

**C-MER**  
希瑪醫療

# C-MER Medical Holdings Limited 希瑪醫療控股有限公司

(Incorporated in the Cayman Islands with limited liability)  
(於開曼群島註冊成立的有限公司)

Stock Code 股份代號：3309



# 2024

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 環境、社會及 管治報告



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### SCOPE AND BOUNDARY

C-MER Medical Holdings Limited (the “Company”, together with its subsidiaries, collectively as the “Group”, “we”, or “us”) is pleased to present our Environmental, Social and Governance (the “ESG”) Report (“the ESG Report”). The ESG Report aims to provide an overview of our practices on environmental protection, social involvement, engagement with stakeholders and sustainable development, which remain our priority as vital structural drivers of our growth. Relevant figures are recorded and collected from our offices, clinics, centres, hospitals with respect to our services provided in Hong Kong (including five day surgery centres, eight satellite clinics, eight optometry centres, six dental clinics, two general practice clinics and one oncology centre), ten eye hospitals in Shenzhen (Futian and Baoan), Beijing, Shanghai, Guangzhou, Zhuhai, Kunming, Huizhou, Jieyang, Foshan (ceased operation in November 2024), an eye clinic in Shenzhen (Nanshan) (ceased operation in December 2024) and our two eye clinics in Shanghai mainly under the brand of “C-MER Dennis Lam (希瑪林順潮)”, and a dental hospital and 11 dental clinics in Shenzhen under Shenzhen C-MER Aikangjian Group Co., Ltd and its subsidiaries (the “Shenzhen CKJ Group”) from 1 January 2024 to 31 December 2024 (the “Reporting Period”). During the Reporting Period, the Group provides the services of ophthalmic, dental, general practitioner (GP), medical aesthetics, oncology service, medical research, and sales of vision aid products in Hong Kong and Mainland China. During the Reporting Period, the Group’s business in different aspects are all covered in the scope<sup>1</sup> of the ESG Report this year.

### 範疇及界限

希瑪醫療控股有限公司(「本公司」，連同其附屬公司統稱「本集團」或「我們」)欣然提呈我們的環境、社會及管治(「環境、社會及管治」)報告(「環境、社會及管治報告」)。環境、社會及管治報告旨在概述我們有關環保、社會參與、利益相關者參與及可持續發展的常規。作為我們增長的主要結構驅動因素，這些常規仍是我們的首要任務。有關數據收集自我們的辦事處、診所、中心、醫院並加以記錄，其涉及香港五間日間手術中心、八間衛星診所、八間眼科視光中心、六間牙科診所、兩間全科診所及一間腫瘤科中心，深圳(福田及寶安)、北京、上海、廣州、珠海、昆明、惠州、揭陽、佛山(於2024年11月停運)的十間眼科醫院，深圳(南山)一間眼科診所(於2024年12月停運)，上海兩間眼科診所提供的服務(主要以「希瑪林順潮」品牌提供)以及深圳一間牙科醫院及11間牙科診所(屬深圳希瑪愛康健口腔集團有限公司及其附屬公司(「深圳愛康健集團」)旗下)，涵蓋2024年1月1日至2024年12月31日(「報告期間」)。於報告期間，本集團提供眼科、牙科、全科、醫療美容、腫瘤科服務及醫學研究服務以及於香港及中國內地銷售視力輔助產品。於報告期間，本集團各個範疇的業務全部包括在本年度環境、社會及管治報告的範疇<sup>1</sup>之內。

<sup>1</sup> During the Reporting Period, the Group expanded its business by expanding an existing day surgery centre in Mongkok and a dental hospital in Luohu, adding an optometry centre in Causeway Bay and two dental clinics in Causeway Bay and Futian Port. The Group also reviewed the business performance and closed some loss-making businesses such as the eye hospital in Foshan and eye clinic in Shenzhen (Nanshan) as mentioned above. As a result, the Group’s ESG figures would have changed relatively significantly compared to last year reporting period.

<sup>1</sup> 於報告期間，本集團透過擴充旺角一間日間手術中心及羅湖一間牙科醫院、增設銅鑼灣一間視光中心以及銅鑼灣及福田口岸兩間牙科診所而拓展業務。本集團亦檢討了業務表現，並關閉了若干虧損業務，例如上文提及的佛山眼科醫院和深圳(南山區)的眼科診所。因此，本集團的環境、社會及管治數字與上年度報告期間比較出現相對大幅的變動。

### REPORTING STANDARDS

The content of this ESG Report is prepared in compliance with the applicable disclosure requirements of the Environmental, Social and Governance Reporting Guide (the “Guide”) under Appendix C2 of the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

The ESG Report complies with all provisions of “mandatory disclosure” or “comply or explain”, as well as the reporting principles listed below:

**Materiality:** The materiality assessment serves as a crucial tool in this report, allowing us to identify the significant ESG issues within the Reporting Period. We have provided comprehensive descriptions of our essential stakeholders and transparently disclosed the specific processes through which they have been engaged and participated. The application of materiality is detailed in the subsection headed “Materiality Analysis”.

**Quantitative:** This ESG Report employs quantitative information to disclose the key performance indicators (the “KPIs”) relevant to our operations’ environmental and social aspects. Each KPI is accompanied by a detailed explanation of the measurement standards, methods, hypotheses, and/or calculation tools utilised. In addition, we provide transparent insights into the source of conversion coefficients used for the KPIs, ensuring clarity and accuracy in our reporting.

**Balance:** This ESG Report presents a comprehensive and objective view of the Group’s performance during the Reporting Period by providing a balanced disclosure of both positive and negative information. This approach ensures that the report’s contents offer an unbiased and transparent depiction of our ESG performance.

**Consistency:** This ESG Report adheres to a consistent disclosure approach using standardised scales for comparable indicators. By employing this approach, we aim to provide additional reference points for performance disclosure. This ESG Report has adopted the international standards and emission factors specified in the guidance materials on ESG issued by the Stock Exchange for computing the relevant KPIs. There has been no change to the methods or KPIs used or any other relevant factors affecting a meaningful comparison of the ESG report with the Group’s 2023 ESG Report.

### 報告準則

本環境、社會及管治報告的內容乃根據香港聯合交易所有限公司（「聯交所」）證券上市規則（「上市規則」）附錄C2環境、社會及管治報告指引（「指引」）的適用披露規定編製。

環境、社會及管治報告遵守「強制披露」或「不遵守就解釋」的一切條文，以及下文所列的申報原則：

**重要性：**重要性評估是本報告的重要工具，使我們能夠識別報告期間的重大環境、社會及管治問題。我們對主要利益相關者作出全面描述，並透明地披露彼等參與的具體過程。重要性的應用詳情見「重要性分析」分節。

**量化：**本環境、社會及管治報告採用量化資料披露我們的營運在環境及社會方面的相關關鍵績效指標（「關鍵績效指標」）。每項關鍵績效指標均附有對所使用的衡量標準、方法、假設及／或計算工具的詳細解釋。此外，我們還對關鍵績效指標所使用的換算係數來源提供透明的說明，確保報告清晰準確。

**平衡：**本環境、社會及管治報告通過均衡地披露正面及負面資訊，全面客觀地反映本集團在報告期間的表現。該方法可確保報告內容就我們的環境、社會及管治表現作出公正透明的描述。

**一致性：**本環境、社會及管治報告採取一致的披露方法，就可比較指標使用統一的量表。我們採用該方法是希望為績效披露提供更多參考點。本環境、社會及管治報告在計算相關關鍵績效指標時，已採用聯交所發佈的環境、社會及管治指導材料中規定的國際標準和排放因數。所採用的方法或關鍵績效指標或任何其他相關因素未有改變，以致影響本環境、社會及管治報告與本集團2023年環境、社會及管治報告進行有意義的比較。



# Environmental, Social and Governance Report

## 環境、社會及管治報告

### FEEDBACK AND OPINIONS

We sincerely welcome your feedback on our ESG Report and our sustainability performance. Please contact us by any of the following means to share your opinions with us:

#### Address:

Suite 1515, Central Building  
1–3 Pedder Street, Central, Hong Kong  
Phone: (852) 3997 3266  
Fax: (852) 3996 8212  
Email: info@hkcmer.com

### COMPANY PROFILE

C-MER Medical Holdings Limited (Stock code: 3309) is one of the leading healthcare service providers in Hong Kong and the Mainland China established under the brand of “C-MER Dennis Lam (希瑪林順潮)”.

Our Group is an ophthalmic, dental, and other medical service provider which also engages in the sales of vision aid products in Hong Kong and Mainland China. Our ophthalmologists/physicians specialise in the fields of cataracts, glaucoma, strabismus refractive surgeries, and external eye diseases. Our dentists have expertise and qualifications across a wide range of speciality areas, covering general dentistry, orthodontics and implantology. Our other medical services in Hong Kong included general practitioner (GP) service, medical aesthetics service, oncology service and clinical research.

### GOVERNANCE STRUCTURE

As responsible corporate citizens, we value the concept of sustainability and have been actively fulfilling our corporate social responsibilities. This ESG Report summarises the strategy, practice, and vision of our Group with respect to the issues related to ESG. It conveys a clear message of our Group's devotion to sustainability. To enhance our resilience and adaptive capacity to potential ESG-related risks and opportunities, all potential ESG issues are covered and evaluated in the annual assessment.

### 反饋及意見

我們誠摯歡迎閣下對我們的環境、社會及管治報告及可持續發展表現作出反饋，請透過以下任何方式聯繫我們，與我們分享閣下的意見：

#### 地址：

香港中環畢打街1–3號  
中建大廈1515室  
電話：(852)39973266  
傳真：(852)39968212  
電郵：info@hkcmer.com

### 公司概况

希瑪醫療控股有限公司（股份代號：3309）是香港及中國內地領先的醫療服務提供商之一，其以「希瑪林順潮」品牌成立。

本集團為香港及中國內地的眼科、牙科及其他醫療服務供應商，並且從事銷售視力輔助產品。我們的眼科醫生／醫生專攻白內障、青光眼、斜視及屈光手術及眼表疾病領域。我們的牙醫具備多種專業領域的專識和資格，涵蓋普通牙科、正畸科及種植科。我們在香港的其他醫療服務包括全科服務、醫療美容服務、腫瘤科服務及臨床研究。

### 管治架構

身為負責任的企業公民，我們重視可持續發展概念及一直積極履行企業社會責任。本環境、社會及管治概述本集團對環境、社會及管治相關議題的策略、常規及願景，傳達本集團全力投放可持續發展的清晰訊息。為加強對潛在環境、社會及管治相關風險及機遇的韌性及適應力，所有潛在環境、社會及管治議題獲年度評估涵蓋及評估。

The Group has established a governance structure to facilitate an effective management of the ESG issues. The Board has overall responsibility for overseeing the Group's ESG-related risks and opportunities, establishing and adopting the ESG-related strategies and targets of the Group, including setting KPIs for environmental-related issues and setting higher standards of energy efficient measures and waste treatment, reviewing the Group's performance annually against the ESG-related targets, and revising the ESG-related strategies as appropriate if significant variance from the ESG-related target is identified. The Group has set up an ESG working group, which includes senior management, to support the Board in implementing ESG-related strategies and targets and promoting the implementation of measures in relation to the identified ESG issues.

Based on the set goals and targets, the Board will continue to review the Group's progress in relation to ESG goals and targets to build a more sustainable business and bring more excellent benefits to society.

本集團已建立管治架構，以促進有效管理環境、社會及管治議題。董事會承擔整體責任，監督本集團的環境、社會及管治相關風險及機遇、建立及採取本集團的環境、社會及管治相關策略及目標（包括為環境相關議題訂立關鍵績效指標及為能源效益措施及廢物處理訂立較高標準）、每年檢討本集團對環境、社會及管治相關目標的表現，並於發現大幅偏離環境、社會及管治相關目標時修訂環境、社會及管治相關策略（如適用）。本集團已成立環境、社會及管治工作小組，成員包括高級管理層，以支援董事會實施環境、社會及管治相關策略及目標，以及就已發現環境、社會及管治議題促進措施執行。

根據既定目的及目標，董事會將繼續檢討本集團有關環境、社會及管治目的及目標的進度，以建設更可持續的業務及為社會帶來更大裨益。

#### Board 董事會

- The Board is responsible for the overall decision-making process and overseeing the formulation, administration, and assessment of the ESG system.  
董事會負責整體決策過程及監督環境、社會及管治系統的制定、管理及評估。

#### ESG Working Group 環境、社會及管治工作小組

- The ESG Working Group is responsible for assisting the Board in managing and monitoring the ESG matters on a daily basis.  
環境、社會及管治工作小組負責協助董事會日常管理及監察環境、社會及管治事宜。

#### Functional Departments 職能部門

- Functional departments are responsible for the execution of measures to achieve the preset ESG-related strategies and targets.  
職能部門負責執行措施以達成既定環境、社會及管治相關策略及目標。

## Environmental, Social and Governance Report

### 環境、社會及管治報告

The Board is dedicated to improving and developing the ESG strategy, which is acting in the best interests of our stakeholders. Under the section “Stakeholders’ Engagement”, the mechanism and the idea of stakeholders’ involvement in developing our ESG strategy are clearly stated.

This ESG Report was approved by the Board of the Company on 21 March 2025. For details of the company’s corporate governance, please refer to the “Corporate Governance Report of the company’s annual report for the year ended 31 December 2024.

### STAKEHOLDERS’ ENGAGEMENT

To identify the critical environmental and social issues that hold significance for our Group, we actively engage with a broad spectrum of stakeholders, including but not limited to the stock exchange, government, investors, media and public, suppliers, customers, employees, and community. Through ongoing and meaningful communication, we place great importance on listening attentively to the concerns and expectations voiced by each stakeholder. Our objective is to align our ESG strategy with the expectations and concerns of our stakeholders while carefully balancing the interests of both the Group and our stakeholders. By fostering transparent and collaborative relationships, we strive to ensure that our ESG initiatives effectively address the most relevant and impactful issues, ultimately contributing to sustainable and responsible business practices that benefit all stakeholders involved.

董事會致力於改進及制定以利益相關者最佳利益為依歸的環境、社會及管治策略。「利益相關者參與」一節當中清晰闡明利益相關者參與制定環境、社會及管治策略的機制及理念。

本環境、社會及管治報告已於2025年3月21日由本公司董事會批准。有關本公司的企業管治詳情，請參閱本公司截至2024年12月31日止年度的年報的「企業管治報告」。

### 利益相關者參與

為了識別對本集團具有重要意義的關鍵環境及社會問題，我們積極與廣泛的利益相關者進行溝通，包括但不限於證券交易所、政府、投資者、媒體及公眾、供應商、客戶、員工及社區。通過持續而有意義的溝通，我們非常重視傾聽各利益相關者所表達的關切及期望。我們的目標是使我們的環境、社會及管治策略與利益相關者的期望及關切保持一致，同時謹慎平衡本集團與利益相關者的利益。我們加強透明及協作關係，致力確保我們的環境、社會及管治措施能夠有效解決最相關及影響最大的問題，最終促進可持續及負責任的商業實踐，使所有利益相關者受益。

Stakeholders 持份者	Probable Points of Concern 可能關注點	Communication and Responses 溝通及應對
<b>Stock Exchange</b> 聯交所	<ul style="list-style-type: none"><li>Compliance with Listing Rules 上市規則合規情況</li><li>Timely and accurate announcements 適時準確的公告</li></ul>	<ul style="list-style-type: none"><li>Meetings 會議</li><li>Training 培訓</li><li>Workshops 研討會</li><li>Programs 項目</li><li>Website updates 網站更新</li><li>Announcements 公告</li></ul>
<b>Government</b> 政府	<ul style="list-style-type: none"><li>Compliance with laws and regulations 法律及法規的合規情況</li><li>Preventing tax evasion 防止偷稅漏稅</li><li>Social welfare 社會福利</li></ul>	<ul style="list-style-type: none"><li>Interaction and visits 互動及訪問</li><li>Government inspections 政府視察</li><li>Tax returns and other information 報稅表及其他資料</li></ul>

Stakeholders 持份者	Probable Points of Concern 可能關注點	Communication and Responses 溝通及應對
<b>Investors</b> 投資者	<ul style="list-style-type: none"> <li>Transparency 透明度</li> <li>Corporate governance 企業管治</li> <li>Business strategies and performance 業務策略及表現</li> <li>Sustainable profitability 持續盈利能力</li> <li>Investment returns 投資回報</li> </ul>	<ul style="list-style-type: none"> <li>Shareholders' meeting 股東大會</li> <li>Issue financial reports or operation reports for investors and timely disclosure 為投資者刊發財務報告或經營報告及適時披露</li> </ul>
<b>Media and public</b> 媒體及公眾	<ul style="list-style-type: none"> <li>Corporate governance 企業管治</li> <li>Environmental protection 環保</li> <li>Human rights 人權</li> </ul>	<ul style="list-style-type: none"> <li>Issue of newsletters on the Company's website 於本公司網站發佈新聞稿</li> </ul>
<b>Suppliers</b> 供應商	<ul style="list-style-type: none"> <li>Payment schedule 付款時間表</li> <li>Stable demand 穩定需求</li> </ul>	<ul style="list-style-type: none"> <li>Supplier selection mechanism 供應商甄選機制</li> <li>On-time payment 按時付款</li> </ul>
<b>Customers</b> 客戶	<ul style="list-style-type: none"> <li>Service quality 服務質量</li> <li>Reasonable prices 合理價格</li> <li>Commercial credibility 商業信譽</li> </ul>	<ul style="list-style-type: none"> <li>After-sales services 售後服務</li> <li>Client's enquiries handling mechanism 客戶查詢處理機制</li> <li>Client's privacy policies 客戶私隱政策</li> <li>Qualified service provider 資格服務提供商</li> </ul>
<b>Employees</b> 僱員	<ul style="list-style-type: none"> <li>Employees' rights and benefit 僱員權利及福利</li> <li>Compensations 薪酬</li> <li>Training and development 培訓及發展</li> <li>Working environment 工作環境</li> </ul>	<ul style="list-style-type: none"> <li>Union activities 工會活動</li> <li>Training 培訓</li> <li>Interviews with employees 與僱員進行面談</li> <li>Employee suggestion boxes 僱員意見箱</li> </ul>
<b>Community</b> 社區	<ul style="list-style-type: none"> <li>Community environment 社區環境</li> <li>Employment opportunities 就業機會</li> <li>Community development 社區發展</li> <li>Social welfare 社會福利</li> </ul>	<ul style="list-style-type: none"> <li>Development of community activities 開展社區活動</li> <li>Employee voluntary activities 僱員義工活動</li> <li>Community welfare subsidies 社區福利補貼</li> </ul>



## **MATERIALITY ANALYSIS**

During the Reporting Period, there were no significant changes in the Group's shareholder composition or operational status. As such, the Group confirms that the ESG issues identified in 2023 remains applicable for 2024 and continues to align with investor expectations. These deliberations focus on areas of utmost importance to our stakeholders, enabling us to meet potential growth and proactively address future challenges.

