



Environmental, Social AND Governance Report

2022



Television Broadcasts Limited
電視廣播有限公司

Stock Code : 00511

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PERFORMANCE HIGHLIGHTS

EMISSIONS

Total greenhouse gas emissions

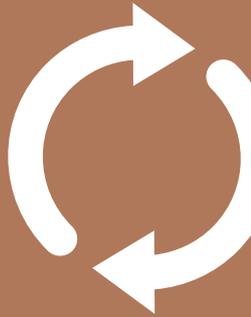
↓ **2.38%**



WASTE MANAGEMENT

Non-hazardous waste disposal

↓ **2.02%**



OCCUPATIONAL SAFETY & HEALTH

0 fatal accident

No. of lost days

↓ **9.56%**



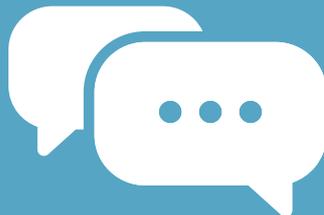
PRODUCT RESPONSIBILITY

619,482

public communications handled by TVB, myTV SUPER and TVB e-commerce group

Commendations received

↑ **106%**



ENERGY CONSUMPTION

Vehicle & stationary combustion

↓ **3.12%**

Electricity consumption

↓ **2.34%**

Renewable energy generated

↑ **429,624 kWh**



EMPLOYEE RECOGNITION

More than 230 staff members

received Long Service Awards



COMMUNITY INVESTMENT

Over **HK\$255 million** raised during fundraising shows

TVB Staff & Artiste Fund granted about **HK\$700,000** of donations and subsidies to the needy

TVB Volunteer Team delivered **780 hours** of volunteer service

More than **11,000** costumes and accessories donated to non-profit making organisations



ABOUT THIS REPORT

Television Broadcasts Limited (“Company”, “TVB” or “we”) publishes the Environmental, Social and Governance (“ESG”) Report annually to summarise the sustainability objectives, initiatives and performance of the Company and its subsidiaries (“Group”). This ESG Report covers the period from 1st January 2022 to 31st December 2022 (“Year”) and should be read in conjunction with the Company’s 2022 Annual Report, which contains a comprehensive review of the Company’s financial performance and corporate governance frameworks and practices. This Report has been prepared in accordance with the “comply or explain” provisions of the Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

ESG APPROACH AND SCOPE OF REPORT

The Company defines the scope for its ESG report with reference to the operating segments described in its financial reports. This ESG Report covers the Group’s core terrestrial television broadcasting, streaming and e-commerce businesses conducted at TVB City in Tseung Kwan O Industrial Estate and transmission sites around Hong Kong except the business operations outside TVB City, in the mainland and overseas as they do not have significant ESG impact; and companies in which TVB does not have a controlling interest during the Year, unless otherwise specified.

There has been no change in the scope of this Report.

BOARD STATEMENT

The board of directors of the Company (“Board”) recognises the significance of ESG issues in building long-term business success as well as the sustainability of both the community and the environment.

Having served Hong Kong people for over 55 years, TVB’s multifaceted businesses ranging from free television broadcasting, to streaming, to e-commerce services have become an integral part of Hong Kong people’s everyday lives. The Group is mindful that everything we do could have substantial impact on society and the environment. Apart from maintaining our quality offerings, the Group will take an active approach to identify and create ESG value, as well as to integrate ESG policies into our business operations.

The Group had set targets on reduction in electricity consumption and gas emissions. Corresponding strategies are established and incorporated into the Group’s strategic planning and other decision-making processes. By setting these targets, the Group can raise employees’ awareness of environmental protection and improve its ESG performance continuously.

The Group endeavours to ensure the effectiveness of ESG risk management and internal control mechanisms in order to better manage the potential risks related to ESG and associated issues.

Moving forward, the Board will continue to take on responsibilities in sustainability development to ensure the Company’s development direction is aligned with stakeholders’ expectations, through ongoing sustainability risk management and stakeholder communication. We believe all members of the Group will dedicate their best efforts to drive business growth and also to bring sustainable value to the environment and society.



ESG STRUCTURE

THE BOARD, RISK COMMITTEE AND SUSTAINABILITY STEERING GROUP

The Board is charged with the overall responsibility of overseeing the strategy, evaluation process, priority setting and management of ESG-related issues, including risks to the businesses of the Group and the reporting on ESG matters.

The Risk Committee of the Board (“Risk Committee”) is responsible for evaluating and determining the nature and extent of the risks the Company is willing to take in achieving its strategic objectives. It is also tasked with ensuring that the Company establishes and maintains appropriate and effective risk management and internal control systems on an ongoing basis. In particular, the Risk Committee undertakes the duty to consider the Company’s policies, strategies and targets, as well as reporting in relation to ESG matters.

The Sustainability Steering Group (“SSG”) was established in 2017 to assist the sustainability efforts of the Group and reports to the Risk Committee.

The SSG is chaired by the Assistant General Manager (Human & Production Resources) and comprises two other members of Senior Management of the Company. It is advised by a number of working groups at staff level covering social responsibility, training and development, materials, resources-use and waste. The SSG was set up to advise the Risk Committee on TVB’s sustainability priorities and goals and to steer TVB group level strategies, policies and practices on sustainability matters. It enables TVB to operate on a sustainable basis; to balance corporate, social, economic and environmental responsibilities; to achieve a sustainable growth path; and to effectively manage its sustainability risks. The major duties and functions of the SSG are set out in its terms of reference.

The SSG holds regular meetings to discuss, monitor progress, evaluate the performance of ESG aspects and to manage the sustainability risks of the Group conferred on the SSG by the Board and the Risk Committee. During 2022, the SSG dealt with the following matters:

Reviewing the progress and effectiveness of our material topics in light of new trends in sustainability, new challenges and evolving business goals

Balancing corporate, social, economic and environmental responsibilities with a view to achieve a sustainable growth path

Reporting on matters to the Risk Committee which enable TVB to operate in a sustainable basis

Managing sustainability risks



ABOUT THIS REPORT

ESG STRUCTURE



ESG POLICY

The following ESG policy guides the behaviour of all employees of the Group to ensure ESG practices are implemented effectively:



Environmental

TVB commits to integrating environmental protection measures into its business operations and promoting environmental awareness for the well-being of society



Social

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



Community Investment

Television has a significant social impact. TVB, as the predominant television station in Hong Kong, takes an active role in promoting worthy causes and positive outlook on life using its programmes and artiste resources



Corporate Governance

Maintaining high standards of business ethics and corporate governance practices has always been a part of the Company's core objectives. TVB believes that conducting business in an open and responsible manner serves its long-term interests and those of the stakeholders

STAKEHOLDER ENGAGEMENT

We recognise the importance of interacting with our stakeholders as an integral part of our business operations and corporate development. We engage with our key stakeholders on an ongoing basis through a variety of channels to listen and to collect information relevant to our ESG initiatives. We regard the following groups as our major stakeholders:

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

Our regular engagement channels with these major stakeholders include:

- Shareholders' meetings
- Analysts' meetings
- Results presentations
- Non-deal roadshows
- Investor conferences
- Financial reports, announcements and circulars
- Surveys
- Trainings and workshops
- Volunteer activities
- Town hall meetings with audience groups
- Project collaborations
- Public events
- Site visits and home visits
- Sponsorships and donations
- Corporate websites
- Fundraising and Charity Programmes

MATERIALITY ASSESSMENT

In order to identify the material ESG aspects which have significant impact on society and the environment, the Company has conducted an internal materiality assessment and survey with our external investors. After collection and analysis of the results, the Board identified the following ESG topics as potentially material relevant to our business operations:

ESG TOPICS

Environmental

- 1 Greenhouse gas ("GHG") emissions
- 2 Energy consumption
- 3 Hazardous waste
- 4 Non-hazardous waste
- 5 Climate change

Social

- 6 Employment and labour practices
 - Compliance of labour standards
 - Occupational health and safety
 - Employee development and recognition
- 7 Supply chain management
- 8 Product responsibility
 - Compliance and customer satisfaction
 - Intellectual property rights
 - Data privacy
- 9 Anti-corruption

Community Investment

- 10 Community engagement

PROTECTING THE ENVIRONMENT

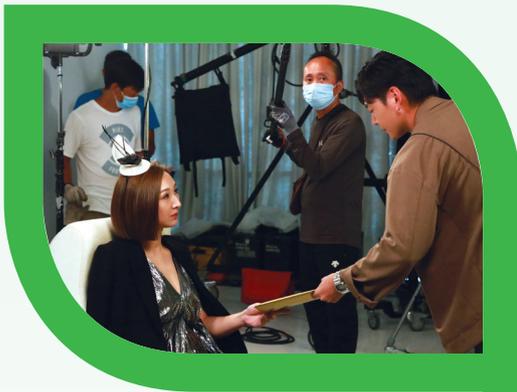


PROTECTING THE ENVIRONMENT

In 2022, the Group continued to devote substantial efforts in implementing environmental strategies and undertaking initiatives on energy saving, resource conservation and enhancement of environmental awareness among stakeholders. Upon continuous review and evaluation of the Company's performance on emissions and use of resources, the Board identified specific targets for the reporting year and succeeded in implementing a series of mitigation measures in order to protect the environment.

