CRMI
中國再生醫學

2025
Environmental, Social and Governance Report
環境、社會及管治報告



CHINA REGENERATIVE MEDICINE
INTERNATIONAL LIMITED
中國再生醫學國際有限公司

Incorporated in the Cayman Islands with limited liability
於開曼群島註冊成立之有限公司

Stock Code 股份代號：8158

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2025
二零二五年環境、社會及管治報告

ABOUT THIS REPORT

Introduction to the Report

China Regenerative Medicine International Limited ("CRMI") (Stock Code: 8158) and its subsidiaries (hereinafter the "Group", "Our" or "We") are pleased to present the Environmental, Social and Governance ("ESG") Report (the "ESG Report") and express the Group's commitment to sustainability. This ESG Report discloses the management, policies, performance, targets, and feedback of the business in providing services of the Group in the People's Republic of China (the "PRC") and Hong Kong in relation to sustainable development. The Group would like to take this opportunity to present ESG performance to all investors and stakeholders, and put forward the commitments and contributions on social responsibility.

Reporting Scope

This Report covers the year ended 31 December 2025 (the "Current Year", "During the Year" or "Reporting Period") of the Group, encompassing the ESG performance of the Group's health products and services provided in Hong Kong, as well as its back-office that set up in Chinese Mainland. Unless otherwise specified, the scope of this Report aligns with that of the Group's 2025 annual report and should be read in conjunction therewith. For contents relating to corporate governance, please refer to the Corporate Governance Report section set out in the 2025 annual report of the Group.

Reporting Framework

This ESG Report is prepared in accordance with the Environmental, Social and Governance Reporting Code enclosed in Appendix C2 to the Rules Governing the Listing of Securities on GEM (the "Listing Rules") of The Stock Exchange of Hong Kong Limited (the "Stock Exchange"), and strictly complies with the "mandatory disclosure" and "comply or explain" provisions stipulated therein.

關於本報告

報告簡介

中國再生醫學國際有限公司(「中國再生醫學」)(股份代號：8158)及其附屬公司(以下統稱「本集團」或「我們」)欣然提呈環境、社會及管治(「ESG」)報告(「ESG報告」)並展現本集團對可持續發展的承擔。本ESG報告披露本集團於中華人民共和國(「中國」)及香港提供服務時有關可持續發展的業務管理、政策、表現、目標及反饋。本集團謹藉此機會向全部投資者及持份者呈報ESG表現，並就社會責任作出承諾及貢獻。

報告範圍

本報告涵蓋本集團截至2025年12月31日止年度(「本年度」、「年內」或「報告期間」)，涵蓋本集團於香港提供健康產品及服務的ESG表現，並包括在中國設立的後勤辦公室。如無另行說明，本報告範圍與本集團2025年年報範圍一致，可與本集團2025年年報一併閱讀。有關企業管治的內容，請參閱本集團2025年年報中的《企業管治報告》章節內容。

報告框架

本ESG報告乃根據香港聯合交易所有限公司(「聯交所」)頒佈的GEM證券上市規則(「上市規則」)附錄C2所載環境、社會及管治報告守則編製，並嚴格遵守當中「強制披露」及「不遵守就解釋」條文。

ABOUT THIS REPORT (CONT'D)

Reporting Principles

The Group has prepared and compiled this ESG Report based on the four reporting principles of materiality, quantitative, balance and consistency, and has applied such reporting principles as set out in the Code above in the following manners:

1. **Materiality:** This ESG report disclosed: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. For detail process to identify and the criteria for the selection of material ESG factors, please refer to section "Materiality Assessment".

2. **Quantitative:** ESG data are presented numerically, so our ESG performance can be compared against our peers, industry standards and our previous year's performance. For the methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption, please refer to section "Environmental".

3. **Balance:** The information in the report shall be unbiased. There will be no omission, misleading presentation format and selections that may inappropriately influence the decisions of a stakeholder.

4. **Consistency:** The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison. This report follows a consistent range of statistics.

關於本報告 (續)

報告原則

本集團依照重要性、量化、平衡及一致性四大報告原則籌備及撰寫本ESG報告，並按照下列方式採用上述守則所載列的該等報告原則：

- **重要性**：本ESG報告：(i)披露識別重大ESG因素的程序以及重大ESG因素的篩選標準；(ii)倘進行持份者參與，則披露所識別重大持份者的描述以及發行人的持份者參與之程序及結果。有關識別重大ESG因素的詳細程序以及重大ESG因素的篩選標準，請參閱「重要性評估」一節。

- **量化**：ESG數據乃以數字形式呈現，故我們的ESG表現能夠與同業、行業標準及我們去年的表現進行比較。就匯報排放量／能源消耗量所用的方法、假設及／或計算工具以及所用的轉換系數來源，請參閱「環境」一節。

- **平衡**：報告內的資料為無偏見。不會存在任何可能對持份者的決策產生不當影響的遺漏、誤導性表述形式及選擇。

- **一致性**：發行人應在ESG報告中披露所用方法或關鍵績效指標的任何變動或影響有意義比較的任何其他相關因素。本報告遵循一致的統計數據範疇。

ABOUT THIS REPORT (CONT'D)

Data Sources and Reliability Statement

The data and cases in the Report are mainly derived from the Group's official documents, statistical reports and relevant public information. The Group undertakes that the Report contains no false records or misleading statements, and is responsible for the authenticity, accuracy and completeness of its content. The Report is prepared in Chinese and English respectively. In case of any discrepancies between Chinese and English versions, the Chinese version shall prevail.

Confirmation and Approval

The Group's board of directors (the "Board") and the management team have reviewed and approved the Report to ensure that the content of the Report contains no false records, misleading statements or material omissions.

Information and Feedback

You may visit the official website of the Group (www.crmi.hk) or the website of the Stock Exchange (www.hkexnews.hk) to browse or download this Report.

Your comments and suggestions will assist the Group in formulating its future sustainable development strategies. Should you have any enquiries or suggestions, please feel free to contact the Group via email at info@crmi.hk.

關於本報告 (續)

報告數據來源及可靠性聲明

本報告的數據和案例主要來源於本集團正式文檔、統計報告及有關公開資料。本集團承諾本報告不存在任何虛假記載、誤導性陳述，並對其內容真實性、準確性和完整性負責。本報告分別以中文及英文編製，如中英文文本有任何差異，概以中文文本為準。

確認及批准

本集團董事會(「董事會」)及管理層已審批本報告，保證本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏。

信息及反饋

您可瀏覽本集團官方網站(www.crmi.hk)或聯交所網站(www.hkexnews.hk)查閱或下載本報告。

您的意見及建議有助本集團制定未來的可持續發展策略。如　閣下有任何疑問或建議，歡迎發電郵至info@crmi.hk與本集團聯繫。

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GOVERNANCE

Statement from Board

CRMI aimed to establish a fresh emphasis on sustainability throughout the organisation. We strive to make people healthier, the communities stronger, and environment more vibrant. The Group is strongly committed to sustainability and as such it strives to implement related principles and strategies throughout our businesses. We have developed an ESG governance structure to ensure ESG governance aligning with its business strategy and to integrate ESG management into its business operations and decision-making process.

Our Board holds the overall responsibility for the Group's ESG issues and sets out ESG management approach, strategy, priorities and objectives. In order to better manage the Group's ESG performance, related issues and potential risks, the Board regularly evaluates and determines ESG-related risks and opportunities of the Group, as well as reviews its performance against ESG-related targets. The Board is also responsible for ensuring the effectiveness of the Group's risk management and internal control systems and approving disclosures in the ESG Report.

ESG Taskforce

To strengthen the systematic management of ESG issues under the Board's delegations, we established the ESG Taskforce (the "Taskforce"). The Taskforce is composed of core members from various departments, which facilitates the Board's oversight of ESG matters. The Taskforce has the responsibility for collecting and analysing ESG data, monitoring and evaluating the Group's ESG performance, keeping track of and reviewing the progress made against the Group's ESG-related targets, ensuring compliance with ESG-related laws and regulations, assisting in conducting materiality assessment and preparing ESG reports. The Taskforce arranges meetings regularly to evaluate the effectiveness of current policies and procedures and formulates appropriate solutions to improve the overall performance of ESG policies. The Taskforce reports to the Board periodically, assists in assessing and identifying the Group's ESG risks and opportunities, ensuring the implementation and effectiveness of the risk management and internal control systems.