### **Vital**

Health and safety of services  
Clients' privacy and data protection  
Anti-corruption practices  
Hazardous waste management  
Safe working environment  
Labour standard

### **Essential**

Occupational health and safety  
Uses of natural resources  
Environmental protection  
Employment welfare

### **Important**

Geographic distribution of suppliers  
Intellectual property rights  
Community investment

## **重要性分析**

於報告期間，本集團的股東構成或營運狀況並無重大變化。據此，本集團確認，於2023年識別的該等環境、社會及管治問題，對2024年仍然適用，並繼續保持與投資者的期望一致。該等審議重點關注對我們利益相關者至關重要的領域，有助我們滿足潛在增長需求，並積極應對未來挑戰。

### **至關重要**

健康與服務安全  
客戶私隱及資料保護  
反貪污的實踐  
危險廢物管理  
安全工作環境  
勞工準則

### **必要**

職業健康與安全  
自然資源的運用  
環境保護  
僱傭福利

### **重要**

供應商的地域分佈  
知識產權  
社區投資

## SUSTAINABILITY APPROACH

We endeavour to incorporate materiality, quantitative, balance and consistency in the presentation of the information, as required by the Stock Exchange. In the long run, we are committed to enriching our ESG information disclosure to enhance the transparency in our sustainability performance.

We take sustainability as our development principle to foster the growth of the Group. To uphold sustainability in our daily operations, we are committed to maintaining a high environmental standard and incorporating relevant requirements under applicable laws and ordinances into our daily practices.

### A. ENVIRONMENTAL

#### Environmental Compliance

We comply with all relevant laws and regulations that are related to environmental protection (including air and greenhouse gas emissions discharges into water and land, and generation of hazardous and non-hazardous wastes) in Hong Kong and Mainland China, which have a significant impact on us, including but not limited to “Waste Disposal Ordinance” of Hong Kong and “Regulations on the Administration of Medical Wastes (醫療廢物管理條例)”, “Measures for Medical Wastes Management of Medical and Health Institutions (醫療衛生機構醫療廢物管理辦法)”, “Regulation on Urban Drainage and Sewage Treatment (城鎮排水與污水處理條例)” and “Water Pollution Prevention and Control Law of the Peoples Republic of China (中華人民共和國水污染防治法)” of the Mainland China. During the Reporting Period, no confirmed non-compliance incidents or grievances were noted by the Group in relation to environmental issues.

#### Types of Emissions

As the Group’s core business is the sales and provision of healthcare services, no significant air pollutants are produced during our daily operations. The Group hold a fleet of vehicles for serving its management team members, in which air pollutants are generated from fuel combustion. The primary air pollutants emitted from vehicles include nitrogen oxides (NOx), sulphur oxides (SOx), and particulate matter (PM). All vehicles are under regular maintenance checks to facilitate fuel consumption efficiency, which ensures road safety and keeps air emissions at their minimum.

## 可持續發展方針

我們按照聯交所規定，努力在呈列資料時結合重要性、定量性、均衡性及一致性。從長遠而言，我們致力於充實環境、社會及管治資料披露以提高可持續性發展績效的透明度。

我們視可持續性發展為促進本集團增長的發展原則。為於日常營運中貫徹可持續性發展，我們致力於維持高環境標準和將適用法律及條例項下的相關規定融入日常慣例中。

### A. 環境

#### 環境合規

我們遵守與香港及中國內地環境保護（包括空氣及溫室氣體排放，向水源及土地排放，以及有害及無害廢物的產生）有關的所有相關法律及規例，該等法律及規例對我們有重大影響，包括但不限於香港的《廢物處置條例》及中國內地的《醫療廢物管理條例》、《醫療衛生機構醫療廢物管理辦法》、《城鎮排水與污水處理條例》及《中華人民共和國水污染防治法》。於報告期間，本集團未發現有關環境問題的已確認不合規事件或申訴。

#### 排放物類型

由於本集團的核心業務為銷售及提供醫療服務，故於我們的日常營運中不會產生大量空氣污染物。本集團擁有一支車隊，用於服務管理層團隊成員，當中燃燒燃料產生空氣污染物。汽車排放的主要空氣污染物包括氮氧化物、硫氧化物及懸浮粒子。我們為所有汽車進行定期保養檢查，以改善燃油消耗效能，保障道路安全，並將廢氣排放量維持於最低水平。

The following shows the statistics of exhausted gas emissions recorded during the Reporting Period:

下表列示於報告期間錄得的廢氣及排放量統計數字：

Types of Emissions <sup>2</sup>	Unit	Year ended 31 December 2024 截至 2024 年 12 月 31 日止年度	Year ended 31 December 2023 截至 2023 年 12 月 31 日止年度
		排放物類型 <sup>2</sup>	單位
Nitrogen oxides (NOx) 氮氧化物	kg 千克	255.43	176.91
Sulphur oxides (SOx) 硫氧化物	kg 千克	0.44	0.33
Particulate matter (PM) 懸浮粒子	kg 千克	24.23	17.01

The Group experienced an increase in vehicle usage due to the expansion of its service scale and events, which resulted in a corresponding rise in air emissions. As a result, the Group was unable to achieve its air pollutant reduction target set in the previous year. Looking forward, we aim to maintain the target of reducing and sustaining exhaust gas emissions within a range of 90% to 120% levels compared to this Reporting Period. By setting this target, we aim to manage and minimise our environmental impact proactively, ensuring that our operations align with sustainable practices, identifying opportunities to mitigate emissions growth and contributing to a greener future.

由於服務規模及活動擴增，本集團的汽車使用情況有所增加，導致廢氣排放相應增加。因此，本集團未能達致上一年度所定下的空氣污染物減排目標。展望未來，與本報告期間相比，我們希望將廢氣排放量維持在 90% 至 120% 的範圍內。通過設定該目標，我們旨在積極管理並盡量減少對環境的影響，確保我們的營運符合可持續發展的做法，識別有助緩解排放增加的機會，並為更綠色的未來做出貢獻。

We have implemented robust measures to efficiently reduce exhaust gas emissions and achieve our exhaust gas emission reduction target. These measures encompass regular vehicle inspections to optimise fuel consumption efficiency. In addition, we strictly adhere to using our vehicles solely for business purposes, minimising unnecessary emissions. By prioritising fuel efficiency and maintaining a steadfast commitment to reducing exhaust gas emissions, we actively contribute to mitigating our environmental impact and successfully attaining our emission reduction objectives.

我們已採取有力措施，有效減少廢氣排放，實現廢氣減排目標。該等措施包括定期檢查汽車，以優化燃料消耗效率。此外，我們嚴格遵守汽車僅用於業務目的的規定，盡量減少不必要的廢氣排放。我們優先提高燃油效率及堅持減少廢氣排放，積極減輕對環境的影響並成功實現減排目標。

<sup>2</sup> The air emissions for the Reporting Period are disclosed in accordance with "Appendix 2: Reporting guidance on Environment KPIs" issued by the Stock Exchange to provide a more comprehensive performance of the Group.

<sup>2</sup> 報告期間的廢氣排放根據聯交所發佈的「附錄 2：環境關鍵績效指標匯報指引」披露，以便提供本集團績效的更全面資訊。

## Greenhouse Gas Emissions

During the Reporting Period, greenhouse gas emissions are mainly from the combustion of fuels by vehicles under scope 1, consumption of purchased electricity under scope 2, and the disposal of wastepaper at landfills and business air travel under scope 3 of the Guidance.

As mentioned above, vehicles serve the Group's management team members for transportation purposes. Electricity is used to support the daily operations of our offices and clinics, such as the air-conditioning system, lighting system, steam autoclaving system, and other electronic equipment. The consumption of purchased electricity leads to indirect greenhouse gas emissions. Besides, other indirect emissions generated are mainly greenhouse gases emitted from the disposal of wastepaper at landfills and business air travel by our employees. Based on the business nature, CO<sub>2</sub> is identified as the most significant greenhouse gas produced in the Group's operations. Other GHG emissions (e.g., CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>) represent a minimal portion of our total emissions footprint.

During the Reporting Period, the Group produced 4,665.06 tonnes of carbon dioxide equivalent (the "CO<sub>2</sub>e") (2023: 4,467.03 tonnes of CO<sub>2</sub>e) and 0.0024 tonnes of CO<sub>2</sub>e per HK\$'000 revenue (2023: 0.0023 tonnes of CO<sub>2</sub>e per HK\$'000 revenue). The Group recorded higher GHG emissions during the Reporting Period, driven by increased vehicle usage, paper consumption, and electricity demand. This increase was primarily attributed to the expansion of service operations and the energy required to support clinics and hospital facilities. Despite the overall rise in GHG emissions, the Group successfully met its emissions intensity target for the year, maintaining it within the planned range of 90% to 120%. Looking ahead, the Group is committed to reducing and maintaining the total greenhouse gas emission intensity between 90% to 120% of the level of the baseline year ended 31 December 2024 in the next reporting period.

To reduce the generation of greenhouse gases, we educated our employees on the concept of energy efficiency. Please refer to the "Use of Energy" section for the details of energy-efficient practices.

## 溫室氣體排放

於報告期間，溫室氣體排放主要產生自指引範圍1項下汽車燃燒燃料、範圍2項下對所購電力的消耗及範圍3項下於堆填區棄置廢紙及商務空中差旅。

誠如上文所述，汽車用於服務本集團管理層團隊成員，作交通運輸用途。電力用於支持我們辦公室及診所的日常運營，如空調系統、照明系統、蒸汽高壓滅菌系統及其他電子設備。消耗所購買的電力產生間接溫室氣體排放。此外，其他間接產生的排放物主要為於堆填區棄置廢紙及員工商務空中差旅而排放出的溫室氣體。根據業務性質，二氧化碳被認定為於本集團營運過程中產生的最主要溫室氣體。其他溫室氣體排放（例如甲烷、氧化亞氮、氫氟碳化物、全氟碳化物及六氟化硫）只佔我們總體排放足跡的佔極少部分。

於報告期間，本集團產生4,665.06噸二氧化碳當量（「二氧化碳當量」）（2023年：4,467.03噸二氧化碳當量）及每千港元收益0.0024噸二氧化碳當量（2023年：每千港元收益0.0023噸二氧化碳當量）。於報告期間，本集團的溫室氣體排放量增加，主要由於汽車使用量、紙張消耗量和電力需求增加所致。增加的主要原因是服務業務擴展，以及支持診所和醫院設施所需的能源。儘管整體溫室氣體排放量上升，惟本集團成功達致本年度的排放量密度目標，使密度維持於90%至120%的既定範圍內。展望未來，本集團致力於下一個報告期間將溫室氣體總排放量密度減低至及維持於截至2024年12月31日止年度基準水平的90%至120%。

為減少溫室氣體的產生，我們教育員工了解能源效率的概念。有關節能措施的詳情，請參閱「能源使用」一節。



## Environmental, Social and Governance Report

### 環境、社會及管治報告

The following shows the statistics of greenhouse gas emissions recorded during the Reporting Period:

於報告期間錄得的溫室氣體排放統計數據列示如下：

		Year ended 31 December 2024 截至2024年12月31日止年度	Year ended 31 December 2023 截至2023年12月31日止年度
Scope of Greenhouse Gas Emissions <sup>3</sup> 溫室氣體排放範圍 <sup>3</sup>	Emission Sources 排放源	Emissions (in tonnes of CO <sub>2</sub> e) 排放量 (二氧化碳當量噸數)	Emissions (in tonnes of CO <sub>2</sub> e) 排放量 (二氧化碳當量噸數)
Scope 1 範圍1			
Direct emission 直接排放	Vehicles 汽車	79.37	60.37
Scope 2 範圍2			
Indirect emission 間接排放	Purchased electricity 所購買電力	4,495.03	4,314.10
Scope 3 範圍3			
Other indirect emissions 其他間接排放	Business air travel 商務空中差旅	11.63	20.52
	Paper consumption 紙張消耗	79.05	72.09
Carbon removal 除碳量	Newly planted tree 新種樹木	(0.02)	(0.05)
<b>Total greenhouse gas emissions (tonnes of CO<sub>2</sub>e) 溫室氣體總排放量(噸二氧化碳當量)</b>		<b>4,665.06</b>	<b>4,467.03</b>
<b>Total greenhouse gas emissions intensity (tonnes of CO<sub>2</sub>e per HK\$'000 revenue) 溫室氣體總排放量密度 (噸二氧化碳當量／千港元收益)</b>		<b>0.0024</b>	<b>0.0023</b>

<sup>3</sup> Greenhouse Gas Emissions data are presented in terms of carbon dioxide equivalent and are based on, including but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, the global warming potential values from the "Sixth Assessment Report" issued by the Intergovernmental Panel on Climate Change, the "Notice on the Reporting and Verification of Greenhouse Gas Emissions of Enterprises in Selected Key Industries for 2024-2025" issued by the Ministry of Ecology and Environment of the Mainland China, "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, the "Sustainability Report 2023" issued by the HK Electric Investments Limited, the "2023 Sustainability Report" issued by the CLP Holdings Limited, and the "Environmental, Social and Governance Report 2023" issued by The Hong Kong and China Gas Company Limited.

<sup>3</sup> 溫室氣體排放數據以二氧化碳當量列示，並基於（包括但不限於）世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、政府間氣候變化專門委員會發佈的《第六次評估報告》中的全球升溫潛能值、中國內地生態環境部發佈的《關於開展2024–2025年部分重點行業企業溫室氣體排放申報核查工作的通知》、聯交所發佈的《如何編製環境、社會及管治報告—附錄2：環境關鍵績效指標匯報指引》、港燈電力投資有限公司發佈的《2023年可持續發展報告》、中電控股有限公司發佈的《2023年可持續發展報告》及香港中華煤氣有限公司發佈的《2023年環境、社會及管治報告》。

## Hazardous Waste Management

We comply with all relevant laws and regulations in relation to hazardous waste management that have a significant impact on us, including but not limited to the “Waste Disposal Ordinance” of Hong Kong and “Regulations on the Administration of Medical Wastes (醫療廢物管理條例)” and “Law of the People’s Republic of China on the Prevention and Treatment of Infectious Diseases (中華人民共和國傳染病防治法)” of the Mainland China. During the Reporting Period, we noted no confirmed material non-compliance incidents or grievances in relation to hazardous waste management.

During the Reporting Period, the Group produced 96.36 tonnes of clinical waste (2023: 86.42 tonnes of clinical waste) and 0.000050 tonnes per HK\$’000 revenue (2023: 0.000045 tonnes per HK\$’000 revenue). The Group has achieved the hazardous waste target set in 2023, and the Group is committed to maintaining the position in the future. To effectively control its discharge of hazardous waste, the Group has re-examined the root causes of its hazardous waste generation and the averaging of its data performance. The Group is targeted to reduce or maintain the intensity of clinical waste generated between 90% to 120% of the level of baseline year ended 31 December 2024 in the next reporting period.