We conducted our business in accordance with environmental laws and regulations enacted by the Hong Kong Government. These include the Air Pollution Control Ordinance (Cap. 311), Water Pollution Control Ordinance (Cap. 358), Waste Disposal Ordinance (Cap. 354) and Motor Vehicle Idling (Fixed Penalty) Ordinance (Cap. 611) implemented by the Environmental Protection Department.

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1-2 Shooting at TVB City

TARGETS AND COMMITMENT

Collective efforts are necessary to cope with global climate change and minimising GHG emissions is one of the most effective ways to do so. By upgrading our facilities, car fleet and equipment, we hope to bring down energy consumption in the long run and to build a more sustainable workplace.

- 🌿 **Total GHG emissions**
Target to bring down the total GHG emissions by 40% by the year 2025 (baseline: 2019)
2022 progress: down 33.75%
- 🌿 **Electricity consumption**
Aim to achieve 10% reduction in electricity consumption by 2025 (baseline: 2019)
2022 progress: down 9.13%
- 🌿 **Renewable Energy**
Target to raise the proportion of renewable energy usage per year to 3% of total electricity consumption by 2025 (baseline: 2021)
2022 progress: 1.15%
- 🌿 **Electrical Vehicles ("EVs") proportion**
Aim to enhance the proportion of EVs in our Company car fleet to 20% (baseline: 2019)
2022 progress: 7.79%

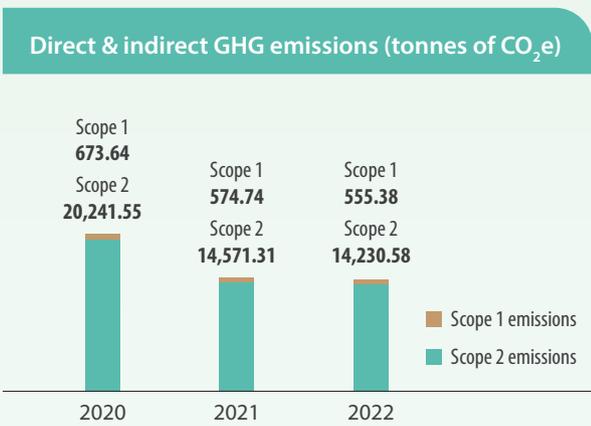
We assessed our environmental performance by calculating the intensity of ESG data in combination with the total number of local production hours. We have adopted a consistent methodology since 2017 such that past data can be objectively comparable. In 2022, the number of local production hours totalled 22,700 hours, representing a 1.12% year-on-year decrease (2021: 22,958 hours). The slight drop in production hours were mainly attributed to the unavoidable suspension of live production of variety programmes amid the fifth wave of the pandemic in early 2022.

We will continue to monitor and track our performance in areas of resource consumption as well as waste and emission reductions against these targets. To strive for improvement in environmental performance, longer-term reduction targets will be formulated and disclosed at an appropriate time going forward.

EMISSIONS

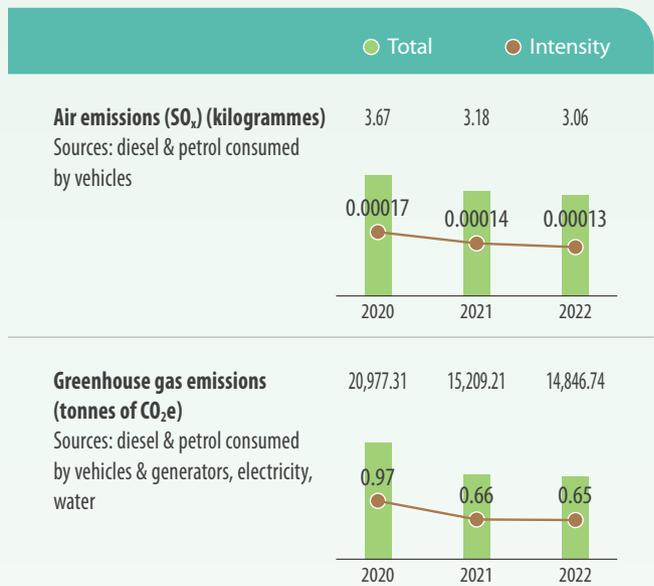
PERFORMANCE

GHG emissions constitute a large portion of our total emissions. They can be categorised as scope 1 (direct GHG emissions) and scope 2 (indirect GHG emissions). Scope 1 emissions are mainly contributed by direct emissions from the Company's own vehicular fleet, comprising of motorcycles, passenger cars, private buses, light and medium goods vehicles and special purpose vehicles for outdoor shootings. Scope 2 emissions are derived from electricity consumption. In 2022, the total quantity of GHG emissions were recorded at 14,846.74 tonnes of CO₂e, representing a 2.38% decrease as compared to the previous year (2021: 15,209.21 tonnes of CO₂e). The intensity of GHG emission per production hour was recorded at 0.65 tonnes per hour, a decrease of 1.27% from the previous year (2021: 0.66 tonnes per production hour). Through a combination of factors such as wider usage of EVs, together with the Company's continued efforts in energy-saving, downward trends were observed in both the total GHG emissions as well as its intensity.



Remarks:

- Scope 1 emissions are direct GHG emissions from sources that are owned or controlled by the Company, such as emissions from fuel burnt by our vehicle fleet and generators
- Scope 2 emissions are indirect GHG emissions generated by electricity we consumed



3. TVB Vehicle Fleet

PROTECTING THE ENVIRONMENT

ENERGY CONSUMPTION

PERFORMANCE

Energy consumption is similarly categorised as direct energy consumption, which includes diesel and petrol used by vehicles and generators, versus indirect energy consumption, such as electricity. Direct energy consumption was mainly through our fleet of vehicles and mobile generators deployed to support location shootings. The Company has a fleet of 77 vehicles including private cars, buses, light and medium goods vehicles, special purpose vehicles as well as motorcycles.

During the reporting year, the total energy consumption was down 2.38% to 40,389,357.68 kWh (2021: 41,372,282.63 kWh). This continuous decline is attributable to a decrease in direct energy consumption, particularly fuel consumption by passenger cars and mobile generators, which saw a year-on-year decline of 3.12% to 1,928,321.68 kWh (2021: 1,990,355.63 kWh). The intensity of consumption fell 2.01% to 84.95 kWh per production hour (2021: 86.7 kWh per production hour). The deployment of EVs across our business operations has helped to reduce our overall fuel consumption, especially during location shootings and live news reporting.

Electricity, which took up the largest share of indirect energy consumption, was mainly used in lighting and air-conditioning for studio production as well as for maintaining broadcasting service and the general operations of the Company. In 2022, a total 38,461,036.00 kWh of electricity was consumed, representing a 2.34% decline when compared to the previous year (2021: 39,381,927.00 kWh). The intensity of consumption dropped 1.23% year-on-year to 1,694.34 kWh per production hour (2021: 1,715.39 kWh per production hour), which can be attributed to our energy saving efforts and enhanced energy efficiency.



