



IMAX China Holding, INC.

Incorporated in the Cayman Islands with limited liability

Stock code: **1970**



2022 Environmental, Social and Governance Report

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About ESG Report

IMAX CHINA HOLDING, INC. (hereinafter referred to as “IMAX China”, “the Group” or “We”, Stock code: 1970) hereby issues the Group’s 2022 Environmental, Social and Governance Report (hereinafter referred to as the “ESG report”) for the purposes of assisting all its stakeholders in understanding its concept and practices of sustainable development. This ESG report describes the Group’s policies and activities in 2022 that were designed to fulfil the Group’s obligations with respect to sustainable development and social responsibilities, as required by the “Environmental, Social and Governance Reporting Guide” (the “ESG Guide”) in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited.

Reporting Scope and Principles

This ESG report includes IMAX China and all of its subsidiaries covering the period from January 1 to December 31, 2022. There are no significant changes in the scope of this ESG report from that of the 2021 ESG report published in March 2022. This ESG report is prepared in accordance with the reporting principles of the ESG Guide that include:

- **Materiality:** The Group identifies key ESG issues through stakeholder engagement and materiality assessment;
- **Quantitative:** The ESG report discloses the environmental and social key performance indicators in quantitative terms;
- **Balance:** The ESG report provides an unbiased picture of the Group’s performance on ESG management following the principle of balance; and
- **Consistency:** Methodologies used in the ESG report are consistent with those used in the prior years in terms of data statistics and calculation to ensure the comparability of information.

This ESG report has complied with all the “mandatory disclosure” and “comply or explain” provisions set out in the ESG Guide and has included explanations for any “comply or explain” provisions which are not applicable to the Group.

This ESG report is available in electronic copy which can be viewed on the Group’s official website at <http://www.imax.cn>.

Board Statement

IMAX China attaches great importance to the sustainable development of enterprises, establishing and improving the ESG working mechanism, integrating harmoniously with the

environment and society, and creating long-term stable social, environmental and enterprise value.

The Board of Directors bears ultimate responsibility for the ESG management of the Group, and supervises the ESG work of the Group. The Board of Directors has fully implemented the Group's ESG governance in accordance with the ESG Guide, reviewed the establishment and implementation of ESG objectives, and the effectiveness of the ESG risk management and internal control systems. For the specific contents of the governance structure, please refer to the section on "ESG Governance Structure" in the ESG Report. In addition, the Board of Directors has participated in the assessment, prioritisation, and management of ESG work. For the specific contents, please refer to the section on "Communication with Stakeholders" and "Materiality Assessment" in the ESG Report.

This ESG Report discloses in detail the process and effectiveness of the ESG work in 2022, which have been reviewed and approved by the Board of Directors on [XX] 2023.

ESG Governance Structure

As a leading entertainment technology group, IMAX China is engaged in creating an immersive theatre viewing experience, so as to drive the breakthrough and development of film technologies. As we are well aware of the importance of improving our environmental and social footprint for the sustainable operation of the Group, we formulated the *IMAX China ESG Policy*. The ESG related risks and opportunities have been incorporated in the business strategy of the Group to direct the Group's daily operation.

Our Mission

- To connect the world through extraordinary experiences that inspire us to reimagine what's possible, together

Our Values

- Inspire
- Ignite
- Involve

Our Culture Brand

- Transcend the Ordinary
- Agility
- Challenge the Status Quo
- Positive Impact

We have established a three-tier structure to govern the ESG work. The ESG governance structure is comprised of the Board of Directors, the senior management and the ESG working group consisting of major departments of the Group, with their respective functions clearly defined, to achieve top-down ESG supervision and ensure the effectiveness of the Group's ESG work.

The Board of Directors assumes full responsibility for the Group's ESG strategy and reporting. The Board of Directors is responsible for formulating ESG management strategies, priorities and objectives; reviewing and approving the ESG risks and opportunities evaluated by senior management, as well as the ESG management policies; ensuring appropriate and effective ESG risk management and internal control systems to fit the actual business situation; regularly reviewing the Group's ESG performance against objectives; and approving the disclosures in the ESG report.

The senior management is responsible for evaluating and identifying the ESG risks of the Group, formulating ESG management policies of the Group, ensuring the effectiveness of the ESG risk management and internal control system of the Group, and reporting these to the Board of Directors.

The ESG working group is responsible for implementing ESG management policies approved by senior management, carrying out the ESG management and reporting work, and presenting the working progress of ESG management and reporting to senior management. During the

reporting period, the senior management had a special meeting with the ESG working group to discuss the Group’s ESG management plan and progress.

Communication with Stakeholders

Adhering to the concept of sustainable development, IMAX China values communication with stakeholders, including governments and regulators, shareholders and investors, employees, partners, fans and consumers, suppliers, society and communities, and industry associations. The Group has established multiple effective communication channels to understand stakeholders’ expectations and concerns in relation to the Group’s ESG issues. These channels provide important references for formulating and implementing ESG strategies, and for determining the materiality of ESG issues.

Stakeholders	Expectations and concerns	Communication channels	Communication frequency
Governments and regulators	Compliance with laws and regulations; Paying taxes.	Compliance management; Voluntary taxation; Complying with national policies.	Multiple times per year
Shareholders and investors	Return on investment; Corporate governance; Information disclosure; Regular pandemic response.	Announcements and circulars; Annual and interim financial reports; Shareholders' meetings; Roadshow; Investor meetings; IMAX China’s official website.	Multiple times per year
Employees	Protection of employees’ rights; Career development channel; Healthy and safe working environment; Pandemic prevention and control.	Employee satisfaction survey; Regular meetings and trainings; Employee care; Intranet website; Enterprise WeChat.	Multiple times per month
Partners	High-quality products and services; Product innovation, research and development; Protection of customers’ rights and interests.	Face-to-face meetings and site visit; Technical training; Marketing communications; Service hotline; Complaint mailbox.	Multiple times per week
Fans and consumers	High-quality content; Immersive movie-watching experience; Responsible content; Satisfaction of customers’ diversified needs; Customer’s right and privacy protection.	Face to face interviews; Media activities; Customer satisfaction surveys; Consumer complaint mailbox;	Multiple times per week

		Interactive platforms such as WeChat and Weibo.	
Suppliers	Fair and impartial procurement; Win-win cooperation.	Business visits; Regular meetings; Supplier questionnaire survey.	Multiple times per month
Society and communities	Community engagement; Business compliance; Environmental awareness.	IMAX China's official website; Activities for public good; Social science and education publicity; Employees' participation in volunteer activities.	Multiple times per year
Industrial association	Responsible content; Positive social influence.	Face-to-face communication; Industry forum.	Multiple times per year