管治

董事會致辭

中國再生醫學旨在於整個組織中樹立對可持續發展的新重視。我們致力令人們更健康、社會更強大、環境更有活力。本集團堅定地致力於可持續發展，故其努力於所有業務中實行相關原則及策略。我們已制訂ESG規管架構，以確保ESG規管與其業務策略一致，並將ESG管理納入其業務運營及決策程序中。

董事會對本集團的ESG事宜負上整體責任，並載列ESG的管理方法、策略、優先次序及目標。為更理想地管理本集團的ESG表現、相關事宜及潛在風險，董事會定期評估及決定本集團的ESG相關風險及機遇，以及檢討其就ESG相關目標的表現。董事會亦負責確保本集團風險管理及內部控制系統的有效性以及批准於ESG報告內的披露情況。

ESG工作小組

為了在董事會的授權下，加強對ESG問題的系統管理，我們成立了ESG工作小組(「工作小組」)。工作小組由不同部門的核心成員組成，有助董事會監督ESG事務。工作小組負責收集及分析ESG數據、監測及評估本集團的ESG表現、根據本集團的ESG相關目標，跟進及檢討進展情況、確保ESG相關的法律法規得到遵守、協助進行重要性評估及編製ESG報告。工作小組定期召開會議，評估現行政策及程序的有效程度，並制定適當的解決方案，以改善ESG政策的整體表現。工作小組定期向董事會匯報，協助評估並識別本集團的ESG風險及機遇，確保風險管理及內部控制體系有效實施。

GOVERNANCE (CONT'D)

Our Values

1. To become a global leading force in medical innovation
2. To develop cutting-edge medical products and technologies with a focus on innovation in regenerative medicine
3. To become one of the global market leaders in aesthetic medicine industry
4. To become one of the global market leaders in healthcare products and services

As a healthcare service company, we focus on medical services, and aesthetic medical and beauty service. We desire to achieve healthy lives and promote human well-being during our course of business. In recent years, healthcare has become a hot topic around the world. We will focus on human health by providing regenerative medicine and medical innovations, build a regenerative medicine health management ecosystem, comprehensively improve our service capabilities and quality, and establish a good reputation in the industry. With our courage to take innovative measures, the Group has contributed to breakthroughs in medical innovation over the years, thus benefiting to health of mankind.

管治 (續)

我們的價值

1. 成為全球醫學革新的領導者
2. 開發優質醫療產品與技術，專注於再生醫學的治療創新
3. 成為醫學美容行業的全球市場領導者之一
4. 成為大健康產品及服務的全球市場領導者之一

作為一家醫療保健服務公司，我們專注於醫療服務以及美學醫療及美容服務。我們希望在我們提供業務過程中實現健康生活及促進人類福祉。近年來，醫療保健已成為全世界的熱門話題。我們將透過提供再生醫學及醫療創新以關注人類健康、建立再生醫學健康管理生態系統、全面提升我們的服務能力和質量，並在行業內建立良好信譽。本集團勇於創新，多年來於醫學創新取得突破，從而造福人類健康。

GOVERNANCE (CONT'D)

The Group's Corporate Social Responsibility Model

The ESG Report provides detailed explanation regarding our corporate social responsibility model, shown in below, on different aspects, including stakeholder communication, environmental protection, employee welfare, health and safety, fair operation, social contribution and maintaining sustainability.

管治 (續)

本集團的企業社會責任模型

ESG報告提供我們的企業社會責任模型之詳細介紹，包括持份者溝通、環境保護、僱員福利、健康與安全、公平運營、社會貢獻及維持可持續發展等不同方面。

Item 序號	Aspects	方面
1	Stakeholder Communication	持份者溝通
2	Environmental Protection	環境保護
3	Employee Welfare	僱員福利
4	Health and Safety	健康及安全
5	Fair Operation	公平運營
6	Social Contribution	社會貢獻
7	Maintain Sustainability	維持可持續發展

We continually strengthen communication and relationship with investors. Designated senior management personnel keep close communication with shareholders and investors through emails, teleconference, one-to-one meetings, participation in broker forums and non-trading roadshow or other forms, so as to ensure shareholders and investors getting latest information of the Group in a fair and timely manner, helping them make investment decisions. We will give a detailed and timely response to inquiries from investors. We have conducted materiality assessment to identify material matters in our businesses which have significant influence on economy, environment and society, and are most important for stakeholders. In accordance with evaluation results, we hope to make the commitments and undertake the responsibilities to all stakeholders.

我們持續加強與其投資者的溝通及關係。特定高級管理人員通過電郵、電話會議、一對一會面、出席經紀座談會及非交易路演等形式與股東及投資者保持緊密溝通，以確保股東及投資者能夠公平、及時地得到本集團最新資訊以協助彼等作出投資決定。我們會對投資者的查詢作出詳盡及適時的回應。我們已進行重要性評估以識別反映我們的業務於經濟、環境及社會方面具有重大影響的事項及對持份者而言屬最為重要的事項。根據評估結果，我們希望對所有持份者作出承諾以及承擔責任。

GOVERNANCE (CONT'D)

Stakeholder Engagement

The Group understands that the long-term success is due to the commitment to the sustainability of businesses and the diligent and innovative employees who deliver quality services to the clients and business partners and make worthwhile contributions to several stakeholders of the Group.

The Group has consolidated and identified different groups of stakeholders that are related to its main business. These stakeholders include customers, employees, government, media, shareholders and investors.

The Group regards stakeholder's opinions as a key to the long-term success and sustainable development. The Group will increase the involvement of stakeholders via constructive conversation in order to achieve long-term prosperity.

管治 (續)

持份者參與

本集團明白長期的成功需依靠業務的可持續發展及勤奮創新以及向客戶及商業夥伴提供優質服務及對本集團之持份者作出有價值的貢獻的僱員。

本集團已整合及識別涉及其主要業務的數個不同持份者分組，該等持份者包括客戶、僱員、政府、媒體、股東及投資者。

本集團認為持份者的意見乃是長期成功及可持續發展的關鍵。本集團將透過建設性對話增加持份者參與，以實現長期繁榮發展。

Stakeholders 持份者		Communication Channels 溝通渠道	Expectations 期望
Internal **內部**	Employees 僱員	• E-mail 電郵 • Mobile communication application 流動通訊程式 • Regular meetings 定期會議	• Health and safety 健康及安全 • Equal opportunities 平等機會 • Remuneration and benefits 薪酬及福利 • Career development 事業發展
External **外部**	Customers 客戶	• Company news updates 公司新聞更新 • Conference 會議 • Customer service hotline 客戶服務熱線 • Email, facsimile and phone contacts 電郵、傳真及電話聯絡方式	• Product and service responsibility 產品及服務責任 • Customer information and privacy protection 客戶資料及私隱保障

GOVERNANCE (CONT'D)

管治 (續)

Stakeholder Engagement (Cont'd)

持份者參與 (續)

Stakeholders 持份者	Communication Channels 溝通渠道	Expectations 期望
Government 政府	• Cooperate with the government and regulatory authorities on compliance inspections 就合規調查與政府及監管機關合作 • Conference 會議 • Email, facsimile and phone contacts 電郵、傳真及電話聯絡方式	• Business ethics 商業道德 • Complying with relevant laws and regulations 遵守相關法律及法規
Media 媒體	• Company website 公司網站 • Social media network 社交媒體網絡	• Giving back to society 回饋社會 • Environmental protection 保護環境 • Compliance operations 合規運營
Shareholders and investors 股東及投資者	• Annual general meeting 股東週年大會 • Company news updates 公司新聞更新 • Email, facsimile and phone contacts 電郵、傳真及電話聯絡方式 • Stock Exchange's website: announcements, notices, reports, etc. 聯交所網站：公告、通告及報告等 • Press releases 新聞發佈	• Complying with relevant laws and regulations 遵守相關法律及法規 • Disclosing latest information of the corporate in due course 及時披露最新企業資料 • Financial results 財務業績 • Corporate sustainability 企業可持續性

GOVERNANCE (CONT'D)

Materiality Assessment

In hope of understanding the views and expectations of stakeholders on the Group's ESG performance effectively, the Group conducts the materiality assessment regularly. With reference to the Group's business development strategy and industry practices, the Group identified and determined a list of material ESG issues. The Group prepared a questionnaire based on the list and invited relevant stakeholders to rate the potential material issues according to their influence on stakeholder assessments and decisions and their impacts on the economy, environment, and society.

After analyzing the survey results, we identified material issues, which were reviewed and confirmed by the Board and the management, and are disclosed in this Report. The Group's ESG material issues, ranked in order of importance, are listed below. The material issues that were the main focus of stakeholders during the Current Year centered on greenhouse gas emissions, employee training and development, energy management, environmental compliance management, waste management, water resource management, occupational health and safety, and diversity and equal opportunity.

管治 (續)

重要性評估

本集團定期進行重要性評估，有效了解持份者對本集團ESG表現的意見與期望。本集團參照自身業務發展策略及行業慣例，識別並釐訂出ESG的重要議題清單。本集團根據該清單擬備調查問卷，並邀請相關持份者，根據有關問題對持份者評估及決策的影響，以及對經濟、環境及社會的影響，就潛在的重要議題進行評分。

我們分析調查結果後識別出重要議題，由董事會及管理層檢視確認，並在本報告中披露。以下列出本集團按照重要性程度排列的ESG重要性議題。本年度持份者主要關注的重要性議題集中在溫室氣體排放、員工培訓與發展、能源管理、環境合規管理、廢棄物管理、水資源管理、職業健康與安全、多元化與平等機會等。

Level of Importance 重要性程度	Material Issues	重要性議題
Extremely Important **極其重要**	Greenhouse gas emissions	溫室氣體排放
	Employee training and development	員工培訓與發展
	Energy Management	能源管理
	Environmental compliance management	環境合規管理
	Waste management	廢棄物管理
	Water resource management	水資源管理
	Occupational health and safety	職業健康與安全
	Diversity and equal opportunity	多元化與平等機會
Very Important **十分重要**	Employee rights and benefits	僱員權益與福利
	Compliance governance	合規管治
	ESG responsibility philosophy	ESG責任理念
	Information security and privacy protection	信息安全與隱私保護
	Business ethics and anti-corruption	商業道德與反腐敗
	Customer relationship management	客戶關係管理
	Risk management	風險管理
	Product innovation and R&D	產品創新與研發

GOVERNANCE (CONT'D)

管治 (續)

Materiality Assessment (Cont'd)

重要性評估 (續)

Level of Importance 重要性程度	Material Issues	重要性議題
Important **重要**	Product quality and safety	產品質量與安全
	Responsible supply chain	負責任供應鏈
	Community relationship management	社區關係管理
	Charity and philanthropy	慈善公益
	Local employment	本地化僱傭
	Climate change and carbon neutrality	氣候變化與碳中和
	Biodiversity conservation	生物多樣性保護
	Resource utilization and circularity	資源使用與循環
	Intellectual property protection	保護知識產權
Generally Important **一般重要**	Green operations	綠色運營
	Remuneration policy	薪酬政策

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2025
二零二五年環境、社會及管治報告

ENVIRONMENTAL

Emissions

Emission Management

The Group recognizes the importance of good environmental stewardship and is committed to protect and conserve the environment. The Group strives for the idea that the concept of environmental sustainability lies in all aspects of daily operation.