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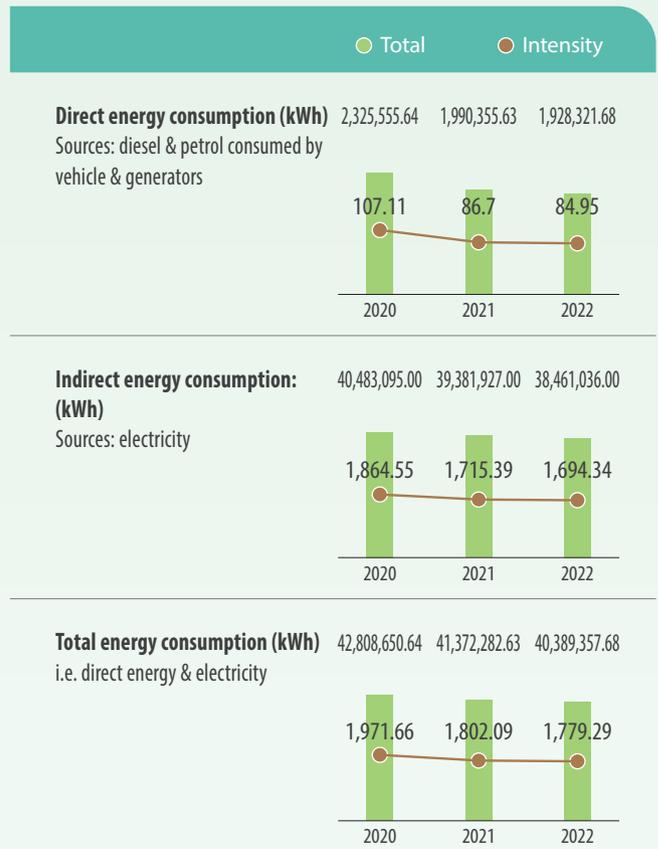


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- 1-2 Numerous of EV charging stations have been installed in TVB City to encourage green driving
- 3. Regular cleaning of air conditioning system



Fuel consumption
1,928,321.68 kWh

Electricity consumption
38,461,036.00 kWh

↓ 3.12%

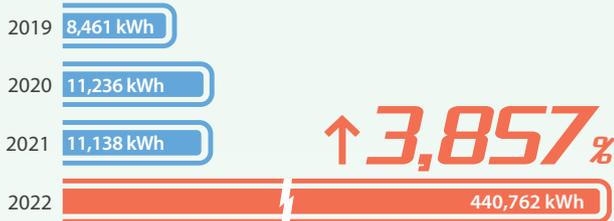
↓ 2.34%

MEASURES

With our effective environmental protection initiatives and concerted efforts, we have managed to bring down our carbon footprint and energy consumption, gradually building a more sustainable future. The following list summarises the measures we have implemented during the year which focused on reducing emissions, enhancing energy efficiency and raising employees' awareness towards energy saving:

The Company has been engaged with the CLPe Solutions scheme since 2021. As of December 2022, more than 2,400 modules of photovoltaic panels ("PV panels") have been installed at the rooftops of various buildings across TVB City such as the Drama Studio Block, Variety Studio Block and News & Carpark Block. In 2022, the amount of electricity generated by the PV panels saw a remarkable growth to 440,762 kWh, or equivalent to a 3,857% year-on-year increase (2021: 11,138 kWh), delivering both environmental and economic benefits

Renewable energy generated from solar panel



The large air-conditioning unit at Variety and Drama Studios is capable of running on different operation modes to accommodate different occasions. This functional flexibility optimises its energy consumption. The modes include winter, summer, vacant, studio set-up, studio-in-use, etc. A member of staff is stationed at the control room to adjust the temperature of the air-conditioning unit according to actual requirements

- The replacement work of a new set of air-cooled chillers with high energy efficiency commenced in November 2022, with a target completion date in Q1 2023. These new air-cooled chillers will minimise the energy consumption for air-conditioning within the offices in TVB City
- The freshwater cooling tower system of the central air conditioning system and the chiller units were cleaned and disinfected regularly to enhance energy efficiency and operating performance. Non-essential lights and elevators were switched off during late working hours
- The vehicle replacement scheme continued successfully. Around 73.5% of the Company's cars are Euro V compliant for better fuel efficiency and emission reduction
- Increasing the share of EVs on the road directly translates to lower carbon emissions. EVs remain our top choice in the event of any vehicle replacements while EV chargers are being installed within our premises to facilitate green driving
- For sourcing of transportation service providers, vendors which are able to provide service with EVs will be given higher priority
- Policies are in place to source sustainable products and services from reliable suppliers and contractors during our procurement process, such as the requirement for Forest Stewardship Council ("FSC") and Programme for the Endorsement of Forest Certification ("PEFC") certified copier paper, wood materials, as well as the alternative use of soy ink printing services. The Company will also step up efforts to encourage its business partners to adopt better environmental protection measures. Please refer to the "Supply Chain Management" section of this report for further details

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4. Replacement work of a new set of air-cooled chillers

PROTECTING THE ENVIRONMENT

WASTE MANAGEMENT

PERFORMANCE

The dominant categories of non-hazardous waste disposed by the Company were waste props, wood generated from programme production as well as general office waste. The total quantity of non-hazardous waste generated in 2022 was 2,527.88 tonnes, a 2.02% drop as compared to 2021 (2021: 2,580.02 tonnes). Part of the reduction was thanks to more staff members choosing dine-in options rather than take-away meals as the pandemic situation stabilised, as well as the Company's efforts in encouraging our staff to go green, leading to fewer containers and cutlery being disposed of. Our staff are also more willing to bring their own lunch boxes when buying take-away food. The quantity of recyclable non-hazardous waste decreased by 14.33% to 44.48 tonnes (2021: 51.92 tonnes). The decrease in recyclable waste corresponds to the smaller quantity of non-hazardous waste generated as a whole.

The quantity of hazardous waste saw a 15.4% increase to 16.34 tonnes (2021: 14.16 tonnes), mainly attributed to the increased consumption of paint for variety programme studio set-up that created more waste paint. Though the demand and use of paint increased during the year, our supplier has been providing lighter and larger paint cans since 2021. This contributed to the minimisation of hazardous waste generated by the Company despite the increased consumption.

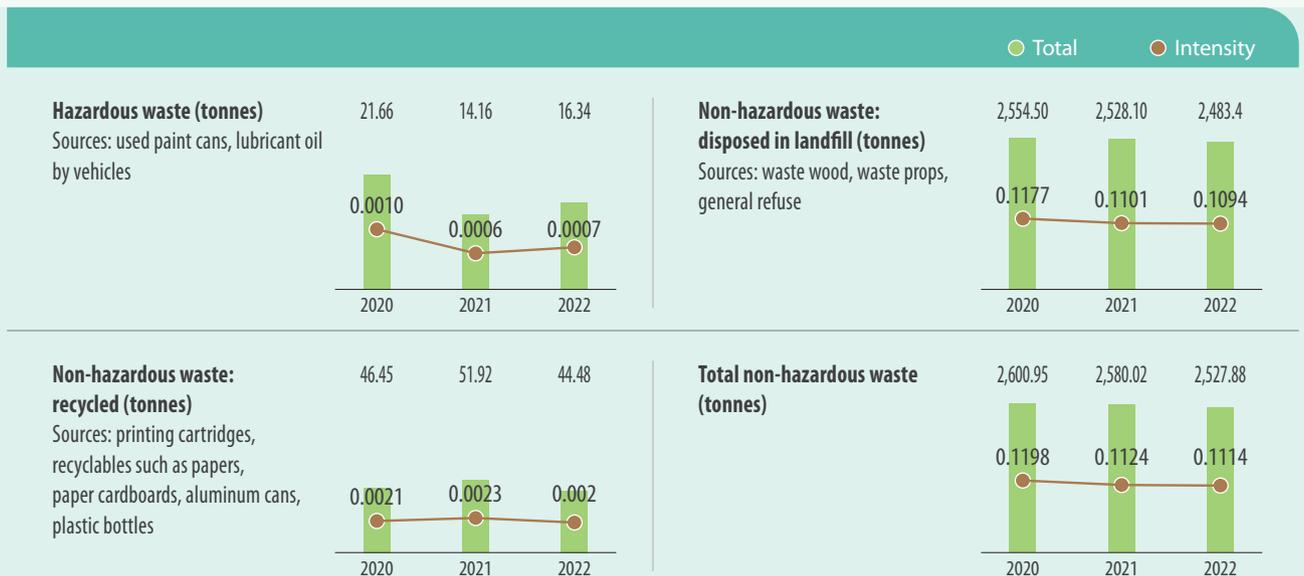
Non-hazardous waste
2,527.88 tonnes

↓ 2.02%

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1. Multiple recycling bins are placed around TVB City
2. Props are properly stored for reuse in future programme productions

MEASURES

The Company has adopted several initiatives to reduce hazardous and non-hazardous waste and to enhance employees' awareness on waste minimisation:

Hazardous waste

- ▶ About 1,800 kg of waste fluorescent tubes (1,600 kg of spent fluorescent tubes and 200 kg of spent compact fluorescent lamps) were recycled via Ecospace Limited in 2022 (2021: 1,400 kg). The mercury in the light tubes was collected for recycling, reducing chemical waste and potential environmental pollution
- ▶ We are devoted to minimising the use of lead acid batteries. Unavoidably, 2,371 kg of waste lead acid batteries were generated over the past year, but were all properly disposed of and recycled through Hong Kong Battery Recycling Centre Limited
- ▶ We continued to use paint with low levels of volatile organic compounds ("VOCs") for fitting-out and maintenance work within TVB City to reduce air pollution
- ▶ In 2022, used paint cans totalling 15.25 tonnes were disposed of and collected by licensed waste collectors, representing a 16.7% increase in the total weight of disposed paint cans (2021: 13.07 tonnes). This was a direct result of increased set-up and props production. For regular or long-standing studio productions that reused the same scenes, the set-ups were repaired and reused as far as possible to minimise the consumption and disposal of paint and paint cans