The primary hazardous wastes produced in our operations are clinical wastes. The following shows the statistics of clinical waste recorded during the Reporting Period:

## 危險廢物管理

我們遵守與危險廢物管理有關的所有相關法律及規例，該等法律及規例對我們有重大影響，包括但不限於香港的《廢物處置條例》以及中國內地的《醫療廢物管理條例》及《中華人民共和國傳染病防治法》。於報告期間，我們並未發現有關危險廢物管理的已確認發生重大不合規事件或申訴。

於報告期間，本集團產生96.36噸醫療廢物（2023年：86.42噸醫療廢物），每千港元收益0.000050噸（2023年：每千港元收益0.000045噸）。本集團達致了2023年制定的危險廢物目標，而本集團有決心日後繼續維持此立足點。為有效控制危險廢物排放，本集團重新檢視產生危險廢物的根本原因及數據平均值。本集團計劃在下一個報告期間，將所產生醫療廢物密度減低或維持在截至2024年12月31日止年度基準水平的90%至120%。

我們營運過程中產生的危險廢物主要是醫療廢物。於報告期間錄得的醫療廢物統計數據列示如下：

Discharge of Hazardous Waste 危險廢物排放量	Unit 單位	Year ended 31 December 2024 截至2024年 12月31日止年度	Year ended 31 December 2023 截至2023年 12月31日止年度
Clinical waste generated 所產生醫療廢物	tonnes 噸	96.36	86.42
Total Hazardous waste intensity 危險廢物總密度	tonnes per HK\$’000 revenue 每千港元收益的噸數	0.000050	0.000045

In handling hazardous wastes, “Waste Disposal Guidelines” are formulated to describe the standard operating procedures for adequately dealing with hazardous wastes. Some of the guidelines on hazardous waste disposal are extracted below:

1. Containers of clinical waste should not be filled above the warning line, indicating between 70% and 80% of their maximum volumes before sealing.
2. The packaging and sealing should be conducted with care to ensure that no clinical waste adheres to the external surface of the containers.
3. Every clinical waste container must bear a label that must be securely affixed or pre-printed on a prominent position of the container, allowing the information on the label to be read easily.

According to the “Waste Disposal Ordinance” of Hong Kong and “Regulations on the Administration of Medical Wastes (醫療廢物管理條例)” of Mainland China, licensed waste collectors are appointed for the collection treatment and disposal of the hazardous wastes to safeguard community health and the environment. Even though the generation of clinical waste is inevitable in our ordinary course of business, we strive to reduce its generation by implementing various measures, including but not limited to providing training to our employees on proper clinical waste disposal and reusing equipment and instruments that could be safely and legally reused with proper disinfection and sterilisation performed.

### **Non-hazardous Waste Management**

The main non-hazardous waste is produced from paper consumption for medical records and administrative work. During the Reporting Period, the Group produced 16.47 tonnes of paper consumption (2023: 15.02 tonnes of paper consumption), and the intensity is 0.000009 tonnes per HK\$’000 revenue (2023: 0.000008 tonnes per HK\$’000 revenue). The heightened requirements from the National Healthcare Security Administration (NHSA) for medical record documentation led to a slight increase in the printing of paper medical records during the Reporting Period. Consequently, paper consumption rose, contributing to an overall increase in non-hazardous waste compared to the previous year.

在處理危險廢物方面，制定《廢物處置指引》以描述如何充份處理危險廢物的標準操作程序。部分有關危險廢物處理的指引摘錄如下：

1. 醫療廢物容器於密封前，不應超過顯示其最大容量70%至80%間的警示線。
2. 包裝及密封時應小心進行，以確保無醫療廢物粘附於容器的外面。
3. 每個醫療廢物容器均須附有標籤，並須穩妥地貼在或提前印在容器的顯眼位置，以方便閱讀標籤上的資料。

根據香港《廢物處置條例》及中國內地《醫療廢物管理條例》，委任持牌廢物收集商收集、處理及棄置危險廢物以保障社區健康及環境。儘管在我們的日常業務過程中，醫療廢物的產生乃不可避免，但我們通過採取各種措施致力減少其產生，包括但不限於為員工提供正確處理醫療廢物的培訓；及重用經過適當消毒及殺菌處理後可安全及合法重用的設備及儀器。

### **非危險廢物管理**

非危險廢物主要產生自行政工作和病歷檔案的紙張消耗。於報告期間，本集團產生16.47噸紙張消耗（2023年：15.02噸紙張消耗）及密度為每千港元收益0.000009噸（2023年：每千港元收益0.000008噸）。由於國家醫療保障局提高對病歷檔案記錄的規定，導致報告期間紙本病歷檔案的印刷量略有增加。因此，紙張消耗量增加，導致非危險廢物整體較上一年度增加。

The following shows the statistics of paper consumption during the Reporting Period:

於報告期間紙張消耗的統計數據列示如下：

Discharge of Non-hazardous Waste 非危險廢物排放量	Unit 單位	Year ended 31 December 2024 截至 2024 年 12 月 31 日止年度	Year ended 31 December 2023 截至 2023 年 12 月 31 日止年度
Paper consumption 紙張消耗	tonnes 噸	16.47	15.02
Total Non-hazardous waste intensity 非危險廢物總密度	tonnes per HK\$'000 revenue 每千港元收益的噸數	0.000009	0.000008

Our Group strives to cultivate a paperless working environment among its employees to reduce the use of paper. Considering this, to adapt to the needs of the hospital's development, advocate the concept of low-carbon offices, reduce office costs, and minimise the consumption of disposable office supplies, the Group has formulated the "Paperless Office Management Approach for Functional Departments (職能部門無紙化辦公室管理辦法)". Our employees are encouraged to use electronic copies instead of hard copies to avoid unnecessary wastage and promote the effective use of paper. If printing is necessary, we encourage the use of double-sided printing. Any papers that have been used for single-sided printing should be reused when there is no confidential information on the printed side of the paper. Other default settings, such as adopting the economic mode, black and white colour output, and selecting bypass for using recycled paper, are also encouraged. The Group has shown dedication to maintaining its non-hazardous waste intensity between 90% and 120% during the Reporting Period and has achieved the non-hazardous waste target set in 2023. Looking ahead, the Group is targeted to reduce or maintain the intensity of paper consumption between 90% and 120% of the baseline year ended 31 December 2024 in the next reporting period.

本集團致力培養員工無紙化的工作環境，以減少紙張的使用。有見及此，為適應醫院發展的需要，提倡低碳辦公室的理念，降低辦公室成本，盡量減少一次性辦公室用品的消耗，本集團已制定《職能部門無紙化辦公室管理辦法》。我們鼓勵員工使用電子文本代替列印文本，以避免不必要的浪費，並促進紙張的有效利用。如果需要列印，我們鼓勵使用雙面列印。如果紙張的印刷面沒有機密資料，則應重用單面印刷的紙張。我們亦鼓勵使用其他默認設置，例如採用經濟模式、黑白色輸出，以及選擇手送紙盤使用循環再用的紙張。在報告期間，本集團致力將無害廢物密度維持在 90% 至 120% 之間，並已達成 2023 年制定的無害廢物目標。展望未來，本集團希望在下一個報告期間，將紙張消耗密度減低或維持在截至 2024 年 12 月 31 日止年度基準水平的 90% 至 120%。



### Use of Resources

The Group emphasises the importance of environmental protection and actively promotes environmental awareness among its employees. In addition, the Group is dedicated to implementing efficient resource management practices, encompassing energy, water, and other natural resources, aiming to mitigate adverse effects on the natural environment. The Group strives to minimise its ecological footprint while helping to preserve the planet's delicate ecosystems by prioritising sustainable practices.

### Use of Energy

During the Reporting Period, the Group's energy consumption includes fuel consumed by vehicles, natural gas consumption by cooking stoves for direct energy consumption, and electricity purchased for indirect energy consumption. The total energy consumption intensity of the Group during the Reporting Period totalled 4.33 kWh per HK\$'000 revenue (2023: 4.09 kWh per HK\$'000 revenue)

The following shows the statistics of direct and indirect energy consumption recorded during the Reporting Period:

### 資源使用

本集團強調環保的重要性，並積極提高員工的環保意識。此外，本集團還致力實施有效的資源管理措施，包括能源、水及其他自然資源，旨在減輕對自然環境的不利影響。本集團努力將生態足跡減至最低，同時通過優先考慮可持續發展的做法，幫助保護地球脆弱的生態系統。

### 能源使用

於報告期間，本集團的能源消耗包括直接能源消耗中的汽車燃料消耗、煮食爐天然氣消耗及間接能源消耗中的外購電力消耗。於報告期間，本集團能源消耗總密度合共為每千港元收益4.33千瓦時（2023年：每千港元收益4.09千瓦時）。

下表列示於報告期間錄得的直接及間接能源消耗統計數字：

		Year ended 31 December 2024	Year ended 31 December 2023
Types of Energy Consumption 能源消耗類別	Unit 單位	截至2024年 12月31日止年度	截至2023年 12月31日止年度
Direct energy consumption 直接能源消耗			
Fuel consumption (Petrol) 燃料消耗(石油)	kWh 千瓦時	288,380.60	219,339.44
Natural gas consumption 天然氣消耗	kWh 千瓦時	23,616.17	23,900.65

		Year ended 31 December 2024	Year ended 31 December 2023
Types of Energy Consumption 能源消耗類別	Unit 單位	截至 2024 年 12 月 31 日止年度	截至 2023 年 12 月 31 日止年度
Indirect energy consumption 間接能源消耗			
Purchased electricity consumption 外購電力消耗	kWh 千瓦時	7,971,874.83	7,617,846.49
Total energy consumption 總能源消耗	kWh 千瓦時	8,283,871.60	7,861,086.58
Total energy consumption intensity 總能源消耗密度	kWh per HK\$'000 revenue 每千瓦時／千港元收益	4.33	4.09

The Group's total energy consumption increased during the Reporting Period due to the expanded scale of services, which required greater vehicle usage and higher electricity consumption to support operations. The rise in purchased electricity was largely driven by energy demands from clinics and hospital areas. Although the company's overall energy consumption slightly increased, it has achieved its goal set last year of maintaining a total energy consumption intensity (per HK\$'000 revenue) level between 90% and 130%. The Group will continuously work towards the target of maintaining or reducing the energy consumption per HK\$'000 revenue between 90% to 120% of the baseline year ended 31 December 2024 in the next reporting period.

於報告期間，由於服務規模擴大，需要更多使用汽車及更高用電量以支持營運，本集團的能源消耗總量因而增加。外購電力增加主要是由於診所及醫院範圍的能源需求。雖然本集團整體能源消耗略有增加，但已實現去年制定的目標，將總能源消耗密度（每千港元收益）維持在90%至130%之間。本集團將繼續努力，爭取在下一個報告期間將每千港元收益能源消耗維持或減低在截至2024年12月31日止年度基準水平的90%至120%。

Concerning the scarcity of natural resources, the Group encourages better use of electricity with energy-efficiency measures and established energy-efficiency measures to encourage our staff to use electricity wisely:

- Considering power consumption as one of the evaluation criteria for purchasing office electronic devices and selecting electronic devices that consume less electricity;
- Turning off air conditioners and lights when not in use;
- Using blinds to insulate the heat from outside to protect the medical equipment and reduce the power consumption of the air conditioning system;
- Educating employees on energy saving and efficient use of resources;
- Carrying out regular maintenance of vehicles, office, and medical equipment to ensure efficient operation;
- Avoiding use of the Group's vehicles for non-business purposes; and
- Setting the printing machines in the office in energy-saving mode by default to reduce unnecessary energy consumption.

考慮到自然資源的匱乏，本集團通過具能源效益的措施鼓勵善用電力並制定節能措施，以鼓勵員工明智地使用電力：

- 將耗電量作為購買辦公電子設備的一個評估標準，並挑選耗電較低的電子設備；
- 關閉閒置空調及照明；
- 使用百葉窗隔離外部熱量以保護醫療設備及降低空調系統的電力消耗；
- 教育僱員節能及有效使用資源；
- 定期維護汽車、辦公室及醫療設備以確保其有效運作；
- 避免使用本集團汽車作非業務用途；及
- 將辦公室的打印機預設為節能模式，以減少不必要的能源消耗。

### Use of Water

Water resources primarily serve the needs of offices and daily operations within clinics, centres, and hospitals. There are no issues or concerns regarding the availability of suitable water for our purposes, as the current water supply adequately fulfils our daily operational requirements.

The following shows the statistics of water consumption recorded during the Reporting Period:

### 用水

水資源主要滿足診所、中心及醫院內的辦公室及日常運作需要。由於目前的供水能夠充分滿足我們的日常業務需求，在獲得合適自來水供我們使用方面並無問題或隱憂。

下表列示於報告期間記錄的耗水量統計數字：

Water Consumption 耗水量	Unit 單位	Year ended 31 December 2024 截至2024年 12月31日止年度	Year ended 31 December 2023 截至2023年 12月31日止年度
Total water consumption 總耗水量	m <sup>3</sup> 立方米	110,051.69	72,451.32
Total water consumption intensity 總耗水量密度	m <sup>3</sup> per HK\$'000 revenue 每立方米／千港元收益	0.06	0.04

Water consumption significantly increased during the Reporting Period due to a higher number of dental patient visits. This resulted in the Group being unable to achieve its water usage reduction target set in the previous year. Looking ahead, the Group will continuously maintain or reduce the water consumption per HK\$'000 revenue between 90% to 120% of the baseline year ended 31 December 2024 in the next reporting period.

由於牙科病人就診人數增加，報告期間的用水量顯著增加，導致本集團未能達致上一年設定的減少用水目標。展望未來，本集團在下一個報告期間會繼續將每千港元收益用水量維持或減低至截至2024年12月31日止年度基準水平的90%至120%。



We have implemented a range of proactive measures to manage water consumption effectively and foster a culture of water conservation among our employees. Regular inspections carried out by maintenance personnel ensure the integrity of our water pipes and taps, minimising the risk of leaks and unnecessary water wastage. In addition, prominently placed reminders give our staff gentle prompts to turn off taps when they are not actively used conscientiously. By prioritising these water-saving practices, we aim to instil a sense of responsibility and promote sustainable water usage throughout our Group.

#### Environmental and Natural Resources

The Group's daily operations do not impose significant impacts on the environment or natural resources. The Group consistently upholds the principle of protecting the environment and natural resources throughout its operations. It diligently adheres to ESG policies and procedures, implements energy-saving policies and green measures, and effectively manages waste during the Reporting Period. By doing so, the Group endeavours to prevent significant environmental impacts and the excessive depletion of natural resources.

#### Climate Change

The Group conducts an annual review and risk assessment to identify potential climate-related risks through multiple channels. Our risk identification process includes monitoring regulatory updates, analyzing industry trends, and evaluating operational vulnerabilities. While climate change has a relatively low direct impact on our business operations, we recognize its broader implications for public health and healthcare service delivery. Our assessment considers both physical risks, such as extreme weather events that could affect our facility operations, and transition risks including evolving regulatory requirements and technology development. The Group maintains regular communication with facility managers and relevant departments to ensure timely response to identified climate-related risks and opportunities.