Specifically, the Group strives to balance quality, price, and environmental impact when consuming resources and materials. The Group closely monitors the energy consumption and water consumption, and it is part of the communication priorities to educate staff on the rationale of environmentally friendly choices, and actual applications.

As principal operation is based in Hong Kong, the Group is principally subject to the Hong Kong environmental laws and regulations. However, with the new operation of office in PRC, the Group also complies with the environmental laws and regulations in the PRC. The nature of the operation in the PRC office mainly focuses on marketing and sales services, which is relatively insignificant in terms of the Group's environmental performance and unlikely causing any environmental issues.

During the Reporting Period, the Group strictly complied with the relevant environmental laws and regulations that would have a significant impact on the Group, including but not limited to Hong Kong's Water Pollution Control Ordinance (水污染管制條例), Waste Disposal Ordinance (廢物處置條例), Water Pollution Prevention and Control Law of The People's Republic Of China (中華人民共和國水污染防治法) and Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (中華人民共和國固體廢物污染環境防治法).

The senior management team is delegated to maintain the Group's sustainability. The representatives of each operational department will actively manage business in an environmentally and socially responsible manner. The Group will meet annually to review the key processes and identify possible environmental risks underlying the operation of such department. The senior management team will also discuss any significant aspects identified, and design measures accordingly. These measures will be documented for reference to ensure effective implementation.

環境

排放物

排放管理

本集團明白良好的環境管理的重要性，並致力保護環境。本集團致力於環境可持續發展的理念貫徹於日常運營的各個層面。

具體而言，在消耗資源及材料的同時，本集團致力於維持質量、價格及環境影響的平衡。本集團密切監控能源消耗及耗水量，同時向員工宣導環保選擇的原因及實際應用方法，亦為本集團溝通教育的重要一環。

由於本集團業務以香港為主要運營點，故本集團主要受香港環境法例及法規所規限。然而，隨著於中國新開設辦事處，本集團亦遵守中國的環境法律法規。中國辦事處的運營性質主要側重於市場營銷及銷售服務，此相對對本集團的環境表現而言並無重大影響，不太可能造成任何環境問題。

於報告期間，本集團嚴格遵守對本集團有重大影響的相關環境法例法規，包括但不限於香港的水污染管制條例、廢物處置條例、中華人民共和國水污染防治法及中華人民共和國固體廢物污染環境防治法。

高級管理層團隊獲指派維持本集團的可持續發展。各運營部門之代表積極地以環保及對社會負責之方式管理業務。本集團將每年舉行會議以檢討主要流程及識別有關部門運營中可能存在的環境風險點。高級管理層團隊亦將就所識別的任何重大層面進行討論及制定相應措施。該等措施將存檔作參考以確保有效實施。

ENVIRONMENTAL (CONT'D)

Emissions (Cont'd)

Maintain Sustainability

The Group's goal is to minimize the adverse impact of the businesses on the environment by controlling and reducing its emissions so as to ensure the sustainability of the environment and maintain the Group's business growth. The efforts being made throughout the Reporting Period can be concluded as follows:

環境 (續)

排放物 (續)

維持可持續發展

本集團的目標是控制並減少排放，以將業務對環境的不利影響降至最低，確保環境可持續發展，維持本集團業務持續增長。本集團於報告期間所作的實踐如下：

Item 序號	Practices 常規
1	Avoiding generating waste that polluted the environment. 避免產生污染環境的廢料。
2	Compliance with all relevant laws, regulations, rules and requirements of environmental protection. 遵守所有環境保護相關的法律、法規、規章及要求。
3	Creation of an environment for sustainable development. 創造可持續發展的環境。
4	Provision of training for employees on the protection of the environment. 為僱員提供有關保護環境的培訓。
5	Reduction in the consumption of various resources including raw materials and fuel. 減少各種資源的消耗，包括原材料及燃料。
6	Reduction in the generation of waste, recycling and reusing as much as possible of the waste. 減少廢棄物產生，並盡可能對廢料進行回收及循環再用。
7	Using environmentally friendly materials as well as design, technology and raw materials capable of conserving energy and reducing waste. 盡量採用環保材料，以及使用能節約能源及減少廢棄物的設計、技術與原材料。
8	Vigorous promotion and implementation of the recyclable economy, minimizing and avoiding negative effects due to the Group's development on the environment. 大力推進及實施循環經濟，減少及避免因本集團的發展對環境造成的負面影響。

During the Reporting Period, the Group has conducted comprehensive inspection regarding the environmental management situations of all controlling subsidiaries to facilitate the improvement and promotion of controlling subsidiaries on environmental management and demanded the completion of its construction and implementation with stipulated deadlines, ensuring effective sustainable development of the Group. During the Reporting Period, there was no environmental pollution incident in the Group.

於報告期間，本集團對所有控股附屬公司的環境管理狀況實施了全面的檢查，促進控股附屬公司在環境管理方面的改善與提高，並要求在限期內完成管理體系構建及實施，有效確保本集團的可持續發展。於報告期間，本集團並無發生任何環境污染事件。

ENVIRONMENTAL (CONT'D)

Emissions (Cont'd)

Air Emissions

Due to the Group's business nature, it was not involved in any industrial production nor possess any manufacturing facilities or motor vehicles during the Reporting Period. Therefore, the Group did not generate a material amount of exhaust gas emissions during its operation.

Waste Management

Non-hazardous Waste

The Group promotes the "4-R" concept which aims at minimizing, to the extent practicable, the amount of wastes produced during the course of the Group's business operations.

環境 (續)

排放物 (續)

廢氣排放

於報告期間，基於本集團的業務性質，其並無涉及任何工業生產或擁有任何製造設施或車輛。因此，本集團並無於運營過程產生大量廢氣排放。

廢棄物管理

無害廢棄物

本集團推行「4-R」理念，旨在於切實可行的情況下減少本集團在業務經營過程中所產生的廢棄物數量。

Item 序號	Concept 理念	Practice 實踐
(a)	Reduction 減廢	Reducing the generation of daily wastes to the extent practicable, by using alternative materials, the optimization of processes and procedures. 於切實可行的情況下，透過使用替代材料、優化流程及程序減少日常廢棄物的產生。
(b)	Reuse 循環再用	Reusing wastes generated and returning unused materials. 循環再用產生的廢棄物及歸還未使用的材料。
(c)	Recycling 循環再造	Converting waste materials into usable materials or extracting useful substances from them, such as recycling packaging material and paper. 將廢料轉換為可用材料或自其中提取有用物質，例如循環再造包裝材料及紙張。
(d)	Replace 更換	Replacing traditional light bulbs with energy-efficient LED bulbs. 將傳統燈泡更換為節能LED燈泡。 Encouraging the use of reusable water bottles, coffee mugs, and cutlery instead of disposable cups, bottles, and plastic utensils. This helps reduce plastic waste and promotes a more sustainable office culture. 鼓勵使用可重複使用的水瓶、咖啡杯及餐具，而不是一次性杯子、瓶子及塑料餐具。此舉有助於減少塑料廢物並促進更可持續的辦公文化。

ENVIRONMENTAL (CONT'D)

Emissions (Cont'd)

Waste Management (Cont'd)

Non-hazardous Waste (Cont'd)

Due to the Group's business nature, non-hazardous waste produced in the Group's operations was mainly composed of office waste. To minimize its impact on the environment, the Group targets to conduct annual activities (such as seminars and workshops) to raise awareness of non-hazardous waste reduction among employees. To demonstrate the Group's dedication to waste reduction, it has implemented paperless office. The Group encourages its employees to utilize email and online signature system for document review, signing and communication where possible, reduce the frequency of printing and/or copying, and reduce the use of office paper. If necessary, employees are also encouraged to re-use paper and conserve paper usage by printing double-sided to the extent practicable. Furthermore, the Group provides drinking water supply equipment for the use by employees, meetings and visitors. Employees are encouraged to bring along their own reusable cups to reduce the use of plastic bottles.