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Non-hazardous waste

- ▶ We continue the practice of purchasing from suppliers who can provide wood materials harvested from sustainably managed forests as certified by FSC and PEFC
- ▶ LED video walls are deployed in studio productions as far as practicable in our continued efforts to reduce the consumption of wood and props. Reusable costumes and props are properly cleaned and stored for future production use
- ▶ Copier paper to be provided by PEFC certified suppliers
- ▶ The Company continued to recycle 100% of used toner cartridges in 2022 via recycling agents
- ▶ Furniture and office facilities are reused wherever possible during renovation and relocation works in order to minimise waste generation
- ▶ Our employees have become more willing and accustomed to a paperless workflow as the Company made consistent efforts in promoting a paperless working environment. This included introducing electronic forms between departments, reducing printed publications and digitalising communication. We continuously encourage our staff to minimise paper wastage, such as printing in double-sided A5 format and recycling paper materials
- ▶ MY TVB app has been adopted consistently as a digital communication channel between the Company and our staff. During the year, most of our information was relayed via the mobile app, giving our staff a unified communication platform that consumes zero paper
- ▶ To increase awareness of recycling, waste separation bins for paper, metals and plastics are placed on various floors of office buildings inside TVB City. The waste is collected regularly by recycling agents

3. Waste fluorescent tubes were recycled

PROTECTING THE ENVIRONMENT

WATER CONSUMPTION

Water is not considered a material aspect of our core operations. Yet, there was a decrease of 4.8% in water consumption to 96,936.00 m³ (2021: 101,874.00 m³) during the year as the result of the heightened environmental awareness among our employees.



CLIMATE CHANGE

TVB recognises the significant impact of climate change. Any form of business activity inevitably creates carbon emissions, causes temperature rise, and eventually contributes to climate change. These consequences may in turn threaten our business operations and result in potential financial loss. We have initiated a series of carbon reduction measures focused on enhancing energy efficiency, since electricity generation has long been the greatest contributor to global carbon emissions. Waste reduction measures were also implemented to minimise our carbon footprint. For details, please refer to the measures under “Energy Consumption” and “Waste Management” sections of this report.

We are fully aware of the potential risks that extreme weather events, such as tropical cyclones, severe rainstorms and thunderstorms pose to our core business. They may hinder our programme shooting and the safety of our staff, particularly our news reporters. Terrestrial television transmission might also be disrupted due to power outages and damages to facilities. To manage and to mitigate these climate risks, the Group has adopted the following climate-resilient strategies:

MEASURES

- Backup generator and Uninterruptible Power Supply (“UPS”) system are in place to ensure uninterrupted operation of our transmission sites and news centre. They operate automatically to supply electricity within around ten seconds of a power outage
- The Company has made prior work arrangements for adverse weather conditions. Essential staff who need to report for duty at TVB City or our transmission sites are provided with special transport arrangements, safety equipment and meals to ensure their safety
- Members of staff are stationed at principal transmission sites to monitor and manage transmission services 24/7. In the event of adverse weather conditions where access to and from transmission sites are disrupted, accommodation and sufficient food supplies are provided for the staff
- Outdoor shooting and studio productions are suspended during severe weather to safeguard the safety of employees and guest participants. The Company has adequate supplies of programmes in stock to support our round-the-clock broadcast even when production is suspended
- The Company depends heavily on our reporters and production crew members for the delivery of prompt and real-time weather news reporting to the public. When necessary, they receive safety guides that detail potential threats, measures to keep them safe on assignment and possible remedies. Protective equipment is provided accordingly

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EFFORTS IN ADVOCATING ESG PRACTICES

Climate change issues concern all humankind and we must tackle them collectively. Authorities across the globe have put forward new requirements for corporations to join hands in creating sustainable values and strengthening ESG development. In view of this, TVB wishes to leverage the influence of our diverse platforms to capture the attention of the market and peers in working together to fulfil corporate social responsibilities.

USE OF TELEVISION AIRTIME

As the leading television broadcaster in Hong Kong, TVB is committed to deliver diverse high quality TV programmes to audiences across the globe with the aim to inform and to entertain. Therefore, TVB endeavours to convey environmental protection messages both through our self-produced and acquired programmes. During the year, 12 programmes related to environmental issues were broadcast via our free-to-air TV channels.



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TVB FINANCIAL FORUMS AND TVB ESG AWARDS 2022

TVB successfully rolled out the TVB Financial Forum 2022 series with themes titled “All About Environmental, Social and Governance” and “Coping with Climate Change and Creating a Sustainable Future” in September. Representatives across various sectors shared their insights on ESG development and climate change issues, as well as exchanging ideas on ESG business opportunities. In December, the inaugural TVB ESG Awards 2022 launched a new chapter in our ESG journey. The Awards aim to acknowledge companies with outstanding performance, achieving high standards in ESG practices. The event establishes a transparent platform for companies to showcase their contributions to ESG among their peers. A total of 29 companies were recognised for their ESG contributions in this campaign. The awards were presented at the ceremony, held on 21 December 2022.

With TVB’s leading position in the media industry among local, mainland and global communities, we are confident that our strong influence, promising viewership and broad coverage will effectively channel ESG concepts and knowledge to our stakeholders.



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3. TVB Financial Forum

4. TVB ESG Awards 2022

PROTECTING THE ENVIRONMENT

RECOGNITION

Our continuous contributions to environmental protection were duly recognised in 2022. The Company won the Certificate of Merit (Media and Communication) in the 2021 Hong Kong Awards for Environmental Excellence organised by the Environmental Protection Department in recognition of the Company's excellent performance on environmental management. TVB also maintained its recognition as a Hong Kong Green Organisation in 2022.

During the year, we also earned the Energywi\$e Certificate (Excellent level) and the Wastewi\$e Certificate (Basic Level) from the Environmental Campaign Committee, recognising our efforts in energy saving and waste reduction. We received the Carbon Management Excellence Award (Corporate and Government Bodies) at the CLP Smart Energy Award 2022 in recognition of our energy-saving performance and innovative practices.



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1. Carbon Management Excellence Award (Corporate and Government Bodies) at CLP Smart Energy Award 2022
2. TVB continues to deploy EVs in the Company's car fleet as a part of its environmental protection strategy
3. Awarded Excellent Level and Basic Level Energywi\$e Certificate and Wastewi\$e Certificate respectively at the Hong Kong Green Organisation Certification
4. Certificate of Merit in 2021 Hong Kong Awards for Environmental Excellence (Media and Communication)
5. The Company was certified as Hong Kong Green Organisation

PLANS FOR 2023

To enhance our energy efficiency efforts and to reduce our carbon footprint, the Company plans to:

AMPLIFY THE INFLUENCE OF RENEWABLE ENERGY

The Company has engaged with CLPe Solutions Scheme since September 2021. Through this zero-investment plan, more than 2,400 modules of PV panels have been installed at rooftops of various buildings across TVB City. With the rooftop solar panels in place, the Company aims to generate more renewable energy in the future in pursuit of a carbon-neutral workplace

CONTINUE TO PROMOTE GREEN DRIVING

Vehicles play an important part in our daily operations as we frequently transport shooting equipment, props, and artistes for the purpose of programme production. The Company will continue to deploy more EVs into the Company fleet. About ten units of electric cars will be purchased for News & Information Services Division in 2023

REDUCE EMPLOYEES' CARBON FOOTPRINTS

TVB will continue to adopt a go-green policy and to promote a digitalised working environment. With the Company's efforts in promoting corporate sustainability among employees, we aim to enhance our staff's awareness towards resource conservation, energy saving and environmental protection, inspiring tangible changes to their long-term behavioural patterns

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

6



6. Over 2,400 modules of photovoltaic panel have been installed on the rooftops inside TVB City

VALUING OUR PEOPLE & OPERATING RESPONSIBLY



VALUING OUR PEOPLE & OPERATING RESPONSIBLY

The Company's greatest asset is our staff and artistes who are essential to the continued success of the business. TVB strives to attract, nurture and retain talent by providing a caring and conducive work environment. We are dedicated to investing in our people, offering opportunities and support for them to unleash their potential and to advance their career development. The Company takes occupational safety as a major management responsibility and works hard to provide a safe and healthy workplace.



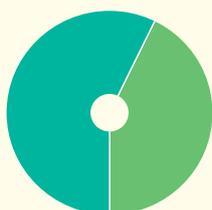
EMPLOYMENT AND LABOUR PRACTICES

As of 31st December 2022, the Group had a total of 3,854 full time staff and artistes. From this total, 3,765 were employed in Hong Kong, representing 98%, while about 2% were employed by our overseas subsidiaries. Each staff member is paid on scales and systems relevant to the respective localities and legislations. In 2022, an employee turnover rate of 28.8% was recorded (2021: 16.9%).