Materiality Assessment

To further clarify the Group's ESG priorities and to enhance the relevance and responsiveness of this ESG report, we cooperated with third-party consulting companies to invite internal and some key external stakeholders to participate in materiality assessment questionnaires, in 2019 and 2020 respectively:

Step 1: Identifying ESG issues: According to the requirements of the ESG Guide and the actual business and industrial characteristics of the Group, we identified 15 ESG issues relevant to the Group and classified them as social, economic and environmental issues;

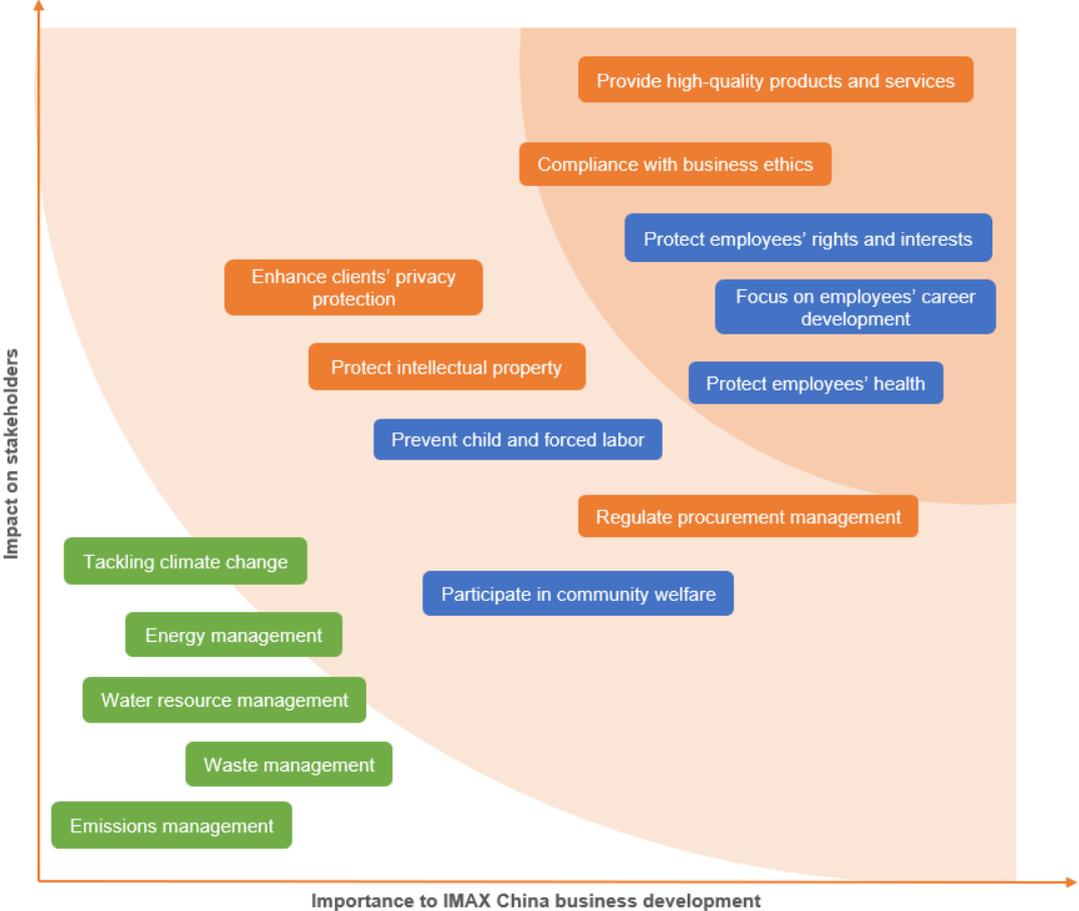
Social issues	Economic issues	Environmental issues
<ul style="list-style-type: none"> • Protect employees' rights and interests • Protect employees' health • Focus on employees' career development • Prevent child and forced labour • Participate in community welfare 	<ul style="list-style-type: none"> • Provide high-quality products and services • Enhance clients' privacy protection • Protect intellectual property rights • Regulate procurement management • Compliance with business ethics 	<ul style="list-style-type: none"> • Energy management • Water resource management • Waste management • Emissions management • Tackling climate change

Step 2: Assessing the materiality: We invited internal and external stakeholders to assess the "importance to IMAX China business development" and "impact on stakeholders" of each issue through questionnaires. Based on the results of the survey, the materiality assessment matrix was generated;

Step 3: Verifying the assessment results: The senior management of the Group and the ESG working group are responsible for reviewing and confirming the materiality assessment matrix, then reporting to the Board of Directors. Based on the materiality assessment matrix, we

identified 6 issues that are extremely critical to the Group, including enhancing clients’ privacy protection, abiding by business ethics, protecting intellectual property rights, protecting employees’ health, protecting employees' rights and interests as well as providing high-quality products and services.

In 2022, the senior management reviewed the previous materiality assessment result. As there were no significant changes in the business and operating environment, the results of the previous materiality assessment are still applicable to us:



Materiality Assessment Matrix

1 Product Responsibilities

We strictly comply with the laws and regulations concerning health and safety, product quality, intellectual property, labelling, advertising, protection of consumers' rights and interests and privacy protection, including *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*, *Advertising Law of the People's Republic of China* and *Trademark Law of the People's Republic of China*, *Personal Information Protection Law of the People's Republic of China* ("PIPL"), etc. In addition, we strictly ensure the compliance of business operation and effectively fulfil relevant product responsibilities and legal obligations of the Group. In 2022, there were no confirmed non-compliance incidents in relation to product responsibility that would have a significant impact on the Group's operations.

Immersive Viewing Experience

Positioned as providing the best viewing experience for audiences, IMAX China brings the audience breath-taking audio-visual effects and immersive experiences. Our remastering process fully transforms every frame of a film to produce the best possible version of a filmmaker's vision. With a perfectly tuned integrated sound system and precise speaker orientation, the audio in each IMAX movie is carefully reviewed for the presentation of a perfect soundtrack.

Strengthen communication

IMAX China attaches great weight to the communication with consumers, customers and fans, and continuously creates value for them by carrying out a series of effective interactive activities and operating a good communication mechanism.