The Group's non-hazardous waste disposal performance during the Reporting Period was summarized as follows:

環境 (續)

排放物 (續)

廢棄物管理 (續)

無害廢棄物 (續)

基於本集團的業務性質，本集團運營產生的無害廢棄物主要由辦公廢物組成。為顯示本集團減少廢棄物的決心，本集團已經實施無紙辦公。本集團鼓勵僱員使用電子郵件與線上簽核系統審閱、簽發與傳閱文件，減少列印及／或影印頻率，及減少辦公室用紙。如必須用紙，本集團亦鼓勵僱員在切實可行情況重用紙張及採用雙面列印。此外，本集設置飲用水設備，以供僱員、會議與訪客等使用。鼓勵僱員自備可重複使用的杯具，減少塑料瓶使用。

本集團於報告期間的無害廢棄物處置表現概述如下：

Non-hazardous Waste[1] **無害廢棄物總量[1]**	**Unit** **單位**	**2025** **二零二五年**
Office waste 辦公廢物	Kg 千克	160.00
Intensity of non-hazardous waste **無害廢棄物密度**	**Kg/million revenue** **千克／百萬收益**	**2.22**

Notes:

1. The calculation of non-hazardous waste is based on "Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.

附註：

1. 無害廢棄物乃基於聯交所發佈的《環境關鍵績效指標匯報指引》計算。

ENVIRONMENTAL (CONT'D)

Emissions (Cont'd)

Waste Management (Cont'd)

Hazardous Waste

Due to the Group's business nature, hazardous waste produced in the Group's operations was mainly composed of clinical waste. To minimize its impact on the environment, the Group has established relevant guidelines for governing the handling and disposal of hazardous waste. The Group will separately manage, and store hazardous waste produced and engage a qualified third-party professional to handle such hazardous waste.

The hazardous waste generated by the Group during the Reporting Period was summarized as follows:

環境 (續)

排放物 (續)

廢棄物管理 (續)

有害廢棄物

基於本集團的業務性質，本集團運營所製造的有害廢棄物主要包括臨床廢棄物。為減輕其對環境的影響，本集團已就有害廢棄物的處理及棄置制定相關指引。本集團將對產生的有害廢棄物進行單獨管理及儲存，並聘請合資格的第三方專業人員處理該等有害廢棄物。

本集團於報告期間產生的有害廢棄物概述如下：

Hazardous Waste **有害廢棄物**	**Unit** **單位**	**2025** **二零二五年**
Total hazardous waste 有害廢棄物總量	Kg 千克	428
Intensity of hazardous waste **有害廢棄物密度**	**Kg/million revenue** **千克／百萬收益**	**5.94**

Sewage Discharges into Water and Land

Considering the Group's business nature, sewage discharged into water and land is considered insignificant. As the Group's wastewater is directly discharged into the municipal sewage pipeline network for further processing, the amount of water consumption of the Group represents the wastewater discharge volume.

向水及土地排放污水

考慮到本集團的業務性質，向水及土地排放的污水可視為微不足道。由於本集團將污水直接排入市政污水管網，以作進一步處理，故本集團的用水量即污水排放量。

ENVIRONMENTAL (CONT'D)

Use of Resources

The main resources used by the Group during operation are electricity, water and paper. In order to be an environmentally responsible corporation, the Group strives to improve the efficiency and effectiveness of resources consumption in the operation process for minimization of wastage and avoidance of excessive usage of precious resources.

Energy Consumption

The energy consumption of the Group was primarily attributable to the consumption of electricity. The Group targets to conduct annual activities (such as seminars and workshops) to raise awareness of energy conservation among employees. The Group also continuously implements the "green" concept, including but not limited to office power saving: policy to turn off lights when not in use, air-conditioning temperature control, printer and computer hibernation management, shut down of lights and computers during lunch break, etc., and increase equipment efficiency: Efficiency Arrangements for equipment to undergo regular maintenance in order to improve their performance and dispose high energy consumption equipment as part of the efforts to conserve resources at source.

The Group's energy consumption performance during the Reporting Period was summarized as follows:

環境 (續)

資源使用

本集團在業務過程中使用的主要資源為電力、水及紙張。為成為對環境負責任的企業，本集團致力提高業務過程中資源消耗的效率及效益，儘量減少浪費，避免過度使用珍貴資源。

能源消耗

本集團的能源消耗主要來自電力消耗。本集團計劃每年舉行研討會及工作坊等活動，以提高僱員對節能的認識。本集團亦不斷實施「綠色」理念，包括但不僅限於辦公室節電：無需使用時關燈的措施、空調溫度控制、列印機與電腦休眠管理、午休時間關燈及關機等，以及提升設備效能：安排設備進行定期保養以提升其效能及處置高耗能設備，努力從源頭上節約資源。

本集團於報告期間的能源消耗表現概述如下：

Types of Energy **能源類別**	**Unit** **單位**	**2025** **二零二五年**
Direct energy consumption 直接能源消耗	MWh 兆瓦時	–
Indirect energy consumption – Electricity 間接能源消耗－電力	MWh 兆瓦時	82.16
Total energy consumption 能源消耗總量	MWh 兆瓦時	82.16
Energy consumption intensity **能源消耗密度**	**MWh/million revenue** **兆瓦時／百萬收益**	**1.14**

Notes:

1. The calculation of energy consumption is based on "Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.
2. During the Reporting Period, the electricity purchased only accounted for the operations in Hong Kong. The usage of electricity in the back office located in the PRC is minimal and immaterial. Additionally, since the electricity usage in the PRC office is covered by the landlord, it is not included in the electricity purchased by the Group.

附註：

1. 能源消耗乃基於聯交所發佈的《環境關鍵績效指標匯報指引》計算。
2. 於報告期間，外購電力僅計入香港的業務運營。位於中國的後勤辦公室的用電量極少且影響不大。此外，由於中國辦公室的用電量由業主承擔，因此並不計入本集團的外購電力。

ENVIRONMENTAL (CONT'D)

Use of Resources (Cont'd)

Water Consumption

The Group encourages its employees and clients to develop habit of conscious water consumption so as to reduce water consumption in its operation site. Due to the geographical location of the Group's operations, the Group did not encounter any issue in sourcing water that is fit for purpose. To reaffirm the Group's commitment to water conservation, the Group targets to display posters or other promotional materials in prominent locations at its offices to further encourage and promote water conservation.

The Group's water consumption performance during the Reporting Period was summarized as follows:

環境 (續)

資源使用 (續)

用水

本集團鼓勵其僱員及客戶養成自覺用水的習慣，以減少運營場所的用水量。鑒於本集團業務的地理位置，本集團在採購適合用途的水方面並無遇到任何問題。為強調本集團對節約用水的承諾，本集團計劃在辦公室的顯眼位置張貼海報或其他宣傳資料，進一步鼓勵並促進節約用水。

本集團於報告期間的用水表現概述如下：

Water Consumption **用水**	**Unit** **單位**	**2025** **二零二五年**
Total water consumption 用水總量	m^3 立方米	123
Water consumption intensity **用水密度**	**m^3/million revenue** **立方米／百萬收益**	**1.71**

Notes:

1. During the Reporting Period, the water consumed only accounted for the operations in Hong Kong. The usage of water in the back office located in the PRC is minimal and immaterial. Additionally, since the water usage in the PRC office is covered by the landlord, it is not included in the water consumed by the Group.

附註：

1. 於報告期間，用水僅計入香港的業務運營。位於中國的後勤辦公室的用水極少且影響不大。此外，由於中國辦公室的用水由業主承擔，因此並不計入本集團的用水。

ENVIRONMENTAL (CONT'D)

環境 (續)

Use of Resources (Cont'd)

資源使用 (續)

Use of Packaging Materials

包裝材料使用

Due to the Group's business nature, the packaging material mainly composed paper and plastic packaging materials during its daily operation. The Group encourages its customers to develop the habit of bringing their own shopping bags in order to reduce the packaging consumption at the operating site.

基於本集團的業務性質，包裝材料主要包括於日常運營所用的紙張及塑膠包裝材料。本集團鼓勵其客戶養成自行攜帶購物袋的習慣，以減少於經營場所的包裝消耗。

The Group's use of packaging materials during the Reporting Period was summarized as follows:

本集團於報告期間的包裝材料使用概述如下：

Use of Packaging Materials **包裝材料使用**	**Unit** **單位**	**2025** **二零二五年**
Usage of paper packaging materials 紙張包裝材料使用量	Kg 千克	2.6
Usage of plastic packaging materials 塑膠包裝材料使用量	Kg 千克	145.6
Total usage of packaging materials 包裝材料使用總量	Kg 千克	148.2
Packaging material usage intensity **包裝材料使用密度**	**Kg/million revenue** **千克／百萬收益**	**4.11**

Environmental Protection and Natural Resources

環境保護及自然資源

Environmental protection is the responsibility of every staff in the Group. Although the impact on environmental and natural resources caused by the Group's operation is limited, the Group is committed to sustainable development and delivering its premium and quality products in a manner with minimal impact to the environment resulting from its business activities. Apart from those details disclosed in the sections "Emissions" and "Use of Resources" above, the Group remains conscious of its potential impact, and therefore actively adopts relevant preventive measures and industrial best practice to further minimize the potential impact on the environment and natural resources.