Regarding our terms of employment, the Company complies with existing laws at each respective place of operation both within and outside of Hong Kong. These include the Employment Ordinance, the Employees' Compensation Ordinance, the Minimum Wage Ordinance, the Discrimination Legislation, Data Privacy Law, industry regulations and the policy of Equal Opportunities in Employment. Accordingly, the Group maintains a set of policies related to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and benefits and welfare. The employment of children is occasionally necessary due to specific television production requirements. The Company complies with the Employment of Children Regulations under the Employment Ordinance and obtains permission for the employment of child artistes.

An analysis of the Group's workforce as of 31st December 2022

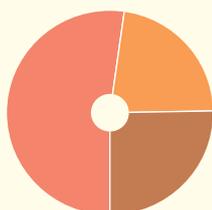
Number of Employees: 3,854



By Gender

Female: 1,644

Male: 2,210

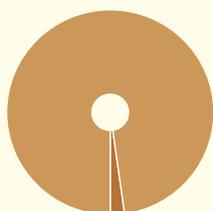


By Age Group

Below 30: 864

30 to 50: 2,014

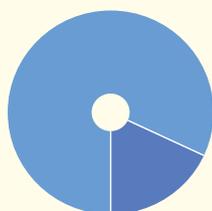
Over 50: 976



By Region

Hong Kong: 3,765

Overseas: 89



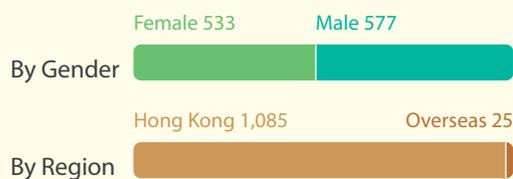
By Employment Contract

Permanent: 3,157

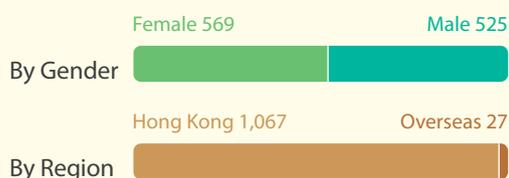
Temporary/fixed term: 697

Employee Turnover Rate

Number of Employee Turnover: 1,110



Number of New Hires: 1,094



BENEFITS

Full-time employees are entitled to the following benefits:

- Mandatory Provident Fund scheme
- Seven days of matrimonial leave on full basic salary
- 14 weeks of maternity leave on full basic salary
- Five days of paternity leave on full basic salary
- One day of birthday leave on full basic salary
- One day of volunteer leave on full basic salary
- A maximum of 120 days fully paid sick leave
- Group medical and life insurance coverage
- Family dental dependent scheme coverage available to dependents at special rates

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

COMMUNICATION

The Company maintains an open dialogue with its staff to understand their needs.

- MY TVB mobile app
To ensure our staff are kept up to date with the Company, TVB maintains communication with its staff via a digital platform. MY TVB app has been in use as an official communication channel between the Company and its employees. Employees are informed of instantaneous and useful information such as the Company's development, highlights of staff activities, timetable for staff shuttle buses and staff discounts
- The Intranet & emails
Staff are granted access to the Intranet where useful information about the Company could be found, such as corporate information, staff handbook, staff benefits and information on different departments. Emails are issued from time to time to keep our employees informed of important announcements made by the Company
- Ombudsman scheme
The scheme provides resources to listen to staff suggestions and to handle any grievances
- Whistleblowing system
Employees are encouraged to raise serious concerns on any suspected improprieties, misconduct, or malpractice through confidential reporting channels.



TVB has been honoured as a Good MPF Employer and was presented with the e-Contribution Award and MPF Support Award under the Good MPF Employer Awards 2021-22, organised by the Mandatory Provident Fund Schemes Authority.



VALUING OUR PEOPLE & OPERATING RESPONSIBLY

OCCUPATIONAL HEALTH AND SAFETY

The Company takes a proactive approach to safety management. During the year, there were no work-related fatalities. The Company recorded 48 reported cases of accidents, which resulted in 46 injuries, representing a 28.1% decrease as compared to 2021 (2021: 64 injuries). Investigations were carried out to identify the causes of the accidents and immediate precautions were put in place to prevent future reoccurrence. As a result of the decline in number of accidents, the number of lost days resultant from work-related injuries subsequently declined by 9.56% to 2,848 days (2021: 3,149 days). The Company will continue to reinforce safety training to enhance employees' awareness of workplace safety. The following measures are in place to provide a safe working environment and to enhance safety awareness among our staff members.

General measures

- ◆ Employees are strictly required to observe the safety standards and procedures under the Company's Safety Management Policy
- ◆ Operational guidelines and safety measures for installation of equipment, building management and production set-up are distributed to employees and contractors
- ◆ The safety committee regularly reviews measures to improve occupational health and safety
- ◆ Annual safety audit and monthly safety inspections were conducted with satisfactory results
- ◆ Four training courses on workplace risk assessment and occupational or personal safety were organised over the course of the year, however, some of the courses were cancelled or deferred during the fifth wave of the pandemic
- ◆ Information on occupational safety is published via MY TVB app from time to time to raise safety awareness among staff members

Measures on improving air quality

- ◆ Regular maintenance and renewal of electronic air-purifiers in the central ventilation system which purifies incoming outdoor air. These systems remove harmful components such as bacteria, VOCs and mould that enter each building
- ◆ 15 sets of portable air purifiers with UVC lamps and high efficiency filters have been installed at staff canteens and Café Corner to ensure adequate air change and good ventilation
- ◆ Regular cleaning and disinfection of the air-filters and cooling-coils were carried out on more than 2,100 fan coil units and 130 air handling units in TVB City to improve Indoor Air Quality ("IAQ")
- ◆ IAQ measurements were taken regularly to ensure they were at satisfactory levels
- ◆ Low VOC paint is used for fitting-out and maintenance around TVB City
- ◆ Catalyst air purification and spray disinfection are conducted after the completion of any fitting-out works to remove VOCs and to reduce employees' exposure to pollutants

1 Work-related fatalities



1. Security control centre monitors and ensures a safe work environment
2. Health Week 2022

2



Employee Wellness

We are committed to promoting a healthy culture that fosters employee wellness. During the year, the Company organised a total of 17 recreational and leisure activities, including the annual Health Week and various festive food fairs. Our staff were also engaged in organic farming activities held in the Company.

The Company takes efforts to engage with our staff members. In December 2022, our management staff members, artistes and staff all gathered at the annual basin feast. During important occasions, company souvenirs are distributed to our employees as a way to strengthen our bond. As the year 2022 marked the 55th anniversary of TVB, one set of TVB 55th Anniversary Special Edition Octopus was distributed exclusively to each eligible staff as a souvenir to commemorate this important milestone. While we celebrated several festive occasions with our staff, such as giving mooncake gift sets to staff during Mid-Autumn Festival, the Company also showed care to our staff during the pandemic by distributing anti-epidemic supplies during the year.

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3. Souvenirs presented to staff

4. TVB annual basin feasts 2022

VALUING OUR PEOPLE & OPERATING RESPONSIBLY

EMPLOYEE DEVELOPMENT

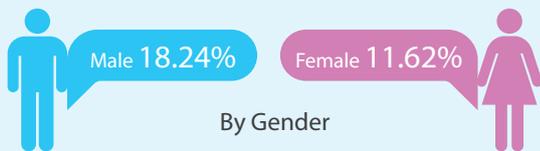
Employee development is a key priority for us. We continued to invest substantial resources in staff training to maintain a workforce relevant to our operational needs and to foster long-term sustainable business growth. We organised in-house seminars and courses on subjects of IT, general code of practice on television technical standards, and other related studies on a regular basis to equip our employees with the necessary knowledge to handle daily work tasks and to attain personal career development. The Company also provides incentives for staff to attend courses and professional vocational classes provided by external bodies in order to further enrich their expertise and skill-set.

In 2022, the Company arranged a total of 3,876 hours of internal and external trainings to our employees (2021: 5,676 hours). Each trained employee received an average of 6.5 hours of training (2021: 6 hours). During the year, 35 artistes and production trainees were recruited, and they received professional training in a series of intensive training classes which offered classroom and on-the-job training. Training topics included performing and programme production.

Average training hours per trained employee



Percentage of employees trained



By Gender



By employee category

1-2 Six staff were awarded the Outstanding Employee Award

STAFF RECOGNITION

Recognition is a key ingredient to success. In TVB, staff recognition programmes are in place to appreciate the accomplishments and loyalty of our employees.