❖ **Offline activities:** We set up the "IMAX Fan Fest", through which various events were held from time to time throughout China to facilitate interaction among IMAX China, fans, key cinema operators and key films. In addition to online live broadcast, we held a year-end ceremony for fans, where awards officially certified by IMAX were presented to excellent fan groups and hardcore fans. As of 31 December 2022, IMAX Fan Fest had held nearly 20 offline activities in dozens of cities of China.



➤ A variety of offline activities



In the first IMAX “Fan Fest” in 2022, we collaborated with PlayStation to set up the scene characterised with the elements of the film and game “Uncharted”. The game “Uncharted” was played on the IMAX big screen for the first time, presenting many significant scenes from the film with exclusive IMAX frames. We also added interactive activities such as Q&A and treasure hunts which brought the audience a very stress-relieving experience.

In addition, we also launched an offline activity of “The Magic Night of Premiere” in the “Different Muggles” Fan Fest for fans of “Fantastic Beasts: The Secrets of Dumbledore”, to build a stylish and high-end movie-watching experience by setting up magic-themed scenes, dressing in related elements, issuing customised posters and other exclusive gifts. The activity included a series of activities such as “tongue twister spell” imitation challenge, lucky draw, and invitation for fans to raise the “no-boundary magic wand”.

❖ **Online communication:** We are committed to providing a dedicated online community for film enthusiasts. We engaged around 100,000 IMAX core fans in greater depth through the IMAX Squad WeChat groups in 81 cities in China. We regularly published the latest news on films and the industry in the WeChat groups. Fans could register for exclusive gifts such as film-related products, posters and film tickets by completing the designated group tasks. Meanwhile, we developed the IMAX PLUS membership applet used by 420,000 fans, through which we held a variety of activities, and launched IMAX environmental merchandise on a daily basis. We also added live-streaming and invited guests from different fields to share cultural and technological insights on films, facilitating the exchange of ideas among fans and to enrich their cultural life. We have carried out live streaming on 5 live-broadcasting platforms in 2022, with 700,000 online viewers cumulatively.

In 2022, we participated in the 20th China Digital Entertainment Expo & Conference (also known as “ChinaJoy”) online exhibition. “IMAX Virtual Exhibit Hall” showcased in a virtual exhibit hall with technological and futuristic features and provided fans with diverse

interesting interactive experience and exclusive benefits, bringing the audience on a journey integrated with technology, entertainment, and interaction.

❖ **Response to Fans' feedbacks:** Apart from interactive platforms such as WeChat and



Weibo, we have created an email address CQO@IMAX.com, which appears on the screen when a movie ends. Audiences can email IMAX China their feedback or opinions about their viewing experience. In accordance with the IMAX Customer Complaint Tracking Workflow Policy, we promptly record and respond to messages and emails. We classify complaints into technical, operational and non-IMAX related categories. Each complaint is channelled

to the corresponding department respectively. Critical handling processes will be tracked to ensure that all complaints are promptly responded to and dealt with. In 2022, we received a total of 5,710 complaints from different channels, about 0.034% of attendance, 100% of which were properly dealt with.

Excellent Theatre Services

We provide services including system installation, equipment maintenance and operational training to IMAX theatres. Our excellent services speak for our brand value and creates a win-win cooperation with clients.

❖ **System Installation:** IMAX China maintains various internal policies including the IMAX Pre-installation Check List, Client & Contractor Guide to Installing an IMAX Digital System and Client & Contractor Guide to Install an IMAX Commercial Laser (“COLA”) Projection System, all to ensure the efficient installation of the IMAX projection systems as well as to improve customer service. To maximize the efficiency of the installation process, we follow strict supplier selection procedures and technical specifications when purchasing equipment such as screens, screen frames, audio equipment and projection equipment. When contractors undertake high-altitude operations, our on-site engineers supervise and guide the whole operation process to ensure personnel safety. In 2022, we upgraded most of our laser system devices, replacing the original xenon lamp system with the XT laser system, which is more energy-saving and safer to install than before.

❖ **Equipment Maintenance:** Regular maintenance is conducted at least once a year to ensure the best viewing experience. IMAX China offers its clients maintenance services via a 7 days × 24 hour phone service center and auto-email notification, as well as remote network guided by the IMAX Technical Service Phone Support Manual. IMAX China maintenance technicians are located in eight cities in the PRC so that for the equipment requiring on-site

repair, IMAX China is able to send a technician located in more convenient proximity to the relevant theatre. Customers' calls for emergency services are answered within 3 hours by phone. If required, emergency personnel will arrive at the theatre within 24 or 48 hours as stipulated in the term of sale agreements. According to IMAX China's Customer Satisfaction Survey Workflow Policy, customer feedback is collected via e-mail after every routine maintenance service in order to continuously track customer satisfaction. IMAX Corporation is responsible for product quality assurance and recall. In case of product recall, IMAX China will cooperate with IMAX Corporation to carry out relevant work. In 2022, there was no product recall for safety and health reasons.

❖ **Operation Training:** IMAX China provides customers with training for theatre operations and technical training. We communicate with theatre circuits on subjects such as box office performance and marketing plan, and carry out thematic training projects, including IMAX brand publicity and movie marketing. For our operators, on a regular basis, we conduct training for senior technicians of theatres on projection system maintenance and emergency repair according to the IMAX Operator Training Checklist and various other training courses, so as to promote equipment maintenance efficiency; for IMAX COLA theatre systems, theatre operators need to take relevant safety knowledge and awareness training to deal with the unique safety issues around lasers. We also established an online video training platform, which will be integrated with physical training, to provide better services for all theatre customers.

In 2022, considering the normalisation of pandemic prevention and control, we conducted online technical training for theatre customers to explain in detail IMAX equipment maintenance, basic troubleshooting and daily operation and maintenance, to help each cinema open and operate smoothly.

Operation Compliance

IMAX China has been in compliance with the relevant laws and regulations concerning advertising, intellectual property right, and privacy protection.