保護環境是本集團每個僱員的責任。儘管本集團運營對環境及自然資源影響有限，本集團仍致力於可持續發展，以其將業務對環境的影響降到最低的方式，提供優質產品。除上文「排放物」及「資源使用」兩節披露的細節外，本集團明白自身可能會造成其他影響，因此積極採取相關預防措施及行業最佳做法，以進一步減少對環境及自然資源的潛在影響。

ENVIRONMENTAL (CONT'D)

Climate-related Disclosures

Climate change is already happening and causing devastating consequences to different parts of the world. As a responsible company, the Group strives to reduce its environmental footprint as elaborated in previous sections, and acknowledges the potential impacts of climate change to the Group's businesses. Therefore, the Group has been actively collecting stakeholders' comments, and regularly updating and implementing relevant policies as well as taking climate-related risks into consideration during its risk management processes to better mitigate these impacts and adapt for a sustainable business model.

As a healthcare service company, our direct impact on the environment is limited; however, extreme weather changes and policy compliance requirements constitute the core risks related to climate. We have analyzed our operations, identified the following climate-related risks, and provided corresponding risk prevention and control measures.

環境 (續)

氣候相關披露

氣候變化正在發生，並對世界各地造成破壞性影響。作為一家負責任的公司，本集團如前文所述致力減少環境影響，亦深明氣候變化對本集團業務的潛在影響。因此，本集團向來積極收集持份者意見，定期更新及實施相關政策，並在風險管理過程中，將與氣候有關的風險納入考量，以更妥善減輕有關影響，適應可持續的商業模式。

作為一家醫療保健服務公司，我們對環境的直接影響是有限的；然而，極端天氣變化以及政策合規要求構成了與氣候相關的核心風險。我們已對業務進行了分析，識別出以下與氣候相關的風險，並提供了相應的風險防控措施。

Risk Type 風險類型	Specific Manifestation 具體表現	Potential Impact 潛在影響	Countermeasure 應對措施
Physical risk **實體風險**			
Extreme weather events **極端天氣事件**	Natural disasters, such as typhoons or floods, can pose significant safety risks to its employees and damages to its equipment 颱風或洪水等天災會為僱員帶來巨大的安全風險，亦會損毀設備	• The increasing severity of extreme weather events such as extreme cold or extreme heat, storms, rainstorms and typhoons, could lead to an increased risk of power shortages, interrupt the supply chain and damage the Group's assets, disrupting the Group's operations and resulting in an adverse impact on the Group's financial performance as well as increasing the cost of repairing or restoring damaged sites. 極寒或極熱、風暴、暴雨及颱風等極端天氣事件日益嚴重，可能導致電力短缺、供應鏈中斷及本集團資產損毀的風險增加，干擾本集團營運，為本集團的財務業績帶來不利影響，而修復或恢復受破壞場地的成本亦會增加。 • These events could disrupt the work of employees and even cause casualties. 該等事件可能會干擾僱員工作，甚至造成人員傷亡。	• Formulate Business Continuity Plan for emergencies so that loss can be reduced or avoided when extreme weather events affect the Group's operating sites and to reduce the time required for the Group to resume its business operations. 已制定在緊急情況下業務連續性計劃，以便在極端天氣事件影響本集團的經營場所時減少或避免損失，縮短本集團恢復業務營運所需的時間。 • Identify these risks and prioritize those that may have a significant impact, and to take precautionary measures based on the significance of impact of the risks. 將識別該等風險，優先考慮可能造成重大影響的風險，根據風險的影響之重要性採取預防措施。 • Examine the possibility of a change of business model to reduce or avoid these serious effects on business operations. 將研究改變業務模式的可能性，以減少或避免該等對業務營運的嚴重影響。

ENVIRONMENTAL (CONT'D)

Climate-related Disclosures (Cont'd)

環境 (續)

氣候相關披露 (續)

Risk Type 風險類型	Specific Manifestation 具體表現	Potential Impact 潛在影響	Countermeasure 應對措施
Transition risk 轉型風險			
Compliance Risk 合規風險	Regulatory authorities has required listed companies to enhance climate-related disclosures in their ESG reports, which may result in increased compliance costs. 監管機構規定上市公司在ESG報告中加強與氣候相關的披露，可能導致合規成本增加。	Failure to meet the climate change compliance requirements may expose the Group to risks of claims and lawsuits. Corporate reputation may also decline. 如未能滿足氣候變化的合規要求，可能會使本集團面臨索賠及訴訟的風險，企業聲譽也可能下降。	• Regularly monitor existing and emerging climate-related trends, policies and regulations to avoid reputational risks due to delayed response. 將定期監察現有及新出現的氣候相關趨勢、政策與法規，避免因反應遲緩而令聲譽面臨風險。 • Set targets to reduce energy consumption and GHG emissions. 已制定減少能源消耗及溫室氣體排放的目標。 • Continue to assess the effectiveness of the Group's actions to address climate change and enhance its resilience against climate-related issues. 持續評估本集團應對氣候變化的行動的有效性，加強對氣候相關問題的抵禦能力。

The Group recognizes that climate transition also creates new market opportunities and competitive advantages for the Group. The Group has identified areas within its operations and business that are directly or indirectly affected by climate opportunities, and continuously monitors these developments.

本集團意識到，氣候轉型亦為本集團創造新的市場空間和競爭優勢。本集團在運營及業務分析出直接或間接受氣候機遇影響的範圍，並持續監察有關發展。

ENVIRONMENTAL (CONT'D)

Climate-related Disclosures (Cont'd)

環境 (續)

氣候相關披露 (續)

Opportunity Type 機遇類型	Specific Manifestation 具體表現	Potential Impact 潛在影響	Countermeasure 應對措施
Operational Energy Efficiency Optimization **運營能效優化**	Promote systematic optimization of energy consumption in operational and office premises, and reduce resource consumption throughout the entire operation process. 推動系統化優化營運場所、辦公場地的能耗，降低運營全流程的資源消耗。	• Reduction in expenses such as electricity and water charges directly improves operational profit margins; 電費、水費等開支降低，直接提升運營利潤率； • Locking in long-term energy costs mitigates earnings uncertainty arising from energy price fluctuations. 鎖定長期能源成本，規避能源價格波動帶來的盈利不確定性。	• Increase the proportion of renewable energy in operational electricity consumption; 提升可再生能源在運營用電中的佔比； • Fully implement a green office model and carry out upgrades of water-saving and energy-efficient equipment to reduce energy and water consumption at the source. 全面推行綠色辦公模式，落實節水能級設備改造，從源頭降低能源與水資源消耗。
Climate-Related Health Demand Expansion **氣候相關健康需求擴張**	Issues such as extreme temperatures, increased ultraviolet radiation, and air quality fluctuations resulting from climate change are driving sustained growth in demand for dermatological health, barrier care, anti-aging, and other areas within aesthetic and general healthcare. 氣候變化導致的極端溫度、紫外線增強、空氣質素波動等問題，將帶來皮膚健康、屏障護理、抗衰等美護民生醫學需求的持續增長。	• Products and services that align with new market demands offer differentiated competitive advantages, enabling the maintenance of stable high gross profit margins; 契合市場新需求的產品與服務具備差異化競爭優勢，可維持穩定的高毛利率水平； • By expanding demand scenarios, customer coverage is broadened, customer lifetime value is enhanced, and sustained cash inflow is generated. 透過需求場景拓展，擴大客戶覆蓋範圍，提升客戶終身價值，帶來持續的現金流入。	• Monitor changes in public health needs arising from climate change, and increase investment in research and development of products and technologies in the fields of regenerative medicine, skin health, and anti-aging; 跟進氣候變化帶來的公眾健康需求變化，加大再生醫學、皮膚健康、抗衰領域的產品與技術研發投入； • Develop dedicated skincare and medical aesthetics solutions for climate-related health issues, and continuously enhance the product and service system. 針對氣候相關的健康問題，研發專屬護膚與醫美解決方案，完善產品與服務體系。

Due to the business nature of the Group, GHG emissions were mainly attributable to energy indirect GHG emissions (Scope 2), being electricity purchased and consumed during operation of the Group. The Group targets to conduct annual activities (such as seminars and workshops) to raise awareness of GHG emissions reduction among employees.

鑒於本集團的業務性質，溫室氣體排放主要來自能源間接溫室氣體排放 (範圍二)，即本集團業務過程的外購電力消耗。本集團計劃每年舉行研討會及工作坊等活動，以提高僱員對減少溫室氣體排放的認識。

ENVIRONMENTAL (CONT'D)

Climate-related Disclosures (Cont'd)

The Group's GHG emissions performance during the Reporting Period was summarized as follows:

環境 (續)

氣候相關披露 (續)

本集團於報告期間的溫室氣體排放表現概述如下：

Indicators **指標**	**Unit** **單位**	**2025** **二零二五年**
Scope 2 Indirect GHG Emissions 範圍二：間接溫室氣體排放	tCO_2e 噸二氧化碳當量	31.22
Total GHG emissions 溫室氣體排放總量	tCO_2e 噸二氧化碳當量	31.22
Intensity of GHG emissions **溫室氣體排放密度**	**tCO_2e/million revenue** **噸二氧化碳當量／百萬收益**	**0.43**

Notes:

1. The calculation of GHG emissions is based on "Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, and the CO2 emissions factor intensity of electricity purchased is based on the ESG data published by CLP Power Hong Kong.

2. During the Reporting Period, the electricity purchased only accounted for the operations in Hong Kong. Since the electricity usage in the PRC office is covered by the landlord, it is not included in the electricity purchased by the Group. Also, the usage of electricity in the back office located in the PRC is minimal and immaterial.