我們已採取一系列積極措施，有效管理用水量，並培養員工節約用水的文化。維修人員定期進行檢查，確保我們的水管及水龍頭完好無缺，盡量降低漏水風險及不必要的水資源浪費。此外，我們亦在當眼處張貼提示，提醒員工在不使用水龍頭時馬上關閉。我們優先落實該等節約用水的措施，希望向集團上下灌輸責任意識，促進可持續用水。

#### 環境及天然資源

本集團日常營運不會對環境或自然資源造成重大影響。本集團在整個營運過程中始終堅持保護環境及自然資源的原則。於報告期間，本集團嚴格遵守環境、社會及管治政策及程序，實施節能政策及綠色措施，並有效管理廢物。通過該等措施，本集團努力避免造成重大環境影響及過度消耗自然資源。

#### 氣候變化

本集團進行年度審查及風險評估，透過多重渠道識別與氣候相關的潛在風險。我們的風險識別流程包括監測規管更新、分析行業趨勢及評估營運漏洞。儘管氣候變化對我們的業務營運只有較低的直接影響，我們確認氣候變化對公共衛生和醫療服務的提供造成較廣泛影響。我們的評估同時考慮物理風險（如可能影響我們設施營運的極端天氣事件）及過渡風險（包括持續演變的規管要求及科技發展）。本集團與設施管理人及相關部門保持定期溝通，確保及時應對已識別的氣候相關風險及機遇。我們根據氣候相關財務披露工作組的建議，仔細考慮潛在氣候相關風險。

In line with the Task Force on Climate-related Financial Disclosure (TCFD) recommendations, we carefully consider potential climate-related risks. These risks encompass both physical risks, such as acute extreme weather conditions and chronic sustained high temperatures, as well as transition risks, including regulatory changes regarding environmental matters. The summary of potential climate-related risks is provided below:

該等風險包括物理風險，如急性極端天氣狀況及長期持續高溫，以及過度風險，包括有關環境問題的監管變化。潛在氣候相關風險概述如下：

Risk Type 風險類別	Risks 風險	Potential Financial Impact 潛在財務影響	Short (Reporting Period) 短期(報告期間)	Medium (one to three years) 中期(一至三年)	Long (four to ten years) 長期(四至十年)	Mitigation Strategy 緩減策略
Physical Risks 物理風險	<ul style="list-style-type: none"> <li>• Extreme weather conditions such as flooding and typhoon</li> <li>• Sustained elevated temperature</li> <li>• 極端天氣情況，如氾濫及颱風</li> <li>• 持續高溫</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced revenue from business and supply chain disruptions</li> <li>• 業務及供應鏈中斷導致收益減少</li> </ul>	✓	✓		<ul style="list-style-type: none"> <li>• Established adverse weather condition policy</li> <li>• Adopted energy conservation measures</li> <li>• 制定惡劣天氣狀況政策</li> <li>• 採取節能措施</li> </ul>
Transition Risks 過渡風險	<ul style="list-style-type: none"> <li>• Changes in environmental regulations</li> <li>• Emerging technologies</li> <li>• 環境規例變化</li> <li>• 新興技術</li> </ul>	<ul style="list-style-type: none"> <li>• Higher operating costs to adopt new practices or technologies</li> <li>• Decreased competitiveness and impact on revenues</li> <li>• 採取新常規或技術使營運成本上升</li> <li>• 競爭力減低及影響收益</li> </ul>		✓	✓	<ul style="list-style-type: none"> <li>• Continues to monitor the regulatory environment to ensure that the Group meets the expectations of regulatory authority and complies with the environmental law and regulation</li> <li>• Encourages our employees to attend conferences and training to keep abreast with the latest developments in healthcare technologies</li> <li>• 持續監察監管環境以確保本集團符合監管機構的期望及遵守環境相關法律及規例</li> <li>• 鼓勵僱員出席會議及培訓以緊貼醫療技術的最新發展</li> </ul>

By identifying and understanding these climate-related risks, the Group is better equipped to develop appropriate strategies and action plans to mitigate their potential impacts. We recognise the importance of proactive measures to address climate change and are committed to transparency and disclosure in line with industry best practices. Through ongoing monitoring, evaluation, and collaboration with stakeholders, we aim to effectively manage and minimise the risks associated with climate change while maximising opportunities for sustainable growth.

On the contrary, given the potential risks associated with transitioning, it is noteworthy that our Group primarily generates revenue through the provision of medical healthcare services, with a significant emphasis on ophthalmic services. Laser eye surgery, recognised as a more ecologically sustainable alternative to contact lenses, positions us favourably in capturing a myriad of business opportunities. This alignment with environmental consciousness enhances our market competitiveness and underscores our commitment to sustainable practices. By offering a greener solution, we stand to attract environmentally conscious consumers and capitalise on emerging trends in the healthcare sector that prioritise eco-friendly options.

本集團通過識別及了解該等氣候相關風險，能夠更好地制定適當的策略及行動計劃，以減輕其潛在影響。我們明白採取積極措施應對氣候變化的重要性，並致力按照行業最佳做法提高透明度及披露資訊。通過持續監察、評估以及與利益相關方合作，我們旨在有效管理並盡量降低與氣候變化相關的風險，同時盡量把握可持續發展的機遇。

另一方面，鑑於過度相關潛在風險，值得注意的是，本集團主要通過提供醫療保健服務產生收益，其中以眼科服務為重點。激光眼科手術被認為是更具生態可持續性的隱形眼鏡的替代品，有利我們捕捉大量商機。與環保意識的結合增強我們的市場競爭力，亦彰顯我們對可持續發展實踐的承諾。通過提供更環保的解決方案，我們能夠吸引具有環保意識的消費者，並抓住醫療行業優先考慮環保選擇的新趨勢。

Opportunities 機會	Potential Financial Impact 潛在財務影響	Short (Reporting Period) 短期(報告期間)	Medium (one to three years) 中期(一至三年)	Long (four to ten years) 長期(四至十年)	Current response measures 目前的應對措施
<ul style="list-style-type: none"> <li>• More low-emission energy sources available</li> <li>• Higher awareness of businesses' extent of environmental friendliness</li> <li>• 有更多低排放能源可供使用</li> <li>• 企業的環保意識增強</li> </ul>	<ul style="list-style-type: none"> <li>• Decrease in cost of energy</li> <li>• Decrease in cost of finance</li> <li>• Shift of consumer preference to more environmentally friendly options when comes to decision making</li> <li>• 降低能源成本</li> <li>• 降低財務成本</li> <li>• 作出決定時消費者喜好轉移至更環保的選項</li> </ul>		✓	✓	<ul style="list-style-type: none"> <li>• Explore the possibilities of applying renewable or clean energy in offices, clinics and hospitals</li> <li>• Adopt carbon reduction measures</li> <li>• 研究於辦公室、診所及醫院應用可再生或清潔能源的可能性</li> <li>• 採用減碳措施</li> </ul>

## B. SOCIAL

### Employment

We comply with all relevant laws and regulations in relation to employment (including compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare) in Hong Kong and Mainland China which have a significant impact on us, including but not limited to the “Employment Ordinance”, the “Minimum Wage Ordinance” and the “Employees’ Compensation Ordinance” of Hong Kong and the “Labour Contract Law of the People’s Republic of China (中華人民共和國勞動合同法)” and “Labour Law of the People’s Republic of China (中華人民共和國勞動法)” of Mainland China. As of 31 December 2024, the Group employed a total of 2,041 employees (2023: 1,979 employees<sup>4</sup>).

The breakdowns of the Group’s workforce by gender, age group, geographical region, and employment type are as follows:

## B. 社會

### 僱傭

我們遵守香港及中國內地所有有關僱傭（包括補償及解僱、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）的法律及規例，該等法律及規例對我們有重大影響，包括但不限於香港的《僱傭條例》、《最低工資條例》及《僱員補償條例》以及中國內地的《中華人民共和國勞動合同法》及《中華人民共和國勞動法》。於2024年12月31日，本集團合共僱用2,041名僱員（2023年：1,979名僱員<sup>4</sup>）。

本集團勞動力按性別、年齡組別、地區及僱傭類別劃分的明細如下：

	Unit 單位	2024 2024年	2023 2023年
<b>Employees by Gender</b> 按性別劃分的僱員			
Male 男性	person 人	528	797
Female 女性	person 人	1,513	1,182
<b>Employees by Age Group</b> 按年齡組別劃分的僱員			
<25 25歲以下	person 人	321	328
25–29 25–29歲	person 人	523	539
30–39 30–39歲	person 人	708	653
40–49 40–49歲	person 人	288	263
≥50 50歲以上	person 人	201	196

<sup>4</sup> Employee headcount data has been restated.

<sup>4</sup> 僱員人數數據已重述。

	Unit 單位	2024 2024 年	2023 2023 年
<b>Employees by Geographical Region</b> 按地區劃分的僱員			
Hong Kong 香港	Person 人	<b>332</b>	273
Mainland China 中國內地	Person 人	<b>1,709</b>	1,706
<b>Employees by Employment Type</b> 按僱傭類別劃分的僱員			
Full Time 全職	person 人	<b>1,965</b>	1,920
Part Time 兼職	person 人	<b>76</b>	59

The Group aims to recruit the most talented and qualified persons from the job market to bring immense value to the business and build trust in its customers. The process of recruitment is standardised and subject to further selection mechanisms conducted based on merit to avoid discrimination. In addition, background checks are performed to ensure candidates have good attributes, and the subjective judgement of interviewers will not affect the selection process. Employee contracts covering matters such as general terms, wages, bonuses, employee benefits, workplace safety, confidentiality obligations, non-competition obligations, and grounds for termination are entered into with our employees.

Our employees are the cornerstone of the Group's business operational development. Thus, we adopt a people-oriented approach to respond actively to their needs. As stipulated in the "Employee Handbook", "Excerpts from the attendance and leave system (出勤和休假制度摘錄)", we have related policy regarding compensation, dismissal, and holidays. We would compensate the efforts of our employees on their over-time work with compensated leave. Staff employed for over three months are entitled to statutory holidays, mandatory provident funds, basic social insurance, and various paid annual leave in accordance with the relevant laws and regulations. We have implemented a fair promotion and awarding system to enhance employee performance. There is an annual appraisal of the work performance of our employees. Outstanding employees may be eligible for promotions, rewards, and discretionary bonuses.

本集團旨在從就業市場上招聘最具才幹及資歷的人士，以為業務帶來重大價值，並在客戶中建立信任。招聘過程統一，以擇優錄取原則按機制作進一步遴選，以免造成歧視。此外，我們亦進行背景調查，確保候選人品格良好，而面試官的主觀判斷不會影響遴選過程。與僱員訂立的僱員合約涵蓋一般條款、工資、花紅、僱員福利、工作場所安全、保密責任、不競爭義務及終止僱用理由等事項。

僱員乃本集團業務經營發展的基石。因此，我們運用人為本的方式積極回應其需求。正如《僱員手冊》、《出勤和休假制度摘錄》中規定，我們設有有關賠償、解僱及假期的政策。我們將以補休形式對僱員的加班工作進行補償。就獲僱用三個月以上的員工，根據相關法律及規例，彼等有權享有法定假期、強制性公積金、基本社會保險及各類型的帶薪年假。我們實施公正的擢升及獎勵制度，以提升僱員表現。我們每年會評核僱員的工作表現。表現卓越的僱員有機會被晉升，以及獲得獎勵和酌情花紅。

Pursuant to the “Code of Practice on Employment” under the “Disability Discrimination Ordinance” and “Sex Discrimination Ordinance” of Hong Kong, we promise to provide equal opportunities for all candidates without consideration of race, religion, skin colour, national origin, marital status, age, sex, disability, political preference, sexual orientation or philosophical belief in the recruitment and promotion processes. Instead, we hire employees based on their skills and capabilities in a fair manner.

We take our employer-employee relations seriously and do not take dismissal actions lightly. Except in cases where they have violated the law or our code of conduct, all employees who are susceptible to dismissal shall be given the proper notice or compensation.

The breakdowns of the Group’s employee turnover rate by gender, age group, and geographical region are as follows:

根據香港《殘疾歧視條例》及《性別歧視條例》項下的《僱傭實務守則》，我們承諾於招聘及晉升流程上為所有候選人提供平等機會，而概不考慮種族、宗教、膚色、國籍、婚姻狀況、年齡、性別、傷殘、政治傾向、性取向或哲學信仰，而是基於其技能及能力公平地招聘僱員。

我們重視僱傭關係，不會輕易採取開除行動。除非彼等違法或違反操守指引，所有可能遭辭退的僱員會獲恰當通知或賠償。

本集團按性別、年齡組別及地區劃分的僱員流失率明細如下：

	Unit 單位	2024 2024 年	2023 2023 年
<b>Employee Turnover Rate<sup>4, 5</sup></b>			
<b>僱員流失率<sup>4, 5</sup></b>			
Total employee turnover rate 總僱員流失率	%	30	37
<b>Employees Turnover Rate by Gender</b>			
<b>按性別劃分的僱員流失率</b>			
Male 男性	%	30	41
Female 女性	%	29	35

<sup>5</sup> Employee turnover rate by category = Total number of employees leaving employment by category during the financial year / Total number of employees by category at the end of the financial year \* 100%.

<sup>5</sup> 按類別劃分的僱員流失率=財政年度按類別劃分的離職僱員總數／財政年度末按類別劃分的僱員總數\*100%。



	Unit 單位	2024 2024 年	2023 2023 年
<b>Employees Turnover Rate by Age Group</b>			
按年齡組別劃分的僱員流失率			
<25	%	48	62
25 歲以下			
25–29	%	33	35
25–29 歲			
30–39	%	21	30
30–39 歲			
40–49	%	25	30
40–49 歲			
>50	%	28	33
50 歲以上			
<b>Employees Turnover Rate by Geographical Region</b>			
按地區劃分的僱員流失率			
Hong Kong	%	31	75
香港			
Mainland China	%	29	31
中國內地			

## Health and Safety

We comply with all relevant laws and regulations in relation to occupational health and safety that significantly impact us, including but not limited to the “Occupational Safety and Health Ordinance” of Hong Kong. During the Reporting Period, there were 6 work-related injuries and 165.5 days lost due to work injuries. The Group recorded no work-related fatalities and relevant lost days in the past three years, including the Reporting Period. The work-related injuries encompass various physical accidents such as bruise, and traffic incidents. The Group has reimbursed employees’ medical expenses in accordance with the work-related injury regulations. In addition, supervisors have verbally reminded employees of the importance of safety to employees and have planned to organise related safety training sessions for the staff.

## 健康與安全

健康與安全我們遵守所有對我們有重大影響的職業健康與安全相關法律及規例，包括但不限於香港的《職業安全及健康條例》。於報告期間，共發生六宗工傷，並因工傷損失165.5天工作日。本集團於過去三年（包括報告期間）並無錄得與工作有關的傷亡事故及有關損失日數。工傷包括擦傷及交通事故等各種身體意外。本集團已按照工傷條例為員工報銷醫療費用。此外，主管還口頭提醒僱員安全對僱員的重要性，並計劃為員工組織相關的安全培訓課程。

We strive to offer a healthy and safe work environment for our employees. To ensure proper implementation and monitoring of occupational health and safety measures, we have established a work cycle which includes the following:

- Conduct risk assessments of potential hazards;
- Develop operation policies and procedures;
- Provide employee training and education;
- Conduct regular inspections and audits and
- Adopt employee feedback and continuous improvement.

We have incorporated the bulletins published by the Occupational Safety & Health Council as our internal policies that are applicable to all employees, with a view to ensuring strict compliance with such requirements, which primarily include the following measures:

- Staff should wear appropriate work shoes according to the nature of work and environment;
- All chemicals, disinfectants and bactericides should be appropriately labelled and stored in the designated area;
- Staff must wear protective clothing such as masks, goggles, or gloves when they come into contact with the patient's blood or body fluid;
- After removing clothing such as robes, uniforms or gloves, staff should wash their hands immediately with hand sanitisers; and
- Used syringes must be placed in the sharp box with care to prevent acupuncture accidents which may cause blood infection.

我們致力為僱員提供健康安全的工作環境。為了確保職業健康與安全措施得到適當的實施和監察，我們設立工作週期，包括以下各項：

- 進行潛在危險風險評估；
- 制訂操作政策和程序；
- 提供員工培訓和教育；
- 進行定期檢查和審核；及
- 採納員工反饋意見和持續改進。

我們已將職業安全健康局刊發的公告納入我們的內部政策，其適用於全體員工，旨在確保嚴格遵守有關要求，其中主要包括以下措施：

- 員工應根據工作性質及環境穿著適當的工作鞋；
- 所有化學品、消毒劑及殺菌劑應貼上適當標籤並存放於指定區域；
- 員工接觸患者的血液或體液時，必須穿戴防護服，如口罩、護目鏡或手套；
- 員工於脫下長袍、制服或手套等衣物後，應立即用洗手液洗手；及
- 使用過的注射器必須小心放置於利器收集箱內，以防止發生針刺事故而可能導致血液感染。

A “Fire Safety Policy” is published to ensure a safe working environment. As stipulated in the policy, all fire extinguishing systems must be checked regularly with the date of inspection, and relevant information should be marked on the extinguishers and fire extinguishing systems. Fire extinguishers should be placed in prominent areas without blockage by any obstructions. Staff is trained with fire safety knowledge, such as evacuation routes and the use of fire extinguishers.

#### Development and Training

Upon joining the Group, we provide induction training for nurses and other medical health staff to help them familiarise themselves with our service standards, policies, and procedures. Regular performance review is conducted to evaluate the skills and competencies of our staff. We also provide mentoring to our newly joined physicians and nurses so that they can learn techniques from and perform procedures under the supervision of our experienced physicians and nurses. Our administrative and management staff also receive regular training in management skills and business operations.

In Hong Kong, monthly training and regular workshops are provided to our clinical staff to keep them abreast of the relevant and latest medical standards, procedures and technology adopted in the centres/hospitals. In Mainland China, our physicians and other medical staff regularly receive technical training on the operation of medical devices, treatment procedures and the latest technologies or developments in their relevant fields.