Our staff's quality work plays an important part in TVB's highly rated programmes and remarkable viewership. In the past year, we invited our staff members to nominate their fellow colleagues. Six employees from different departments were recognised for their superb performance under the Outstanding Employee Award Scheme. As a token of appreciation for their achievements, they received monetary prizes and paid leave.

1



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Over the past 55 years, the continued success of TVB is attributed to the contribution made by our staff. To highlight our respect and recognition of our employees' loyalty, they are entitled to the Long Service Award for every 10 years of service, which is accompanied by gold mementos as souvenirs. In 2022, more than 230 employees received such award. A dinner banquet was arranged for all of the awardees as a token of the Company's gratitude to them.

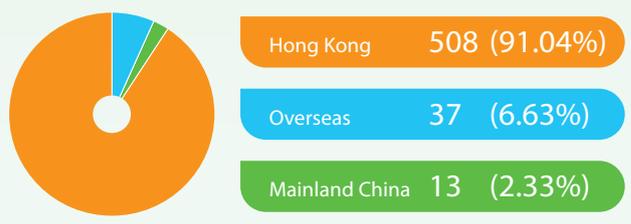
3



SUPPLY CHAIN MANAGEMENT

TVB acknowledges our responsibility in ensuring the standards related to labour, community and the environment are maintained throughout our supply chain. The Group sourced 91.04% of our products and services from suppliers in Hong Kong, 2.33% from mainland China and 6.63% from overseas. Purchasing policies and principles are in place to provide guidance on sourcing of sustainable products and services from reliable suppliers and contractors which comply with all legal requirements and standards governing relevant labour practices, environmental protection, intellectual property rights and anti-corruption action.

Suppliers by geographical locations



4



3-4 Long Service and Outstanding Employee Grand Award Presentation Ceremony 2022

VALUING OUR PEOPLE & OPERATING RESPONSIBLY

We require our suppliers to support common objectives by including the following ESG criteria in our tender documents:

- ◆ All original and recycled copier paper must carry FSC and PEFC certifications to ensure that paper is obtained from sustainable sources
- ◆ Implementing fair labour practices by effecting a policy of insurance against all liability to pay damages or compensation for any workmen or anyone employed by the suppliers
- ◆ Ensuring compliance with applicable laws pertinent to anti-bribery and protection of intellectual property rights
- ◆ Preference is given to suppliers that provide sustainably sourced timber in compliance with FSC and PEFC certifications

In 2022, the Supplier Code of Conduct (SCoC) was appended whenever the Purchasing Department issued tenders or Request for Quotations (RFQs). We firmly requested potential suppliers to consider our SCoC and to comply with the requirements, giving preference to suppliers who were willing to do so.

We monitor and eliminate any ESG risks in our supply chain by assessing suppliers' products and services against our purchasing principles during the procurement process. If any supplier is found failing to fulfil our ESG requirements, the Company will remove it from the potential supplier list. In 2022, we saw no environmental or social non-compliance cases among our suppliers.

PRODUCT RESPONSIBILITY

COMPLIANCE AND CUSTOMER SATISFACTION

TVB is committed to delivering high quality services and enhancing user satisfaction consistently, across our free TV programme, streaming and e-commerce services. In addition to complying with all applicable laws and regulations in respective places where we operate, the Group has well-established channels and procedures in place to address user enquiries and to understand their needs. We strive to achieve the highest standard of service. In 2022, there were no cases of non-compliance with relevant laws and regulations that had significant impact on the Group related to labelling, privacy matters or health and safety of its services.

TERRESTRIAL TV SERVICE

As a free domestic TV programme service licensee, TVB is required to comply with, inter alia, the Broadcasting Ordinance, the Telecommunications Ordinance, Licence Conditions, and Codes of Practice relating to Programme, Advertising and Technical Standards. The Company's Legal & Regulatory Department acts as a gatekeeper to ensure that our programme services comply with the relevant statutory requirements.

In 2022, five public complaints were referred to the Communications Authority ("CA") for a determination. Four of them were unsubstantiated and no further action was taken. One of them was sanctioned with an "advice". The case was related to advertising claims relating to nutrition or dietary effects.

An effective mechanism is in place to address audience enquiries and needs. We maintain communication with viewers via audience hotline, email, letter and fax. These are channelled to departments concerned for their timely response. After investigation, the Company will inform the relevant departments of the findings and provide suggested remedial actions, followed by replies to viewers. The suggestions and complaints are further summarised into the Public Communications Quarterly Summary Report and Quarterly Returns on Comments/Complaints Records for submission to the Office of the Communications Authority. The reports are also circulated to management and department heads for reference in future programme planning.

During the year, a total of 52,369 communications with members of the public were handled with satisfactory results (2021: 39,767). A total of 22 complaints were received in 2022, which was the same as the figures in 2021. On the other hand, the Company was particularly pleased to receive 855 commendations, representing a 106% year-on-year increase (2021: 415 commendations). The Company also interacted with its audience through various social media platforms such as Facebook, Instagram and Weibo.



As the largest television broadcaster in Hong Kong, viewers' opinions are key drivers for our continual improvement and an important factor to consider in future programme planning. Consequently, TVB established the Public Viewing Panel in 1991, a consultative organisation which has effectively facilitated the collection of members' opinions on our services for the past 31 years. The Panel now consists of more than 600 members from across all walks of life.

STREAMING SERVICES

myTV SUPER is a streaming platform which delivers service via set-top box, mobile app and web. As of the end of 2022, it has garnered over 10.4 million registered users, positioning myTV SUPER as the top local streaming operator. We endeavour to provide diverse content and stable streaming services to our customers. We mainly communicate with our customers through email, customer hotline and live chat on our website and Facebook. During the year, a total of 238,974 public communications were handled, including compliments, enquiries, suggestions and complaints (2021: 263,203). We constantly review customer feedback in order to enhance our services with the aim of maintaining myTV SUPER's leading position in Hong Kong. In 2023, myTV SUPER will also leverage WhatsApp as a new communication tool with our audience and customers.

TVB Anywhere provides streaming service to the global market through its branded set-top box, Android TV box, mobile app, smart TV as well as through distribution partners. It offers an enormous archive of TVB programmes for overseas audiences, ranging from classic collections to our latest productions. Equipped with comprehensive business-to-consumer and business-to-business distribution channels, TVB Anywhere has emerged as a popular streaming content distributor in key markets such as Singapore, Malaysia, USA, Canada, Macau, Australia, UK and Europe. Apart from handling customer enquiries via email and social media platforms, TVB Anywhere closely engages with partners such as telcos, Cable TV and other media platforms to better understand the demands of our audiences on programme content and services.

E-COMMERCE BUSINESS

Our e-commerce platforms have been in operation in Hong Kong since 2018. We endeavour to continuously enhance the quality of our website management, order processing, product fulfilment as well as customer service. We communicate with our customers via email,

hotline, and live chat on various social media platforms as well as instant messaging apps such as WhatsApp. A total of 328,139 public communications comprising enquiries, suggestions and complaints were handled in 2022 with satisfactory results (2021: 101,369). The COVID-19 pandemic has shaped shopping habits of the public and TVB e-commerce platforms will strive to provide quality services to suit their evolving needs.

INTELLECTUAL PROPERTY RIGHTS

Intellectual property is an important business resource supporting the Group's competitiveness and stability. We strive to safeguard not only our own production, but also to value the creativity of other organisations and individuals. Our employees, suppliers and business partners are required to comply with applicable legal regulations related to intellectual property rights. Any act of violation is strictly prohibited. In 2022, no incidents of intellectual property breach were reported.

DATA PRIVACY

The Group recognises the importance of privacy and will not in any event disclose stakeholders' information without their consent, unless required to do so by law. There were no incidents or substantiated complaints concerning breaches of customer privacy or loss of customer data in 2022.

ANTI-CORRUPTION

As a public body, TVB is governed by and operate in compliance with the Prevention of Bribery Ordinance. The Company has promulgated purchasing policies and procedures prohibiting employees from soliciting or accepting advantages from contractors, suppliers or persons connected with our business. All of our staff members are required to act in compliance with the Company's Rules on the Acceptance of Advantages by Employees. Circulars are issued periodically to remind staff and suppliers of our anti-corruption policy, particularly before festive seasons.

In order to ensure all recently joined staff are well informed of the Company's policy, they are required to attend corruption prevention seminars conducted by the Independent Commission Against Corruption (ICAC). These seminars highlight anti-corruption laws, the pitfalls of corruption, and ways to manage conflict of interest and staff integrity. In 2022, seven seminars were held, delivering anti-corruption messages to more than 370 new staff members. To avoid in-person gathering amidst the COVID-19 pandemic, several seminars were changed to online format.