❖ **Privacy protection:** The appropriate handling of confidential information of the Group as well as its customers and suppliers is critical to the Group's business. IMAX China employees are obligated to maintain confidentiality of any and all information obtained in connection with their employment, including but not limited to, trade secrets, know-how, client information, supplier information and other proprietary information. Following the Information Security Policy of IMAX Corporation, we adopt business continuity plans to safeguard the integrity, confidentiality and availability of information. We formulated the Basic Guidelines for the Application of Social Media, to regulate employees' behaviour on various social media. It prohibits employees from disclosing confidential information about the Group, customers and others through social media without authorization. We will terminate labour contracts of employees who seriously violate the guidelines. We have published IMAX Information

Authorisation Protocol, IMAX User Service Agreement and IMAX Privacy Policy on IMAX website, applet and other online platforms, and users can tick them at discretion to determine whether to grant the authorisation. Moreover, we optimised the account deletion process for users to better protect the users' privacy. All personal information of users is stored and processed in strict compliance with applicable privacy and data protection laws. In 2022, we took the following measures to ensure the information and data security of the Group:

1. Based on the Group's demands in business development, information security, operation & maintenance, we continued to practice the data security principle of "instant data transmission" and fully implemented the "virtual desktop" rule for work to avoid data loss and ensure business stability and continuity.
2. We also enhanced corresponding security control measures in terms of physical environment, workplace, IT infrastructure, network access, data protection, terminal device protection and internal control, including but not limited to server reinforcement, access control, network access control, and encrypted transmission. The Group conducted three phishing drills and one disaster recovery drills in 2022, and all the drills demonstrated that our system could meet the business requirements.
3. In order to implement the newly issued Personal Information Protection Law of the People's Republic of China, the Group sent a letter of notice to all staff to clarify the personal information collected and the purpose of collection, and explain in detail the use, sharing and storage policy on staff's personal information and cross-border data transmission. The Group also enhanced its physical, management and technical security measures to protect employees' personal information from unauthorised access, use, disclosure, modification, damage or loss and other forms of illegal handling, and notified all staff of the internal contact information for personal information protection to ensure that they could fully understand and adequately protect their rights.

❖ **Advertising:** IMAX China complies with the Advertising Law of the People's Republic of China and relevant laws and requires suppliers to do likewise.

❖ **Intellectual Property Rights:** IMAX China encourages all employees and clients to engage in the protection of the IMAX brand. Employees and clients are encouraged to report any suspected infringement to the Group's legal department, which in turn reports any suspected infringement to IMAX Corporation. After confirmation of any infringement, a formal cease and desist letter is sent to the infringing party requesting that any infringement be discontinued.

In addition, specified trademark provisions are included in cooperation agreements, requiring theatres to protect the IMAX trademark, specifying appropriate trademark usage and including obligations to report any suspected trademark infringement to IMAX China.

2 Workplace

IMAX China strives to create a fair, comfortable and diverse workplace for its employees. We provide employees with competitive employee benefits and an inclusive working environment to encourage employees to achieve their full potential; we provide systematic programs for learning and training to build professional career development paths for our employees; we also enhance employees' sense of belonging and strive to create a friendly and harmonious working environment through employee activities and welfare care. In 2022, there were no confirmed non-compliance incidents in relation to employment, labour standards, working environment, workplace safety and human rights.

Employment and Labour Standards

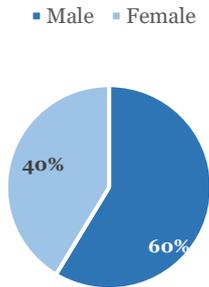
In accordance with the *Labour Law of the People's Republic of China*, *Labour Contract Law of the People's Republic of China* and other relevant laws and regulations, the Group has adopted the *IMAX China Employee Handbook*, which contains information regarding compensation, resignation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other policies for the benefit of its employees. In accordance with the applicable labour laws and regulations and *IMAX China Employee Handbook*, IMAX China tolerates neither recruitment of minors nor forced labour. In order to comply with *Provisions on the Prohibition of Using Child Labour*, IMAX China's HR department affirms candidates' age by checking valid identification during interviews and hires a third party to conduct reference checks on all applicants. Individuals under 16 years of age are disqualified from employment at the Group.

IMAX China recruits and promotes personnel without regard to age (other than needing to be 16 or older), national origin, race, religion, sexual orientation, marital status, pregnancy, disability and political beliefs, thus putting the principle of fairness into practice. All employees of the Group in the PRC are entitled to an employment contract at the start of their employment. We advocate an equal and fair working environment and provide assistance and support for employees with special needs, including providing nursing rooms and corresponding care for new mothers. IMAX China does not tolerate sexual harassment, attack or abuse in the workplace in any form, which is a violation of PRC law.

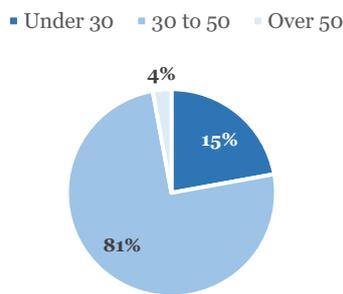
As of 31 December 2022, the Group had 99 full-time employees.

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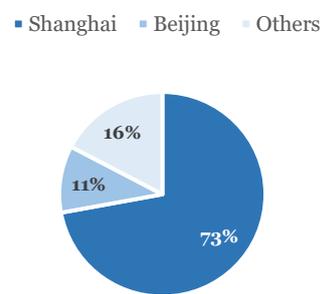
Proportion of employees by gender



Proportion of employees by age

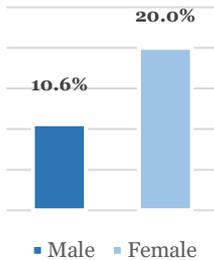


Proportion of employees by region

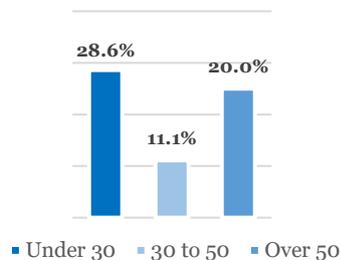


We strictly implement the departure process in accordance with employment contracts and laws and regulations. As of 31 December 2022, the turnover of staff was 14.7%.

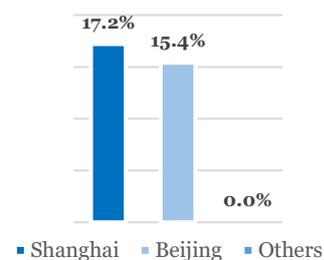
Turnover rate by gender



Turnover rate by age group



Turnover rate by geographical region



IMAX China has introduced the Employee Referral Program, where an employee can earn bonuses if an individual referred for employment by such employee is hired for the selected position. We conduct satisfaction surveys with employees from time to time and implement improvement plans for information communication, learning & development and management responsibilities based on the feedback of employees for the purpose of creating high quality working atmosphere for employees.