我們已公佈《消防安全政策》以確保安全的工作環境。根據政策規定，所有滅火系統必須於檢查日期定期檢查，滅火器及滅火系統亦應標明相關信息。滅火器應放置於顯眼區域，不得有任何障礙物阻擋。員工已接受消防安全知識的培訓，如疏散路線及滅火器的使用。

#### 發展及培訓

護士及其他醫療輔助人員加入本集團後，我們會提供入職培訓，幫助彼等熟悉我們的服務標準、政策及程序。我們會定期進行績效評估以評估員工的技能及能力。我們亦為新加入的醫生及護士提供指導，以便彼等可在我們經驗豐富的醫生及護士的監督下學習技術並執行程序。我們的行政管理人員亦會定期接受管理技能及業務運營方面的培訓。

在香港，我們會每個月為臨床醫務人員提供培訓及定期工作坊，以便彼等及時了解眼科中心／醫院採用的相關及最新醫療標準、程序及技術。在中國內地，我們的醫生及其他醫務人員定期接受有關醫療器械操作、治療程序及其相關領域內最新技術或發展的技能培訓。

## Environmental, Social and Governance Report

### 環境、社會及管治報告

During the Reporting Period, the Group has provided 19,001 hours of training to 1,266 employees. 62.03%<sup>4, 6</sup> of employees being trained. The average training hours per employee is 9.31 hours<sup>7</sup>. The training details of the Group during the Reporting Period are as follows:

於報告期間，本集團已為1,266名僱員提供19,001個小時的培訓。62.03%<sup>4, 6</sup>僱員已接受培訓。每名僱員的平均培訓時數為9.31個小時<sup>7</sup>。本集團於報告期間的培訓詳情如下：

	Unit 單位	2024 2024年	2023 2023年
<b>Percentage of Trained Employees</b> 已培訓僱員百分比			
Total 總計	%	<b>62.03</b>	56.95
<b>Percentage of Employees Trained by Gender<sup>8</sup></b> 按性別劃分的已培訓僱員百分比 <sup>8</sup>			
Male 男性	%	<b>19.75</b>	21.83
Female 女性	%	<b>80.25</b>	78.17
<b>Percentage of Employees Trained by Employment Category</b> 按員工類別劃分的已培訓僱員百分比			
Junior Staff 初級職員	%	<b>69.75</b>	72.58
Senior Staff 高級職員	%	<b>21.01</b>	16.42
Management 管理層	%	<b>9.24</b>	11.00

<sup>6</sup> Total percentage of employees trained = Total number of employees trained during the financial year / Total number of employees at the end of the financial year \* 100%.

<sup>7</sup> Average training hours completed per employee = Total number of training hours completed during the financial year / Total number of employees at the end of the financial year.

<sup>8</sup> Percentage of employees trained among employees participated in training = Number of employees trained by category during the financial year / Total number of employees trained during the financial year \* 100%.

<sup>6</sup> 已培訓僱員總百分比 = 財政年度已培訓僱員總數 / 財政年度末僱員總數 \* 100%。

<sup>7</sup> 每名僱員完成的平均培訓時數 = 財政年度完成的總培訓時數 / 財政年度末僱員總數。

<sup>8</sup> 已培訓僱員佔參加培訓僱員百分比 = 財政年度按類別劃分的已培訓僱員人數 / 財政年度已培訓僱員總數 \* 100%。

	Unit 單位	2024 2024 年	2023 2023 年
<b>Average Training Hours</b>			
平均培訓時數			
Per employees 每名僱員	hours/person 小時／每人	<b>9.31</b>	14.31
<b>Average Training Hours by Gender<sup>9</sup></b>			
按性別劃分的平均培訓時數 <sup>9</sup>			
Male 男性	hours/person 小時／每人	<b>9.33</b>	8.85
Female 女性	hours/person 小時／每人	<b>9.30</b>	17.99
<b>Average Training Hours by Employment Category</b>			
按員工類別劃分的平均培訓時數			
Junior Staff 初級職員	hours/person 小時／每人	<b>7.22</b>	13.95
Senior Staff 高級職員	hours/person 小時／每人	<b>20.74</b>	14.32
Management 管理層	hours/person 小時／每人	<b>14.85</b>	16.42

<sup>9</sup> Average training hours = Number of training hours completed by category during the financial year / Number of employees by category at the end of the financial year.

<sup>9</sup> 平均培訓時數=財政年度按類別完成的培訓時數／財政年度末按類別劃分的僱員人數。

## Scientific Research and Innovation

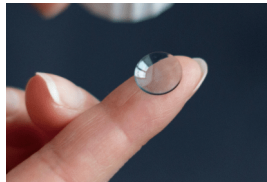
### *Innovative Drug and Medical Device R&D Transformation Platform*

In 2024, the Group held in-depth discussions with a number of pharmaceutical companies and innovative technology companies, and plans to carry out a number of drug and medical device clinical studies in the next few years. These include three ophthalmic device trials and three breast cancer drug trials. The clinical studies are expected to start in Hong Kong in 2025. By establishing an innovative drug and medical device R&D transformation platform, we aim to introduce the world's latest high-quality medical products to China and provide patients with better treatment options.

## 科研創新

### 創新藥械的研發轉化平台

本集團於2024年與多家藥廠和創科公司深入討論，計劃在未來幾年內開展多項藥械臨床研究。其中包括3項眼科器械試驗、3項乳腺癌藥物試驗，各項臨床研究預計於2025年在香港陸續開始。通過成立創新藥械的研發轉化平台，目標將這些全球最新的優質醫療產品引入中國，為病人提供更佳的治療方案。





***Unveiling the Primasia International Eye Research Institute of the Chinese University of Hong Kong (Shenzhen)***

On 29 November 2024, the Primasia International Eye Research Institute of the Chinese University of Hong Kong (Shenzhen) was unveiled, with Dr. LAM Shun Chiu Dennis as Head of the Institute. More than 10 academicians from the Chinese Academy of Sciences, the Chinese Academy of Engineering, the Canadian Academy of Health Sciences, and nearly 20 authoritative experts and scholars in the integrated field of medicine and engineering were invited to attend the conference to discuss new trends in future scientific development. The Primasia International Eye Research Institute of the Chinese University of Hong Kong (Shenzhen) brings together a team of top global consultants to create a high-level ophthalmic transformation medicine research platform that connects China and abroad.

***港中大(深圳)犇亞國際眼科研究所揭牌***

2024年11月29日「香港中文大學(深圳)犇亞國際眼科研究所」揭牌成立，林順潮醫生擔任研究所所長。中國科學院、中國工程院、加拿大健康科學院等10餘位院士，以及醫工融合領域近20位權威專家學者受邀參會，共同探討未來科學發展新趨勢。香港中文大學(深圳)犇亞國際眼科研究所彙聚全球頂尖顧問團隊，旨在打造一個聯通國內外的高水平眼科轉化醫學研究平台。



***Establishment of Contact Lense Fitting Room of C-MER School of Ophthalmology and Optics in Shenzhen Polytechnic***

On 12 June 2024, the “Contact Lense Fitting Room” of C-MER School of Ophthalmology and Optics in Shenzhen Polytechnic University was established. At the same time, C-MER donated a batch of optometric training equipment to the School to help consolidate and apply the professional courses. In the future, C-MER will give full play to the advantages of its integrated medical, educational, industrial and research platform, collaborate with Shenzhen Polytechnic University and other universities to educate talents, and innovate and explore new paths for the targeted training of applied talents.

***深職大·希瑪眼視光學院接觸鏡驗配實訓室落成***

2024年6月12日，深圳職業技術大學·希瑪眼視光學院「接觸鏡驗配實訓室」落成，同時希瑪眼科向學院捐贈了一批眼視光實訓教學設備，幫助實現專業課程的鞏固和應用。未來希瑪將發揮醫教產研一體化平台優勢，與深職大等多所高校協同教育人才，創新探索應用型人才定向培養的新路徑。

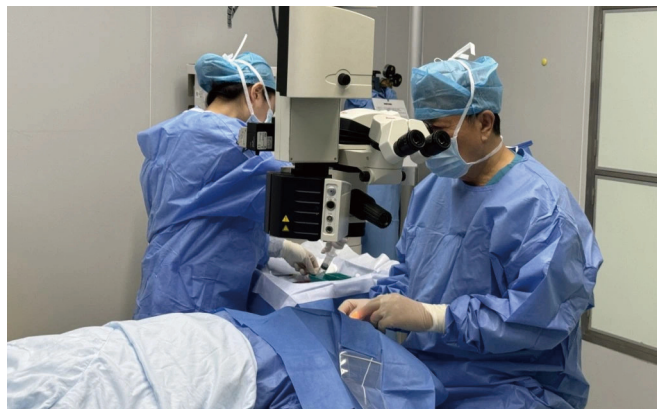


***The first batch of innovative ophthalmic bispecific antibody drug “Faricimab” was introduced in the Greater Bay Area***

Under the pioneering and piloting policy of “The Measure of Allowing Designated Healthcare Institutions Operating in the GBA to Use Drugs and Medical Devices That Are Registered And Being Used in Hong Kong And Macau But Are Not Yet Registered by National Medical Products Administration (港澳藥械通)” (the “Measure”), the three hospitals of C-MER (Zhuhai, Shenzhen and Guangzhou) simultaneously attained the approval to introduce the first batch of innovative ophthalmic bispecific antibody drug in the world, “Faricimab”. On 19 January, the handover was completed jointly by Roche and China Resources Guangdong Pharmaceutical Co., Ltd., both being strategic partners of C-MER, upon which “Faricimab” was officially applied clinically in all of three hospitals of C-MER (Zhuhai, Shenzhen and Guangzhou).

***大灣區首批眼底雙抗創新藥「法瑞西單抗」注射***

依託「港澳藥械通」先行先試政策，希瑪眼科珠海、深圳及廣州三間醫院同步獲批引進全球首款眼內注射雙特異性抗體「法瑞西單抗」，並在1月19日由希瑪眼科戰略合作夥伴羅氏集團、華潤廣東醫藥共同完成藥品交接，至此「法瑞西單抗」在希瑪珠海、深圳及廣州三間醫院正式臨床應用。



***Dr. LAM Shun Chiu Dennis and Prof. ZHANG Jingfa were named in the list of World's Top 2% Scientists***

On 16 September 2024, Stanford University and Elsevier Database issued the list of World's Top 2% Scientists 2024. The list is based on a systematic analysis of citation data from the Scopus database, using six comprehensive indicators including citation count, H-index and HM factor, etc., to select the top 2% of scientists in the world from nearly 7 million scientists based on their career-long impact and single-year impact.

Dr. LAM Shun Chiu Dennis, the director of the C-MER International Eye Research Center of the Chinese University of Hong Kong, Shenzhen and the founder of "C-MER", was named in the "career-long impact list" and ranked first among Chinese ophthalmologists. At the same time, Prof. ZHANG Jingfa, the director of C-MER (Hong Kong) Eye Research and the director of C-MER (Shenzhen) Ophthalmology Department, was also named in the world's "2024 single-year impact list".

### Labour Standards

We comply with all relevant laws and regulations that have a significant impact on us relating to forced and child labour, including but not limited to the "Employment Ordinance" of Hong Kong and "Provisions on the Prohibition of Using Child Labour (禁止使用童工規定)" and "Labour Law of the People's Republic of China (中華人民共和國勞動法)" of the Mainland China.

The Group guarantees that no employee is made to work against his/her will, work as forced labour, or be subject to coercion related to work. To avoid child labour, the Human Resources and Administration Department performs detailed interview screening procedures on each candidate. A thorough background check is conducted to verify personal data stated on the application form by examining the applicant's original identity card and making detailed inquiries to ensure that we do not employ child labour. To avoid forced labour, the Group has set out the relevant working hours and rest time entitlements of employees in the "Employee Handbook".

If any irregularities are found to be involved, such as the provision of false personal data and unauthorised forced labour, we would immediately investigate the incident and take disciplinary actions against related parties once the incident has been confirmed.

***林順潮醫生、張敬法教授入選全球前2%頂尖科學家榜單***

2024年9月16日，美國斯坦福大學和愛思唯爾數據庫發佈了《2024年度全球前2%頂尖科學家(World's Top 2% Scientists 2024)榜單》。該榜單基於Scopus數據庫的引用數據系統分析，以被引數、H指數及HM因子等6種綜合指標，根據終身影響力(career)和年度影響力(single year)，從近700萬名科學家遴選出世界排名前2%的科學家。

香港中文大學(深圳)國際眼科研究所所長、「希瑪」創始人林順潮醫生入選「終身科學影響力排行榜」排名中國眼科第一，同時與希瑪眼科(香港)眼科科學研究總監、希瑪眼科(深圳)眼底病科主任張敬法教授，共同入圍全球「2024年度科學影響力排行榜」。

### 勞工準則

我們遵守所有對我們有重大影響的強制勞工及童工相關法律及規例，包括但不限於香港的《僱傭條例》以及中國內地的《禁止使用童工規定》及《中華人民共和國勞動法》。

本集團保證絕不逼使任何員工違背自身意願接受工作、強迫勞動，又或受到與工作有關的脅迫。為避免出現童工事件，人力資源及行政部門對每名求職者執行詳細的面試篩選程序。我們通過檢查應聘者的身份證正本並仔細詢問其情況，進行徹底的背景調查，以核實申請表格上聲明的個人信息，從而確保我們不會僱用童工。為避免出現強迫勞動，本集團在《員工手冊》中規定了員工的相關工時和應有的休息時間。

如發現任何違規行為，例如提供虛假個人資料及未經授權而強迫勞動，我們會即時調查事件，一經證實，便會對相關人士作出紀律處分。

In addition, employees can voice out the injustice they face through the whistleblowing channels. Our management will investigate any reported cases immediately and take further follow-up actions if necessary. During the Reporting Period, the Group has complied with all applicable labour laws and regulations.

#### Supply Chain Management

The Group has established robust practices to identify and manage environmental and social risks along our supply chain. Through our “Supply Chain Management Risk Prevention” guidelines, we conduct systematic assessments of our suppliers, particularly focusing on distributors of pharmaceuticals, medical consumables, and intraocular lenses. The assessment process evaluates suppliers’ compliance with relevant regulations, product quality standards, and environmental requirements. Our procurement department implements these practices by verifying suppliers’ qualifications, permits, and certifications during the initial engagement process. The Group’s management team regularly monitors supplier performance through periodic reviews and assessments to ensure continued compliance with our standards on business ethics, environmental protection, and health and safety requirements. This oversight helps maintain the quality and sustainability of our supply chain while minimizing potential risks.

In selecting suppliers, we conduct rigorous assessments based on several criteria via the “Supplier Appraisal Record Form (供應商考核記錄表)” and “Supplier Evaluation and Selection Principle (供應商評估及挑選原則)”, including product quality, service status, price, and delivery time, allowing us to classify suppliers into different grades and determine whether to purchase products from them. Environmentally friendly drugs with high-quality standards would be more favourable. Generally, we will check whether the potential suppliers obtained licenses and permits to operate their business, such as business licenses, GMP and/or GSP Certificates. Suppliers that our Clinic Manager approved would be shortlisted in our “Drug Vendor List”. These measures ensure that our clients are treated with quality medical consumables. In addition, the Group has established a stringent and standardised procurement system and supplier selection process, and has implemented relevant practices relating to engaging suppliers to all suppliers within the reporting scope.

此外，員工亦可通過舉報渠道反映所面臨的不公平待遇。如有任何舉報個案，我們的管理層會即時展開調查，並在必要時採取進一步跟進行動。於報告期間，本集團一直遵守所有適用的勞工法律及規例。

#### 供應鏈管理

本集團已制定健全實務常規，識別及管理供應鏈的環境及社會風險。通過我們的「供應鏈管理風險防範」指引，我們對供應商進行系統性評估，尤其側重藥物、醫療耗材及人工晶體的分銷商。在評估過程中，會對供應商遵守相關法規、產品質量標準及環保規定的情況進行評估。我們的採購部門通過在初步接觸過程中核實供應商的資質、許可及認證以實施該等常規。本集團管理團隊通過定期審查和評估，對供應商表現進行定期監察，確保其持續遵守我們在商業操守、環境保護以及健康及安全規定方面的標準。此監控措施有助保持我們供應鏈的質量和可持續性，並盡量降低潛在風險。

在甄選供應商時，我們參考《供應商考核記錄表》和《供應商評估及挑選原則》，根據多項準則進行嚴謹的評估，包括品質、服務狀況、價格和交貨時間，從而我們可把供應商分為不同等級，決定是否向其採購產品。高品質且不造成環境污染的藥品會更受到我們的青睞。一般情況下，我們將檢查潛在供應商是否已獲得業務經營的牌照及許可，例如營業執照、GMP及／或GSP證書。經門診經理核准的供應商將被列入我們的「藥品供應商名單」。該等措施確保我們的客戶獲得優質的醫療耗材。此外，本集團亦建立了有嚴格規範的採購制度及供應商甄選流程，並對報告範圍內的所有供應商採取如同聘用供應商的做法。

The Group places strong emphasis on environmental compliance and responsible resource management in our supply chain. Our suppliers are expected to maintain proper environmental practices in the following key areas:

- **Environmental Authorisation:** Suppliers must obtain and maintain all required environmental permits, licenses, and regulatory approvals relevant to their operations. These authorisations must be kept current and compliant with applicable reporting requirements.
- **Waste and Discharge Management:** Suppliers are required to implement appropriate systems for the safe handling, storage, and disposal of medical and general waste. This includes proper management of wastewater discharge in accordance with local regulations and industry best practices.
- **Spills and Leaks Prevention:** We expect our suppliers to maintain effective systems and procedures to prevent and promptly respond to any accidental spills or leaks of hazardous materials. This includes having appropriate emergency response protocols and containment measures in place.
- **Restricted Substances Control:** Suppliers must comply with all applicable regulations regarding restricted substances, including proper labeling, handling, and disposal of regulated materials. They are required to maintain updated records of hazardous materials and ensure strict adherence to safety protocols.