附註：

1. 溫室氣體排放乃基於聯交所發佈的《環境關鍵績效指標匯報指引》計算，而外購電力的二氧化碳排放係數強度乃基於中華電力公佈的ESG數據計算。

2. 於報告期間，外購電力僅計入香港的業務運營。由於中國辦公室的用電量由業主承擔，因此並不計入本集團的外購電力。此外，位於中國的後勤辦公室的用電量極少且影響不大。

SOCIAL

Employment

Employment Practices

The Group has set up a comprehensive set of human resource policies stipulating rules on recruitment, compensation, training, welfare, promotion guidelines and dismissal. In order to safeguard benefits for the employees, the Group abides by the Employment Ordinance of Hong Kong. Labor contracts or employment agreements are entered into between the Group and the employees. Moreover, the Group regularly monitors information related to employment to prevent non-compliance with labour laws and regulations. During the Reporting Period, the Group was not aware of any material non-compliance or breach of relevant laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

In order to increase efficiency in hiring and to ensure consistency and compliance in the recruitment and selection process, as well as to promote fair opportunities to each candidate, the Group has detailed recruitment policies in place. An objective and carefully documented recruitment process will ensure that any discrimination risks are minimized and will provide the Group with the best possible chance of identifying the right candidate. Regardless of nationality, gender, age, race, religious belief or disability, candidates with relevant professional qualifications and working experience receive equal consideration for employment.

Employee Welfare

The Group provides various benefits to its employees, including business trip allowances, birthday allowances, wedding allowances, body checks, and holiday allowances. In Hong Kong, employees are provided with a mandatory provident fund, while permanent employees in the PRC receive five social insurance and one housing fund. The five social insurance and one housing fund include endowment insurance, medical insurance, unemployment insurance, work-related injury insurance, and childbirth insurance, along with the housing accumulation fund. Employees are entitled to national holidays, company holidays, annual leave, funeral leave, marital leave, maternity leave, and sick leave. The Group has also implemented additional measures to enhance the benefits system and staff satisfaction, such as distributing gifts and benefits and extending holiday periods. Overall, the Group strives to provide a comprehensive benefits package and create a positive work environment for its employees.

社會

僱傭

僱傭慣例

本集團已就僱傭、薪酬、培訓、福利、晉升指引及解僱設立一套全面的人力資源政策。為保障僱員福利，本集團遵守香港僱傭條例。勞動合同或僱傭協議乃由本集團與僱員訂立。此外，本集團定期監察僱傭相關資訊以避免違反勞動法律及法規事宜。於報告期間，就補償及解僱、招聘及晉升、工作時數、休息時間、平等機會、多元化、反歧視，以及其他福利及待遇的相關法律及法規而言，本集團並無發現任何重大的不合規或違規情況。

為了提高招聘僱員的效率，並確保招聘及甄選過程中的一致性及合規性，以及為每位候選人提供公平的機會，本集團已確立詳細的招聘政策。客觀且小心記錄的招聘程序確保降低任何歧視風險，並為本集團物色合適候選人提供最佳機會。不論國籍、性別、年齡、種族、宗教信仰或殘障等，具備相關專業資格及工作經驗的求職者在招聘過程中均享有平等對待。

僱員福利

本集團為僱員提供多種福利，包括差旅津貼、生日津貼、結婚津貼、體檢及假日津貼。香港僱員享有強積金，而中國正式僱員則享有五險一金。五險一金包括養老保險、醫療保險、失業保險、工傷保險、生育保險及住房公積金。僱員亦可享受國家法定節假日、公司假期、年假、喪假、婚假、產假及病假。本集團亦實施額外措施以提升福利制度及僱員滿意度，例如，派發禮品及福利以及延長假期。整體而言，本集團致力為僱員提供全面的福利待遇，並創造積極的工作環境。

SOCIAL (CONT'D)

Employment (Cont'd)

Employee Welfare (Cont'd)

The Group actively recruits talents in a fair and equitable manner through channels such as online platforms and newspaper advertisements. Details of the employees of the Group as at the end of the Reporting Period are as follows:

社會 (續)

僱傭 (續)

僱員福利 (續)

本集團積極利用線上平台、報章廣告等渠道公平公正地招募人才。報告期末，本集團僱員明細概述如下：

	Employee Category 僱員類別	2025 二零二五年
Employment Data 僱傭數據		
By gender 按性別劃分	Male 男	8
	Female 女	23
By age group 按年齡組別劃分	30 or below 30歲或以下	6
	31-49 31-49歲	22
	50 or above 50歲或以上	3
By geographical region 按地區劃分	Chinese Mainland 中國內地	9
	Hong Kong 香港	22
Employee turnover rate 僱員流失比率		
Total turnover 總流失率		57%
By gender 按性別劃分	Male 男	93%
	Female 女	44%
By age group 按年齡組別劃分	30 or below 30歲或以下	40%
	31-49 31-49歲	69%
	50 or above 50歲或以上	33%
By geographical region 按地區劃分	Chinese Mainland 中國內地	0
	Hong Kong 香港	83%

Note:

1. The employee turnover rate is calculated by dividing the number of employees within a specific category leaving their employment during the Reporting Period by the average of the headcount at the beginning and the end of the Reporting Period.

附註：

1. 僱員流失率乃按報告期間內的特定類別報告期間內流失人數除以報告期期初人數與期末人數的均值計算。

SOCIAL (CONT'D)

Health and Safety

Safe, effective and cozy workplace is essential to the support of the Group's precious asset, employees. To create a safe working environment, the Group has established safety policies on the prevention and remediation of safety accidents, and detection on potential safety hazards in workplace, measures include regular safety inspections and launch of safety promotion and safety training.

To mitigate the health and safety risk during operation processes, protective equipment would be provided to operating employees, such as protective suit, glove, mask etc.

Employees are briefed and trained with safety and environmental knowledge regularly to ensure that everyone understands the risk of the task they are involved in, has safety and environmental consciousness and is familiar with safety and environmental precaution measures. Emergency and evacuation procedures for fire were established for timely and orderly response to any major safety accidents. The Group monitors the workplace safety continuously and performs a regular examination of workplace safety hazards. To ensure the effectiveness of fire emergency control, the Group appointed a third-party institute to test its fire alarms and inspect its fire safety equipment.

During the Reporting Period, there have been no occurrence of any work-related fatalities in each of the past three years (including the Reporting Period), and there were 96 lost days due to work injury during the year.

During the Reporting Period, the Group was not aware of any material non-compliance with health and safety-related laws and regulations that would have a significant impact on the Group, including but not limited to the Occupational Safety and Health Ordinance (職業安全及健康條例) of Hong Kong and Labour Contract Law of the People's Republic of China (中華人民共和國勞動合同法).

社會 (續)

健康與安全

安全、有效及舒適的工作環境對於支持僱員這項本集團的寶貴資產至關重要。為建立安全的工作環境，本集團已制定安全政策以預防及治理安全事故，以及檢測工作場所潛在安全隱患，措施包括定期進行安全檢查及實施安全宣傳及安全培訓。

為減低業務過程中的健康與安全之風險，防護裝備亦已提供給操作僱員，如保護服、手套及口罩等。

僱員均已定期接受安全及環境知識簡介及培訓，以確保彼等均了解各自之工作風險，並具備安全及環境意識以及熟悉安全及環境預防措施。火災之緊急及疏散程序均已建立，以便及時有序地應對任何重大安全事故。本集團持續監控工作場所安全，及對工作場所安全風險進行定期檢查。為確保對火災應急管理的有效性，本集團已聘請第三方機構對其火警警報器進行測試，及檢查其消防器材。

於報告期間，於過去三年各年 (包括報告期間) 並無發生任何與工作相關的致命意外，於本年度因工傷損失工作日數為96日。

於報告期間，本集團並不知悉任何重大違反健康及安全相關法律法規而有可能對本集團產生重大影響的情況，其中包括但不限於香港的職業安全及健康條例以及中華人民共和國勞動合同法。

SOCIAL (CONT'D)

Development and Training

The Group recognizes the importance of empowerment through development and training in the Group. Equipping employees with the appropriate knowledge not simply benefits the long-term development, but society as a whole. The Group regularly evaluates the training objectives, training arrangements, training content according to the business needs and make changes when necessary. The results of the training and the performance of each individual will also be assessed regularly to ensure that all employees benefit from the training.

The Group has devised training schedule to provide different types of trainings to employees every year. The categories include personnel, finance, medical instruments, environmental management and fire safety. Through education and training, the Group can enable its employees to enhance their personal qualities, strengthen their working skills and reinforce the team performance. Moreover, employees can grow with the Group by realizing their own values on the basis of their personal interest and expertise.