Wage and salary distribution conforms to the principle of equal pay for equal work. Wages and salaries are paid in a full and timely manner. The Group generally formulates employees' remuneration based on one or more elements such as salaries, bonuses, long-term incentives and benefits, subject to applicable rules and regulations. We have established an incentive system that links individual remuneration with the annual performance of the Group, taking into account the Group's performance as well as the objectives of each department, so as to motivate better performance and achievements and to reward outstanding staffs. In spite of COVID -19's significant impact on our daily operation, we still adjusted salaries overall, paid retention bonus, provided promotions and salary increase to staffs with outstanding performance, and developed short-term incentive plans to attract and retain talents in 2022.

IMAX China also strictly follows relevant PRC labour regulations relating to working hours and rest periods. The Group's employees work under a maximum of 40 hours per week. Employees

are not forced to work overtime. Employees are entitled to overtime pay if they obtain prior approval from their manager.

IMAX China also maintains a *Holiday Policy* and *Travel Policy*, under which employees are entitled to paid days off from work for national public holidays and company holidays, as well as annual vacation leave, compassionate leave, marriage leave, maternity leave, personal leave, sick leave, etc.

Health and Safety

The employees' health is the most important priority for IMAX China. We work hard to provide a safe, healthy and comfortable working environment in accordance with *the Labour Law of the People's Republic of China* and other applicable regulations. By the end of 2022, we have never had a workplace fatality. In 2022, there was no lost day due to work injury.

❖ **Pandemic Care:** In order to enhance all staff's confidence, based on the Global COVID-19 Guidelines of IMAX Corporation, we implemented a series of measures to ensure their well-being physical and mental health:

- ✓ During Shanghai's lockdown in the first half of 2022, we handed out supplies three times, delivering meat, milk, eggs, vegetables and fruits to our staff in Shanghai. Likewise, we prepared supplies for our colleagues in Beijing.
- ✓ Carried out "online karaoke" and "online fitness" activities to relieve the pandemic pressure, enrich employees' leisure life, and enhance team cohesion.
- ✓ With the aim of protecting employees' mental health, the Group arranged online courses themed on physical and mental care, including yoga, healthy cooking, mindfulness meditation, aerobics, etc. At the same time, the Group continued to operate the Employee Assistance Plan (EAP), and strengthened the publicity of the Plan during the pandemic prevention and control, providing employees with free "online + offline" expert consulting services, and offering practical care and support to employees by actively listening to them to understand their difficulties in life and work.
- ✓ Strengthened office access management and regular disinfection, posted hand-washing tips and other important precautions at conspicuous places.
- ✓ Provided personal preventive supplies to meet employees' needs, such as IMAX masks, hand sanitisers and alcohol cotton balls.



- ❖ **Installation Safety:** Employees are asked to stringently abide by all safety rules and regulations and utilize available and applicable protection measures at all times to avoid accidents and protect themselves and co-workers from safety risks. IMAX China has formulated the Client & Contractor Guide to Install an IMAX Digital Projection System and Client & Contractor Guide to Install an IMAX Commercial Laser (“COLA”) Projection System to ensure safe installation of its projection systems. IMAX China also provides protective equipment including helmets, safety belts, masks and protective clothing to all employees or consultants working on the installation of projection systems. In addition, we periodically provide safety training to technicians covering potential safety hazards, prevention methods and safety specifications in laser related jobs, operation at height, and electrical operation.
- ❖ **Safety at workplace:** With the aim of protecting the health and safety of employees, IMAX China provides first aid kits and over-the-counter medicine in the offices. IMAX China performs fire drills and has in-house fire wardens who maintain, inspect firefighting equipment and coordinate safety meetings. Fire safety packs have been prepared for each office which consist of helmets, flashlights, a loudspeaker, emergency escape masks, a whistle, a roster of employee names, etc. In October 2022, we conducted fire drills to enhance our employees’ awareness of fire safety and self-rescue ability.
- ❖ **Health support:** We offer employees an annual fitness reimbursement to encourage their involvement in workout programs to improve physical fitness. IMAX China offers its employees health insurance plans to cover their spendings on inpatient treatment, outpatient treatment, maternity care and health examination, other insurance plans covering accidents, critical illnesses, and children's health, and various commercial insurances and welfare subsidies including dental care benefits, maternity allowance, holiday benefits, and children’s welfare. In addition, we also place significant importance on our staff’s mental and psychological health and offer our staff psychological courses, psychological counselling, traditional Chinese medicine therapy etc., to show our timely and

effective care for staff, assist them to solve psychological conflicts, help them overcome mental obstacles, ease stress, and maintain physical and psychological health.

- ❖ **Employee activities:** To help employees ease the stress of work, we held fun activities such as the Lantern Festival in 2022 to create a pleasant working atmosphere.



➤ Lantern Festival



Meanwhile, the Group continued to strengthen communication with its employees, and held four town hall meetings in China in the second half of 2022, striving to actively listen to employees' voice and boost their confidence and morale through sincere and timely communication, to enhance their confidence and sense of belonging to the Group.

Development and Training

To help employees advance their careers and to encourage their development, IMAX China designs various training courses and programs for employees. Efforts have also been made to establish an appraisal system where the effectiveness of training programs is subject to monitoring and assessments, as set out in the *IMAX China Training Management Policy*. The Group has established both online as well as offline learning platforms.

We established the IMAX training center and installed an IMAX digital projection system to facilitate technical trainings. Moreover, an experienced internal trainer was nominated to be responsible for orientations for new technicians, technician on-job trainings, trainings on evolving IMAX projection systems and service process optimization, as well as senior theatre exhibitor trainings.

- ❖ **Corporate culture training:** We arrange corporate culture training from time to time, so that all employees can understand the operation and management of the Group. We share values, and enhance their understanding and recognition of the group culture.

❖ **On-Board Training for New Employees:** We arrange on-board training for all new employees to help them get an understanding of IMAX China’s culture, business and operation. These trainings include an IMAX introduction, a review of relevant policies, guidelines and a review of HR-specific policies and procedures.

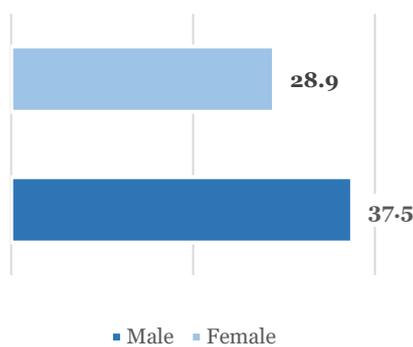
❖ **Pre-job Trainings:** For technical posts such as technical support and projection system installation, every newly-hired employee would accept pre-job training to enhance the professional skills necessary for the job. Training sessions are also accessible on both online and offline platforms to ensure technicians are able to stay up-to-date with the latest evolution of IMAX technology.