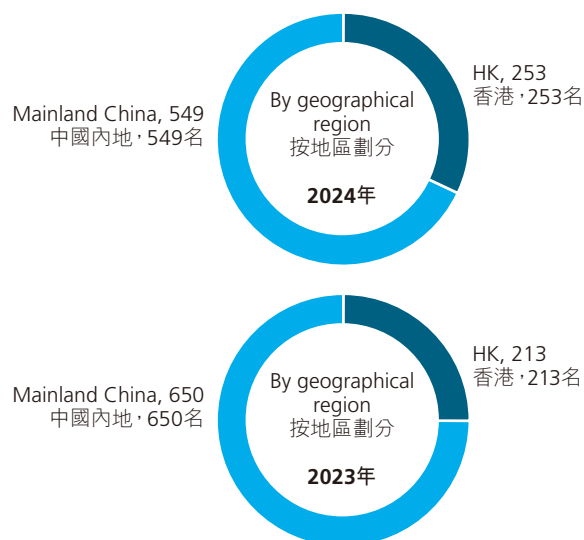
本集團非常重視供應鏈的環境合規及負責任資源管理。我們期望供應商於以下重要範疇保持適當的環保常規：

- **環境授權：**供應商須取得並置存與其業務相關的所有必要環境許可證、執照及監管批准。此等授權必須保持生效並遵守適用呈報規定。
- **廢物及排放管理：**供應商須實施有關安全處理、存放及處置醫療廢物和一般廢物的適當系統，包括根據當地法規及行業最佳實務對廢水排放進行適當管理。
- **防止溢出及泄漏：**我們期望供應商設置有效系統及程序，防止並及時應對任何危險材料的意外溢出或泄漏，包括制定適當的事故應變協定及遏制措施。
- **受限制物質的管控：**供應商須遵守有關受限制物質的所有適用法規，包括適當標籤、處理和處置受限制材料。彼等須存置危害材料的最新記錄，確保緊遵安全協定。



As of 31 December 2024, there are approximately 802 (2023: 863) approved suppliers, with the following showing the corresponding number of suppliers by geographical region. The breakdown of the number of suppliers by geographical region is as follows:

於2024年12月31日，約有802家（2023年：863家）經核准供應商，下圖展示了按地理區域劃分的相應供應商數目。按地區劃分的供應商的數目明細如下：



### Product and Service Responsibility

We comply with all relevant laws and regulations relating to health and safety, products and services provided, and methods of redress in Hong Kong and Mainland China, which significantly impact us.

We are principally engaged in the provision of medical services in Hong Kong and Mainland China, including but not limited to the service of ophthalmic, dental, general practitioner (GP), medical aesthetics, oncology and clinical research, and the sales of vision-aid products. We offer ophthalmic services of international calibre in treating a wide range of eye problems, ranging from common to rare and complex eye problems. Our physicians specialise in cataracts, glaucoma, strabismus refractive surgeries, and other eye diseases, including corneal and vitreoretinal diseases. Our dentists have expertise and qualifications across a wide range of speciality areas, covering general dentistry, orthodontics and implantology. As for other medical services, our physicians and dentists are also experts with related professional qualifications. During the Reporting Period, the Group has not been involved in instigating and/or carrying out any product recall for safety and health reasons.

### 產品及服務責任

在香港和中國內地，我們遵守所有對我們有重大影響且提供產品和服務的健康和安全以及補救方法的相關法律和法規。

我們主要從事在香港及中國內地提供醫療服務包括但不限於眼科、牙科、全科、醫療美容、腫瘤科及臨床研究服務以及銷售視力輔助產品。我們提供達國際水準的眼科服務，主治各種眼疾，包括常見眼疾以至較罕見的複雜眼病。我們的醫師專攻白內障、青光眼、斜視及屈光手術及角膜、玻璃體視網膜疾病等其他眼科疾病。我們的牙醫具備多種專業領域的專識和資格，涵蓋普通牙科、正畸科及種植科。就其他醫療服務而言，我們的醫生及牙醫亦擁有相關專業資格的专业知識。於報告期間，本集團並無就安全及健康理由發起及／或進行任何產品回收行動。

### Advertising and Labelling

We comply with all relevant laws and regulations that have significant impacts on us relating to advertising, including but not limited to Mainland China's "Measures for the Administration of Medical Advertisements (醫療廣告管理辦法)" and Hong Kong's "Undesirable Medical Advertisements Ordinance" to prevent the public from suffering health issues through the prohibition and restriction on advertisements which are likely to induce the seeking of improper handling of certain health conditions.

According to the "Pharmacy and Poisons Ordinance", we strictly monitor the sale and labelling of products which are classified as pharmaceutical products and medicines. The "Pharmacy and Poisons Ordinance" also requires all pharmacists in Hong Kong to be registered with the "Pharmacy and Poisons Board" and shall not practice without a valid practising certificate.

### Complaint Handling

We care about the feedback and comments received from our clients, especially regarding the services we provide. Through establishing a comprehensive medical dispute handling procedure, we listen attentively to our clients to continuously enhance our services in a timely manner.

Eye centres/hospitals in Shenzhen, Beijing, Shanghai, Guangzhou, Zhuhai, Kunming, Huizhou, Jieyang, and Foshan have set up a "Medical Complaint/Dispute/Accident Handling Procedures (醫療投訴／糾紛／事故處理流程)" for relevant staff to follow when medical disputes are received from patients. For any disputes forwarded to the department head, the department head would record the details of the complaints onto the "Hospital Complaint Registration Form (醫院投訴登記表)" for follow-ups and documentation. We have formulated a "Medical Dispute/Accident Mediation Leadership Team (醫療糾紛／事故調解領導小組)" for further investigating and handling the disputes that cannot be resolved by the "Medical Department (醫務科)" and the "Nursing Department (護理部)". We hope all parties will voluntarily reach a mediation consensus based on fair negotiation to resolve the medical disputes.

### 廣告及標籤

我們遵守所有對我們有重大影響的廣告相關法律及規例，包括但不限於中國內地的《醫療廣告管理辦法》和香港的《不良廣告（醫藥）條例》，透過禁止及限制可能引導市民就若干病況尋求不當治理方法的廣告，從而避免公眾健康受到影響。

根據《藥劑業及毒藥條例》，我們嚴格監察藥劑製品及藥物類產品的銷售和標籤。《藥劑業及毒藥條例》亦規定香港所有的藥劑師須向「藥劑業及毒藥管理局」註冊且無有效執業證明書者不得從業。

### 投訴處理

我們重視客戶的反饋及意見，尤其是關於我們所提供服務的反饋及意見。透過建立全面的醫療糾紛處理流程，我們專心傾聽客戶的反饋及意見，以及時並持續地提升服務。

集團位於深圳、北京、上海、廣州、珠海、昆明、惠州、揭陽及佛山的眼科中心／醫院已設立《醫療投訴／糾紛／事故處理流程》，於患者發生醫療糾紛時供相關員工遵循。就轉交部門主管處理的任何糾紛，部門主管會將投訴詳情記錄在「醫院投訴登記表」上，以便追蹤及歸檔。我們已成立「醫療糾紛／事故調解領導小組」，進一步調查及處理「醫務科」及「護理部」無法解決的糾紛。我們希望各方在平等協商基礎上自願通過調解達成共識，解決醫療糾紛。

In Hong Kong, we have established a “Handling Client Enquiries and Complaints” procedure to formulate the complaint handling procedures. Our clinic manager is responsible for handling complaints from our clients, and all complaints received will be recorded in writing and submitted to Dr. LAM Shun Chiu Dennis and Dr. LEE Yau Wing Vincent for review and follow-up recommendations. All documents and reports will be kept appropriately, and we aim to resolve all complaints, other than those involving medical incidents or alleged negligence, within one month from the date of the relevant complaint. When the complaint is handled and resolved, a follow-up response will also be communicated to the relevant client.

During the Reporting Period, 5 complaints were brought by patients of Shenzhen CKJ Group. The Group have engaged lawyers to resolve the medical dispute, and all complaints have been resolved through coordination.

#### Service Quality Assurance

According to the “Medical Registration Ordinance”, all practising medical practitioners (the “Registered Medical Practitioners”) in Hong Kong are registered with the Medical Council of Hong Kong and shall not practice medicine, surgery or midwifery in Hong Kong or any branches of medicine or surgery in Hong Kong, without a valid practising certificate. Similarly, in accordance with the “Dentists Registration Ordinance”, all dentists in Hong Kong are registered with the Dental Council of Hong Kong and shall not practice dentistry without a valid practising certificate. In addition, all of our nurses and other allied health professionals have to comply with the code of professional conduct or discipline as applicable to them.

Our professional medical team in Mainland China comprises overseas ophthalmologists, physicians, anaesthetists, dentists, nurses, and other supporting health professionals registered per the relevant healthcare administrative authorities in Mainland China.

The Group places great emphasis on its medical services. During the Reporting Period, we conducted a satisfaction questionnaire to receive customers’ feedback and received an overall rating of over 9.1 out of 10. This is conducive to enhancing our services based on the customers’ experience.

於香港，我們已設立《處理客戶查詢及投訴》，以制定投訴處理流程。我們的門診經理負責處理客戶投訴，且所有的投訴均會以書面記錄並上報林順潮醫生及李佑榮醫生，供彼等審查及提供後續意見。所有文件及報告將妥善保存，且我們旨在於相關投訴日期起一個月內解決所有投訴，涉及醫療事故或指稱疏忽的投訴除外。投訴得到適當處理及解決後，我們亦會將後續回應告知相關客戶。

於報告期間，有5宗由深圳愛康健集團的病人提出的投訴。本集團已聘請律師處理該醫療糾紛，所有投訴均已透過調解解決。

#### 服務質量保證

根據《醫生註冊條例》，所有香港執業醫生（「註冊醫生」）均須向香港醫務委員會註冊，且除非持有有效的執業證明書，否則不得在香港從事內科、外科或助產科執業或在香港從事內科或外科的任何分科的執業。同樣，根據《牙醫註冊條例》，香港所有牙醫均於香港牙醫管理委員會註冊，欠缺有效的執業牌照，不得從事牙醫工作。此外，我們的所有護士及其他輔助醫療專業人士須遵守適用的專業行為守則或紀律。

我們於中國內地的專業醫療團隊包括海外眼科醫生、醫師、麻醉師、牙醫、護士及其他輔助醫療專業人士，彼等均於中國內地相關醫療管理部門註冊。

本集團重視其醫療服務。於報告期間，我們進行滿意度問卷調查，以聽取客戶的反饋，並取得在10分中9.1分的整體評級。此舉有利於我們根據客戶體驗提高我們的服務。

We regularly check the medical service systems and equipment to maintain functionality and efficiency, ensuring the equipment is operated normally. The temperature and humidity of the operating rooms are maintained in a standard range to guarantee the work environment is up to standard.

#### Data Protection and Privacy

We comply with all relevant laws and regulations that significantly impact us regarding privacy.

Our “Client Privacy Policies” is to comply with Hong Kong’s “Personal Data (Privacy) Ordinance” and Mainland China’s “Personal Information Protection Law” (個人信息保護法). The policy is also to comply with all relevant codes of practice and guidelines issued by the Privacy Commissioner for Personal Data of Hong Kong to ensure that the information is collected for specific purposes and that only designed staff has access to it.

As stipulated in our “Client Privacy Policies”, we have put in place standard procedures to collect personal data in a legal and fair manner with the purposes clearly explained to the patients. We take reasonable steps to protect personal data and medical records from unauthorised access, handling, deletion, or use. Access controls are in place in the workstations to prevent unauthorised access to confidential information. Important information is regularly backed up to prevent data loss, whilst operating systems and software are regularly updated to prevent hackers from accessing and exploiting stored data. In addition, the “Handling Client Enquiries and Complaints” guides our staff on how to protect patients’ confidential information when they receive enquiries from different means. Within the “Employee Handbook”, all employees are required to protect the sensitive information and patients’ personal information obtained when performing the job duties. Information should not be disclosed to any third parties unless and to the extent that it is necessary to make such disclosure. If there is any leakage of the Group’s confidential information, the Group may impose fines, administrative penalties or pursue legal liabilities against the parties concerned to protect the best interest of the Group and its clients.

我們定期檢查醫療服務系統及設備，以維持其性能及效率並確保有關設備正常運行。手術室的溫度及濕度維持在標準的範圍內，保證工作環境符合標準。

#### 資料保護及私隱

我們遵守所有對我們有重大影響的私隱相關法律及法規。

我們的《客戶私隱政策》須符合香港《個人資料(私隱)條例》及中國內地《個人信息保護法》。政策亦旨在遵守香港個人資料私隱專員頒佈的所有相關實務守則及指引，確保收集的資料作特定用途，且僅可由指定人士查閱。

根據《客戶私隱政策》的規定，我們已制定標準程序，合法及公平地收集個人資料，並向患者清楚闡明收集目的。我們採取合理措施保障個人資料及病歷檔案，杜絕未經授權查閱、處理、刪除或使用的情况。工作站設有存取控制，以防未經授權查閱機密資料。重要資料會定期備份以免數據丟失，同時操作系統及軟件會定期更新，以防黑客存取及利用存儲數據。此外，《處理客戶查詢及投訴》指引員工在接受不同形式的查詢時如何保障患者的保密資料。根據《僱員手冊》，所有僱員於履行工作職責時須保障所獲取的敏感資料及患者個人資料。除非有必要作出披露，否則不得向任何第三方披露有關資料。倘出現任何本集團機密資料洩漏的情況，本集團可能會對涉事人士提出罰款、行政處罰或追究法律責任，以維護本集團及其客戶的最佳利益。

#### Intellectual Property Rights

We have registered trademarks which are important to our business. We regularly monitor whether our trademarks are being infringed. We are committed to protecting intellectual property rights which we handle with great care during our daily operations.

#### Anti-corruption

We comply with all relevant laws and regulations with regard to bribery, extortion, fraud and money laundering in Hong Kong and Mainland China, which have significant impacts on us, including but not limited to the “Prevention of Bribery Ordinance” of Hong Kong and “Criminal Law of the People’s Republic of China (中華人民共和國刑法)” and “Anti-Money Laundering Law of the People’s Republic of China (中華人民共和國反洗錢法)” of Mainland China.

We uphold business philosophies of probity and integrity as our core values, and we deliver our values through the formulation of the “Anti-bribery Policy”. All directors and employees must strictly follow the Group’s policy to prevent potential bribery, extortion, fraud and money laundering.

To create a law-abiding, honest, clean, self-disciplined, quality service as our core philosophy, we distributed an “Employee Handbook” to each of our staff before the commencement of work. It reminds our employees not to use any information obtained from work to solicit or be solicited any benefits from other third parties. The Group has also formulated the “Anti-bribery and Anti-corruption Regulations (反賄賂、反貪污管理規定)”, which require hospital executives, purchasing personnel, marketing personnel and financial officers to refrain from offering, soliciting, and accepting bribes. Otherwise, legal action will be taken against any staff member who conducts corrupt practices. In addition, the Group will conduct an annual audit and evaluation of relevant personnel for anti-corruption and anti-bribery purposes in order to identify the reasons and hidden dangers that may occur and create commercial bribery.

#### 知識產權

我們的註冊商標對我們的業務至關重要。我們會定期監控我們的商標是否遭到侵權。我們致力於保護知識產權並於日常運營中格外謹慎地處理知識產權。

#### 反貪污

我們遵守香港及中國內地對我們有重大影響的所有賄賂、勒索、欺詐及洗黑錢相關的法律及規例，包括但不限於香港的《防止賄賂條例》以及中國內地的《中華人民共和國刑法》及《中華人民共和國反洗錢法》。

我們堅持誠信及正直的商業理念作為我們的核心價值觀，並通過制訂《反賄賂政策》以實現我們的價值觀。全體董事及僱員都必須嚴格遵守本集團的政策，以防潛在的賄賂、勒索、欺詐及洗錢。

為締造遵紀守法、誠信廉潔、紀律嚴明、服務高質的核心理念，我們於入職前向每位員工發放《僱員手冊》，以提醒僱員不要利用從工作中獲得的任何信息來向其他第三方謀取任何利益或為他人向其他第三方謀取任何利益。本集團亦制定《反賄賂、反貪污管理規定》，要求醫院管理人員、採購人員、營銷人員及財務人員不得行賄、索賄及受賄。否則，任何有貪污行為的員工都會被訴諸法律。此外，本集團每年都會對相關人員進行一次反貪污、反賄賂的審計及評估，以識別可能導致及發生商業賄賂的原因及隱患。



The Group also provides several whistleblowing channels, including a dedicated post box, hotline, and email address, which encourage employees to raise concerns and report any suspected corruption-related complaints. Employees will be protected from punishments or unfair treatment for disclosing concerns in good faith in accordance with these procedures. In return, the respective channels enable management to be informed at an early stage about acts of misconduct.