Besides, all employees are subject to regular performance and career development appraisal in order to ensure the efficiency and quality of its employees and to foster the stable development of the Group. Their participation in different trainings by gender and employee category are presented as follows:

社會 (續)

發展及培訓

本集團深明僱員發展與培訓對本集團之重要性，提升僱員適當的知識，不但有利於本集團的長遠發展，對整個社會亦有莫大裨益。本集團根據業務需要定期評估培訓目標、培訓安排及培訓內容，並於有需要時作出變動。個別人士的培訓結果及績效亦會定期評估，以確保所有僱員均從培訓中受益。

本集團每年會訂立培訓計劃表，提供不同種類培訓予僱員，其分類涵蓋人事、財務、醫療器械、環境管理、消防安全等多方面。本集團可通過教育訓練，提升僱員個人素養，增長工作技能，增加團隊績效。而僱員亦可在基於個人興趣與專長的基礎上實現自身價值，與本集團一同成長。

另外，本集團所有僱員需接受定期業績及職業發展考評，以確保僱員之工作效率及品質能協助本集團得以平穩發展。按性別及僱員類別劃分，僱員參加不同培訓的情況如下：

	Employee Category **僱員類別**	**Percentage of Employees Trained (%)** **受訓僱員百分比(%)** **2025** **二零二五年**
By gender 按性別劃分	Male 男	0%
	Female 女	9%
By job ranking 按職級劃分	Senior management 高級管理層	5%
	Middle management 中級管理層	0%
	General employees 一般僱員	13%

SOCIAL (CONT'D)

社會 (續)

Development and Training (Cont'd)

發展及培訓 (續)

	Employee Categories 僱員類別	Average Training Hours 平均受訓時數 2025 二零二五年
By gender 按性別劃分	Male 男	0
	Female 女	2
By job ranking 按職級劃分	Senior management 高級管理層	1
	Middle management 中級管理層	0
	General employees 一般僱員	1

Notes:

1. This percentage is calculated by dividing the total number of employees who took part in training during the Reporting Period by the total number of employees at the end of the Reporting Period.
2. The average training hours per employee is calculated by dividing the total number of training hours during the Reporting Period by the total number of employees at the end of the Reporting Period.
3. The percentage of trained employees by category is calculated by dividing the number of employees in the specified category who took part in training during the Reporting Period by the total number of employees who took part in training during the Reporting Period.
4. The average training hours by category is calculated by dividing the number of training hours for employees in the specified category during the Reporting Period by the number of employees in the specified category at the end of the Reporting Period.

Promotions are made in accordance with the needs from the Group's business development and the employees' competence. Vacancies of the Group's internal management positions will be filled up internally by promoting the most qualified employees within the Group. This offers the employees with the opportunities for promotion and enhances the efficiency of the Group.

附註：

1. 該百分比乃將於報告期間參加培訓的僱員總數除以報告期間末的僱員總數計算得出。
2. 每名僱員的平均培訓時數乃將於報告期間的培訓總時數除以報告期間末的僱員總數計算得出。
3. 各類別受訓僱員的佔比乃將於報告期間特定類別僱員參加培訓的人數除以於報告期間參加培訓的僱員總數計算得出。
4. 各類別的平均培訓時數乃將於報告期間特定類別僱員的培訓時數除以報告期間末特定類別的僱員人數計算得出。

本集團按照業務發展所需及僱員能力提供晉升，對於空缺的管理崗位，本集團會提拔晉升本集團內最具資格的現有僱員作內部升遷。這可給予僱員晉升機會及提高集團的效率。

SOCIAL (CONT'D)

Labour Standards

As the Group strictly adhered to the Employment Ordinance of Hong Kong and PRC, the Group does not permit forced labour or child labour under any circumstances. In pursuant to the Group's comprehensive set of human resource policies, all new employees' identification card should be checked before they are recruited by the Group to ensure their age meets requirements of laws and regulations and prevent the Group from accidentally hiring child labour. Any labour-related issues will be handled with diligently and appropriate actions will be taken seriously, such as termination of employment contract.

During the Reporting Period, the Group was not aware of any material non-compliance or breach of relevant laws and regulations in child labour and forced labour.

Supply Chain Management

Suppliers are the Group's long-term business partners. Stability, safety and effectivity of product quality is directly influenced by the selection of suppliers. To effectively manage the supply chain, the Group has developed a comprehensive system for assessing new and existing suppliers. The Group has further regulated the operational procedures of evaluation and approval for main suppliers, and clarified the suppliers' qualification, selection principle, quality evaluation methods, evaluation standard, and approval procedure for main suppliers. In addition, with the aim to promote environmentally preferable products, the Group has included suppliers' environmental impact of production into its supplier evaluation process's criteria, and such criteria is made aware to the Group's supplier along the supply chain. The Group requires all of its major suppliers to strictly comply with local laws and regulations in all aspects so as to further eliminate its supply chain's environmental and social risks. In addition, the Group requires its major suppliers to regularly review their operational compliance relating to areas such as human rights protection, occupational health and safety and environmental protection so as to identify any potential environmental and social-related risks along the Group's supply chain.

社會 (續)

勞工準則

本集團嚴格遵守香港及中國的僱傭條例，在任何情況下本集團均不允許強制勞動或聘請童工。根據本集團全面的人力資源政策，所有新僱員於聘入本集團前均須核查其身份證，以被確保其年齡符合相關法律及法規的規定，避免本集團意外聘用童工。任何勞工相關問題將會審慎處理，並會認真採取合適行動 (例如終止僱傭合約)。

於報告期間，本集團在童工及強制勞動方面並無發現任何重大不合規或違反法律及法規的事項。

供應鏈管理

供應商是本集團的長期業務合作夥伴。供應商的甄選直接影響產品質量的穩定性、安全性及有效性。為有效管理供應鏈，本集團已建立一套全面的評估系統去評估新進及現有供應商。本集團已對主要供應商的評估及審批操作程序進行規範，闡明對主要供應商的資格要求、甄選原則、質評方法、評價標準及審批程序。此外，為推廣環保產品，本集團將供應商對環境的影響納入為供應商評估程序的標準，並讓本集團的供應鏈各環節的供應商了解該等標準。本集團要求所有主要供應商在各個方面嚴格遵守當地法律及法規，進一步消除供應鏈方面的環境及社會風險。此外，本集團要求其主要供應商定期審查其在人權保護、職業健康安全及環境保護等領域的運營合規性，以識別本集團供應鏈中任何潛在的環境及社會相關風險。

SOCIAL (CONT'D)

Supply Chain Management (Cont'd)

The majority of the Group's businesses and product distribution are relied on agents to introduce and promote the products to hospitals for sale. Therefore, the management of the agents is very crucial to the Group. To avoid inefficiencies in agents and to strengthen the sales performance, the Group has tailor-made contracts for each agent in accordance with its selling ability and respective target customers. The contracts clarify the area in which the agents are responsible for, as well as the hospitals they cooperate with. The contracts also list out the compensation they may get, and the sales amount that is targeted to be achieved during the contract period. The Group will evaluate agents from time to time following their performance against the contract terms. The Group believes that the management of agency contracts can help to control the quality of agents and to implement the business strategy efficiently.

During the Reporting Period, the geographic location of the major suppliers of the Group is listed below:

社會 (續)

供應鏈管理 (續)

本集團大部分的業務及產品分銷依賴代理商向醫院引薦及推廣產品以供銷售。故此，代理商的管理對本集團而言至關重要。為避免代理商效率低下並提升其銷售表現，本集團根據代理商的銷售能力及其目標客戶為各代理商量身定制合約。合約闡明了代理商負責的區域，及彼等可以合作的醫院。合約亦載列出彼等可獲得的報酬及合約期內須達致的目標銷售額。本集團將不時根據合約條款評估代理商的表現。本集團認為，對代理合約的管理有助於控制代理商的質量，並有效實施業務策略。

於報告期間，本集團主要供應商所處的地理位置列示如下：

Region 地區	2025 二零二五年
Hong Kong 香港	32
PRC 中國	3
Malaysia 馬來西亞	1
Total major suppliers 主要供應商總數	**36**

SOCIAL (CONT'D)

Product Responsibility

The Group strives for products and services excellence across all the business activities. The Group's equipment is calibrated externally by professionals and internally when necessary to ensure its accuracy. Qualified personnel are assigned to each equipment for the daily management and maintenance, to ensure equipment inuse by the Group using is in good condition. Damaged equipment will not be used until they are fixed by the suppliers.

Also, listening to customers about their experiences with products and services is the key to the Group's success. The Group constantly interacts with customers by reviewing their enquiries and feedback so that performance can be tracked regularly. Also, the Group is dedicated to providing technical supporting services to customers. Training is provided to employees in offering comprehensive services to customers. The Group values customers' feedback, as this is the driving force for its continual improvement. Once a complaint is received, the Group will take prompt actions to investigate the issue and carry out remedial action plans. During the Reporting Period, the Group was not aware of any material issues on product health and safety, advertising, labelling, privacy matters and methods of redress, and no products and service-related material written complaints were received. During the Reporting Period, we don't have any subject to recalls for safety and health reasons.

Being a responsible corporation, the Group strictly monitors the quality of its services and any potential safety issues in using its services.

The Group is committed to complying with local rules and regulations on service and product safety, and protecting consumers' health on using its products. During the Reporting Period, we recorded less than 5 recall cases due to damaged goods and recorded less than 5 refund cases due to customers' personal reason. Although the Group ensures the quality of its products and services, at the same time, it requires that products with quality issues should be returned or compensated in accordance with terms of sales contracts. Recall, return or compensation of products is required to be offered to all customers who are affected with consistent treatment and procedures.

