範圍一 ¹ ：			
Total 總量	Tonnes 噸	6.45	5.20
Intensity³ 密度 ³	Tonnes 噸	0.08	0.05
Scope 2²: 範圍二 ² ：			
Total 總量	Tonnes 噸	75.93	51.82
Intensity³ 密度 ³	Tonnes 噸	0.99	0.54
Air emissions⁴: 廢氣總排放量 ⁴ ：			
Nitrogen oxides 氮氧化物	Kilograms 千克	1.64	1.15
Sulfur oxides 硫氧化物	Kilograms 千克	0.04	0.03
Particulate matters 顆粒	Kilograms 千克	0.12	0.09
Natural Resources Consumption: 天然資源消耗量：			
Electricity⁴: 電力 ⁴ ：			
Total 總量	MWh 兆瓦時	84.7	82.7
Intensity³ 密度 ³	MWh 兆瓦時	1.10	0.86
Gasoline: 汽油：			
Total 總量	Liters 公升	2,817.4	1,920.7
Intensity³ 密度 ³	Liters 公升	36.6	20.0
Water Resources⁴: 水資源 ⁴ ：			
Total 總量	Tonnes 噸	72.5	76.5
Intensity³ 密度 ³	Tonnes 噸	0.94	0.80

Notes:

- Scope 1 refers to the Group's business direct GHG emissions, including combustion of gasoline.
- Scope 2 refers to the Group's business indirect GHG emissions, including consumption of purchased electricity.
- Intensity is based on the number of employees.
- Estimation methods of data for environmental aspect have been revisited and revised, for a more comprehensive and accurate disclosure in the Reporting Year when compared to last year's methods. Therefore, last year's data was revised.

附註：

- 範圍一是指本集團業務直接產生的溫室氣體排放，包括燃燒汽油。
- 範圍二是指本集團業務內部消耗購回來的電力所引致的「間接能源」溫室氣體排放。
- 密度是以僱員數目計算。
- 已對環境層面數據的估計方法進行重新審視及修訂，以便相較去年的方法令報告年度的披露更為全面及準確。因此，去年的數據已修訂。

Environmental, Social and Governance Report

環境、社會及管治報告

“ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE” BY HKEX

聯交所的《環境、社會及管治報告指引》

General Disclosure/ Key Performance Indicators (“KPIs”) / 一般披露／ 關鍵績效指標		Reporting Guideline 報告指引	Page 頁數
A. Environmental A. 環境方面			
Aspect A1 層面A1	Emissions 排放物		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.		39
一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		39
KPI A1.1	The types of emissions and respective emissions data.		49
關鍵績效指標 A1.1	排放物種類及相關排放數據。		49
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).		49
關鍵績效指標 A1.2	溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。		49
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).		N/A ¹
關鍵績效指標 A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。		不適用 ¹
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).		N/A ²
關鍵績效指標 A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。		不適用 ²
KPI A1.5	Description of measures to mitigate emissions and results achieved.		39-40
關鍵績效指標 A1.5	描述減低排放量的措施及所得成果。		39-40
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.		N/A ¹
關鍵績效指標 A1.6	描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。		不適用 ¹

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聯交所的《環境、社會及管治報告指引》(續)

General Disclosure/ Key Performance Indicators (“KPIs”) 一般披露／ 關鍵績效指標	Reporting Guideline 報告指引	Page 頁數
A. Environmental A. 環境方面		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	39-40
一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	39-40
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (MWh) and intensity (e.g. per unit of production volume, per facility)	49
關鍵績效指標 A2.1	按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以兆瓦時計算)及密度(如以每產量單位、每項設施計算)	49
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	49
關鍵績效指標 A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	49
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	39-40
關鍵績效指標 A2.3	描述能源使用效益計劃及所得成果。	39-40
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	40
關鍵績效指標 A2.4	描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	40
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	N/A ¹
關鍵績效指標 A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	不適用 ¹
Aspect A3 層面 A3	The Environment and Natural Resources 環境及天然資源	
General Disclosure	Policies on minimizing the issuer’s significant impact on the environment and natural resources.	41
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	41
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	41
關鍵績效指標 A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	41

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General Disclosure 一般披露	Reporting Guideline 報告指引	Page 頁數
B. Social³ B. 社會³		
Aspect B1 層面B1	Employment and Labour Practices 僱傭及勞工常規	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	41-42
一般披露	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。	41-42
Aspect B2 層面B2	Health and Safety 健康與安全	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	43
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	43
Aspect B3 層面B3	Development and Training 發展及培訓	
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	42
一般披露	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	42
Aspect B4 層面B4	Labour Standards 勞工準則	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	41
一般披露	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	41
Aspect B5 層面B5	Supply Chain Management 供應鏈管理	
General Disclosure	Policies on managing environmental and social risks of the supply chain.	44
一般披露	管理供應鏈的環境及社會風險政策。	44

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General Disclosure 一般披露	Reporting Guideline 報告指引	Page 頁數
B. Social³ B. 社會³		
Aspect B6 層面B6	Product and Service Responsibility 產品及服務責任	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	44-46
一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	44-46
Aspect B7 層面B7	Anti-corruption 反貪污	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	46
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	46
Aspect B8 層面B8	Community Investment 社區投資	
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	47
一般披露	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。	47

Notes:

附註：

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| <p>1 The Group's businesses are media content distribution and brand licensing. We did not generate any hazardous wastes.</p> | <p>1 本集團的主要業務為媒體內容發行及品牌授權，我們沒有產生任何有害廢物及使用任何包裝材料。</p> |
| <p>2 The Group's businesses are media content distribution and brand licensing. The non-hazardous wastes are mainly domestic garbage and waste paper. The employees generate little domestic garbage and waste paper and the related data is difficult to be collected. So there is no statistics for the amount of non-hazardous wastes generated.</p> | <p>2 本集團的業務為媒體內容發行及品牌授權。無害廢物主要是生活垃圾及廢紙，僱員只是產生少量的生活垃圾及廢紙，相關數據比較難於收集，因此未有統計無害廢物的產生量。</p> |
| <p>3 Pursuant to Appendix 27 of the Rules Governing the Listing of Securities on the HKEX, the KPIs under Area B "Social" are recommended disclosures only. Therefore, the Group chose not to disclose those KPIs in this Report.</p> | <p>3 根據香港交易所證券上市規則附錄二十七有關「主要範疇B.社會」的關鍵績效指標只屬建議披露條文；因此本集團選擇不披露該等關鍵績效指標。</p> |

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