CONTRIBUTING TO OUR COMMUNITY



Environmental Protection

Social Responsibility

Community Investment

CONTRIBUTING TO OUR COMMUNITY

Television has always possessed great potential for influencing significant social impact. As the predominant television station in Hong Kong, TVB has been taking an active role in promoting worthy causes and a positive outlook on life using the full capabilities of our programme and artiste resources.

FUNDRAISING AND PROGRAMMES ON ISSUES OF SOCIAL AND CIVIC RESPONSIBILITY

TVB excels at leveraging its substantial and powerful programme and artiste resources to bring benefits and positive impacts to society. Over the years, our programmes have built long-lasting connections in the community and have strengthened core values for generations of Hong Kong people.

FUNDRAISING & CHARITY PROGRAMMES

TVB has maintained its exceptional position as the local TV station that airs the most fundraising and charity shows. With an aim to promote positive action on issues of social and civic responsibility, a total of nine fundraising and charity programmes were telecast in 2022, including Yan Chai Charity Show 2022 (慈善星輝仁濟夜), Yan Oi Tong Charity Show 2022 (善心滿載仁愛堂) and Community Chest Charity Show 2022 (萬眾同心公益金). Among these, donations received from Tung Wah Charity Show 2022 (歡樂滿東華2022) set a new record, reaching HK\$126 million. These shows altogether helped raise over HK\$255 million for charity organisations in support of a wide range of worthy causes. Cumulated funds raised over the years have exceeded HK\$6.7 billion.

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1. Yan Chai Charity Show 2022
(慈善星輝仁濟夜)
2. Tung Wah Charity Show 2022
(歡樂滿東華2022)
3. Community Chest Charity Show 2022
(萬眾同心公益金)



LEVERAGING OUR PROGRAMMES AND ARTISTES' INFLUENCE

Our television programmes are valuable resources that could be used as effective channels for spreading positivity to the wider community as they consistently attain high viewership across local demographics, reaching millions of audiences on a daily basis.

Positive messages permeate across many of our programmes. For example, anti-drug messages were delivered to our audiences through the programme Say No To Drugs 2022—Variety Show (Show 出脱毒新作風) commissioned by the Narcotics Division under the Security Bureau. A number of well-known young idols performed in the programme to bring important anti-drug messages to the public, especially to young people. Together with an anti-drug theme song, the programme encouraged the audience to hold dear to positive values in life and to stay away from drugs.

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We found wonderful opportunities to show our care for the community when promoting for our programmes. In 2022, we worked closely with several non-governmental bodies during publicity activities to give a helping hand to underprivileged groups. For example, actors and actresses of Brutally Young 2.0 (十八年後的終極告白2.0) gave out rice dumplings to service receivers of a charitable organisation. With the kind support from a social enterprise in Sham Shui Po, performers of Get On A Flat (下流上車族) distributed free meal boxes to the needy in the community. Through press exposure and the influence of our programmes and artistes, TVB wishes to heighten civic consciousness and public awareness on social issues and community care.

FREE AIRTIME FOR PUBLIC ANNOUNCEMENTS

TVB takes on the responsibility as a leading media organisation to inform the general public. As a licensing condition, the Company provides free airtime to broadcast government publicity messages, including Announcements in the Public Interest (APIs) and TV publicity materials provided by the Communications Authority. In 2022, publicity messages totalling more than 740 hours were broadcast on our free-to-air digital television channels.

4. Anti-drug messages were delivered through Say No To Drugs 2022 - Variety Show (Show 出脱毒新作風)
5. Free meal boxes were given away through promotional event of drama series Get On A Flat (下流上車族)
6. Actors and actresses of Brutally Young 2.0 distributed festive rice dumplings (十八年後的終極告白2.0)

CONTRIBUTING TO OUR COMMUNITY

ENGAGING OUR STAFF

The TVB Volunteer Team was established in 2016 and now consists of 153 members. During the year, the team participated in ten organised events, including a food drive, charity sales, as well as growing and donating organic vegetables to elderly centres. The team collectively contributed 780 hours of voluntary services in 2022, sharing their compassion and love with those in need.

Festive seasons are particularly joyous times when our Volunteer Team brings warmth to the society. They bear gift bags that include organic vegetables grown within TVB City and harvested by the Volunteer Team themselves. In 2022, TVB Volunteer Team paid visits to elderly care centres during Mid-Autumn Festival and Winter Solstice, benefiting 1,750 families.

To enhance the awareness among our employees and to encourage their involvement in community contribution, TVB regularly organises community activities in cooperation with various NGOs inside TVB City. Blood donation drives, flag-selling days and charity sales activities are organised at the Company every year, helping to collect blood and raise fund for people in need. In 2022, over 160 employees donated blood at the Company and our staff raised around HK\$75,000 for three non-profit organisations.

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1. Tung Wah Group of Hospitals Flag-selling Day
2. TVB Volunteer Team collected and donated organic produce to the needy
3. Red Cross Blood Donation Day
4. Charity Sales Cookies 2022

COMMUNITY INVESTMENT

We are committed to serving the community and the underprivileged. With the support of our staff and artistes, we took part in a total of 25 community activities in 2022.

CARING FOR OUR COMMUNITY

The fifth wave of COVID-19 pandemic hit the city in early 2022, in view of the critical situation, TVB cooperated with various corporations and non-profit organisations to collect anti-pandemic supplies and distributed them to the needy. Our artistes and staff prepared gift bags and answered calls from citizens,

especially elderly people living alone, underprivileged families and the disabled, at the hotline centre. During the first half of 2022, more than 30,000 gift bags were delivered, giving them timely support. Additionally, more than 157 boxes of anti-pandemic supplies such as face masks, protective goggles and disinfectants were donated by the Company to the tenants at three public housing estates in Hong Kong.

Leveraging some of our unique resources, TVB gave away free myTV Gold service passes to people staying at community isolation facilities in order to show our support to them when they were under quarantine. Souvenirs of our children’s programme Hands Up were also given to young kids at the community isolation facilities.

With support from a generous bakery, TVB raises funds for a local charitable organisation through the annual Charity Sales of Cookies (愛心曲奇暖萬家) event, an initiative created by TVB in 1992. The event raised over HK\$1 million during the year. Several physical charity events have resumed for the first time in 2022 since the pandemic began. In support of such meaningful events, delegates from TVB, including management representatives and artistes, attended the “Community Chest New Territories Walk for Millions 2022—Cross Bay Link, Tseung Kwan O”.



- 5. Hands Up souvenirs were given to young kids under quarantine
- 6. TVB Volunteer Team prepared gift bags for distribution during Mid-Autumn Festival
- 7. myTV Gold free service passes were given to people staying at community isolation facilities



CONTRIBUTING TO OUR COMMUNITY

YOUTH ENGAGEMENT

Young people are the future pillars of our society and TVB acknowledges the importance in nurturing young talent to serve the community. As a major television broadcaster in Hong Kong, we strive to provide training and learning opportunities for young people to explore their potential and to cultivate professional knowledge. We provide an engaging platform for them to develop essential skill-sets for their career paths, whole-person development as well as their long-term life planning.

As part of our commitment to nurturing new talent for the broadcasting industry, the Company partnered with educational institutions to organise internship programmes for secondary and tertiary students to gain exposure and practical experience in broadcasting and new media industries. In 2022, 22 interns from 11 local and overseas higher education institutions and secondary schools were placed at various departments, such as Marketing & Sales Division, News & Information Services Division, Non-Drama Division, Programme Division and Personnel & Administration Division.

Furthermore, TVB City tours were organised for youngsters via collaborations with a number of organisations. They provided insights to students about the industry, our operations and potential career prospects. Representatives from different departments such as variety programme directors and news anchors shared their valuable and unique experiences as well as their career development outlook within the industry.

DONATIONS

In 2022, generous donations were made to The Community Chest to support their fundraising and community work.

In the course of 2022, the Company donated about 11,000 costumes and accessories to non-profit organisations such as The Salvation Army Hong Kong and Macau Command to help low-income and disadvantaged households. The costumes and accessories were given a second life, while simultaneously contributing to a reduction of the Company's waste disposal. Over the years, the cumulative value of costumes and accessories donated has exceeded HK\$28 million.

1



1. TVB City Tours were arranged for students



CHARITIES

The TVB, Staff and Artistes Fund for Charities (“the Fund”) was established in 2013 to provide aid to victims of calamities, the poor, and the elderly. The fund has worked with non-governmental organisations, the Social Welfare Department and the Labour Department to donate a total of HK\$17,612,232 over the years. These donations have provided critical assistance to people in dire need.

In 2022, subsidies totalling HK\$685,680 were granted to 85 cases. In addition, about HK\$175,000 was donated to sponsor a Winter Solstice Food Donation Project, benefitting 1,500 people.