❖ **Department professional training:** Depending on the actual working needs, each department carries out flexible and practical professional training for employees on a smaller scale, so that employees can fully master their professional skills and provide better services for consumers and customers.

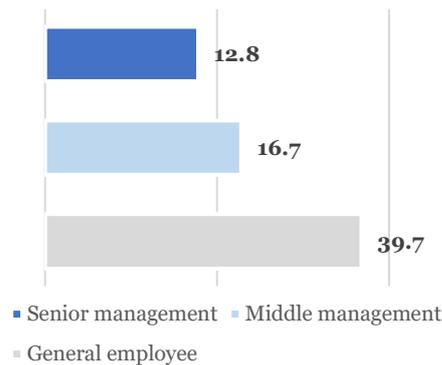
❖ **E-learning Platform:** To provide training which is more flexible and broader in scope, IMAX China launched a program called IMAX Learning Series. The purpose of the program is to make available to employees training materials covering topics focused on development of key competencies and skills that can contribute to employees’ performance and ongoing success. As a part of the program, IMAX China has made available online libraries including training content consisting of topics such as strategic thinking, career planning and vocational skills.

In 2022, the percentage of employees who received training provided by the Group was 100% and the total training hours of the whole year were 3,364.

Average training hours by gender



Average training hours by position



Anti-corruption

IMAX China maintains a high standard of business integrity throughout its operations and tolerates no form of corruption or bribery, in compliance with *the Anti-Unfair Competition Law of the People’s Republic of China, the Company Law of the Peoples Republic of China* and

other relevant laws and regulations relating to anti-corruption, bribery, extortion, fraudulent behavior and money laundering. As a majority-owned subsidiary of IMAX Corporation, all directors, officers and employees of IMAX China are required to abide by IMAX Corporation's *Code of Business Conduct and Ethics (the "Code")* and eliminate any form of corruption and bribery. In 2022, there were no confirmed non-compliance incidents in relation to corruption and bribery, extortion, fraud or money laundering.

IMAX China has also adopted a formal policy for reporting violations of the Code in its Protocol for Reporting Suspected Violations of the IMAX Code of Business Conduct and Ethics and Anti-Bribery and Anti-Corruption Policy China Addendum. We set up multiple effective communication channels to encourage employees to report a suspected violation of the Code. We strictly adhere to the principle of confidentiality, and strictly prevent the leak and loss of whistle-blowers' information in the handling process. Without the consent of the whistle-blowers, their information shall not be disclosed to any unrelated persons.

All new employees are required to sign the employee commitment undertaking to comply with the *Employee Handbook* and its appendixes and with all other rules and regulations applicable to IMAX China employees, including business ethics & code of conduct and duty of confidentiality. Anti-corruption training materials are uploaded to the Group's online learning platform. Employees are required to sign a compliance statement after finishing the relevant courses. In addition, all employees are required to sign a statement acknowledging receipt of the Code and agreeing to abide by its terms. We conduct business ethics training about anti-bribery and anti-corruption for all employees annually, including executive directors, to ensure that employees understand and are committed to abiding by laws and regulations and conduct their business with integrity.

For suppliers and customers, we incorporate compliance obligations in contracts to request that all parties comply with relevant laws and regulations while performing contracts entered into with us.

3 Supply Chain Management

As stipulated in the *IMAX China Supply Chain Management Policy*, IMAX China has set up a strict supply chain management system to ensure high quality service to the Group's clients.

IMAX Corporation, the Group's controlling shareholder, has implemented a strict selection process on its suppliers and sub-contractors taking into consideration such elements as supplier qualification, past performance, financial strength and price. IMAX China only works with qualified suppliers approved by IMAX Corporation and, for the duration of any arrangement with a supplier, IMAX China closely supervises supplier performance. For the issues identified, we will issue a rectification report in a timely manner, analyse the root causes of the problems, put forward reasonable suggestions, and urge them to rectify the problems within a limited time.

Committed to social responsibility in its supply chain, IMAX China conducts on-site inspections, provides trainings and offers guidance on IMAX product quality standards to the suppliers.

For the local suppliers selected by IMAX China, the Group formulates strict requirements. For screen frame suppliers, they must be accredited by relevant quality systems, such as the ISO9001 Quality Management System. Apart from that, IMAX China establishes stringent technical and service criteria to ensure product and service quality. We carry out load-bearing test on screen frame every year to ensure safety; for logistics providers, IMAX China requires appropriate vehicle and qualified drivers. IMAX China also requires the suppliers to adopt GPS system to monitor and manage all the logistics vehicles.

IMAX China pays active attention to sustainability during the supply chain management process, such as encouraging our suppliers to use recyclable packaging materials. The Group performs an annual assessment on environmental and social risks of the supply chain. We prepared the Supplier Environmental and Social Risk Assessment Form with the supplier's self-review and IMAX China's evaluation adopted to assess the supplier on its management of environmental and social risks and provide a quantitative rating for its environmental and social risks, which would be referred to when selecting and evaluating the supplier. The assessment scope includes environmental risks such as the establishment of an environmental risk system, process management of procurement, raw materials and production, publicity and training on environmental risk awareness, as well as social risks such as supplier's maintenance for labour rights and interests, its maintenance for labour health and safety.

As of 31 December 2022, IMAX China had five key local suppliers, including two in Tianjin, two in Jiangsu and one in Jiangxi. All five local suppliers have completed the 2022 annual environmental and social risks assessments, and no material environmental and social risks were found for any of the suppliers.

4 Community Investment

With social responsibility in mind, IMAX China is expanding its efforts in the area of charity work. We have formulated the *IMAX China Community Investment Management Policy*. An annual assessment is conducted to assess the relationship between our business and the interests of the surrounding communities, and we take an active part in public welfare activities and fulfil corporate social responsibilities.

Promotion of Film Culture

IMAX China actively promoted the development of Chinese film culture and the improvement of China's film industry system.

We continued to carry out the resident artist initiative, exploring closer and deeper cooperation with more Chinese film talents to seek more investments in IMAX technology and instil IMAX DNA in Chinese films, promoting IMAX technology education to professionals and assisting more professional cinematographers and post-production talents in creating high-quality films to be recognised worldwide. Meanwhile, we also hoped to rely on the power of artists to improve the quality and innovation of IMAX film content creation.

In addition, we continued with “IMAX Masterclass”, inviting Chinese film masters to attend online and offline open classes and share their core film and television knowledge with the public. Masterclass taught professional knowledge and told stories behind the scenes through systematic professional courses, benefiting film lovers.