社會 (續)

產品責任

在業務經營中，本集團不斷在產品及服務上精益求精。本集團的設備由專業人士進行外部校準工作，有需要時本集團內部人員亦會進行校準工作，確保設備的準確度。合資格人員獲指派對各項設備進行日常管理及維護，確保本集團使用的設備保持良好狀況。損壞的設備需由供應商修理後方可使用。

此外，聆聽客戶對產品及服務的體驗是本集團成功的關鍵。本集團透過檢討客戶查詢及反饋與客戶保持互動，定期追蹤表現。本集團亦悉心為客戶提供技術支援服務，並對僱員進行培訓，務求為客戶提供全面的服務。本集團重視客戶的意見，此乃我們不斷改善的推動力。一旦接獲投訴，本集團將及時採取行動以調查事件及實施補救行動計劃。於報告期間，本集團於產品健康與安全、廣告、標籤及私隱事宜以及補救方法方面並無發現任何重大違規事項，且並無接獲有關產品及服務的重大書面投訴。於報告期內，我們沒有產品因為安全和健康理由而須回收。

作為負責任的企業，本集團嚴格監控其服務的質量，以及使用其服務的任何潛在安全問題。

本集團致力遵守當地的服務及產品安全規則及規例，以保護消費者在使用其產品時之健康。於報告期間，我們錄得少於5宗由產品受損導致的召回個案，並錄得少於5宗因客戶個人原因導致的退款個案。儘管本集團確保產品及服務品質，本集團同時要求按照銷售合約條款退還或補償存在質量問題的產品。本集團規定以一致的方式及程序向所有受影響客戶進行產品召回、退還或賠償。

SOCIAL (CONT'D)

Product Responsibility (Cont'd)

Protection of Intellectual Property Rights

The Group relies on a combination of intellectual property laws, trade secrets, confidentiality procedures and contractual provisions to protect its intellectual property. The Group strictly prohibits any purchasing of pirated products or unauthorized usage of photos provided by the third-party manufacturers. In addition, the Group regularly verifies whether photos or pictures used by the Group are copyrighted. Besides, the Group will not adopt designs that are not authorized by the third-party manufacturers and conducts verification on whether designs being used by it are authorized by the third party on a regular basis. The Group attaches great importance to ensuring that all propaganda or product designs of the Group do not involve plagiarism, and requires all employees to have a sense of intellectual property rights.

Advertising Labelling Management

The Group understands its customers' rights and is committed to providing accurate product and service information for customers in connection with their purchase or consumption decision. The Group requires careful review of advertising materials to protect customers' interest. The Group is committed to providing sufficient and accurate information and product label to customers and considers that it is an extended responsibility of product safety management. The Group provides clear instructions, including the danger, precaution measures and emergency treatment of products and contact information.

社會 (續)

產品責任 (續)

保護知識產權

本集團依靠知識產權法、商業秘密、保密性程序及合約條款，為旗下知識產權提供綜合保護。本集團嚴禁購買任何盜版產品，或未經授權使用任何第三方製造商提供的照片。此外，本集團定期查核本集團使用的照片或圖片有否受版權保護。此外，本集團不會採用未經第三方製造商授權的設計，亦會定期查核自身正在使用的設計是否獲得第三方授權。本集團非常重視並確保自身的所有宣傳或產品設計不涉及抄襲，並要求全體員工具備知識產權意識。

廣告及標簽管理

本集團了解客戶權益，矢志為客戶提供準確產品及服務資訊，供彼等於購買或使用時參考。本集團要求仔細審查廣告材料，保障客戶權益。本集團重視為客戶提供充分及正確的安全資料及產品標籤，並視之為產品安全管理的一個延伸責任。本集團提供清晰說明，包括說明產品的危險性、預防措施、應急處理及聯絡方法。

SOCIAL (CONT'D)

Product Responsibility (Cont'd)

Protection of Customer Privacy

The Group has stringent measures in place to protect operational and customer data privacy. Non-disclosure agreements are signed by all suppliers. A systematic approach is implemented internally to ensure that only designated employees have access to sensitive and confidential information.

In view of the customer confidential information, the Group has implemented a strict confidentiality system. According to the system, the Group should enter into a confidentiality agreement with the client who provides the confidential information. Meanwhile, for ensuring that there is no leakage of clients' confidential information, risk control department of the Group is responsible for investigating the confidential information to delimit secrecy scope and ascertain information security. The Group also provides employees with education regarding confidentiality and specifies the confidentiality obligations of employees in employee manual.

Anti-corruption

To ensure honest, loyal behaviour and ethical conduct among employees, the Group has adopted code of ethics and anti-corruption regulations, so as to enable employees' conducts and behaviours to be monitored throughout daily operations. The Group performs annual self-evaluation to look at the implementation of code of ethics and relevant regulations, the objective of which is to ensure the thoroughness and consistency in actual operations and management practices, with a view to balancing and safeguarding interests of the stakeholders and establishing long-term partnerships. The Group has zero tolerance towards any form of corruption, bribery, extortion, money laundering and other fraudulent activities in connection with any of its business operations and employs independent auditors to carry out external audits on the Group, aiming at preventing corruptive behaviours within the Group through internal supervision and external audits. Corporate governance training, which covers the anti-corruption provisions outlined in the said policy, knowledge on anti-corruption legislation as well as necessary skills to handle ethical dilemmas at the workplace, is provided to raise employees' awareness. The Group also encourages all employees to report any corruption or fraud activities. The Group promptly conducts inspections and takes necessary measures while protecting the identity of the whistle-blower to prevent any conflict of interest or behaviours that will bring harm to the Group and the stakeholders.

社會 (續)

產品責任 (續)

客戶隱私保護

本集團已制定有嚴格的措施保護運營數據及客戶資料的私隱。所有供應商均已簽署保密協議。集團內部有系統地執行有關措施，確保僅指定僱員可取閱敏感及保密資料。

本集團對獲悉的客戶機密資料實施嚴格的保密制度。根據該等制度，對於提供機密資料的客戶，本集團會與其簽訂相關的保密協定。同時，本集團的風險管控部門負責審核該等資訊，劃定保密範圍及確定相應的保密措施，以保證客戶機密資料不發生外泄的情況。本集團亦為僱員提供保密教育，及在僱員手冊中載明僱員的保密義務。

反貪污

為確保僱員的誠實、忠誠行為及道德操守，本集團已採納道德守則及反貪污法規，以使僱員的行為及態度於整個日常運營中均受到監察。本集團進行年度自我評估以檢查道德守則及相關條例的落實情況，其目的旨在確保實際運營及管理慣例得到貫徹一致的履行，從而平衡並保障持份者的利益及建立長期夥伴關係。本集團對任何形式的貪污、賄賂、敲詐、洗錢，以及其他與其任何業務運營有關的欺詐活動持零容忍態度，並委聘獨立核數師以對本集團進行外部審核，藉以透過內部監督及外部審核，防止本集團內部出現貪污行為。我們提供企業管治培訓以提高員工的有關意識，內容包括上述政策列出的反貪污規定、反貪污法律知識以及處理工作場所道德困境的必要技能。本集團亦鼓勵全體員工舉報任何貪污意或欺詐活動。本集團會及時調查並採取必要措施，同時保護舉報人的身份，防止任何利益衝突或行為損害本集團及持份者。

SOCIAL (CONT'D)

Anti-corruption (Cont'd)

During the Reporting Period, the Group was not aware of any material non-compliance with the relevant laws and regulations of bribery, extortion, fraud and money laundering that would have a significant impact on the Group, including but not limited to the Prevention of Bribery Ordinance (防止賄賂條例) of Hong Kong and Criminal Law of the People's Republic of China (中華人民共和國刑法). During the Reporting Period, there were no concluded legal cases regarding any forms of bribery, extortion, fraud and money laundering brought against the Group or its employees.

Community Investment

The Group stays proactive in fulfilling the responsibilities as a corporate citizen of the community and has developed relevant policy in promoting and encouraging its employees to participate in social welfare activities, in particular, focusing on improving community health. As a responsible corporation, the Group is committed to extending the sustainability efforts from own operation to the wider society. The Group believes that staff members are the core value makers in the society. The Group will continue to pool the strengths and commit itself in increasing community participation, balance of interests of stakeholders and strives to build a corporate-community relationship that promotes harmony, security and prosperity.

Although the Group has not established and documented a specific community policy, social care is deep-seated in the Group's corporate culture. Employees are encouraged to participate in various charitable events and community service. During the Reporting Period, the Group generously donated HK$100,000 in response to the fire incident of Wang Fuk Court to support post-disaster relief efforts.

社會 (續)

反貪污 (續)

於報告期間，本集團並不知悉任何重大違反賄賂、敲詐、欺詐及洗錢等相關法律及法規而有可能對本集團產生重大影響的情況，其中包括但不限於香港的防止賄賂條例及中華人民共和國刑法。於報告期間，並沒有針對本集團或僱員的任何形式的與賄賂、敲詐、欺詐及洗錢有關的結案法律案件。

社區投資

本集團積極履行作為一家企業公民於社區的責任，並定有相關政策，以促進及鼓勵員工參與社會福利活動，特別是關注改善社區健康。作為負責任的企業，本集團矢志在發展自身可持續業務運營的同時，將更多精力投放於更為廣闊的社會當中。本集團相信員工是為社會創造價值的核心力量。本集團將繼續集眾人力量，增加社區參與，平衡持份者的利益，致力構建推動和諧、安全及繁榮的企業與社區關係。

儘管本集團並未訂立及記錄具體的社區政策，但關懷社會的概念已深深植根於本集團的企業文化當中。本集團鼓勵僱員參與各類慈善活動及社區服務。報告期內，本集團就宏福苑火災踴躍捐款10萬港元，以支持災後救助。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2025
二零二五年環境、社會及管治報告

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