With the above anti-corruption mechanisms, we aim to develop a culture of openness, accountability and integrity among all directors and employees. During the Reporting Period, no concluded legal cases regarding corrupt practices were brought against the Group or our employees. All Directors of the Group have received corporate governance training provided by the Group before listing or upon their appointment so that the Directors clearly understand their responsibility and exercise their fiduciary duties. The Group offers new employee induction training, which includes training in relation to basic employee ethics, such as anti-corruption. The Group will closely monitor the regulatory development and arrange relevant anticorruption training for our employees and directors, where necessary.

### Community Investment

We recognise the importance of giving back to the society. Therefore, we encourage our staff to participate in various activities primarily related to the medical field for their contribution to our local communities. By participating in social services, we are better connected with the community and understand its needs and concerns.

The Group invested in establishing sustainable communities in places where the Group operates. During the Reporting Period, the Group organised and participated in a total of 310 volunteering activities in Mainland China, with our employees' contribution of about 1,730 volunteer hours<sup>10</sup>. To take up its social responsibility, the Group donated a total of HK\$531,000 to the Project Vision Charity Foundation, Shenzhen Voluntary Service Foundation, and Shenzhen Wheelchair Obstacle Race for the Disabled Donation.

<sup>10</sup> To better illustrate and present our employees' contribution in the participation of volunteer activities for the pursuit of community investment, the number of total volunteer hours disclosed during the Reporting Period has been presented in the aggregate hours of charitable activities contributed by our participating employee.

本集團亦提供多個舉報渠道，包括專用的郵箱、熱線及電子郵件地址，鼓勵僱員提出疑慮並報告任何涉嫌貪污的投訴。根據該等程序，員工將受到保護，免因善意披露疑慮而受到懲罰或不公平待遇。相應的渠道亦使管理層能夠於早期階段了解不當行為。

通過上述反貪污機制，我們旨在為所有董事及僱員孕育坦誠開放、具責任感及正直的文化。於報告期間，本集團或我們的僱員概無牽涉有關貪污行為的已結案法律案件。本集團全體董事於上市前或獲委任後均接受本集團提供的企業管治培訓，以便董事清楚了解自己的責任並行使其受託責任。本集團為新員工提供入職培訓，其中包括與員工基本道德規範有關的培訓，如反貪污。本集團將密切關注監管動態，必要時為員工及董事安排相關的反貪污培訓。

### 社區投資

我們理解回饋社會的重要性。因此，我們鼓勵員工參與各種活動，主要是醫療領域相關活動，貢獻本地社區。通過參與社會服務，我們可以更好地與社區建立聯繫，並了解其需求及關注的事宜。

本集團投放資源在業務所在地區建設可持續發展社區。於報告期間，本集團在內地舉辦及參與合共310項義工活動，員工貢獻義工服務時數約1,730小時<sup>10</sup>。本集團承擔社會責任，向亮晴工程慈善基金、深圳市志願服務基金會及深圳市肢殘人輪椅障礙賽捐款共531,000港元。

<sup>10</sup> 為更好地闡述及展示員工於參與義工活動的貢獻，以實行社區投資，報告期間披露的義工服務總時數以參與員工所貢獻的慈善活動合計時數表示。



***Community Eye Screening Programme***

Project Vision collaborated with Sham Shui Po District Office and Community Care Team under Home Affairs Department to organise eye screening activities. With the sponsorship of the MTR Corporation Limited, we have collaborated with the Sham Shui Po District Office and launched 2 free eye screening service in Sham Shui Po with the aid of artificial intelligence equipment, benefiting more than 400 people. In addition, we worked with the Community Care Team to provide free eye disease screening services for the elderly with the assistance of artificial intelligence equipment, benefiting more than 250 people.

***關愛社區眼科檢查活動***

亮晶工程與民政事務總署轄下的深水埗民政事務處和社區關愛隊合作舉辦了眼科檢查活動。在香港鐵路有限公司贊助下，與深水埗民政事務處合作2場活動，以人工智能儀器輔助，在深水埗區展開免費篩查眼疾服務，受惠人數超過400人。另外，我們與社區關愛隊合作以人工智能儀器輔助，為民者免費篩查眼疾服務，受惠人數超過250人。



#### ***Distribution of free dental cleaning coupons***

The Group has collaborated Mr. Chu Kwok-keung, a member of the Legislative Council (Education) to distribute free dental cleaning coupons to primary and secondary school teachers and staff in Hong Kong, with a total of 1,300 coupons being distributed in 2024. At the same time, the Group has cooperated with members of the Legislative Council and district councils and Community Care Teams to hold dental lectures and distribute free teeth cleaning coupons in various districts. A total of 25 lectures were held in 2024, benefiting more than 2,500 people.

#### ***Building Health Together***

Shenzhen CKJ Group held 24 free oral health seminars in 18 districts in Hong Kong. Through professional knowledge sharing and preventive education, we helped the public to identify potential oral diseases and establish proper care habits. In the future, we will continue to promote the oral healthcare to Hong Kong citizens with professionalism.

#### ***Launching of the "Elderly Health Care Voucher Greater Bay Area Pilot Scheme" in Shenzhen***

On 14 August 2024, the "Shenzhen Initiation Ceremony of Elderly Health Care Voucher Greater Bay Area Pilot Scheme and Closing Ceremony of Lo Wu Hong Kong/Shenzhen Cultural Month" was held in Shenzhen CKJ. The Elderly Health Care Voucher Greater Bay Area Pilot Scheme was officially launched, marking a new milestone in cross-border medical services between Shenzhen and Hong Kong.

In February last year, the Hong Kong government included seven medical institutions in the Greater Bay Area into the pilot scheme, allowing eligible Hong Kong seniors to use medical vouchers to pay for outpatient medical care at various service points, providing greater convenience for Hong Kong seniors living in cities in the Greater Bay Area, allowing them to better use primary medical services to improve their health.

#### ***派發免費洗牙券***

本集團與立法會(教育界)朱國強議員合作派發免費洗牙券給全港中小學教師及教職工，於2024年共派發1300張。同時，與立法會議員、區議員及社區關愛隊等合作，到各區舉行牙科講座及派發免費洗牙券，2024年共舉辦25場，受惠人數超過2500人。

#### ***感恩陪伴，共創健康。***

深圳愛康健集團於香港18區舉辦了24場免費口腔健康講座。透過專業知識分享和預防教育，協助市民識別口腔隱患，建立正確護理習慣。未來，我們將繼續以專業態度向每位香港市民推廣口腔健康。

#### ***「長者醫療券大灣區試點計劃」在深圳啟用***

2024年8月14日，「長者醫療券大灣區試點計劃深圳啟用儀式暨羅湖深港文化月閉幕式活動」在深圳愛康健舉行。長者醫療券大灣區試點計劃正式啟用，標誌著深港兩地跨境醫療服務邁向新里程碑。

去年2月香港政府把7家大灣區醫療機構納入試點計劃，讓符合條件的香港長者在各服務點用醫療券支付門診醫療護理費用，為居住在大灣區城市的香港長者提供更大便利，讓他們更好地利用基層醫療服務提升健康。

***“Project Vision • Charity Brightness Campaign in Eastern Guangdong – Bringing Brightness to the Beneficiaries in Jieyang City”***

On 29 October 2024, “Project Vision • Charity Brightness Campaign in Eastern Guangdong – Bringing Brightness to the Beneficiaries in Jieyang City” event was held at the Veterans Service Station of Xinxing Street, Rongcheng District, Jieyang. The event was jointly organised by Veterans Affairs Bureau and Jieyang Ribao, and hosted by units including but not limited to Guangdong Project Vision Charity Foundation and Jieyang C-MER Dennis Lam Eye Hospital. It aimed to help the beneficiaries achieve early detection, early prevention and early treatment of eye diseases through government-enterprise cooperation and public welfare testing and treatment, and to provide free surgical assistance to beneficiaries with difficulties to help them improve and restore their vision.

***「亮睛工程·粵東慈善光明行—為揭陽市優撫對象送光明」***

2024年10月29日，「亮睛工程·粵東慈善光明行—為揭陽市優撫對象送光明」活動在揭陽榕城區新興街道退役軍人服務站舉行。本次活動由市雙擁辦、市退役軍人事務局、揭陽日報社聯合主辦，廣東省亮睛工程慈善基金會、揭陽希瑪林順潮眼科醫院等單位承辦，旨在通過政企合作和公益檢測治療的形式，幫助優撫對象群體達到眼病早發現、早預防、早治療，並為生活困難的優撫對象提供免費手術援助，幫助其改善和恢復視力。



**Benefiting 560 patients | “Project Kindness” Cataract Charity Relief Zhuhai Station**

On 14 May 2024, ‘Launching Ceremony of Spreading Kindness and Love in the Guangdong Province – “Project Kindness Cataract Charity Relief Scheme – Zhuhai Station”, led by China Foundation for Disabled Persons, hosted by Guangdong Foundation for Disabled Persons, and jointly organized by Zhuhai Disabled Persons’ Federation and Zhuhai C-MER Dennis Lam Eye Hospital, was successfully held in Zhuhai C-MER Dennis Lam Eye Hospital. “Project Kindness” aims to help cataract patients who are eligible for surgery to regain their sight, and the project benefited 560 patients in Zhuhai. Cataract patients from families with difficulties in obtaining medical insurance in Zhuhai can apply to the hospital for a subsidy for their surgeries.

**惠及 560 名患者 | 「集善工程」白內障公益救助珠海站**

2024年5月14日，由中國殘疾人福利基金會指導，廣東省殘疾人公益基金會主辦，珠海市殘疾人聯合會和珠海希瑪林順潮眼科醫院共同承辦的「集善之光為愛續航廣東省集善工程白內障公益救助項目—珠海站啟動儀式」在珠海希瑪林順潮眼科醫院順利舉行。集善工程旨在幫助符合手術條件的白內障患者重見光明，該項目惠及珠海市560名患者。於珠海且來自難以獲取醫保的家庭的白內障患者可向醫院提出手術補貼申請。





***“Bright Eyes & Shiny Teeth” Huipeng City | C-MER collaborates with Shenzhen CKJ to care for millions of “Red Vests”***

Led by the Shenzhen Municipal Committee of the Communist Youth League, the governing body of the foundation Shenzhen Futian C-MER Dennis Lam Eye Hospital jointly relaunched the “Volunteer Rewards Scheme – Caring for Millions of ‘Red Vests’ Charity Action” with Guangdong Project Vision Charity Foundation, Shenzhen Xinan C-MER Dennis Lam Eye Hospital and Shenzhen CKJ in March 2024, providing free eye and oral health services to Shenzhen volunteers, including basic eye and oral examinations and doctor consultations.

***「明眸皓齒」惠鵬城 | 希瑪眼科聯合深圳愛康健關愛百萬「紅馬甲」***

在共青團深圳市委員會指導下，基金會理事單位深圳希瑪林順潮眼科醫院攜手廣東省亮睛工程慈善基金會、深圳新安希瑪林順潮眼科醫院、深圳愛康健，於2024年3月起再次啟動「志願者禮遇計劃之關愛百萬「紅馬甲」公益行動」，為深圳志願者提供免費眼睛、口腔健康等義診，包括眼睛、口腔基礎檢查和醫生看診。



***Collaboration of 10 C-MER hospitals in 9 cities | “Eye Protection Starts from Prevention” series, building a wall of protection against myopia***

During the summer vacation, C-MER and ten of its hospitals launched the 2024 summer myopia prevention and control public welfare event with the theme “Eye Protection Starts from Prevention”. The activity focuses on precautions for the prevention and treatment of myopia among teenagers during the summer vacation, precautions for wearing and handling Ortho-K lens, and AI smart fitting of Ortho-K lens. Through a new AI smart fitting experience, live broadcast on topic of myopia prevention and control science, parent-child garden party and photo taking, children’s frisbee painting competitions and other activities, it helped parents and children acquire knowledge of eye health, reacquaint themselves with the correct way of wearing Ortho-K lens and enhance their awareness of vision protection.

***希瑪9城10院聯動|「守護瞳真，智在防控」系列活動，共築近視防護牆***

暑假期間，希瑪眼科聯合旗下10家醫院，開展了以「守護瞳真，智在防控」為主題的2024暑期近視防控科普公益活動。活動圍繞青少年暑期近視防治注意事項、OK鏡佩戴和護理注意事項、OK鏡AI智能驗配等內容，通過全新的AI智能驗配體驗、直播近視防控科普專題、親子遊園會打卡、少兒飛盤繪畫比賽等多種形式，來幫助家長和孩子們掌握眼健康知識，並且重新認識、正確佩戴OK鏡，增強視力保護意識。





***Igniting Hope by Love | Launching of “Cross-Strait Journey of Light” Charity Event in Huizhou C-MER Dennis Lam Eye Hospital***

On 19 January 2024, the 34th stop of the “Cross-Strait Journey of Light” charity event was officially launched at Huizhou C-MER Dennis Lam Eye Hospital. The “Cross-Strait Journey of Light” is a large-scale charitable event led by China Council for the Promotion of Peaceful National Reunification and jointly initiated by cross-strait business organisations, medical institutions and volunteers. Since its launch in 2011, 33 activities have been successfully held. This event focused on the eye health of the elderly and youth, providing free cataract surgery assistance, vision check-ups for primary and secondary school students, and eyeglass donations to the needy in the local community.

***愛心點亮希望 | 「海峽兩岸同心光明行」慈善活動在惠州希瑪眼科醫院啟動***

2024年1月19日，「海峽兩岸同心光明行」慈善活動第34站在惠州希瑪林順潮眼科醫院正式啟動。「海峽兩岸同心光明行」是由中國和平統一促進會牽頭推進，兩岸企業組織、醫療機構和愛心人士共同發起的大型慈善公益活動，自2011年啟動以來，已成功舉辦33站活動。本次活動專注關愛一老一少的眼睛健康，為當地有需要的群眾開展免費白內障手術救助、中小學生公益視力檢查及眼鏡捐贈。

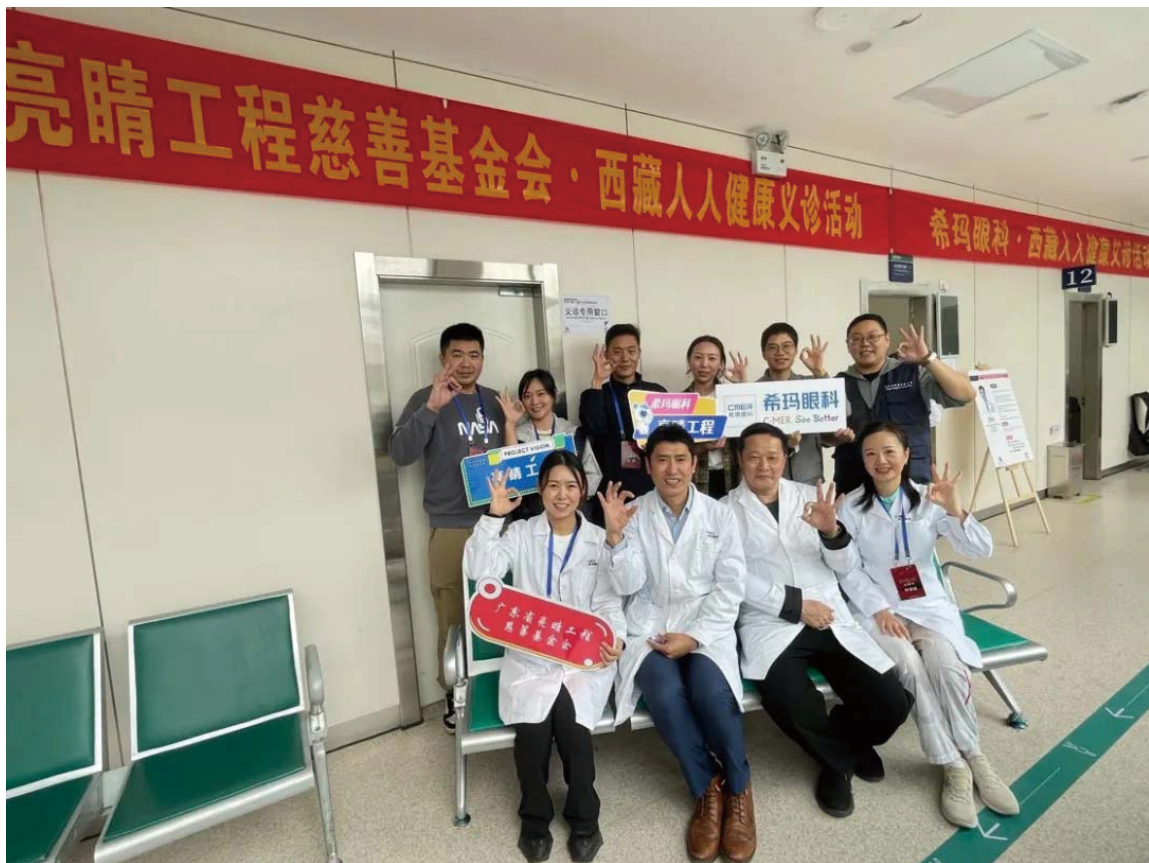


***Tibetan Journey of Light| Voluntary medical services offered by the fellow expert team of Project Vision and C-MER in Tibet***

During 15 to 18 August 2024, the Group participated in the 2024 “Universal Health in Tibet” event jointly held by China Tibet Development Fund, Guangdong Project Vision Charity Foundation and C-MER to provide voluntary medical services in Lhasa, Tibet Autonomous Region. The chairman of the Group, Dr. LAM Shun Chiu Dennis, the head of Shenzhen C-MER Dennis Lam Eye Hospital, ZHAN Xingkai, the vice president of the medical department of Beijing C-MER Dennis Lam Eye Hospital, Zheng Ke, as well as the accompanying staff of Guangdong Project Vision and C-MER all participated in this event, providing ophthalmology training and voluntary medical services to local hospitals.