Film panorama in the International Film Festival

We actively participated in various film presentations in film festivals and contacted the organising committee of the film festivals and film copyright owners to take several wonderful films, showcased at the IMAX Film Presentations, to fans in front of the big screen again. In August 2022, we presented 13 classic films at the 12th Beijing International Film Festival. Taking into account the diversity of subjects and public education value, we selected films including the classic animated film “Ghost in the Shell”, the “Harry Potter” series which leads the audience back to the magic world, and science and education films such as “International Space Station”, “Deep Sea”, “Under the Sea” and “Born to Be Wild”, all of which were shared with the public through non-commercial screening.

As a special screening film in the “Golden Rooster Hong Kong Classic Film Exhibition” unit of Golden Rooster and Hundred Flowers Film Festival, 4K-restored version of “In the Mood for Love” was shown five consecutive times in Xiamen Huli Wanda IMAX Cinema. The film was converted via IMAX Digital Re-Mastering (DMR) technology, which was highly recognised across the industry and received enthusiastic response from fans.



4K-restored IMAX version of “In the Mood for Love” was unveiled at the Golden Rooster and Hundred Flowers Film Festival

Free viewing

We continued to hold offline, non-commercial film-watching activities to give back to the community. In 2022, “Home Coming”, filmed with IMAX cinematography about the evacuation of overseas Chinese, was released on the National Day. At the premiere hosted by IMAX Cinema, diplomatic staff were invited to watch the film, and IMAX technology was used to present the real evacuation behind the scenes to pay tribute to diplomats. In addition, we cooperated with the Shanghai Huangpu District People’s Government to invite students in Huangpu District to watch films for free.

We use film as a window to popularize scientific knowledge to the public. On the World Rare Animal Protection Day, IMAX cooperated with the “Nature History” magazine, a well-known science communication media, to hold the IMAX special viewing event of “Fantastic Beasts Open Day”. We specially invited “Nature History” experts to popularize the prototype of the fantastic beasts based on the film “Fantastic Beasts and Where to Find Them 3: The Secrets of Dumbledore”, and convey to participants the theme of protecting animals, maintaining curiosity and desire to explore.

During the release of “Jurassic World: Dominion”, we cooperated with palaeontologists and science popularisation experts to produce special videos about dinosaur species in the film and their size compared to the size of the IMAX big screen, providing over 6.6 million people with knowledge about dinosaurs and IMAX. At the same time, we took the IMAX dinosaur fossil gift box as the core item, and invited many parents, children and popular science bloggers to “dig for dinosaur fossils”, to achieve science popularisation by means of education in entertainment.



➤ “Home Coming” film-watching activity



5 Green Operation

We strictly follow the *Environmental Protection Law of the People's Republic of China* and other applicable laws and regulations, as we understand the importance of environmental protection and resource conservation for the sustainable development of IMAX China. Considering the very limited energy consumption and emission resulting from operation at workplace and travels of employees, the Group's business operations does not have a substantial impact on the environment and natural resources. But even so, the Group is committed to improving employees' awareness of energy conservation and environmental protection, and enhancing the Group's green operation level, thereby reducing the impact of our daily operations on the environment. In 2022, there were no confirmed non-compliance incidents in relation to environmental protection that would have a significant impact on the Group's operations.

Emission Reduction

We formulated *IMAX China Environmental Protection Management Policy* according to relevant laws and regulations to standardize the management of emissions generated during the Group's operation, so as to meet relevant emission standards. IMAX China conducts data collection and analysis on greenhouse gases generated at the workplace, and takes effective measures to reduce or avoid emissions. Based on the Group's evaluation, IMAX China does not generate any material air emissions or hazardous waste. Limited workplace effluents and wastes are attributed to the operation of IMAX China offices. All workplace effluents are managed by the property management companies and discharged into the municipal sewer systems for collective treatment. Workplace waste of IMAX China offices are treated by the property management companies. There is no material impact on the environment and natural resources.

Due to the Group's business nature, the Group's main greenhouse gas emissions are the indirect emissions resulting from electricity consumed at the Group's workplace as well as from business travel by employees. The Group has adopted green office measures to reduce the impact on the environment, e.g., teleconference and internet-meeting practices are encouraged to avoid unnecessary travel. The Group's technical service center gives customers instant technical support via phone or remote access which increases efficiency and reduces the impact on the environment since less travel is required to service systems.

Theatre operators in cooperation with the Group are responsible for the operation and management of IMAX theatres, as well as for the management of environmental influences caused by such theatres. As part of our cooperation with theatre operators, we also actively encourage the theatre operators to take actions for energy saving and environmental protection.

Use of Resources

In order to better manage the use of resources and improve resource utilization, we collect and analyse annual energy consumption data every year in accordance with *IMAX China Environmental Protection Management Policy* and solve identified problems in time.

The Group has adopted green office measures to reduce resource consumption:

- For workplace with fewer employees and higher personnel mobility, we adopt the emerging shared office model to maximize resource utilization;
- Employees are encouraged to adopt water and electricity-saving habits; a table card is placed on each employee's desk to remind them to turn off the lights and power not in use; and employees are encouraged to keep the lights off for one hour during the lunch break;
- By default, all office printers are set to print double-sided to reduce paper use, and to print in black-and-white to conserve printing inks. Recycled papers are placed beside the printers to encourage employee to re-use;
- We organise public education activities about waste classification, encouraging employees to use their own tableware and cups, thus reducing the use of disposable utensils.

In the process of goods transportation, we use electronic customs declaration documents and make full use of appropriate transportation space. Marine instead of air transportation is preferred when time permits in order to reduce carbon emissions and waste of resources during transportation; we also actively encourage logistics companies to reuse shipping packing materials including pallets, paper packing boxes and special aluminium parts packing cases.

With the goal of ensuring service quality in mind, we adopted multiple ways to improve energy efficiency while providing customer service, increase the problem resolution rate of remote service and speed up problem solving processes. IMAX China has established after-sales service sites in Shanghai, Hangzhou, Beijing, Chengdu, Chongqing, Guangzhou, Shenyang and Wuhan. Where on-site services are required, on-site service engineers nearby would be designated, so that unnecessary travel for employees could be avoided.