PLANS FOR 2023

For 21 years in a row, TVB has been awarded the Caring Company Logo in recognition for its continuous efforts in community contribution. The Company will continue to deploy our programme and artiste resources to promote and support worthy social causes.



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2. TVB artistes and staff participated in voluntary service during the pandemic
3. Visit to a social service centre during Winter Solstice
4. Awarded the Certificate of 2022 Partner Employer Award

APPENDIX

PERFORMANCE TABLE

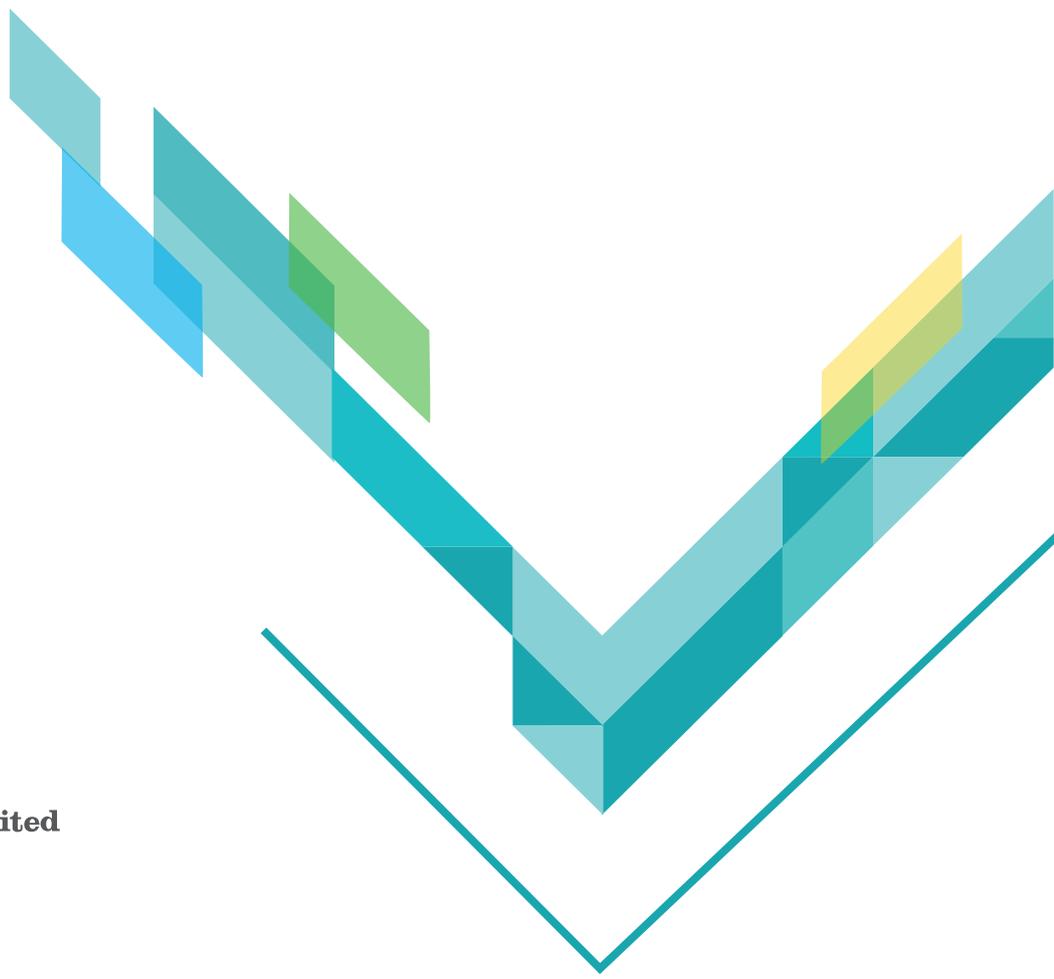
Environmental										
Aspect			Unit	2022		2021		2020		
				Total	Intensity ¹	Total	Intensity ¹	Total	Intensity ¹	
Emissions	A 1.1	Air emissions Sources: diesel & petrol consumed by vehicles ²	SO _x kilogrammes	3.06	0.00013	3.18	0.00014	3.67	0.00017	
	A 1.2	Greenhouse gas ("GHG") emissions ³ Sources: diesel & petrol consumed by vehicles & generators, electricity, water	tonnes of CO ₂ e	14,846.74	0.65	15,209.21	0.66	20,977.31	0.97	
			Scope 1 - direct GHG emissions Sources: diesel & petrol consumed by vehicles & generators	tonnes of CO ₂ e	555.38	0.024	574.74	0.025	673.64	0.031
			Scope 2 - indirect GHG emissions Sources: electricity	tonnes of CO ₂ e	14,230.58	0.627	14,571.31	0.635	20,241.55	0.93
	A 1.3	Hazardous waste Sources: used paint cans, lubricant oil by vehicles	tonnes	16.34	0.0007	14.16	0.0006	21.66	0.0010	
	A 1.4	Non-hazardous waste : disposed in landfill Sources: waste wood, waste props, general refuse	tonnes	2,483.40	0.1094	2,528.10	0.1101	2,554.50	0.1177	
	A 1.4	Non-hazardous waste: recycled Sources: printing cartridges, recyclables such as papers, paper cardboards, aluminum cans and plastic bottles	tonnes	44.48	0.0020	51.92	0.0023	46.45	0.0021	
	A 1.4	Total non-hazardous waste	tonnes	2,527.88	0.1114	2,580.02	0.1124	2,600.95	0.1198	
Use of Resources	A 2.1	Direct energy consumption Sources: diesel & petrol consumed by vehicles & generators	kWh	1,928,321.68	84.95	1,990,355.63	86.70	2,325,555.64	107.11	
	A 2.1	Indirect energy consumption Sources: electricity	kWh	38,461,036.00	1,694.34	39,381,927.00	1,715.39	40,483,095.00	1,864.55	
	A 2.1	Total energy consumption i.e. direct energy & electricity	kWh	40,389,357.68	1,779.29	41,372,282.63	1,802.09	42,808,650.64	1,971.66	
	A 2.2	Water consumption	cubic metres	96,936.00	4.27	101,874.00	4.44	99,068.00	4.56	

¹ This is the ratio of emissions and use of resources relative to our local production hours

² Sulphur Oxides is included in air emissions. It is calculated by multiplying diesel and petrol consumption by vehicles by related emission factors. Sources of such emission factors: Hong Kong Environmental Protection Department's ("EPD") EMFAC-HK Vehicle Emission Calculation model (http://www.epd.gov.hk/epd/english/environmentinhk/air/guide_ref/emfac-hk.html) and the United States Environmental Protection Agency's Vehicle Emission Modeling Software - MOBILE6.1 (<http://www3.epa.gov/otaq/m6.htm>)

³ Greenhouse emissions are calculated using "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" published by the EPD and the Electrical and Mechanical Services Department ("EMSD") of the Hong Kong Government, from which the emission factors are adopted. Carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O) are included in the calculations

Social				
				TVB Group
Aspect		2022	2021	2020
B1.1	Total workforce			
	Number of employees	3,854	3,870	3,644
	By gender			
	Female	1,644	1,609	1,492
	Male	2,210	2,261	2,152
	By age group			
	Below 30	864	848	726
	30-50	2,014	2,096	2,032
	Over 50	976	926	886
	By region			
	Hong Kong	3,765	3,780	3,558
Overseas	89	90	86	
By employment contract				
Permanent	3,157	3,276	3,146	
Temporary/fixed term	697	594	498	
B1.2	Employee turnover rate			
	Number of employee turnover	1,110	681	532
	By gender			
	Female	533	342	256
	Male	577	339	276
	By region			
	Hong Kong	1,085	658	512
	Overseas	25	23	20
	Number of new hires	1,094	907	391
	By gender			
	Female	569	459	212
Male	525	448	179	
By region				
Hong Kong	1,067	882	376	
Overseas	27	25	15	
B2.1	Number and rate of work-related fatalities	0	0	0
B2.2	Lost days due to work injury	2,848	2,784	4,333
B3.1	Percentage of employees trained			
	By gender			
	Female	11.62%	17.29%	10.66%
	Male	18.24%	29.84%	17.61%
	By employee category			
	Senior management	2.44%	2.56%	2.63%
Middle management	10.76%	24.41%	16.36%	
General staff	16.44%	24.24%	14.57%	
B3.2	Average training hours completed per employee			
	By gender			
	Female	0.29 hours	1.24 hours	0.83 hours
	Male	1.54 hours	1.63 hours	0.99 hours
	By employee category			
	Senior management	0.27 hours	0.15 hours	0.16 hours
Middle management	0.54 hours	0.81 hours	0.77 hours	
General staff	1.01 hours	1.60 hours	0.97 hours	



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