***援藏光明行|亮睛工程聯合希瑪眼科  
院士專家團進藏義診***

2024年8月15日至18日，本集團參加由援助西藏發展基金會、廣東省亮睛工程慈善基金會及希瑪眼科聯合主辦的2024年「西藏人人健康」院士專家進藏義診活動，前往西藏自治區拉薩市提供義務醫療服務。本集團主席林順潮醫生，深圳希瑪林順潮眼科醫院院長詹行楷，北京希瑪林順潮眼科醫院醫療副院長鄭科以及廣東省亮睛工程和希瑪眼科一行人員參加此次活動，為當地醫院開展眼科培訓、患者義診等幫扶。



***Dr. LAM Shun Chiu Dennis receives highest honor  
at Asia-Pacific Vitreo-retina Society ("APVRS")  
Congress 2024***

The 17th APVRS Congress (APVRS 2024) was held in Singapore, attracting more than 2,000 attendees from 42 different countries. More than 30 science conferences were held, covering the latest concepts, innovative technologies, new treatment methods, forward imaging and research and other topics. Dr. LAM Shun Chiu Dennis received the highest honor, Tano Lecture Award, a recognition of his outstanding contribution and academic prowess in the field of vitreoretinal diseases in the Asia-Pacific at APVRS 2024.

***林順潮醫生獲頒2024年亞太眼底病  
醫學會 (「APVRS」) 大會最高榮譽***

第17屆亞太眼底病醫學會大會 (APVRS 2024) 在新加坡盛大舉行，大會吸引了來自42個國家超過2000名與會者，舉辦了30多場科學會議，涵蓋最新概念、創新技術、新療法以及前沿成像和研究等主題。於APVRS 2024，林順潮醫生榮獲最高榮譽Tano Lecture Award，以表彰他在亞太玻璃體視網膜疾病領域的傑出貢獻和學術地位。





***Dr. LAM Shun Chiu Dennis named “Top 100 ophthalmologists” for seven consecutive years***

The Ophthalmologist, a highly-established ophthalmology magazine in the UK, announced “The Ophthalmologist Power List 2024”, where six ophthalmology professors from China were selected in the top 100. Dr. LAM Shun Chiu Dennis, the chairman of the Group, was ranked sixth in the world, being ranked among the “Top 100 ophthalmologists” for the seventh consecutive year.

***Dr. LAM Shun Chiu Dennis ranked first in “World EyeCon21”***

World EyeCon21, held by Asia-Pacific Journal of Ophthalmology, APJO which ranked 7th in the world in ophthalmology journals, aims to acknowledge influential ophthalmologists in the world in the 21st century. The inaugural class of 24 ophthalmology leaders from around the world was honoured, with the founder of C-MER, Dr. LAM Shun Chiu Dennis at the top of the list.

***林順潮醫生連續七屆榮膺「世界眼科百強」***

英國眼科權威雜誌 The Ophthalmologist 公佈「The Ophthalmologist Power List 2024」(2024年眼科100強榜)，中國共有6位眼科教授入選年度100強。本集團主席林順潮醫生世界排名第六，他已經連續七屆榮膺「世界眼科100強」。

***林順潮醫生榮登「21世紀全球眼科領袖榜」榜首***

「21世紀全球眼科領袖榜」(World EyeCon21)由全球排名第七的眼科雜刊《亞太眼科雜刊》(Asia-Pacific Journal of Ophthalmology, APJO)主辦，旨在表彰21世紀眼科界具有全球影響力的眼科醫生。首屆24位來自世界各地的眼科領袖獲獎，希瑪眼科創始人林順潮醫生榮登榜首。



***C-MER Drugs and Medical Devices R&D Centre won second prize in 9th “Maker in China” Shenzhen SMEs Innovation and Venture Contest (Maker)***

In the 9th “Maker in China” Shenzhen SMEs Innovation and Venture Contest and the “Specialized and New” Enterprise Innovation and Venture Contest, the blindness-causing eye disease innovation research team project ‘Wet Age-Related Macular Degeneration Subretinal Fibrosis Pathogenesis and Drug Development’, comprising Dr. LAM Shun Chiu Dennis, Prof. ZHANG Jingfa and Dr. ZHANG Chaoyang, was awarded the second prize in the (Maker) group.

***希瑪藥械研發中心榮獲第九屆「創客中國」深圳中小企業創新創業大賽（創客）組二等獎***

第九屆「創客中國」深圳市中小企業創新創業大賽暨「專精特新」企業創新創業大賽中，由林順潮醫生、張敬法教授、張朝陽博士組成的致盲性眼病創新研究團隊項目《濕性老年黃斑變性視網膜下纖維化發病機制及藥物開發》榮獲（創客）組二等獎。



***C-MER Group listed in “Top 500 Enterprises in Shenzhen” for four consecutive years***

In the “2024 Top 500 Enterprises in Shenzhen” and “Development Report of Top 500 Enterprises of Shenzhen” released by Shenzhen Enterprise Confederation and Shenzhen Entrepreneur Association (abbreviated as Shenzhen Enterprise Confederation), the Group has been listed in the “Top 500 Enterprises in Shenzhen” for four consecutive years due to its own strength and development potential, along with other well-known companies such as Ping An Insurance, Huawei, Tencent, BYD, Foxconn, and Vanke.

***希瑪集團連續四年登上「深圳企業500強榜單」***

由深圳市企業聯合會、深圳市企業家協會（簡稱深圳企聯）發佈「2024深圳企業500強榜單」及《2024深圳500強企業發展報告》中，本集團憑藉自身實力及發展潛力連續4年上榜「深圳企業500強榜單」，與中國平安、華為、騰訊、比亞迪、富士康、萬科等知名企業一同登榜。





***C-MER listed in “Top 100 Social Medical Hospital Groups” once again***

At the “2024 China Hospital Innovation Conference” hosted by Guangzhou Ailibi GAHA, Shenzhen C-MER Dennis Lam Eye Hospital was successfully listed in the “Top 500 private hospitals” list. At the same time, C-MER was once again listed in the “Top 60 listed medical service companies” and “Top 100 Social Medical Hospital Groups”.

***希瑪眼科再登「社會辦醫·醫院集團100強」榜單***

由廣州艾力彼GAHA主辦的「2024中國醫院創新力大會」上，深圳希瑪林順潮眼科醫院成功上榜「社會辦醫·單體醫院500強」榜單，同時，希瑪眼科再次榮登「上市醫療服務企業60強」及「社會辦醫·醫院集團100強」。



***Shenzhen CKJ selected among the Third “Top 100 Shenzhen Brands”***

On 19 April 2024, Shenzhen Quality City Promotion Conference 2024 and the Third Shenzhen Brand Building Promotion Conference, organised by Shenzhen Quality City Promotion Association with the theme of ‘Cultivating New Quality Productivity of Enterprises and Constructing a High Quality Ecosystem’, was successfully held at Silver Lake Conference Centre. C-MER CKJ Stomatology was selected among the Third “Top 100 Shenzhen Brands”, becoming the only medical service institution among the 100 companies in the list.

***深圳愛康健獲評第三屆「深圳品牌百強」企業***

2024年4月19日，由深圳市質量強市促進會主辦，以「培植企業新質生產力構建高質量生態體系」為主題的2024年深圳市質量強市促進大會暨第三屆深圳市品牌建設促進大會在銀湖會議中心成功舉辦。希瑪愛康健口腔集團獲評第三屆「深圳品牌百強」企業，成為100家上榜企業中僅有的醫療服務機構。



***Shenzhen CKJ receives “Outstanding Dental Medical Service Institution in the Greater Bay Area” award***

In 2024, Shenzhen CKJ was included in the new batch of “Elderly Health Care Voucher Greater Bay Area Pilot Scheme” by the Hong Kong SAR Government and become a model among dental class II specialist hospitals. At the same time, it received the “Outstanding Dental Medical Service Institution in the Greater Bay Area” award in the fourth “01 Gold Medal Awards” held by HK01.

**深圳愛康健獲「傑出大灣區牙科醫療服務機構」**

2024年，愛康健成功入選香港特別行政區政府的新一批「長者醫療券大灣區試點計劃」，並成為口腔二級專科醫院的典範。同時，在《香港01》舉辦的第四屆「01企業金勳大獎」中榮獲「傑出大灣區牙科醫療服務機構」稱號。



## STOCK EXCHANGE ESG REPORTING GUIDE INDEX

聯交所《環境、社會及管治報告指引》  
索引

## Part A: Environmental

## A 部：環境

ESG Aspects 環境、社會及管治層面	Related Section(s) 相關章節	Remarks 備註
<b>A1. Emissions</b> <b>A1. 排放物</b>		
Information on the policies and 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. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的政策及遵守對發行人有重大影響的相關法律及規例的資料。	Environmental Compliance 環境合規	
KPI A1.1 The types of emissions and respective emissions data. 關鍵績效指標A1.1 排放物種類及相關排放資料。	Types of Emissions 排放物種類	
KPI A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emission in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 關鍵績效指標A1.2 直接(範圍1)及能源間接(範圍2)溫室氣體排放總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Greenhouse Gas Emission 溫室氣體排放	
KPI A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 關鍵績效指標A1.3 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Hazardous Waste Management 危險廢物管理	
KPI A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 關鍵績效指標A1.4 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Non-hazardous Waste Management 非危險廢物管理	
KPI A1.5 Description of emissions target(s) set and steps taken to achieve them. 關鍵績效指標A1.5 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Types of Emissions; Greenhouse Gas Emission 排放物種類；溫室氣體排放	
KPI 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. 關鍵績效指標A1.6 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Hazardous Waste Management; Non-hazardous Waste Management 危險廢物管理；非危險廢物管理	

ESG Aspects 環境、社會及管治層面	Related Section(s) 相關章節	Remarks 備註
<b>A2. Use of Resources</b>		
<b>A2. 資源使用</b>		
Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Use of Resources 資源使用	
KPI 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). 關鍵績效指標A2.1按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Use of Energy 能源使用	
KPI A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility). 關鍵績效指標A2.2總耗水量及密度(如以每產量單位、每項設施計算)。	Use of Water 用水	
KPI A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them. 關鍵績效指標A2.3描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Use of Energy 能源使用	
KPI 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. 關鍵績效指標A2.4描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Use of Water 用水	
KPI A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 關鍵績效指標A2.5製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	N/A 不適用	No packaging material was used during the course of the Group's operations. 在本集團的經營過程中並無使用任何包裝材料。

ESG Aspects 環境、社會及管治層面	Related Section(s) 相關章節	Remarks 備註
<b>A3. The Environmental and Natural Resources</b>		
<b>A3. 環境及天然資源</b>		
Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environmental and Natural Resources 環境及天然資源	
KPI A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 關鍵績效指標A3.1 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Environmental and Natural Resources 環境及天然資源	
<b>A4. Climate Change</b>		
<b>A4. 氣候變化</b>		
Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化	
KPI 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. 關鍵績效指標A4.1 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change 氣候變化	



**Part B. Social**

**B 部. 社會**

ESG Aspects 環境、社會及管治層面	Related Section(s) 相關章節	Remarks 備註
<b>B1. Employment</b>		
<b>B1. 僱傭</b>		
Information on the policies and compliance with 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. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的政策及遵守對發行人有重大影響的相關法律及規例的資料。	Employment 僱傭	
KPI B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 關鍵績效指標B1.1 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Employment 僱傭	
KPI B1.2 Employment turnover rate by gender, age group and geographical region. 關鍵績效指標B1.2 按性別、年齡組別及地區劃分的僱員流失比率。	Employment 僱傭	
<b>B2. Health and Safety</b>		
<b>B2. 健康與安全</b>		
Information on the policies and compliance with laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境以及保障僱員避免職業性危害的政策及遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety 健康與安全	
KPI B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 關鍵績效指標B2.1 過去三年（包括報告年度）每年因工亡故的人數及比率。	Health and Safety 健康與安全	
KPI B2.2 Lost days due to work injury. 關鍵績效指標B2.2 因工傷損失工作日數。	Health and Safety 健康與安全	
KPI B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored. 關鍵績效指標B2.3 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康與安全	

ESG Aspects 環境、社會及管治層面	Related Section(s) 相關章節	Remarks 備註
<b>B3. Development and Training</b> <b>B3. 發展及培訓</b>		
Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development and Training 發展及培訓	
KPI B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 關鍵績效指標B3.1 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Development and Training 發展及培訓	
KPI B3.2 The average training hours completed per employee by gender and employee category. 關鍵績效指標B3.2 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training 發展及培訓	
<b>B4. Labour Standards</b> <b>B4. 勞工準則</b>		
Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的政策及遵守對發行人有重大影響的相關法律及規例的資料。	Labour Standards 勞工準則	
KPI B4.1 Description of measures to review employment practices to avoid child and forced labour. 關鍵績效指標B4.1 描述檢討招聘慣例的措施以避免童工及強制勞工。	Labour Standards 勞工準則	
KPI B4.2 Description of steps taken to eliminate such practices when discovered. 關鍵績效指標B4.2 描述在發現違規情況時消除有關情況所採取的步驟。	Labour Standards 勞工準則	

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

ESG Aspects 環境、社會及管治層面	Related Section(s) 相關章節	Remarks 備註
<b>B6. Product Responsibility</b>		
<b>B6. 產品責任</b>		
Information on the policies and 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 method of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的政策及遵守對發行人有重大影響的相關法律及規例的資料。	Product and Service Responsibility 產品及服務責任	
KPI B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons. 關鍵績效指標B6.1已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product and Service Responsibility 產品及服務責任	
KPI B6.2 Number of products and service-related complaints received and how they are dealt with. 關鍵績效指標B6.2接獲關於產品及服務的投訴數目以及應對方法。	Product and Service Responsibility – Complaints Handling 產品及服務責任－投訴處理	
KPI B6.3 Description of practices relating to observing and protecting intellectual property rights. 關鍵績效指標B6.3描述與維護及保障知識產權有關的慣例。	Product and Service Responsibility – Intellectual Property Rights 產品及服務責任－知識產權	
KPI B6.4 Description of quality assurance process and recall procedures. 關鍵績效指標B6.4描述質量檢定過程及產品回收程序。	Product and Service Responsibility -Service Quality Assurance 產品及服務責任－服務質量保證	
KPI B6.5 Description of consumer data protection and privacy policies, how they are implemented and monitored. 關鍵績效指標B6.5描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product and Service Responsibility – Data Protection and Privacy 產品及服務責任－資料保護及私隱	

ESG Aspects 環境、社會及管治層面	Related Section(s) 相關章節	Remarks 備註
<b>B7. Anti-corruption</b>		
<b>B7. 反貪污</b>		
Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的政策及遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反貪污	
KPI 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. 關鍵績效指標B7.1 於報告期間對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-corruption 反貪污	
KPI B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 關鍵績效指標B7.2 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption 反貪污	
KPI B7.3 Description of anti-corruption training provided to directors and staff. 關鍵績效指標B7.3 描述向董事及員工提供的反貪污培訓。	Anti-corruption 反貪污	
<b>B8. Community investment</b>		
<b>B8. 社區投資</b>		
Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure that its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資	
KPI B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 關鍵績效指標B8.1 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Investment 社區投資	
KPI B8.2 Resources contributed (e.g. money or time) to the focus area. 關鍵績效指標B8.2 在專注範疇所動用資源(如金錢或時間)。	Community Investment 社區投資	



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