The Group's total emission of greenhouse gases decreased from 272.22 tCO₂e/employee in 2021 to 166.82 tCO₂e/employee in 2022. The energy indirect greenhouse gas emission (Scope 2) and the indirect greenhouse gas emission (Scope 3) from air travel of employees showed a downward trend. The Group's total emission of greenhouse gases per capita decreased from 2.62 tCO₂e/employee in 2021 to 1.69 tCO₂e/employee in 2022. The total energy consumption has decreased slightly compared with 2021. However, the total emission of greenhouse gases per capita increased from 1.64 MWh/employee in 2021 to 1.69 MWh/employee in 2022 owing to the reduction in the number of employees.

Response to climate change

IMAX China is not involved in large-scale production activities. We do not consume a lot of energy or generate a large amount of emissions. Therefore, we face low risks of climate transformation from policies, regulations, technology, market, reputation and other aspects. In response to operational risks arising from extreme weather and natural disasters, we have developed appropriate emergency response procedures and protective measures to minimise the loss of office equipment and facilities, the impact on the business and the hazard to employees' safety.

Environmental key performance indicators:

	2022	2021	2020
Total emission of greenhouse gases (Scope 2 and Scope 3) (in tCO ₂ e)	166.82	272.22	209.57
Energy indirect greenhouse gas emission (Scope 2) (in tCO ₂ e)	70.43	119.99	102.61
Including: purchased electricity in tCO ₂ e)	70.43	119.99	102.61
Other indirect greenhouse gas emissions (Scope 3) (intCO ₂ e)	96.38	152.23	106.96
Including: air travels of employee (in tCO ₂ e)	96.38	152.23	106.96
Total emission of greenhouse gases per capita (tCO ₂ e/employee)	1.69	2.62	2.02
Total energy consumption (MWh)	167.69	170.56	145.85
Total indirect energy consumption (MWh)	167.69	170.56	145.85
Including: purchased electric power (MWh)	167.69	170.56	145.85
Total energy consumption per capita (MWh/employee)	1.69	1.64	1.40



Notes:

1. Based on the operating characteristics, our greenhouse gas emissions are mainly comprised of the energy indirect greenhouse gas emission caused by purchased electricity (Scope 2) and other indirect greenhouse gas emissions caused by air travels of employee (Scope 3). We do not produce any material amount of direct greenhouse gas emission (Scope 1).

2. The accounting of greenhouse gas is presented in terms of carbon dioxide equivalent, and energy indirect greenhouse gas emission is accounted in accordance with the *Guidelines on Accounting Methods and Reporting of Greenhouse Gas Emissions of Public Building Operators* issued by the National Development and Reform Commission. Air travel greenhouse gas emission data is provided by the ticket agency.

3. As minimal environmental impact results from the Group's operation, KPIs A1.1 (types of direct emissions and emissions data), A1.4 (total non-hazardous waste produced) and A1.6 (description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them) are immaterial to the Group's operation and have not been disclosed in this ESG report. The Group will continue to monitor the environmental impact of its operations and will include the relevant environmental data in future reports when appropriate.

4. As there is no hazardous waste produced from the Group's operation, KPI A1.3 (total hazardous waste produced) is not applicable to the Group and has not been disclosed in this ESG report.

5. As only a minimal amount of water was used in the office, KPIs A2.2 (water consumption in total and intensity) and A2.4 (description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them) are immaterial to the Group's operation and have not been disclosed in this ESG report.

6. As no packaging material was used in the Group's operation, KPI A2.5 (total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced) is not applicable to the Group and has not been disclosed in this ESG report.

7. As the Group's operation is immaterial to the environment and natural resources, Aspect A3 (the Environment and Natural Resources) and KPI A3.1 (description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them) are not applicable to the Group and have not been disclosed in this ESG report.

Appendix: Index for ESG Reporting Guide

KPI	Description	Disclosed or not	Note
A1 Emissions			
	Information on:		
	(a) the policies; and		
General Disclosure	(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.	Disclosed	P24
A1.1	The types of emissions and respective emissions data.	Without substantial effect	P27
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Disclosed	P26
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Irrelevant	P27
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Without substantial effect	P27
A1.5	Description of emission target(s) set and steps taken to achieve them.	Disclosed	P24-25
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Without substantial effect	P27
A2 Use of Resources			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Disclosed	P25
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Disclosed	P26
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Without substantial effect	P27
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Disclosed	P24-25
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Without substantial effect	P27
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Irrelevant	P27
A3 The Environment and Natural Resources			
General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	Irrelevant	P27
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Irrelevant	P27

A4 Climate Change

General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact the issuer.	Disclosed	P26
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact the issuer, and the actions taken to manage them.	Disclosed	P26

B1 Employment

	Information on:		
	(a) the policies; and		
General Disclosure	(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.	Disclosed	P13
B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	Disclosed	P14
B1.2	Employee turnover rate by gender, age group and geographical region.	Disclosed	P14

B2 Health and Safety

	Information on:		
	(a) the policies; and		
General Disclosure	(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.	Disclosed	P15
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Disclosed	P15
B2.2	Lost days due to work injury.	Disclosed	P15
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Disclosed	P15-17

B3 Development and Training

General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Disclosed	P17
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Disclosed	P18
B3.2	The average training hours completed per employee by gender and employee category.	Disclosed	P18

B4 Labour Standards

	Information on:		
General Disclosure	(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.	Disclosed	P13
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Disclosed	P13
B4.2	Description of steps taken to eliminate violations when discovered.	Disclosed	P13

B5 Supply Chain Management

General Disclosure	Policies on managing environmental and social risks of the supply chain.	Disclosed	P20
B5.1	Number of suppliers by geographical region.	Disclosed	P20
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Disclosed	P20
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Disclosed	P20
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Disclosed	P20

B6 Product Responsibility

	Information on:		
General Disclosure	(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.	Disclosed	P8
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Irrelevant	P8
B6.2	Number of products and service related complaints received and how they are dealt with.	Disclosed	P10
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Disclosed	P12
B6.4	Description of quality assurance process and recall procedures.	Disclosed	P11
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Disclosed	P11-12

B7 Anti-corruption

	Information on:		
	(a) the policies; and		
General Disclosure	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Disclosed	P18-19
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Disclosed	P19
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Disclosed	P19
B7.3	Description of anti-corruption training provided to directors and staff.	Disclosed	P19
B8 Community Investment			
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.	Disclosed	P21
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Disclosed	P21-23
B8.2	Resources contributed (e.g. money or time) to the focus area.	Disclosed	P21-23

The background is a deep blue with several bright, glowing light rays emanating from the top center, creating a sense of depth and focus. The rays are slightly blurred, giving a dynamic feel. The IMAX logo is centered in the middle of the frame.

IMAX[®]